

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089
		2014
		This Form is Open to Public Inspection

Part I	Annual Report Identification Information
For calendar plan year 2014 or fiscal plan year beginning <u>07/01/2014</u> and ending <u>06/30/2015</u>	
A This return/report is for:	☐ a multiemployer plan; ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or ☒ a single-employer plan; ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information
1a Name of plan <u>JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES</u>	1b Three-digit plan number (PN) ▶ <u>002</u> 1c Effective date of plan <u>07/01/2008</u>
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) <u>JCIM US, LLC</u> <u>JOHNSON CONTROLS, INC.</u> <u>5757 NORTH GREEN BAY AVENUE</u> <u>MILWAUKEE, WI 53209-4408</u>	2b Employer Identification Number (EIN) <u>26-2545247</u> 2c Plan Sponsor's telephone number <u>414-524-1200</u> 2d Business code (see instructions) <u>336300</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	<u>Filed with authorized/valid electronic signature.</u>		
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE
Preparer's name (including firm name, if applicable) and address (include room or suite number) (optional) <u>COLEMAN & WILLIAMS, LTD.</u> <u>7127 N GREEN BAY AVE</u> <u>MILWAUKEE, WI 53209</u>			Preparer's telephone number (optional) <u>414-278-0170</u>

3a Plan administrator's name and address ☐ Same as Plan Sponsor EMPLOYEE BENEFIT POLICY COMMITTEE JOHNSON CONTROLS, INC. 5757 N. GREEN BAY AVE MILWAUKEE, WI 53209-4408	3b Administrator's EIN 39-0380010 <hr/> 3c Administrator's telephone number 414-524-1200 <div style="background-color: #cccccc; height: 40px; margin-top: 10px;"></div>
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report: a Sponsor's name	4b EIN <hr/> 4c PN
5 Total number of participants at the beginning of the plan year	5 223
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 153 6a(2) 140 6b 43 6c 9 6d 192 6e 3 6f 195 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1I b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III**Form M-1 Compliance Information (to be completed by welfare benefit plans)**

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2014 Form M-1 annual report. If the plan was not required to file the 2014 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2014</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2014 or fiscal plan year beginning 07/01/2014 and ending 06/30/2015

▶ Round off amounts to nearest dollar.
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF JCIM US, LLC	D Employer Identification Number (EIN) 26-2545247

E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B **F** Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I Basic Information

1 Enter the valuation date: Month 07 Day 01 Year 2014			
2 Assets:			
a Market value	2a	9105220	
b Actuarial value	2b	9105220	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	58	2542648	2542648
b For terminated vested participants.....	12	173130	173130
c For active participants.....	153	3333426	3612781
d Total.....	223	6049204	6328559
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate	5	6.46%	
6 Target normal cost	6	64112	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE			
Signature of actuary	Date		
CHERYL L. DAVIS	14-04707		
Type or print name of actuary	Most recent enrollment number		
HEWITT ASSOCIATES LLC	847-295-5000		
Firm name	Telephone number (including area code)		
4 OVERLOOK POINT LINCOLNSHIRE, IL 60069			
Address of the firm			

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of <u>16.17</u> %		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>6.30</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages		
14 Funding target attainment percentage	14	143.87 %
15 Adjusted funding target attainment percentage	15	143.87 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	126.53 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	18(c)	

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.99 %	2nd segment: 6.32 %	3rd segment: 6.99 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☐ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6).....	31a	64112	
b Excess assets, if applicable, but not greater than line 31a	31b	64112	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..	34		
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36		
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37		
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b		
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		
42 Amount of acceleration adjustment	42		
43 Excess installment acceleration amount to be carried over to future plan years	43		

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2014
		This Form is Open to Public Inspection.

For calendar plan year 2014 or fiscal plan year beginning 07/01/2014 and ending 06/30/2015	
A Name of plan JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 JCIM US, LLC	D Employer Identification Number (EIN) 26-2545247

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

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36-2235791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	ACTUARY	42611	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III **Termination Information on Accountants and Enrolled Actuaries (see instructions)**
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2014 This Form is Open to Public Inspection
For calendar plan year 2014 or fiscal plan year beginning <u>07/01/2014</u> and ending <u>06/30/2015</u>		
A Name of plan <u>JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES</u>		B Three-digit plan number (PN) ► <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JCIM US, LLC</u>		D Employer Identification Number (EIN) <u>26-2545247</u>

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.				
	Assets			
a	Total noninterest-bearing cash	1a		
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions.....	1b(1)		
	(2) Participant contributions.....	1b(2)		
	(3) Other.....	1b(3)		
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)		
	(2) U.S. Government securities	1c(2)		
	(3) Corporate debt instruments (other than employer securities):			
	(A) Preferred	1c(3)(A)		
	(B) All other	1c(3)(B)		
	(4) Corporate stocks (other than employer securities):			
	(A) Preferred	1c(4)(A)		
	(B) Common.....	1c(4)(B)		
	(5) Partnership/joint venture interests	1c(5)		
	(6) Real estate (other than employer real property).....	1c(6)		
	(7) Loans (other than to participants)	1c(7)		
	(8) Participant loans.....	1c(8)		
	(9) Value of interest in common/collective trusts	1c(9)		
	(10) Value of interest in pooled separate accounts	1c(10)		
	(11) Value of interest in master trust investment accounts	1c(11)	9107922	7793551
	(12) Value of interest in 103-12 investment entities.....	1c(12)		
	(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)		
	(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
	(15) Other.....	1c(15)		

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	9107922	7793551

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	2702	9515
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	2702	9515

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	9105220	7784036
---	-----------	---------	---------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAS, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		333604
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		333604

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1601250	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		1601250
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	42611	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	10927	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		53538
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1654788

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		-1321184
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unqualified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)?

☒ Yes ☐ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: COLEMAN & WILLIAMS, LTD.

(2) EIN: 39-1658905

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

- a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....
- b** Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....

	Yes	No	Amount
4a		X	
4b		X	

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....		X	
e Was this plan covered by a fidelity bond?	X		50000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?.....		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?.....		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
 If "Yes," enter the amount of any plan assets that reverted to the employer this year..... ☐ Yes ☒ No Amount:

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☐ Yes ☐ No ☐ Not determined

Part V Trust Information (optional)

6a Name of trust	6b Trust's EIN

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2014 This Form is Open to Public Inspection.
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For calendar plan year 2014 or fiscal plan year beginning 07/01/2014 and ending 06/30/2015

A Name of plan <u>JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JCIM US, LLC</u>	D Employer Identification Number (EIN) <u>26-2545247</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____ Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3 <u>27</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part)
----------------	--

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	6a		
b Enter the amount contributed by the employer to the plan for this plan year.....	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?.....	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....	☐ Yes	☐ No	☒ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☒ Increase	☐ Decrease	☐ Both	☐ No
--	--	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	14a	
b The plan year immediately preceding the current plan year	14b	
c The second preceding plan year	14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

- a** Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%
- b** Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more
- c** What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

**JCIM US, PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES**

**FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE
YEARS ENDED JUNE 30, 2015 AND 2014**

**JCIM US, PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
YEARS ENDED JUNE 30, 2015 AND 2014**

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Statements of Accumulated Plan Benefits as of July 1, 2014 and 2013	5
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*Note: Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income and Security Act of 1974 have been omitted because they are not applicable.



COLEMAN & WILLIAMS, LTD.
A Professional Services Firm

INDEPENDENT AUDITORS' REPORT

To the Participants and Administrator of the
JCIM US, LLC Pension Plan
For Bryan, Ohio Union Employees:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees (the "Plan"), which comprise the statements of net assets available for benefits as of June 30, 2015 and 2014, and the related statements of changes in net assets available for benefits for the years then ended, the statements of accumulated plan benefits as of June 30, 2015 and 2014, the related statements of changes in accumulated plan benefits for the years then ended, the related notes to the financial statements and the supplemental schedules as listed in the table of contents.

Managements' Responsibility for the Financial Statements

Plan management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by U.S. Bank, N.A., the trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedules. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended June 30, 2015 and 2014, that the information provided to the plan administrator by the trustee is complete and accurate.



COLEMAN & WILLIAMS, LTD.
A Professional Services Firm

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Other Matter

The supplemental schedules of the Plan, as of or for the year ended June 30, 2015, which are the responsibility of plan management, are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

Report on Form and Content in Compliance With DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Coleman & Williams, Ltd.

Milwaukee, Wisconsin
January 19, 2016

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

	June 30,	
	2015	2014
Assets		
Investments, at fair value		
Investment in Johnson Controls, Inc.		
Master Pension Trust	\$ 7,793,551	\$ 9,107,922
Liabilities		
Accrued administrative expenses	9,515	2,702
Net assets available for benefits	<u><u>\$ 7,784,036</u></u>	<u><u>\$ 9,105,220</u></u>

See the notes to the financial statements

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

	Year Ended	
	June 30, 2015	June 30, 2014
Additions		
Additions to net assets attributed to:		
Investment income	\$ 333,604	\$ 1,298,309
Total additions	<u>333,604</u>	<u>1,298,309</u>
Deductions		
Deductions from net assets attributed to:		
Benefits paid to participants	1,601,250	607,925
Administrative expenses	53,538	64,112
Total deductions	<u>1,654,788</u>	<u>672,037</u>
Net increase (decrease)	(1,321,184)	626,272
Net assets available for benefits, beginning of year	9,105,220	8,478,948
Net assets available for benefits, end of year	<u>\$ 7,784,036</u>	<u>\$ 9,105,220</u>

See the notes to the financial statements

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
STATEMENTS OF ACCUMULATED PLAN BENEFITS**

	July 1,	
	2014	2013
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	\$ 2,248,335	\$ 2,362,657
Other participants	3,557,026	3,478,344
Total vested benefits	<u>5,805,361</u>	<u>5,841,001</u>
Nonvested benefits	<u>309,721</u>	<u>289,859</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 6,115,082</u></u>	<u><u>\$ 6,130,860</u></u>

See the notes to the financial statements

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
STATEMENTS OF CHANGES IN ACCUMULATED PLAN BENEFITS**

Actuarial present value of accumulated plan benefits at July 1, 2012	\$ 5,369,621
Increase (decrease) during the year attributable to:	
Interest accumulation	444,317
Benefit payments	(290,648)
Plan amendments	516,360
Assumption changes	275,806
Other changes*	(184,596)
Net increase	<u>761,239</u>
Actuarial present value of accumulated plan benefits at July 1, 2013	<u>\$ 6,130,860</u>
Increase (decrease) during the year attributable to:	
Interest accumulation	466,620
Benefit payments	(607,925)
Assumption changes	149,461
Other changes*	(23,934)
Net decrease	<u>(15,778)</u>
Actuarial present value of accumulated plan benefits at July 1, 2014	<u>\$ 6,115,082</u>

*The "Other" component represents the normal operation of the pension plan. It consists primarily of the increase due to ongoing benefits accruals (if any) and those items of plan experience that are not associated with plan asset performance.

See the notes to the financial statements

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees (the "Plan") provides only general information. Participants should refer to the plan document provided to all participants for a more complete description of the Plan's provisions.

GENERAL

The Plan is a defined benefit plan effective July 1, 2008 established as a spin-off of the Plastech Exterior Systems, Inc. Retirement Plan including Bryan bargaining participants covered by the bargaining agreement effective July 1, 2004, which covers eligible employees of JCIM US, LLC (the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The Plan is administered by the Johnson Controls Employee Benefit Policy Committee appointed by the Company. Aon Hewitt contracts to be responsible for the plan administration and is the third-party administrator.

All employees at the Bryan, Ohio Plant represented by AIW Local 141 are eligible to participate after attaining age 18 with 12 months of service (during which at least 870 hours are worked). Effective September 30, 2003, participation in the Plan was closed.

VESTING

Prior to January 1, 1975, one year of vesting service is granted for each year of continuous service. On or after January 1, 1975, one year of vesting service is granted for each calendar year in which the employee works 870 hours.

FUNDING POLICY

The Company's funding policy is to make contributions to the Plan in amounts that meet or exceed the minimum amounts required by ERISA. The Company's contributions for the years ended June 30, 2015 and 2014 met or exceeded the ERISA required minimum amount.

ADMINISTRATIVE EXPENSES

Administrative expenses are paid by the Plan, as allowed by the Plan's provisions, with all remaining expenses paid by the Company.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF PRESENTATION

The accompanying financial statements are prepared on the accrual basis of accounting.

USE OF ESTIMATES

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

JOHNSON CONTROLS, INC. MASTER PENSION TRUST

The Company has entered into a master trust (the "Master Trust") agreement with U.S. Bank, N.A. (the "Trustee"). Under the agreement, plans held by Johnson Controls, Inc. participate under a master trust arrangement whereby all the assets of the plans are pooled and invested in one or more investment accounts.

The Master Trust holds investments in short-term securities, U.S. government securities, bonds, mutual and pooled equity funds, common stocks and real-estate as of June 30, 2015 and 2014.

The Company requires collateral at a minimum of 102% of the value of any securities lending transactions.

Each plan's interest in the investments of the Master Trust is evidenced by units of participation, as no plan has a right, title or ownership of any of the specific assets in the Master Trust. In accordance with the master trust agreement, net investment income or loss of the Master Trust is prorated to each participating plan in proportion to the number of units held by each plan. Plan participation in the Master Trust is adjusted as required to reflect benefit payments to the Plans' participants and for Company contributions. All plans in the Master Trust, with the exception of the Plan, have a December 31 plan year end.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

The following represents the percentage interest in the Master Trust by plan:

	June 30,	
	2015	2014
Johnson Controls Pension (001)	72.8%	71.1%
Battery Division Hourly (016)	14.0%	14.7%
Johnson Controls Production (017)	3.7%	4.6%
Techno Trim (046)	0.1%	0.1%
ASG Production (006)	0.2%	0.1%
JCIM US, LLC (035)	0.3%	0.3%
York Plan 4 (018)	3.6%	3.9%
York Plan 6 (019)	0.1%	0.1%
York Plan 7 (020)	1.0%	1.0%
York Plan 12 (023)	0.5%	0.5%
York Plan 13 (024)	0.7%	0.7%
York Plan 14 (025)	0.2%	0.2%
York Plan 15 (026)	0.8%	0.8%
York Plan 18 (028)	0.6%	0.6%
York Plan 19 (029)	0.9%	0.8%
York Plan 23 (031)	0.5%	0.5%
Total	<u>100.0%</u>	<u>100.0%</u>

The statements of financial position as of June 30, 2015 and 2014 and the statements of operations and changes in participating plans' equity of the Master Trust for the years ended June 30, 2015 and 2014 are presented in Note 9.

DATE OF MANAGEMENT'S REVIEW

Management has evaluated subsequent events through January 19, 2016, the date which the financial statements were available to be issued.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

NOTE 3 - INVESTMENTS

Assets of the Plan, with the exception of the accrued administrative expenses as shown in the statements of net assets available for benefits, investment income as shown in the statements of changes in net assets available for benefits, and the Master Trust financial information appearing in Note 9, have been derived from information prepared and certified as complete and accurate by the Trustee, in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

The following presents investments that represent 5% or more of the Plan's net assets available for benefits at June 30, 2015 and 2014:

	June 30,	
	2015	2014
Investments at fair value as determined by quoted market price (indirect):		
Investment in Master Trust	\$ 7,793,551	\$ 9,107,922

NOTE 4 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plans' benefit provisions based on employees' years of service. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits. The actuarial present value of accumulated plan benefits is determined by an actuary, Aon Hewitt, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and the probability of payment between the valuation date and the expected date of payment. The actuarial assumptions used for the July 1, 2014 and 2013 valuations are based on the Unit Credit Cost Method. The current actuarial assumptions are based on the presumption that the Plan will continue. If the Plan was to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The significant actuarial assumptions used in the valuations at July 1, 2014 and 2013 were:

<u>Description</u>	<u>Assumption</u>
Retirement Age	Varies based on the probability of retirement at social security retirement age, with 100% at age 65.
Mortality Rates	Static mortality tables with separate mortality rates for annuitants and non-annuitants.
Withdrawal Rates	A graduated scale from higher to lower as attained age increase.
Disability Rates	None assumed.
Interest Rates	8.0%

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

NOTE 5 - TAX STATUS

The Plan was established effective July 1, 2008, and is intended to satisfy the requirements of the Internal Revenue Code (IRC). The Company had requested a new determination letter in a previous period, as required by the IRS, and received a response on January 9, 2014, confirming the favorable determination of the Plan and amendments to the Plan. The Plan administrator believes that the Plan is designed and currently being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires the Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Company has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or Department of Labor. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of June 30, 2015 and 2014, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6 - PLAN TERMINATION

The Company anticipates and believes the Plan will continue without interruption but reserves the right to discontinue the Plan at any time in accordance with the respective plan provisions and provisions set forth in ERISA. In the event of a plan termination or permanent discontinuance of contributions to a Plan, the assets of the Plan will be distributed in accordance with the requirements of 29 CFR 4044 of ERISA.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a U.S. government agency, in the event of Plan termination. The net assets of the Plan will be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.
2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
3. Other vested benefits insured by the PBGC up to the applicable limitations.
4. All other vested benefits (not insured by the PBGC).
5. All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For Plan terminations occurring during 2015 or 2014, that ceiling was \$5,011 and \$4,943 per month. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For younger annuitants, or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

Whether all participants receive their benefits should a Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan's sponsor and the level of benefits guaranteed by the PBGC.

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS

Transactions involving the account administered by the Trustee and the funds of the investment managers for the Plan are considered party-in-interest transactions. These transactions are not, however, considered prohibited transactions under 29 CFR 408(b) of the ERISA regulations.

NOTE 8 - RISKS AND UNCERTAINTIES

The Plan's investments are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the values of investments, it is at least reasonably possible that changes in risks in the near term would materially affect the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

The actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the value of accumulated plan benefits.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

NOTE 9 - JOHNSON CONTROLS MASTER PENSION TRUST

The statements of financial position as of June 30, 2015 and 2014 and the statements of operations and changes in participating Plans' equity for the years ended June 30, 2015 and 2014 for the Master Trust are presented in the following tables:

**JOHNSON CONTROLS, INC.
MASTER PENSION TRUST
STATEMENTS OF FINANCIAL POSITION**

	June 30,	
	2015	2014
Assets		
Fixed Income Fund:		
Cash & cash equivalents	\$ 46,522,650	\$ 17,754,882
U.S. government and federal agency securities	86,022,890	110,516,242
Corporate issues	504,918,743	594,750,126
Municipal issues	43,096,166	50,532,657
Foreign issues	120,925,319	149,281,220
Other - fixed income	181,609,075	211,191,236
Total fixed income securities	<u>983,094,843</u>	<u>1,134,026,363</u>
Equity Investments:		
Domestic stocks	824,599,025	269,250,433
Foreign stocks	281,554,165	1,022,457,060
Total equity investments	<u>1,106,153,190</u>	<u>1,291,707,493</u>
Investment in real estate	316,311,373	310,468,318
Hedge fund	—	14,060,781
Due from brokers for securities sold	59,831,482	134,351,356
Accrued dividends and interest receivable	11,429,826	14,178,011
	<u>\$ 2,476,820,714</u>	<u>\$ 2,898,792,322</u>
Liabilities and Participating Plans' Equity		
Due to brokers for securities purchased	\$ 71,877,518	\$ 102,944,827
Participating Plans' equity	2,404,943,196	2,795,847,495
	<u>\$ 2,476,820,714</u>	<u>\$ 2,898,792,322</u>

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
NOTES TO THE FINANCIAL STATEMENTS
YEARS ENDED JUNE 30, 2015 AND 2014**

**JOHNSON CONTROLS, INC.
MASTER PENSION TRUST
STATEMENT OF OPERATIONS AND CHANGES IN PARTICIPATING PLANS' EQUITY**

	<u>Year Ended June 30, 2015</u>	<u>Year Ended June 30, 2014</u>
Investment income:		
Interest and dividends	\$ 77,939,864	\$ 77,357,983
Net gain (loss) on equity investments	(27,508,418)	319,882,195
Net loss on hedge fund	(1,045,760)	(76,965)
Net gain on investment in real estate	51,334,069	35,244,405
	<u>100,719,755</u>	<u>432,407,618</u>
Contributions received from participating Plans	<u>2,318,605</u>	<u>1,027,189</u>
Total increases	103,038,360	433,434,807
Withdrawals by participating plans for benefit payments, asset transfers and plan expenses	489,242,223	650,691,520
Administrative expenses	<u>4,700,436</u>	<u>3,778,219</u>
Total decreases	<u>493,942,659</u>	<u>654,469,739</u>
Net decrease in participating Plans' equity	(390,904,299)	(221,034,932)
Participating Plans' equity		
Beginning of year	2,795,847,495	3,016,882,427
End of year	<u><u>\$ 2,404,943,196</u></u>	<u><u>\$ 2,795,847,495</u></u>

NOTE 10 - FAIR VALUE MEASUREMENTS

ASC 820, "Fair Value Measurement" defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. ASC 820 also establishes a three-level fair value hierarchy that prioritizes information used in developing assumptions when pricing an asset or liability as follows:

- Level 1: Observable inputs such as quoted prices in active markets;
- Level 2: Inputs, other than quoted prices in active markets, that are observable either directly or indirectly; and
- Level 3: Unobservable inputs where there is little or no market data, which requires the reporting entity to develop its own assumptions.

**JCIM US, LLC PENSION PLAN
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ASC 820 requires the use of observable market data, when available, in making fair value measurements. When inputs used to measure fair value fall within different levels of the hierarchy, the level within which the fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of June 30, 2015 and 2014:

Assets at Fair Value as of June 30, 2015				
	Level 1	Level 2	Level 3	Total
Fixed Income Fund	\$ 801,485,768	\$ 181,609,075	\$ —	\$ 983,094,843
Equity Securities	1,106,153,190	—	—	1,106,153,190
Investment in Real Estate	—	—	316,311,373	316,311,373
Total assets at fair value	<u>\$ 1,907,638,958</u>	<u>\$ 181,609,075</u>	<u>\$ 316,311,373</u>	<u>\$ 2,405,559,406</u>

Assets at Fair Value as of June 30, 2014				
	Level 1	Level 2	Level 3	Total
Fixed Income Fund	\$ 922,835,127	\$ 211,191,236	\$ —	\$ 1,134,026,363
Equity Securities	1,291,707,493	—	—	1,291,707,493
Hedge Fund	—	—	14,060,781	14,060,781
Investment in Real Estate	—	—	310,468,318	310,468,318
Total assets at fair value	<u>\$ 2,214,542,620</u>	<u>\$ 211,191,236</u>	<u>\$ 324,529,099</u>	<u>\$ 2,750,262,955</u>

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

Investment in Master Trust: The fair value of the Plan's investment in the Master Trust is reported by the Trustee. The fair value is established principally by valuing the underlying holdings, which are a diverse mix of fixed income funds, equities, real estate and hedge funds. The Company believes the following are appropriate methodologies to obtain the fair value of each of these investments:

Fixed Income Fund: The fair value of fixed income securities is determined by direct or indirect quoted market prices. If indirect quoted market prices are utilized, the value of assets held in separate accounts is not published, but the investment managers report daily the underlying holdings. The underlying holdings are direct quoted market prices on regulated financial exchanges. During the year ended June 30, 2015, the pricing methodologies used by certain funds were clarified for reporting under the fair value hierarchy. As a result, those investments are now classified as Level 2 compared to the previous classification of Level 1.

Equity Securities: The fair value of equity securities is determined by direct quoted market prices. The underlying holdings are direct quoted market prices on regulated financial exchanges.

Investment in Real Estate: The fair value of investments in real estate is deemed Level 3 since these investments do not have a readily determinable fair value and requires the fund managers independently to arrive at fair value by calculating net asset value (NAV) per share. In order to calculate NAV per share, the fund managers value the real estate investments using any one, or a combination of, the following methods: independent third party appraisals, discounted cash flow analysis of net cash flows projected to be generated by the investment

**JCIM US, LLC PENSION PLAN
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YEARS ENDED JUNE 30, 2015 AND 2014**

and recent sales of comparable investments. Assumptions used to revalue the properties are updated every quarter. Due to the fact that the fund managers calculate NAV per share, the Company utilizes a practical expedient for measuring the fair value of its Level 3 real-estate investments, as provided for under ASC 820, "Fair Value Measurement." In applying the practical expedient, the Company is not required to further adjust the NAV provided by the fund manager in order to determine the fair value of its investment as the NAV per share is calculated in a manner consistent with the measurement principles of ASC 946, "Financial Services - Investment Companies," and as of the Company's measurement date. The Company believes this is an appropriate methodology to obtain the fair value of these assets. For the component of the real estate portfolio under development, the investments are carried at cost until they are completed and valued by a third party appraiser.

Hedge Fund: The fair value of hedge funds is accounted for by the custodian. The custodian obtains valuations from underlying managers based on market quotes for the most liquid assets and alternative methods for assets that do not have sufficient trading activity to derive prices. The Company and custodian review the methods used by the underlying managers to value the assets. The Company believes this is an appropriate methodology to obtain the fair value of these assets.

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

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the years ended June 30, 2015 and 2014:

	Level 3 Assets	
	Year Ended	
	June 30, 2015	
	Investment in	Investment in
	Hedge Fund	Real Estate
Balance, July 1, 2014	\$ 14,060,781	\$ 310,468,318
Purchases and redemptions, net	(13,015,021)	(45,491,014)
Unrealized gains (losses)	(238,647)	27,860,852
Realized gains (losses)	(807,113)	23,473,217
Balance, June 30, 2015	<u>\$ —</u>	<u>\$ 316,311,373</u>

	Level 3 Assets	
	Year Ended	
	June 30, 2014	
	Investment in	Investment in
	Hedge Fund	Real Estate
Balance, July 1, 2013	\$ 97,821,077	\$ 266,223,070
Purchases and redemptions, net	(83,683,331)	9,000,843
Unrealized gains (losses)	(13,742,069)	26,728,659
Realized gains	13,665,104	8,515,746
Balance, June 30, 2014	<u>\$ 14,060,781</u>	<u>\$ 310,468,318</u>

SUPPLEMENTAL SCHEDULE

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
SCHEDULE H, 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
PLAN #002, EIN: 26-2545247
JUNE 30, 2015**

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	US Bank	Master Pension Trust	\$7,793,551	\$ 7,793,551
*	Represents a party-in-interest			

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Schedule SB, Part V—Summary of Plan Provisions

Effective Date	July 1, 2008 as a spin-off of the Plastech Exterior Systems, Inc. Retirement Plan including Bryan Bargaining participants covered by the bargaining agreement effective July 1, 2004.
Status of Plan	The plan closed to new entrants effective September 30, 2003.
Participation	All employees at the Bryan, Ohio Plant represented by AIW Local 141 are eligible to participate after attaining age 18 with 12 months of service (during which at least 870 hours are worked).
Normal Retirement Eligibility	Age 65 and five years of vesting service.
Benefit	The monthly benefit is equal to the benefit unit below multiplied by the credited service (to the nearest twelfth).

<u>Date of Retirement</u>		Benefits Unit	Maximum Years of Credited Service
On or After	But Before		
08/01/1975	07/26/1978	\$ 4.00	10
07/26/1978	07/26/1979	5.00	10
07/26/1979	07/26/1980	5.00	25
07/26/1980	07/26/1981	6.00	25
07/26/1981	07/26/1982	7.00	25
07/26/1982	07/26/1983	8.00	25
07/26/1983	07/26/1984	9.00	25
07/26/1984	07/26/1985	10.00	25
07/26/1985	07/26/1986	11.00	25
07/26/1986	07/26/1987	12.00	25
07/26/1987	07/26/1988	13.00	30
07/26/1988	07/26/1989	13.50	30
07/26/1989	07/26/1990	14.00	30
07/26/1990	07/26/1991	14.50	30
07/26/1991	07/26/1992	15.00	30
07/26/1992	07/26/1993	15.50	30
07/26/1993	07/26/1994	16.00	30

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

<u>Date of Retirement</u>		Benefits Unit	Maximum Years of Credited Service
On or After	But Before		
07/26/1994	07/26/1995	16.50	30
07/26/1995	07/26/1996	17.00	30
07/26/1996	07/01/1999	18.00	30
07/01/1999	07/01/2000	19.00	30
07/01/2000	07/01/2001	19.50	30
07/01/2001	07/01/2002	20.00	30
07/01/2002	07/01/2003	20.50	30
07/01/2003		21.00	30

Early Retirement
Eligibility

Age 55 and five years of vesting service.

Benefit

Accrued benefit reduced 1/3% for each month under age 60 (down to age 55). There will be no early retirement reduction for retirees who commence their benefits on or after age 60.

Deferred Vested
Eligibility

Five years of vesting service.

Benefit

Accrued benefit reduced 1/2% for each month under age 65 (down to age 60) and 1/3% for each month under age 60 (down to age 55).

Preretirement Surviving Spouse Benefit
Eligibility

Five years of vesting service.

Benefit

Early Retirement Eligible

50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible

50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date.

Optional Payment Form

Conversion Interest Rate

6.00%.

Conversion Mortality

1971 Group Annuity Mortality Table weighted 70% male 30% female.

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Definitions

Accrued Benefit

The normal retirement benefit based service and benefit unit multiplier at date of termination.

Credited Service

For service prior to August 1, 1975, credited service is equal to continuous service from the most recent date of hire. For service on or after August 1, 1975, credited service is granted according to the following table:

Hours Worked		Months of Credited Service
At Least	But Less Than	
1,740		12
1,595	1,740	11
1,450	1,595	10
1,305	1,450	9
1,160	1,305	8
1,015	1,160	7
870	1,015	6

Additionally, one month of credited service will be earned for each month the employee works 145 hours as a participant during his first and last year of participation. Effective September 30, 2003, credited service under the plan was frozen.

Vesting Service

Prior to January 1, 1975, one year of vesting service is granted for each year of continuous service. On or after January 1, 1975, one year of vesting service is granted for each calendar year in which the employee works 870 hours.

Normal Form of Payment

Single Participant

Life annuity.

Married Participant

50% joint and survivor.

Lump Sum Form of Payment

Retirement Eligible Participant

The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.

Nonretirement Eligible Participant

The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500)—2014 Plan Year
JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
EIN: 26-2545247 PN: 002

Changes in Plan Provisions Since the July 1, 2013 Valuation

The July 1, 2014 funding valuation reflects the following plan changes:

- An increase in the annual maximum benefit limit under IRC section 415 from \$205,000 in 2013 to \$210,000 in 2014.
- A lump sum payment form was added for the preretirement surviving spouse death benefit.
- An update to the mortality for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Changes in Plan Provisions Since the July 1, 2012 Valuation

The July 1, 2013 funding valuation reflected the following plan changes:

- An increase in the annual maximum benefit limit under IRC section 415 from \$200,000 in 2012 to \$205,000 in 2013.
- The plan was amended effective April 1, 2013 to permanently offer a lump sum optional form of payment.

Changes in Plan Provisions Since the July 1, 2011 Valuation

The July 1, 2012 funding valuation reflected the following plan change:

- An increase in the annual maximum benefit limit under IRC section 415 from \$195,000 in 2011 to \$200,000 in 2012.

Changes in Plan Provisions Since the July 1, 2010 Valuation

The July 1, 2011 funding valuation did not reflect any plan changes.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

**JCIM US, LLC PENSION PLAN
FOR BRYAN, OHIO UNION EMPLOYEES
SCHEDULE H, 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
PLAN #002, EIN: 26-2545247
JUNE 30, 2015**

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	US Bank	Master Pension Trust	\$7,793,551	\$ 7,793,551
*	Represents a party-in-interest			

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Schedule SB, line 26—Schedule of Active Participant Data as of July 1, 2014

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	1	3								
35-39	1	3	4							
40-44		3	11	3						
45-49		4	6	8	2	1				
50-54		6	5	8	9	4				
55-59		6	3	6	11	6	6	1		
60-64	1	3	5	3	5	5	2	1		
65-69		1			2	2				
70+										2

N-153

Schedule SB Attachment (Form 5500)—2014 Plan Year
JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
EIN: 26-2545247 PN: 002

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes from the prior year:

- A change in the optional payment form election percentage for retirement eligible employees from 40% elect the single life annuity and 60% elect a lump sum to 30% elect the single life annuity, 10% elect the joint and 50% survivor annuity, and 60% elect a lump sum.
- A change in the optional payment form election percentage for nonretirement eligible employees from 30% elect the single life annuity and 70% elect a lump sum to 22% elect the single life annuity, 8% elect the joint and 50% survivor annuity, and 70% elect a lump sum.

These changes were made to better reflect the anticipated plan experience. Neither of these assumption changes reduced the funding shortfall; as such, approval of the Commissioner is not required.

1019
Form **8955-SSA**

Department of the Treasury
Internal Revenue Service

Annual Registration Statement Identifying Separated Participants With Deferred Vested Benefits

Under Section 6057 of the Internal Revenue Code

Information about Form 8955-SSA and its instructions is at www.irs.gov/form8955ssa.

OMB No. 1545-2187

2014

This Form is NOT Open
to Public Inspection

PART I Annual Statement Identification Information

For the plan year beginning 07/01/2014, and ending 06/30/2015

A ☐ Check here if plan is a government, church, or other plan that elects to voluntarily file Form 8955-SSA. (See instructions.)

B ☐ Check here if this is an amended registration statement.

C Check the appropriate box if filing under: ☒ Form 5558 ☐ Automatic extension
☐ Special extension (enter description)

PART II Basic Plan Information - enter all requested information

1a Name of plan JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES 1b Plan Number (PN) 002

Plan Sponsor Information

2a Plan sponsor's name JCIM US, LLC 2b Employer Identification Number (EIN) 26-2545247

2c Trade name (if different from plan sponsor name) 414-524-1200 2d Plan sponsor's phone number

2e In care of name
JOHNSON CONTROLS, INC.

2f Mailing address (room, apt., suite no. and street, or P.O. Box) 5757 NORTH GREEN BAY AVENUE 2g City MILWAUKEE 2h State WI 2i ZIP code 53209-4408

2j Foreign province (or state) 2k Foreign country 2l Foreign postal code

Plan Administrator Information

3a Plan administrator's name (if other than plan sponsor) EMPLOYEE BENEFIT POLICY COMMITTEE 3b Employer Identification Number (EIN) 39-0380010

3c In care of name JOHNSON CONTROLS, INC. 3d Plan administrator's phone number 414-524-1200

3e Mailing address (room, apt., suite no. and street, or P.O. Box) 5757 N. GREEN BAY AVE 3f City MILWAUKEE 3g State WI 3h ZIP code 53209-4408

3i Foreign province (or state) 3j Foreign country 3k Foreign postal code

4 If the name or EIN of the plan administrator has changed since the last return filed for this plan, enter the name and EIN from the last filed return:
Plan administrator's name EIN

5 If the name or EIN of the plan sponsor has changed since the last return filed for this plan, enter the name, EIN, and plan number from that return:
Plan sponsor's name EIN Plan Number (PN)

6a Participants who separated with a deferred vested benefit required to be reported on this Form 8955-SSA 6a 1

b. Participants who separated with a deferred vested benefit voluntarily reported on this Form 8955-SSA
in the same year as the separation occurred 6b

7 Total number of participants reported on lines 6a and 6b 7 1

8 Did the plan administrator provide an individual statement to each participant required to receive a statement? ☒ Yes ☐ No

Under penalties of perjury, I declare that I have examined this statement, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here ☐ Signature of plan sponsor Keane A. Lew Date signed Jan 26, 16 Signature of plan administrator Keane A. Lew Date signed Jan 26, 16

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	7.00%	0.9500	3.76
57.5	9.00%	0.8835	4.57
58.5	12.00%	0.8040	5.64
59.5	15.00%	0.7075	6.31
60.5	20.00%	0.6014	7.28
61.5	30.00%	0.4811	8.88
62.5	50.00%	0.3368	10.52
63.5	50.00%	0.1684	5.35
64.5	50.00%	0.0842	2.72
65	100.00%	0.0421	2.74
Weighted Average			60.55

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of March 2014), each adjusted as needed to fall within the 25-year average interest rate corridor under HATFA
1st Segment Rate	4.99%
2nd Segment Rate	6.32%
3rd Segment Rate	6.99%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of March 2014), without regard to interest rate stabilization
1st Segment Rate	1.20%
2nd Segment Rate	4.06%
3rd Segment Rate	5.10%
Optional Payment Form Election Percentage	
Retirement Eligible Participants	30% life annuity 10% joint and 50% survivor annuity 60% lump sum
Nonretirement Eligible Participants	22% life annuity 8% joint and 50% survivor annuity 70% lump sum
Lump Sum Conversion Interest Rate	Same as funding interest rates above
Lump Sum Conversion Mortality	Current IRC section 417(e) table for lump sums
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 65
Mortality Rates	
Healthy and Disabled	2014 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e)
Withdrawal Rates	See Table 2
Disability Rates	None

Schedule SB Attachment (Form 5500)—2014 Plan Year
JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
EIN: 26-2545247 PN: 002

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limit	Projected benefits are limited by the current IRC section 415 maximum benefit of \$210,000.
Valuation of Plan Assets	Fair market value
Trust Expenses Included in Target Normal Cost	Based on the prior year actual plan administrative expenses, \$64,112 for 2014
Actuarial Method	Standard unit credit cost method
Valuation Date	July 1, 2014

Schedule SB Attachment (Form 5500)—2014 Plan Year
JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
EIN: 26-2545247 PN: 002

Table 1

Retirement Rates

Age	Rate
55	5.00%
56	7.00%
57	9.00%
58	12.00%
59	15.00%
60	20.00%
61	30.00%
62	50.00%
63	50.00%
64	50.00%
65+	100.00%

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Table 2

Withdrawal Rates		
Age	Male	Female
16	22.9610%	24.9960%
17	20.9587%	24.9653%
18	18.9565%	24.9647%
19	16.9540%	24.9638%
20	14.9512%	24.9629%
21	13.9487%	22.9610%
22	12.9459%	20.9587%
23	11.9431%	18.9565%
24	10.9400%	16.9540%
25	9.9340%	14.9512%
26	9.3328%	13.9487%
27	8.7287%	12.9459%
28	8.1243%	11.9431%
29	7.5194%	10.9400%
30	6.9141%	9.9340%
31	6.5082%	9.3328%
32	6.1018%	8.7287%
33	5.6948%	8.1243%
34	5.2870%	7.5194%
35	4.8782%	6.9141%
36	4.4687%	6.5082%
37	4.0582%	6.1018%
38	4.0000%	5.6948%
39	4.0000%	5.2870%
40	4.0000%	4.8782%
41	4.0000%	4.4687%
42	4.0000%	4.0582%
43	4.0000%	4.0000%
44	4.0000%	4.0000%
45+	4.0000%	4.0000%

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210 - 0110
1210 - 0089**2014****This Form is Open to
Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2014 or fiscal plan year beginning **07/01/2014** and ending **06/30/2015**

- A** This return/report is for: ☐ a multiemployer plan; ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the forms instr.); or ☒ a single-employer plan; ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
- C** If the plan is a collectively-bargained plan, check here ☒ ☐
- D** Check box if filing under: ☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description) _____

Part II Basic Plan Information - enter all requested information

1a Name of plan JCIM US, LLC PENSION PLAN FOR BRYAN, OHIO UNION EMPLOYEES	1b Three-digit plan number (PN) ▶ 002
	1c Effective date of plan 07/01/2008
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) JCIM US, LLC JOHNSON CONTROLS, INC. 5757 NORTH GREEN BAY AVENUE MILWAUKEE WI 53209-4408	2b Employer Identification Number (EIN) 26-2545247 2c Plan Sponsor's telephone number 414-524-1200 2d Business code (see instructions) 336300

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE <i>Kaare A Lein</i> Signature of plan administrator	<i>1/26/16</i> Date	KAARE A LEIN Enter name of individual signing as plan administrator
SIGN HERE <i>Kaare A Lein</i> Signature of employer/plan sponsor	<i>1/26/16</i> Date	KAARE A LEIN Enter name of individual signing as employer or plan sponsor
SIGN HERE Signature of DFE	 Date	 Enter name of individual signing as DFE
Preparer's name (including firm name, if applicable) and address (include room or suite number) (optional) COLEMAN & WILLIAMS, LTD. 7127 N GREEN BAY AVE MILWAUKEE WI 53209		Preparer's telephone number (optional) 414-278-0170

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

Form 5500 (2014)
v. 140124

3a Plan administrator's name and address ☐ Same as Plan Sponsor
EMPLOYEE BENEFIT POLICY COMMITTEE

JOHNSON CONTROLS, INC.
5757 N. GREEN BAY AVE
MILWAUKEE WI 53209-4408

3b Administrator's EIN
39-0380010

3c Administrator's telephone number
414-524-1200

4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:

a Sponsor's name

4b EIN

4c PN

5 Total number of participants at the beginning of the plan year	5	223
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a (1) Total number of active participants at the beginning of the plan year	6a(1)	153
a (2) Total number of active participants at the end of the plan year	6a(2)	140
b Retired or separated participants receiving benefits	6b	43
c Other retired or separated participants entitled to future benefits	6c	9
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	192
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	3
f Total. Add lines 6d and 6e	6f	195
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g	
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1B 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) ☐ Insurance	(1) ☐ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust	(3) ☒ Trust
(4) ☐ General assets of the sponsor	(4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
 (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1) ☒ **H** (Financial Information)
 (2) ☐ **I** (Financial Information - Small Plan)
 (3) ☐ **A** (Insurance Information)
 (4) ☒ **C** (Service Provider Information)
 (5) ☒ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2014 This Form is Open to Public Inspection
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For calendar plan year 2014 or fiscal plan year beginning 07/01/2014 and ending 06/30/2015

► **Round off amounts to nearest dollar.**

► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:70%;">B Three-digit plan number (PN) ►</td> <td style="width:30%; text-align: center;">002</td> </tr> </table>	B Three-digit plan number (PN) ►	002
B Three-digit plan number (PN) ►	002		
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF JCIM US, LLC	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>D Employer Identification Number (EIN) 26-2545247</td> </tr> </table>	D Employer Identification Number (EIN) 26-2545247	
D Employer Identification Number (EIN) 26-2545247			
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B			
F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500			

Part I Basic Information

1	Enter the valuation date: Month <u>7</u> Day <u>1</u> Year <u>2014</u>		
2	Assets:		
	a Market value	2a	9,105,220
	b Actuarial value	2b	9,105,220
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	58	2,542,648
	b For terminated vested participants.....	12	173,130
	c For active participants.....	153	3,333,426
	d Total.....	223	6,049,204
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	6.46 %
6	Target normal cost	6	64,112

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	 Signature of actuary	<u>01/22/2016</u> Date <u>14-04707</u> Most recent enrollment number <u>(847) 295-5000</u> Telephone number (including area code)
<u>Cheryl L. Davis</u> Type or print name of actuary <u>Hewitt Associates LLC</u> Firm name <u>4 Overlook Point</u> Address of the firm <u>Lincolnshire IL 60069</u>		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2014
v. 140124

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>16.17%</u>		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>6.30%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages		
14 Funding target attainment percentage	14	143.87 %
15 Adjusted funding target attainment percentage	15	143.87 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	126.53 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:			
a Segment rates:	1st segment: 4.99 %	2nd segment: 6.32 %	3rd segment: 6.99 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 61
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....		☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....		27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6).....		31a	64,112
b Excess assets, if applicable, but not greater than line 31a		31b	64,112
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		0	0
b Waiver amortization installment.....		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..		34	0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	0	0
36 Additional cash requirement (line 34 minus line 35)		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected		☐ 2 plus 7 years	☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made		☐ 2008	☐ 2009 ☐ 2010 ☐ 2011
42 Amount of acceleration adjustment		42	
43 Excess installment acceleration amount to be carried over to future plan years		43	

Schedule SB Attachment (Form 5500)—2014 Plan Year
 JCIM US, LLC Pension Plan for Bryan, Ohio Union Employees
 EIN: 26-2545247 PN: 002

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	7.00%	0.9500	3.76
57.5	9.00%	0.8835	4.57
58.5	12.00%	0.8040	5.64
59.5	15.00%	0.7075	6.31
60.5	20.00%	0.6014	7.28
61.5	30.00%	0.4811	8.88
62.5	50.00%	0.3368	10.52
63.5	50.00%	0.1684	5.35
64.5	50.00%	0.0842	2.72
65	100.00%	0.0421	2.74
Weighted Average			60.55

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Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of March 2014), each adjusted as needed to fall within the 25-year average interest rate corridor under HATFA
1st Segment Rate	4.99%
2nd Segment Rate	6.32%
3rd Segment Rate	6.99%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of March 2014), without regard to interest rate stabilization
1st Segment Rate	1.20%
2nd Segment Rate	4.06%
3rd Segment Rate	5.10%
Optional Payment Form Election Percentage	
Retirement Eligible Participants	30% life annuity 10% joint and 50% survivor annuity 60% lump sum
Nonretirement Eligible Participants	22% life annuity 8% joint and 50% survivor annuity 70% lump sum
Lump Sum Conversion Interest Rate	Same as funding interest rates above
Lump Sum Conversion Mortality	Current IRC section 417(e) table for lump sums
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 65
Mortality Rates	
Healthy and Disabled	2014 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e)
Withdrawal Rates	See Table 2
Disability Rates	None

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Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limit	Projected benefits are limited by the current IRC section 415 maximum benefit of \$210,000.
Valuation of Plan Assets	Fair market value
Trust Expenses Included in Target Normal Cost	Based on the prior year actual plan administrative expenses, \$64,112 for 2014
Actuarial Method	Standard unit credit cost method
Valuation Date	July 1, 2014

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Table 1

Retirement Rates

Age	Rate
55	5.00%
56	7.00%
57	9.00%
58	12.00%
59	15.00%
60	20.00%
61	30.00%
62	50.00%
63	50.00%
64	50.00%
65+	100.00%

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Table 2

Withdrawal Rates

Age	Male	Female
16	22.9610%	24.9960%
17	20.9587%	24.9653%
18	18.9565%	24.9647%
19	16.9540%	24.9638%
20	14.9512%	24.9629%
21	13.9487%	22.9610%
22	12.9459%	20.9587%
23	11.9431%	18.9565%
24	10.9400%	16.9540%
25	9.9340%	14.9512%
26	9.3328%	13.9487%
27	8.7287%	12.9459%
28	8.1243%	11.9431%
29	7.5194%	10.9400%
30	6.9141%	9.9340%
31	6.5082%	9.3328%
32	6.1018%	8.7287%
33	5.6948%	8.1243%
34	5.2870%	7.5194%
35	4.8782%	6.9141%
36	4.4687%	6.5082%
37	4.0582%	6.1018%
38	4.0000%	5.6948%
39	4.0000%	5.2870%
40	4.0000%	4.8782%
41	4.0000%	4.4687%
42	4.0000%	4.0582%
43	4.0000%	4.0000%
44	4.0000%	4.0000%
45+	4.0000%	4.0000%

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Schedule SB, Part V—Summary of Plan Provisions

Effective Date	July 1, 2008 as a spin-off of the Plastech Exterior Systems, Inc. Retirement Plan including Bryan Bargaining participants covered by the bargaining agreement effective July 1, 2004.
Status of Plan	The plan closed to new entrants effective September 30, 2003.
Participation	All employees at the Bryan, Ohio Plant represented by AIW Local 141 are eligible to participate after attaining age 18 with 12 months of service (during which at least 870 hours are worked).
Normal Retirement Eligibility	Age 65 and five years of vesting service.
Benefit	The monthly benefit is equal to the benefit unit below multiplied by the credited service (to the nearest twelfth).

<u>Date of Retirement</u>		Benefits Unit	Maximum Years of Credited Service
On or After	But Before		
08/01/1975	07/26/1978	\$ 4.00	10
07/26/1978	07/26/1979	5.00	10
07/26/1979	07/26/1980	5.00	25
07/26/1980	07/26/1981	6.00	25
07/26/1981	07/26/1982	7.00	25
07/26/1982	07/26/1983	8.00	25
07/26/1983	07/26/1984	9.00	25
07/26/1984	07/26/1985	10.00	25
07/26/1985	07/26/1986	11.00	25
07/26/1986	07/26/1987	12.00	25
07/26/1987	07/26/1988	13.00	30
07/26/1988	07/26/1989	13.50	30
07/26/1989	07/26/1990	14.00	30
07/26/1990	07/26/1991	14.50	30
07/26/1991	07/26/1992	15.00	30
07/26/1992	07/26/1993	15.50	30
07/26/1993	07/26/1994	16.00	30

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<u>Date of Retirement</u>		Benefits Unit	Maximum Years of Credited Service
On or After	But Before		
07/26/1994	07/26/1995	16.50	30
07/26/1995	07/26/1996	17.00	30
07/26/1996	07/01/1999	18.00	30
07/01/1999	07/01/2000	19.00	30
07/01/2000	07/01/2001	19.50	30
07/01/2001	07/01/2002	20.00	30
07/01/2002	07/01/2003	20.50	30
07/01/2003		21.00	30

Early Retirement
Eligibility

Age 55 and five years of vesting service.

Benefit

Accrued benefit reduced 1/3% for each month under age 60 (down to age 55). There will be no early retirement reduction for retirees who commence their benefits on or after age 60.

Deferred Vested
Eligibility

Five years of vesting service.

Benefit

Accrued benefit reduced 1/2% for each month under age 65 (down to age 60) and 1/3% for each month under age 60 (down to age 55).

Preretirement Surviving Spouse Benefit
Eligibility

Five years of vesting service.

Benefit

Early Retirement Eligible

50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible

50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date.

Optional Payment Form
Conversion Interest Rate

6.00%.

Conversion Mortality

1971 Group Annuity Mortality Table weighted 70% male 30% female.

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Definitions

Accrued Benefit

The normal retirement benefit based service and benefit unit multiplier at date of termination.

Credited Service

For service prior to August 1, 1975, credited service is equal to continuous service from the most recent date of hire. For service on or after August 1, 1975, credited service is granted according to the following table:

Hours Worked		Months of Credited Service
At Least	But Less Than	
1,740		12
1,595	1,740	11
1,450	1,595	10
1,305	1,450	9
1,160	1,305	8
1,015	1,160	7
870	1,015	6

Additionally, one month of credited service will be earned for each month the employee works 145 hours as a participant during his first and last year of participation. Effective September 30, 2003, credited service under the plan was frozen.

Vesting Service

Prior to January 1, 1975, one year of vesting service is granted for each year of continuous service. On or after January 1, 1975, one year of vesting service is granted for each calendar year in which the employee works 870 hours.

Normal Form of Payment

Single Participant

Life annuity.

Married Participant

50% joint and survivor.

Lump Sum Form of Payment

Retirement Eligible Participant

The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.

Nonretirement Eligible Participant

The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

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Changes in Plan Provisions Since the July 1, 2013 Valuation

The July 1, 2014 funding valuation reflects the following plan changes:

- An increase in the annual maximum benefit limit under IRC section 415 from \$205,000 in 2013 to \$210,000 in 2014.
- A lump sum payment form was added for the preretirement surviving spouse death benefit.
- An update to the mortality for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Changes in Plan Provisions Since the July 1, 2012 Valuation

The July 1, 2013 funding valuation reflected the following plan changes:

- An increase in the annual maximum benefit limit under IRC section 415 from \$200,000 in 2012 to \$205,000 in 2013.
- The plan was amended effective April 1, 2013 to permanently offer a lump sum optional form of payment.

Changes in Plan Provisions Since the July 1, 2011 Valuation

The July 1, 2012 funding valuation reflected the following plan change:

- An increase in the annual maximum benefit limit under IRC section 415 from \$195,000 in 2011 to \$200,000 in 2012.

Changes in Plan Provisions Since the July 1, 2010 Valuation

The July 1, 2011 funding valuation did not reflect any plan changes.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes from the prior year:

- A change in the optional payment form election percentage for retirement eligible employees from 40% elect the single life annuity and 60% elect a lump sum to 30% elect the single life annuity, 10% elect the joint and 50% survivor annuity, and 60% elect a lump sum.
- A change in the optional payment form election percentage for nonretirement eligible employees from 30% elect the single life annuity and 70% elect a lump sum to 22% elect the single life annuity, 8% elect the joint and 50% survivor annuity, and 70% elect a lump sum.

These changes were made to better reflect the anticipated plan experience. Neither of these assumption changes reduced the funding shortfall; as such, approval of the Commissioner is not required.

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Schedule SB, line 26—Schedule of Active Participant Data as of July 1, 2014

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	1	3								
35-39	1	3	4							
40-44		3	11	3						
45-49		4	6	8	2	1				
50-54		6	5	8	9	4				
55-59		6	3	6	11	6	6	1		
60-64	1	3	5	3	5	5	2	1		
65-69		1			2	2				
70+										2

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