

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 <div style="text-align: center; font-size: 24pt; font-weight: bold;">2014</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2014 or fiscal plan year beginning <u>10/01/2014</u> and ending <u>09/30/2015</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>ELMER'S PENSION PLAN</u> 2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) <u>ELMER'S PRODUCTS, INC.</u> <u>460 POLARIS PARKWAY</u> <u>SUITE 500</u> <u>WESTERVILLE, OH 43082</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>10/01/1961</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>51-0370365</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>614-985-2600</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>339900</u></td> </tr> <tr> <td colspan="2" style="height: 40px;"></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>10/01/1961</u>		2b Employer Identification Number (EIN) <u>51-0370365</u>		2c Plan Sponsor's telephone number <u>614-985-2600</u>		2d Business code (see instructions) <u>339900</u>			
1b Three-digit plan number (PN) ▶	<u>002</u>												
1c Effective date of plan <u>10/01/1961</u>													
2b Employer Identification Number (EIN) <u>51-0370365</u>													
2c Plan Sponsor's telephone number <u>614-985-2600</u>													
2d Business code (see instructions) <u>339900</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	Filed with authorized/valid electronic signature.	07/07/2016	CHERYL BOLTZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	07/07/2016	CHERYL BOLTZ
	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)			Preparer's telephone number (optional)

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
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:		4b EIN	
a Sponsor's name		4c PN	
5 Total number of participants at the beginning of the plan year		5	1276
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)	96
a(2) Total number of active participants at the end of the plan year		6a(2)	87
b Retired or separated participants receiving benefits		6b	595
c Other retired or separated participants entitled to future benefits.....		6c	220
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	902
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	58
f Total. Add lines 6d and 6e		6f	960
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: 1I 3H			
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		b General Schedules	
(1) ☒ R (Retirement Plan Information)		(1) ☒ H (Financial Information)	
(2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) ☐ I (Financial Information – Small Plan)	
(3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(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 10/01/2014 and ending 09/30/2015	
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 ELMER'S PENSION PLAN	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ELMER'S PRODUCTS, INC.	D Employer Identification Number (EIN) 51-0370365
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 10 Day 01 Year 2014			
2	Assets:			
	a Market value	2a	56157218	
	b Actuarial value	2b	54484078	
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	648	31877150	31877150
	b For terminated vested participants	531	15464427	15464427
	c For active participants	97	2484696	2592037
	d Total	1276	49826273	49933614
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	6.45%	
6	Target normal cost	6	500000	

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		05/26/2016
	Signature of actuary	Date
CINDY FRATERRIGO	Type or print name of actuary	14-06229
		Most recent enrollment number
PRICEWATERHOUSECOOPERS LLP	Firm name	312-298-2000
		Telephone number (including area code)
ONE NORTH WACKER CHICAGO, IL 60606	Address of the firm	

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>12.59</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>6.64</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	109.11 %
15 Adjusted funding target attainment percentage	15	109.11 %
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	103.75 %
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 3
22 Weighted average retirement age				22 62
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	500000	
b Excess assets, if applicable, but not greater than line 31a	31b	500000	
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
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 10/01/2014 and ending 09/30/2015

A Name of plan <u>ELMER'S PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ELMER'S PRODUCTS, INC.</u>	D Employer Identification Number (EIN) <u>51-0370365</u>

Part I Service Provider Information (see instructions)

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
BANK OF AMERICA

94-1687665

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

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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)

BANK OF AMERICA

94-1687665

(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?
21 27 50	TRUSTEE/INV. ADV.	206414	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PRICEWATERHOUSECOOPERS LLP

13-4008324

(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	PLAN ACTUARY	25000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JACOB, HAXTON & BOORD, LLC

20-0754801

(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?
13	CONTRACT ADMINISTRATOR	18205	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: ERNST & YOUNG LLP	b EIN: 34-6565596
c Position: PLAN AUDITOR	
d Address: 2005 MARKET STREET, SUITE 700 PHILADELPHIA, PA 19103	e Telephone: 215-448-5000

Explanation: THE PLAN SPONSOR DECIDED TO ENGAGE THE SERVICES OF ANOTHER ACCOUNTING FIRM FOR PLAN AUDIT PURPOSES.

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:

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>10/01/2014</u> and ending <u>09/30/2015</u>		
A Name of plan <u>ELMER'S PENSION PLAN</u>		B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ELMER'S PRODUCTS, INC.</u>		D Employer Identification Number (EIN) <u>51-0370365</u>

Part I	Asset and Liability Statement		
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) Beginning of Year	(b) End of Year
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)	410122	346637
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	1713016	743397
(2) U.S. Government securities	1c(2)	6333456	5134567
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	23877221	17386158
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	32424	0
(B) Common.....	1c(4)(B)	8484943	6228551
(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)		
(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)	13109317	9800841
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)	2331790	1571567

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	56292289	41211718

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	135069	95911
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	135069	95911

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	56157220	41115807
---	-----------	----------	----------

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)	17	
(B) U.S. Government securities	2b(1)(B)	192272	
(C) Corporate debt instruments	2b(1)(C)	1184475	
(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)		1376764
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	173936	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	253470	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		427406
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	86944821	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	85935157	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		1009664
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-2146553	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-2146553

		(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)		
(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)		-868445
c Other income	2c		-62274
d Total income. Add all income amounts in column (b) and enter total	2d		-263438

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	14366094	
(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)		14366094
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)	43205	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	206414	
(4) Other	2i(4)	162262	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		411881
j Total expenses. Add all expense amounts in column (b) and enter total	2j		14777975

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-15041413
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: SCHNEIDER DOWNS & CO., INC.

(2) EIN: 25-1408703

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	
4c			
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	
4d			
e Was this plan covered by a fidelity bond?	X		10000000
4e			
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	
4f			
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	
4g			
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	
4h			
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		
4i			
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		
4j			
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	
4k			
l Has the plan failed to provide any benefit when due under the plan?.....		X	
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m			
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.			
4n			

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 10/01/2014 and ending 09/30/2015

A Name of plan <u>ELMER'S PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ELMER'S PRODUCTS, INC.</u>	D Employer Identification Number (EIN) <u>51-0370365</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): <u>94-1687665</u>	
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>294</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
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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.
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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: 39.0% Investment-Grade Debt: 43.0% High-Yield Debt: _____% Real Estate: _____% Other: 18.0%

- 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): _____

ELMER'S PENSION PLAN

Columbus, Ohio

Financial Statements
and

Supplementary Financial Information

As of and for the years ended September 30, 2015 and 2014

and Independent Auditors' Report Thereon



SCHNEIDER DOWNS

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INDEPENDENT AUDITORS' REPORT

Plan Administrator
Elmer's Pension Plan
Columbus, Ohio

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Elmer's Pension Plan (Plan), which comprise the statements of net assets available for benefits as of September 30, 2015, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's 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 (ERISA), the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Bank of America, 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 September 30, 2015 and 2014, that the information provided to the Plan administrator by the trustee is complete and accurate.

Schneider Downs & Co., Inc.
www.schneiderdowns.com



One PPG Place, Suite 1700
Pittsburgh, PA 15222-5416
TEL 412.261.3644
FAX 412.261.4876

41 S. High Street, Suite 2100
Columbus, OH 43215-6102
TEL 614.621.4060
FAX 614.621.4062

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 on the 2015 financial statements. Accordingly, we do not express an opinion on the 2015 financial statements referred to in the first paragraph.

Other Matter - Supplemental Schedules

The supplemental schedule of assets (held at end of year) and supplemental schedule of reportable transactions are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA 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.

Other Matter - 2014 Financial Statements

The financial statements of the Plan as of September 30, 2014, were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed the predecessor auditors not to perform, and they did not perform, any auditing procedures with respect to the information certified by Bank of America, N.A., the trustee of the Plan. Their report, dated July 10, 2015, indicated that (a) because of the significance of the information that they did not audit, they were unable to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and (b) the form and content of the information included in the financial statements other than that derived from the information certified by the Trustee, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Report on Form and Content in Compliance With DOL Rules and Regulations 2015

The form and content of the information included in the 2015 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 ERISA.

Schneider, Downs & Co., Inc.

Columbus, Ohio
June 27, 2016

Attachment to the 2014 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions

Effective Date	The original Plan was adopted effective as of February 3, 1961 and was amended and restated effective October 1, 1993. The Plan was most recently amended in 2007. Benefit accruals were frozen for all participants effective January 1, 2008.
Plan Year	October 1 to September 30
Eligibility Requirements	An employee becomes a Participant on the October 1 following the date of employment. Employees in a collective bargaining unit are excluded.
Retirement Dates	
(a) Normal	The Normal Retirement Date of a Participant shall be the first day of the month coinciding with or next following the later of his sixty-fifth (65) birthday and the fifth anniversary of the Participant's date of participation.
(b) Early	A Participant who has reached age fifty-five (55) and has completed ten (10) Years of Service may retire at any time thereafter.
(c) Postponed	A Participant may continue in full-time employment after reaching Normal Retirement Date. The deferred retirement date of a Participant so retained shall be the first day of the month coinciding with or next following his actual retirement from the Company.
(d) Disability	A Disabled Participant who separates from service shall receive an immediate pension unless long-term disability benefits are payable from Elmer's Products, Inc. In this instance, benefits continue to accrue during the period of Disability and a pension is payable at Normal Retirement Date.
Plan Compensation	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of \$180,000 be used to determine benefits.

Attachment to the 2014 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Average Monthly Compensation	Plan Compensation averaged over the highest five consecutive years.
------------------------------	---

Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
----------------------	---

Retirement Benefits

(a) Normal

The sum of (i) and (ii):

(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.

(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.

For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.

Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).

Benefit accruals were frozen effective January 1, 2008.

(b) Accrued

The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation.

Attachment to the 2014 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Retirement Benefits (continued)

- | | |
|----------------|---|
| (c) Early | Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii):

(i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced.

(ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65. |
| (d) Postponed | Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement. |
| (e) Disability | For a Participant ineligible to receive long-term disability benefits, the amount calculated under the Normal Retirement benefit formula as of the date of Disability, commencing immediately without actuarial reduction. For a Participant eligible to receive long-term disability benefits until Normal Retirement Date, the amount calculated under the Normal Retirement Benefit formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on his first date of absence. |

Attachment to the 2014 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Death Benefits

- | | |
|--|---|
| (a) Active Participants before Early Retirement Date | Plan provides a spouse's survivor benefit to Participants who die before Early Retirement Date but after satisfying vesting requirements. |
| (b) Active Participants after Early Retirement Date | If a Participant in active service dies after his Early Retirement Date, his spouse shall receive an immediate benefit equal to one-half of the Participant's accrued benefit at the time of his death. |
| (c) Retired Participants | Subject to the form of benefit payment elected. |

Termination with Vested Rights

After completion of at least five (5) Years of Service, a Participant is entitled to the Accrued Benefit as of the date of termination. This benefit is payable at Normal Retirement Date and is reduced in the same manner as under Early Retirement if commencement of payments is prior to Normal Retirement Date.

A plan amendment was adopted to provide a one-time lump sum payment election window to terminated vested participants. The window was open from June 15, 2015 to August 1, 2015.

Form of Payment

The normal form of payment is a Life Annuity. Employees married when pension payments commence will receive an actuarially equivalent Qualified Joint and Survivor Annuity. Optional forms of payment include Contingent Annuitant and Certain and Life Options, and a Lump Sum Option (with Committee consent).

Maximum Benefit

The annual retirement benefit cannot exceed the lesser of:

- (a) \$165,000 as adjusted by the Secretary of the Treasury from time to time, or
- (b) 100% of average compensation for high three consecutive years.

Changes in Plan Provisions

A plan amendment was adopted to provide a one-time lump sum payment election window to terminated vested participants. The window was open from June 15, 2015 to August 1, 2015.

SUPPLEMENTARY FINANCIAL INFORMATION

ELMER'S PENSION PLAN

EIN 51-0370365
PLAN NUMBER: 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

(a)	(b) Identity Of Issuer, Borrower Lessor, Or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, - Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Short-term investments				
• BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT • BOFA GOVERNMENT RESERVES CAPITAL CLASS		1,203 shares	1,203	1,203
		916,276 shares	742,194	742,194
U.S. Government and agencies				
	RESOLUTION FDG CORP CPN STRIPS GENERIC INT PMT DTD 09/26/94 ZR CPN DUE 04/15/29	295,000 principal amount	136,281	197,243
	RESOLUTION FDG CORP FED PRIN STRIPS GENERIC PRIN DTD 09/26/94 ZR CPN DUE 10/15/19	600,000 principal amount	536,748	561,978
	RESOLUTION FDG CORP FED PRIN STRIPS GENERIC PRIN PMT DTD 01/30/90 ZR CPN 01/15/30	560,000 principal amount	295,562	363,048
	RESOLUTION FDG CORP PRIN STRIPS GENERIC PRIN PMT DTD 04/15/90 ZR CPN DUE 04/15/30	355,000 principal amount	92,578	106,115
	UNITED STATES TREAS BD DTD 05/15/15 3.000% DUE 05/15/45	159,700 principal amount	162,022	163,431
	UNITED STATES TREAS BD STRIPPED PRIN PMT 0.000% DTD 11/15/12 ZR CPN DUE 11/15/42	135,000 principal amount	55,152	59,162
	UNITED STATES TREAS BD STRIPPED PRIN PMT 3.125% DTD 11/15/11 ZR CPN DUE 11/15/41	115,000 principal amount	47,884	52,918
	UNITED STATES TREAS BD STRIPPED PRIN PMT 3.750% DTD 11/15/13 ZR CPN DUE 11/15/43	1,445,000 principal amount	585,151	621,292
	UNITED STATES TREAS BD STRIPPED PRIN PMT DTD 05/15/10 ZR CPN DUE 05/15/40	20,000 principal amount	8,911	9,638
	UNITED STATES TREAS BD STRIPPED PRIN PMT DTD 11/7/14 ZR CPN DUE 11/15/44	1,100,000 principal amount	440,352	455,565
	UNITED STATES TREAS INT DTD 08/15/15 2.000% DUE 08/15/25	140,000 principal amount	138,414	139,259
	UNITED STATES TREAS SEC STRIPPED GENERIC TINT PMT DTD 10/03/94 ZR CPN DUE 11/15/24	1,140,000 principal amount	920,456	934,960
	UNITED STATES TREAS SEC STRIPPED INT PMT 255 ZERO CPN DUE 06/00/00	1,170,000 principal amount	938,855	982,999
	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 05/15/12 ZR CPN DUE 05/15/42	1,100,000 principal amount	482,966	486,959
			4,841,232	5,134,567
Municipal bonds				
	CALIFORNIA ST GO BDS-TAXBL DTD 04/28/09 07.550 DUE 04/01/39	95,000 principal amount	108,194	136,838
	CENTRAL PUGET SOUND WASH REGI SALES TAX BDS-TAXBL DTD 09/29/09 05.491 DUE 11/01/39	45,000 principal amount	59,296	56,452
	CHICAGO ILL WTR REV REV BDS-TAXBL DTD 11/10/10 06.742 DUE 11/01/40	105,000 principal amount	117,393	117,413
	DALLAS TEX AREA RAPID TRAN SAL SALES TAX REV BDS-TAXBL DTD 10/07/10 05.022 DUE 12/01/48	100,000 principal amount	103,109	117,001
	DISTRICT COLUMBIA WTR & SWR AU PUB UTIL SUB LIEN REV BDS-TAXBL DTD 10/27/10 05.522 DUE 10/01/44	35,000 principal amount	35,315	41,915
	EAST BAY CALIF MUN UTIL DIST W REV BDS-TAXBL DTD 02/23/10 05.874 DUE 06/01/40	45,000 principal amount	56,364	56,303
	ILLINOIS ST GO BDS-TAXBL DTD 06/12/03 05.100 DUE 06/01/25	30,000 principal amount	25,670	28,104
	JOBSHIO BEVERAGE SYS OHIO STA TAXABLE REV BDS-TAXBL DTD 02/01/13 04.532 DUE 01/01/35	45,000 principal amount	45,316	47,740
	LOS ANGELES CALIF CMNTY COLLEG GO BDS-TAXBL DTD 07/22/10 06.750 DUE 08/01/49	25,000 principal amount	31,004	34,517
	LOS ANGELES CITY CALIF MET TRA MEASURE R SENIOR SALES TAX-TAXBL DTD 11/16/10 05.735 DUE 06/01/39	75,000 principal amount	88,249	91,277
	MASSACHUSETTS ST TRANSN FD REV REV BDS-TAXBL DTD 12/23/10 05.731 DUE 06/01/40	15,000 principal amount	15,000	18,586
	METROPOLITAN GOVT NASHVILLE & GO DMPT BDS-TAXBL DTD 06/10/10 05.707 DUE 07/01/34	65,000 principal amount	65,247	76,570
	MUNICIPAL ELEC AUTH GA ELEC AUTHORITY BDS-TAXBL DTD 03/11/10 06.637 DUE 04/01/57	60,000 principal amount	58,591	70,529
	NEW YORK N Y CITY MUN WTR FIN REV BDS-TAXBL DTD 09/23/10 05.440 DUE 06/15/45	10,000 principal amount	11,157	12,101
	NEW YORK N Y GO BDS-TAXBL DTD 12/21/10 06.271 DUE 12/01/37	85,000 principal amount	103,219	109,323
	OHIO ST WTR DEV AUTH WTR POLLU WTR POLLUTION CONTROL LN F-TAXBL DTD 08/24/10 04.879 DUE 12/01/34	65,000 principal amount	65,000	72,946
	PORT AUTH N Y & N J CONSOLIDATED BONDS-TAXBL DTD 10/10/12 04.458 DUE 10/01/62	75,000 principal amount	72,764	72,572
	SALT RIVER PROJ ARIZ AGRIC IMP ELEC SYS REV BDS-TAXBL DTD 10/07/10 04.839 DUE 01/01/41	90,000 principal amount	86,041	105,547
	UNIVERSITY CALIF REVS FOR PREV GEN REV BDS-TAXBL DTD 03/01/12 04.858 DUE 05/15/12	50,000 principal amount	47,472	
	UNIVERSITY TEX UNIV REVS FING SYS REV BDS-TAXBL DTD 09/15/10 04.644 DUE 08/15/30	160,000 principal amount	173,856	176,076
	UNIVERSITY VA UNIV REVS TAXABLE GEN REV BDS-TAXBL-OLD DTD 04/22/09 06.200 DUE 09/01/39	60,000 principal amount	79,571	81,585
			1,450,356	1,571,367

ELMER'S PENSION PLAN

EIN 41-0270265
PLAN NUMBER: 002

SCHEDULE H LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2014

Corporate bonds - nonconvertible

21ST CENTY FOX AMER INC DEB DTD 04/01/15 6.150% DUE 02/15/41	45000 principal amount	51,730	51,322
21ST CENTY FOX AMER INC SR DEB DTD 09/15/03 5.550% DUE 03/15/23	105000 principal amount	108,697	125,656
ABRIVE INC UNSECD SR NT CALL 11/7/24 @100 DTD 05/14/15 4.500% DUE 05/14/25	95000 principal amount	93,337	91,704
ACE INA HLDG INC SR UNSECD NT DTD 03/13/13 4.150% DUE 03/13/43	65000 principal amount	71,093	62,379
ACTAVIS FUNDING SR UNSECD GTD NT C9/15/34 @100 LUXEMBOURG DTD 03/12/15 4.550% DUE 03/15/35	135000 principal amount	133,680	124,208
AETNA INC NEW UNSECD SR NT DTD 12/04/07 6.750% DUE 12/15/37	45000 principal amount	56,549	55,970
ALCAN INC DEB CANADA DTD 03/23/01 7.250% DUE 03/15/31	40000 principal amount	52,580	48,477
ALLEGHANY CORP DEL SR UNSECD NT CALL 3/15/44 @100 DTD 09/09/14 4.900% DUE 09/15/44	107000 principal amount	24,829	24,284
AMERADA HESS CORP NT DTD 10/01/99 7.875% DUE 10/01/29	25000 principal amount	63,318	66,587
AMERICA MOVIL S A B DE C V GTD SR NT MEXICO DTD 10/30/07 6.125% DUE 11/15/37	25000 principal amount	23,879	22,434
AMERICA MOVIL S A B DE C V SR UNSECD NT MEXICO DTD 07/16/12 4.375% DUE 07/16/42	60000 principal amount	200,000	198,890
AMERICAN EXPRESS CR CORP UNSECD MTN DTD 06/05/14 VAR RT DUE 06/05/17	100000 principal amount	117,375	121,000
AMERICAN INTL GROUP INC SR NT DTD 04/20/06 6.250% DUE 05/01/36	35000 principal amount	35,237	34,367
AMERICAN INTL GROUP INC SR UNSECD NT CALL 01/16/44 @100 DTD 07/16/14 4.500% DUE 07/16/44	45000 principal amount	41,851	41,395
AMERICAN INTL GROUP INC UNSECD NT CALL 7/15/34 @100 DTD 01/15/15 5.875% DUE 01/15/35	140000 principal amount	175,093	166,067
AMGEN INC SR UNSECD NT DTD 09/16/10 4.950% DUE 10/01/41	20000 principal amount	19,274	20,098
ANADARKO PETE CO SR NT DTD 03/16/10 6.200% DUE 03/15/40	25000 principal amount	29,024	26,450
ANHEUSER BUSCH COS INC SR UNSECD NT DTD 05/02/02 6.500% DUE 05/01/42	70000 principal amount	97,645	87,028
APACHE CORP SR UNSECD NT CALL 10/15/42 @100 DTD 04/09/12 4.750% DUE 04/15/43	115000 principal amount	119,538	103,771
APPLE INC SR UNSECD NT DTD 02/09/15 3.450% DUE 02/09/45	25000 principal amount	24,226	21,165
APPLE INC SR UNSECD NT DTD 05/03/13 5.850% DUE 05/04/43	15000 principal amount	13,715	13,680
ARCHER DANIELS MIDLAND CO SR UNSECD DEB SER W1 DTD 10/16/12 4.016% DUE 04/16/43	10000 principal amount	9,288	9,654
AT&T INC SR UNSECD EXCHANGEABLE NT DTD 03/01/11 5.350% DUE 09/01/40	60000 principal amount	59,762	59,270
AT&T INC SR UNSECD GLOBAL NT DTD 02/03/09 6.550% DUE 02/15/29	190000 principal amount	215,678	214,810
AT&T INC SR UNSECD NT CALL 6/15/42 @100 DTD 06/15/13 4.300% 12/15/42	85000 principal amount	72,582	73,046
BANC ONE CORP DTD 4/29/97 8.00% DUE 4/29/2027	75000 principal amount	109,737	99,588
BANK MONTREAL UNSECD MEDIUM TERM SR BKNT CANADA DTD 07/14/14 VAR RT DUE 07/14/17	215000 principal amount	215,000	214,200
BARCLAYS PLC SR UNSECD NT UNITED KINGDOM DTD 08/17/15 5.250% DUE 08/17/45	95000 principal amount	95,215	95,676
BECTON DICKINSON & CO SR UNSECD NT CALL 6/15/44 @100 DTD 12/15/14 4.685% DUE 12/15/44	95000 principal amount	98,448	95,079
BED BATH BEYOND INC SR UNSECD NT CALL 2/1/34 @100 DTD 07/17/14 4.915% DUE 08/01/34	25000 principal amount	25,196	23,765
BERKSHIRE HATHAWAY FIN CORP CO GTD SR NT DTD 01/13/10 5.750% DUE 01/15/40	100000 principal amount	111,739	116,739
BHP BILLITON FIN USA LTD SR UNSECD NT AUSTRALIA DTD 09/30/13 5.000% DUE 09/30/43	25000 principal amount	25,758	25,286
BIOGEN IDEC INC SR UNSECD NT DTD 09/15/15 5.200% DUE 09/15/45	15000 principal amount	15,102	15,136
BOEING CO SR UNSECD NT DTD 03/13/09 6.875% DUE 03/15/39	115000 principal amount	150,624	158,959
BRAZIL FEDERATIVE REP SR UNSECD BD BRAZIL DTD 01/20/04 8.250% DUE 01/20/34	70000 principal amount	90,140	72,450
BURLINGTON NORTHERN SANTA FE CP DEB DTD 08/08/00 7.950% DUE 08/15/50	20000 principal amount	26,594	28,307
BURLINGTON NORTHERN SANTA FE LLC SR UNSECD NT CALL 3/1/45 @100 DTD 08/20/15 4.700% DUE 09/01/45	120000 principal amount	118,153	120,727
BURLINGTON RES FIN CO GTD NT CANADA DTD 06/01/02 7.400% DUE 12/01/31	115000 principal amount	156,441	149,433
CANADIAN NAT RES LTD NT CANADA DTD 03/19/07 6.250% DUE 03/15/38	35000 principal amount	40,053	34,864
CANADIAN NAT RES LTD NT CANADA DTD 08/17/06 6.500% DUE 02/15/37	115000 principal amount	138,536	117,913
CANADIAN PAC RY CO NEW SR UNSECD NT C3/15/15 @100 CANADA DTD 09/11/15 6.125% DUE 09/15/15	45000 principal amount	46,374	47,265
CANADIAN PAC RY CO NEW SR UNSECD NT CANADA DTD 05/08/07 5.950% DUE 05/15/37	25000 principal amount	29,150	28,685
CATERPILLAR INC SR UNSECD NT DTD 05/27/11 5.200% DUE 05/27/41	50000 principal amount	56,695	55,123
CENOVUS ENERGY INC SR UNSECD NT CANADA DTD 05/15/10 6.750% DUE 11/15/39	143000 principal amount	169,145	148,340
CISCO SYS INC SR NT DTD 02/17/09 5.900% DUE 02/15/39	55000 principal amount	65,141	67,122
CISCO SYS INC SR NT DTD 11/17/09 5.500% DUE 01/15/40	87000 principal amount	99,482	101,433
CITIGROUP INC SR NT DTD 07/23/09 8.125% DUE 07/15/39	260000 principal amount	356,965	373,906
COLOMBIA REP SR UNSECD GLOBAL BD COLOMBIA DTD 10/20/09 6.125% DUE 01/18/41	110000 principal amount	129,421	108,900
COMCAST CORP NEW SR UNSECD NT DTD 03/01/10 6.400% DUE 03/01/40	15000 principal amount	19,662	19,101
COMMONWEALTH EDISON CO 1ST MTG BD SER 113 C4/01/47 @100 DTD 10/01/12 3.800% DUE 10/01/47	30000 principal amount	28,199	28,184
COMMONWEALTH EDISON CO 1ST MTG DTD 03/06/06 5.900% DUE 03/15/36	65000 principal amount	75,941	78,497
CONAGRA FOODS INC SR UNSECD NT DTD 08/15/13 6.625% DUE 08/15/39	120000 principal amount	156,627	142,662

ELMER'S PENSION PLAN

ERS-51-070165
PLAN NUMBER: 002SCHEDULE H, LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Corporate bonds - nonconvertible (Continued)

CONSUMERS ENERGY CO 1ST MTG BTD DTD 05/17/13 3.950% DUE 05/15/43	50000 principal amount	50,016	49,108
CSX CORP UNSECD SR NT CALL 11/01/19 @100 DTD 04/21/15 3.950% DUE 05/01/50	55000 principal amount	53,753	47,588
CVS CAREMARK CORP SR UNSECD NT DTD 07/20/15 4.875% DUE 07/20/25	110000 principal amount	108,709	115,420
DEERE JOHN CAP CORP SR UNSECD MTN DTD 06/12/14 VAR RT DUE 04/12/16	175000 principal amount	175,000	175,025
DETROIT EDISON CO UNSECD NT DTD 06/22/12 3.950% DUE 06/15/42	25000 principal amount	24,500	24,399
DEUTSCHE TELEKOM INTL FIN B V BD NETHERLANDS DTD 05/29/02 9.250% DUE 06/01/32	38000 principal amount	89,763	86,640
DIAGEO INVT CORP CO GTD SR UNSECD NT DTD 05/11/12 4.250% DUE 05/11/42	25000 principal amount	24,330	24,691
DIRECTV HOLDG LLC / DIRECTV FINC INC CO GTD NT CALL 5/15/40 @100 DTD 08/17/10 6.000% DUE 08/15/40	155000 principal amount	161,606	159,413
DOMINION RES INC DEL SR UNSECD NT SER E DTD 12/16/02 6.750% DUE 12/15/32	25000 principal amount	31,236	30,389
DOMINION RES INC VA NEW SR UNSECD NT SER B DTD 06/17/08 7.000% DUE 06/15/38	20000 principal amount	26,038	24,821
DOMINION RES INC VA NEW UNSECD SR NT SER B DTD 06/20/05 5.950% DUE 06/15/35	25000 principal amount	32,021	28,549
DOW CHEM CO SR UNSECD NT CALL 07/01/34 @100 DTD 09/16/14 4.250% DUE 10/01/34	50000 principal amount	48,818	46,717
DOW CHEM CO UNSECD SR GBL NT CALL 04/01/44 @100 DTD 09/16/14 4.625% DUE 10/01/44	35000 principal amount	55,279	49,751
DTE ELEC CO SECD NT CALL 01/01/44 @100 DTD 07/02/14 4.300% DUE 07/01/44	50000 principal amount	49,925	51,160
DTE ELEC CO SECD NT CALL 10/01/42 @100 DTD 03/27/13 4.000% DUE 04/01/43	10000 principal amount	9,955	9,709
DU PONT E I & CO DTD 1/15/1998 6.50% DUE 1/15/2028	25000 principal amount	29,265	31,334
DU PONT E I DE NEMOURS & CO SR NT DTD 09/23/10 4.900% DUE 01/15/41	10000 principal amount	9,915	10,655
DUKE ENERGY CAROLINAS LLC 1ST MTG DTD 12/08/11 4.250% DUE 12/15/41	225000 principal amount	227,223	229,246
DUKE ENERGY PROGRESS INC SECD 1ST MTG BD C2/15/45 @100 DTD 08/13/15 4.200% DUE 08/15/45	25000 principal amount	24,873	25,294
EASTMAN CHEM CO SR UNSECD NT CALL 04/15/44 @100 DTD 05/15/14 4.650% DUE 10/15/44	20000 principal amount	19,677	18,278
ENBRIDGE ENERGY PARTNERS L P SR UNSECD NT DTD 09/13/10 5.500% DUE 09/15/40	70000 principal amount	69,117	62,957
ENCANA CORP SR UNSECD NT CANADA DTD 08/13/07 6.625% DUE 08/15/37	45000 principal amount	51,240	46,343
ENERGY TRANSFER PARTNERS L P UNSECD SR NT CALL 12/1/40 @100 DTD 05/12/11 6.050% DUE 06/01/41	115000 principal amount	116,973	102,025
ENERGY TRANSFER PARTNERS L P UNSECD SR NT CALL 8/1/14 @100 DTD 01/17/12 6.500% DUE 02/01/42	70000 principal amount	78,123	64,255
ENTERPRISE PRODS OPER LLC CO GTD SR NT CALL 2/15/42 @100 DTD 02/15/12 4.850% DUE 08/15/42	55000 principal amount	49,755	48,456
ENTERPRISE PRODS OPER LLC SR UNSECD NT CALL 12/15/45 @100 DTD 05/07/15 4.900% DUE 05/15/46	30000 principal amount	29,891	27,168
ENTERPRISE PRODUCTS OPER DTD 2/14/2003 6.875% DUE 3/1/2033	80000 principal amount	97,809	95,043
FEDEX CORP SR UNSECD NT DTD 01/09/14 5.100% DUE 01/15/44	40000 principal amount	41,596	41,982
FEDEX CORP SR UNSECD NT DTD 01/09/15 4.100% DUE 02/01/45	55000 principal amount	55,896	49,820
FIFTH THIRD BANCORP SUB NT DTD 03/04/08 8.250% DUE 03/01/38	60000 principal amount	81,674	86,821
FLORIDA PWR & LT CO 1ST MTG SECD BD CM/01/44 @100 DTD 09/10/14 4.050% DUE 10/01/44	10000 principal amount	9,967	10,008
FLORIDA PWR & LT CO SECD NT CALL 06/15/42 @100 DTD 12/20/12 3.800% DUE 12/15/42	120000 principal amount	114,473	114,480
FORD MTR CO BD DTD 02/09/99 6.375% DUE 02/01/29	80000 principal amount	92,251	89,218
FORD MTR CO DEL SR UNSECD DEB DTD 11/01/96 7.400% DUE 11/01/46	55000 principal amount	67,198	69,671
FRANCE TELECOM SA SR UNSECD NT FRANCE DTD 01/13/12 5.375% DUE 01/13/42	55000 principal amount	60,226	58,746
GENERAL ELEC CAP CORP GTD SUB NT DTD 08/21/95 7.500% DUE 08/21/35	40000 principal amount	57,060	57,196
GENERAL ELEC CAP CORP SR MTN DTD 01/14/08 5.875% DUE 01/14/38	40000 principal amount	51,376	49,883
GENERAL ELEC CAP CORP SR UNSECD MTN DTD 01/09/09 6.875% DUE 01/10/39	205000 principal amount	255,367	287,025
GENERAL ELEC CO SR UNSECD NT DTD 10/09/12 4.125% DUE 10/09/42	50000 principal amount	45,060	49,327
GEORGIA PWR CO SR UNSECD NT SER 2010C DTD 08/31/10 4.750% DUE 09/01/40	85000 principal amount	86,455	84,058
GILEAD SCIENCES INC SR UNSECD NT DTD 09/14/15 4.750% DUE 03/01/46	120000 principal amount	121,028	120,553
GLAXOSMITHKLINE CAP INC GTD NT DTD 05/13/08 6.375% DUE 05/15/38	15000 principal amount	19,271	19,046
GOLDMAN SACHS GROUP INC SR NT DTD 01/28/11 6.250% DUE 02/01/41	250000 principal amount	306,649	301,460
HARTFORD FINL SVCS GROUP INC SR UNSECD NT DTD 04/18/13 4.300% DUE 04/15/43	15000 principal amount	14,466	14,444
HERSHEY FOODS CORP DTD 8/15/97 7.20% DUE 8/15/2027	8000 principal amount	11,035	10,858
HOME DEPOT INC SR UNSECD NT CALL 8/15/45 @100 DTD 09/10/13 4.875% DUE 02/15/44	15000 principal amount	16,168	16,647
HOME DEPOT INC UNSECD SR NT CALL 10/1/45 @100 DTD 06/02/15 4.250% DUE 04/01/46	165000 principal amount	163,601	166,186
HONEYWELL INTL INC UNSECD SR NT SER 30 DTD 02/17/11 5.375 DUE 03/01/41	20000 principal amount	23,593	23,807
HSBC HLDGS PLC SUB NT UNITED KINGDOM DTD 05/03/06 6.500% DUE 05/02/36	110000 principal amount	130,218	130,078
HSBC HLDGS PLC SUB NT UNITED KINGDOM DTD 05/27/08 6.800% DUE 06/01/38	100000 principal amount	122,344	122,343
JOHNSON & JOHNSON UNSECD SR NT CALL 06/05/43 @100 DTD 12/05/13 4.500% DUE 12/05/43	90000 principal amount	98,298	98,073
JPMORGAN CHASE & CO BD DTD 07/21/11 5.600% DUE 07/15/41	165000 principal amount	116,507	120,164
JPMORGAN CHASE & CO JR SUB NT DTD 05/29/15 4.950% DUE 06/01/45	65000 principal amount	64,767	65,195
KINDER MORGAN ENERGY PARTNERS L P SR NT DTD 05/19/10 6.550% DUE 09/15/40	20000 principal amount	22,983	18,729

ELMER'S PENSION PLAN

EIN 51-0370365
PLAN NUMBER 002

SCHEDULE H LINE 4- SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Corporate bonds - nonconvertible (Continued)

KINDER MORGAN ENERGY PARTNERS LP SR UNSECD MTN DTD 06/21/07 6.950% DUE 01/15/38	160000 principal amount	189,996	158,547
KRAFT FOODS GROUP INC SR UNSECD NT DTD 12/04/12 5.000% DUE 06/04/42	125000 principal amount	126,422	128,210
KREDITANSTALT FÜR WIEDERANFANG GLOBLAL NT GERMANY DTD 04/19/06 ZR CPN DUE 04/18/36	50,000 principal amount	26,738	26,796
LOCKHEED MARTIN CORP SR UNSECD NT CALL 9/1/44 @100 DTD 02/20/15 3.800% DUE 03/01/45	45000 principal amount	40,668	41,038
LOEWS CORP UNSECD SR NT CALL 11/15/42 @100 DTD 05/07/13 4.125% DUE 05/15/43	75000 principal amount	66,374	68,808
LOWES COS INC NT DTD 04/15/10 5.800% DUE 04/15/40	30000 principal amount	35,262	35,621
LOWES COS INC SR UNSECD NT CALL 3/15/45 @100 DTD 09/16/15 4.375% DUE 09/15/45	30000 principal amount	29,741	30,347
LYONDELLBASELL INDS N V UNSECD SR NT CALL 08/26/54 @100 NL DTD 03/05/15 4.625% DUE 02/26/55	115000 principal amount	114,637	97,530
MACY'S RETAIL HLDS INC SR UNSECD NT CALL 6/15/54 @100 DTD 11/18/14 4.500% DUE 12/15/54	35000 principal amount	54,602	50,376
MACY'S RETAIL HLDS INC UNSECD SR DEB DTD 02/06/99 7.000% DUE 02/15/28	60000 principal amount	72,236	75,853
MARATHON OIL CORP SR NT DTD 09/27/07 6.600% DUE 10/01/37	54000 principal amount	64,790	54,111
MARATHON PETE CORP UNSECD SR NT DTD 09/01/11 6.500% DUE 03/01/41	25000 principal amount	29,615	26,543
MASSACHUSETTS INST TECHNOLOGY UNSECD BD MATURITY 07/01/2114 DTD 04/08/14 4.678% DUE 07/01/67	75000 principal amount	75,652	78,291
MCDONALDS CORP SR UNSECD MTN DTD 01/16/09 5.700% DUE 02/01/39	25000 principal amount	32,979	28,690
MCDONALDS CORP SR UNSECD MTN DTD 05/06/13 3.625% DUE 05/01/43	20000 principal amount	19,637	16,818
MCDONALDS CORP SR UNSECD NT DTD 05/26/15 4.600% DUE 05/26/45	35000 principal amount	54,414	54,812
MCKESSON CORP SR UNSECD NT DTD 02/28/11 6.000% DUE 03/01/41	45000 principal amount	51,704	53,128
MEDTRONIC INC UNSECD SR GBL NT DTD 03/15/15 4.375% DUE 03/15/53	140000 principal amount	141,043	141,525
MEMORIAL SLOAN-KETTERING CANCER CTR SR UNSECD BD DTD 12/05/12 4.125% DUE 07/01/52	30000 principal amount	30,085	27,751
MERCK & CO INC NEW SR UNSECD NT CALL 8/10/44 @100 DTD 02/10/15 3.700% DUE 02/10/45	40000 principal amount	38,286	36,700
METLIFE INC JR SUB DEB CALL 8/1/34 @100 DT 07/08/09 10.750% DUE 08/01/39	119000 principal amount	158,746	185,640
METLIFE INC SR UNSECD NT DTD 08/06/10 5.875% DUE 02/06/41	15000 principal amount	16,873	18,083
MICROSOFT CORP SR UNSECD NT CALL 08/12/54 @100 DTD 02/12/15 4.000% DUE 02/12/55	55000 principal amount	54,587	49,826
MIDAMERICAN ENERGY CO 1ST MTG SEC'D NT CALL 3/15/45 @100 DTD 09/19/13 4.800% DUE 09/15/43	100000 principal amount	10,240	10,947
MISSISSIPPI PWR CO UNSECD SR NT DTD 10/19/11 4.750% DUE 10/15/41	45000 principal amount	45,325	39,163
MOLSON COORS BREWING CO CO GTD SR NT DTD 05/03/12 5.000% DUE 05/01/42	45000 principal amount	41,343	39,679
MORGAN STANLEY NT DTD 04/03/02 7.250% DUE 04/01/32	135000 principal amount	175,868	178,802
MORGAN STANLEY SR UNSECD NT DTD 01/27/15 4.300% DUE 01/27/45	30000 principal amount	29,172	28,511
NBCUNIVERSAL MEDIA LLC UNSECD SR NT DTD 04/01/11 5.950% DUE 04/01/41	210000 principal amount	248,942	251,351
NEVADA POWER CO GEN REF MORT DTD 05/12/11 5.450% DUE 05/15/41	35000 principal amount	40,769	40,441
NEVADA PWR CO GEN & REF MTG NT C3/15/40 @100 DTD 09/14/10 5.375% DUE 09/15/40	20000 principal amount	21,798	22,677
NEXEN INC NT CANADA DTD 05/04/07 6.400% DUE 05/15/37	35000 principal amount	40,039	41,165
NISOURCE FIN CORP GTD NT CALL 12/15/40 @100 DTD 06/10/11 5.950% DUE 06/15/41	110000 principal amount	114,324	127,903
NOBLE ENERGY INC UNSECD NT DTD 11/07/14 5.050% DUE 11/15/44	134000 principal amount	132,351	116,041
NOBLE HLDS INTL LTD SR UNSECD NT C10/1/44 @100 CAYMAN ISLANDS DTD 03/16/15 6.950% DUE 04/01/45	80000 principal amount	78,946	60,026
NORFOLK SOUTHN CORP SR UNSECD NT CALL 12/15/44 @100 DTD 06/02/15 4.450% DUE 06/15/45	50000 principal amount	49,396	48,313
NORTHERN STS PWR CO MNN 1ST MTG SEC'D BD C2/15/42 @100 DTD 08/13/12 3.400% DUE 08/15/42	60000 principal amount	56,072	52,900
NORTHWESTERN UNIV UNSECD NT DTD 05/06/15 3.688% DUE 12/01/38	15000 principal amount	15,000	14,750
NOVARTIS CAP CORP SR UNSECD NT DTD 02/21/14 4.400% DUE 05/06/44	135000 principal amount	135,771	144,968
NUCOR CORP SR UNSECD NT CALL 02/01/43 @100 DTD 07/29/13 5.200% DUE 08/01/43	10000 principal amount	9,769	10,247
ONCOR ELEC DELIVERY CO LLC 1ST LIEN SR SEC'D NT C12/01/41 @100 DTD 05/18/12 5.300% DUE 06/01/42	35000 principal amount	38,254	38,697
ONCOR ELEC DELIVERY DTD 11/1/2002 7.00% DUE 5/1/2032	15000 principal amount	17,902	19,349
ORACLE CORP SR UNSECD NT CALL 11/15/54 @100 DTD 05/05/15 4.375% DUE 05/15/55	70000 principal amount	66,455	65,175
ORACLE CORP SR UNSECD NT DTD 04/09/08 6.500% DUE 04/15/38	70000 principal amount	91,389	88,774
ORACLE CORP SR UNSECD NT DTD 07/08/09 6.125% DUE 07/08/39	20000 principal amount	24,829	24,310
PACIFIC GAS & ELEC CO SR NT DTD 03/13/07 5.800% DUE 03/01/37	165000 principal amount	195,892	196,098
PACIFICORP 1ST MTG DTD 03/14/07 5.750% DUE 04/01/37	135000 principal amount	142,375	163,307
PECO ENERGY CO 1ST REF MTG SEC'D BD CALL 04/01/44 @100 DTD 09/15/14 4.150% DUE 10/01/44	15000 principal amount	14,949	14,937
PEMEX PROJ FDG MASTER TR GTD BD SER 13 DTD 12/15/05 6.625% DUE 06/15/35	350000 principal amount	377,884	328,125
PEPSICO INC SR UNSECD NT CALL 1/17/45 @100 DTD 07/17/15 4.600% DUE 07/17/45	115000 principal amount	114,693	120,178
PERU REP SR UNSECD USS GLOBAL BD DTD 03/14/07 6.550% DUE 03/04/37	45000 principal amount	55,029	51,638
PHILIPPINES REP SR UNSECD GLOBAL BD PHILIPPINES DTD 10/23/09 6.375% DUE 10/23/34	105000 principal amount	133,903	137,258
PHILLIPS 66 SR UNSECD NT CALL 5/15/44 @100 DTD 11/17/14 4.875% DUE 11/15/44	60000 principal amount	62,301	57,416

ELMER'S PENSION PLAN

FIN 51-0370165
PLAN NUMBER: 002

SCHEDULE H LINE 4: SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Corporate bonds - nonconvertible (Continued)

PLAINS ALL AMERN PIPELINE L P / PAA FIN CORP SR NT DTD 07/15/07 6.650% DUE 01/15/37	101000 principal amount	127,065	107,187
PLAINS ALL AMERN PIPELINE LP / PAA FIN CORP UNSEC SR GBL BD DTD 04/23/14 4.700% DUE 06/15/44	25000 principal amount	21,994	21,992
PLAINS ALL AMERN PIPELINE LP / PAA FIN CORP SR NT CALL 12/1/41 @100 DTD 03/22/12 5.150% DUE 06/01/42	25000 principal amount	23,170	23,155
PNC FINL SVCS GROUP INC JR SUB DEP RECEIPT DEP SHS REPSTG DTD 05/07/13 4.850% DUE 05/29/49	35000 principal amount	33,688	32,769
PPL CAP FDG INC SR UNSEC NT CALL 12/1/42 @100 DTD 05/24/13 4.700% DUE 06/01/43	74000 principal amount	73,176	73,687
PPL ELEC UTILS CORP 1ST MTG SEC NT CALL 1/15/43 @100 DTD 07/11/13 4.750% DUE 07/15/43	45000 principal amount	47,242	49,320
PRESIDENT & FELLOWS HARVARD CLG SR UNSEC NT DTD 05/06/13 3.619% DUE 10/01/37	25000 principal amount	23,000	24,468
PRUDENTIAL FINL INC JR SUB NT CALL 03/15/24 @100 DTD 03/22/13 5.200% DUE 03/15/44	125000 principal amount	122,331	122,774
PRUDENTIAL FINL INC JR SUB NT CALL 09/15/22 @100 DTD 08/08/12 5.875% DUE 09/15/42	115000 principal amount	118,833	121,613
PUBLIC SVC ELEC GAS CO SEC D MTH CALL 03/01/43 @100 DTD 09/13/12 5.650% DUE 09/01/42	10000 principal amount	9,951	9,291
REPUBLICA ORIENTAL DEL URUGUAY SR UNSEC BD URUGUAY DTD 11/20/12 4.125% DUE 11/20/45	60000 principal amount	53,070	47,400
ROGERS COMMUNICATIONS INC SR NT DTD 08/06/08 7.500% DUE 08/15/38	58000 principal amount	79,502	74,494
SAN DIEGO GAS & ELEC CO SEC D 1ST MTG BD SER III DTD 08/26/10 4.500% DUE 08/15/40	55000 principal amount	57,571	58,185
SCHERING PLOUGH CORP SR UNSEC NT DTD 09/17/07 6.550% DUE 09/15/37	40000 principal amount	54,873	53,486
SHELL INTL FIN B V SR UNSEC NT NETHERLANDS DTD 05/11/15 4.375% DUE 05/11/45	10000 principal amount	9,980	9,989
SHELL INTL FIN B V SR UNSEC NT NETHERLANDS DTD 08/12/13 4.550% DUE 08/12/43	40000 principal amount	40,985	40,250
SIMON PROPERTY GROUP L P SR UNSEC NT DTD 01/25/10 6.750% DUE 02/01/40	45000 principal amount	57,668	59,252
SOUTHERN CALIF EDISON CO SEC 1ST MTG CALL 8/1/44 @100 DTD 01/16/13 3.600% DUE 02/01/45	40000 principal amount	39,846	36,765
SOUTHERN CALIF EDISON CO SEC D 1ST REF MTG NT SER 13-A C915/42 DTD 03/07/13 3.900% DUE 03/15/43	75000 principal amount	72,306	71,280
SUNCOR ENERGY INC SR UNSEC NT CANADA DTD 06/28/07 6.500% DUE 06/15/38	85000 principal amount	104,334	101,839
TAMPA ELEC CO SR UNSEC NT CALL 12/15/41 @100 DTD 06/05/12 4.100% DUE 06/15/42	10000 principal amount	9,972	9,833
TARGET CORP UNSEC SR NT DTD 06/26/12 4.000% DUE 07/01/42	130000 principal amount	129,381	127,871
TELEFONICA EMISIONES S A U GTD SR NT SPAIN DTD 06/20/06 7.045% DUE 06/20/36	88000 principal amount	106,648	103,199
TENNESSEE GAS PIPELINE CO SR UNSEC NT DTD 06/10/02 8.375% DUE 06/15/32	70000 principal amount	95,811	73,051
THOMSON CORP BD CANADA DTD 08/09/05 5.500% DUE 08/15/25	85000 principal amount	82,470	91,032
THOMSON REUTERS CORP SR UNSEC NT CANADA DTD 11/21/13 5.650% DUE 11/23/43	40000 principal amount	42,893	43,302
TIME WARNER CABLE INC NT DTD 04/09/07 5.550% DUE 05/01/37	108000 principal amount	117,955	106,119
TORONTO DOMINION BK UNSEC SR MEDIUM TERM BK NT DTD 01/13/15 VAR RT DUE 01/06/17	175000 principal amount	175,000	174,911
TRANSCANADA PIPELINES LTD SR NT CANADA DTD 08/11/08 7.250% DUE 08/15/38	45000 principal amount	62,846	55,769
TURKEY REP UNSEC NT TURKEY DTD 01/12/11 6.000% DUE 01/14/41	265000 principal amount	275,733	258,044
UNION PAC CORP SR UNSEC NT CALL 08/01/54 @100 DTD 01/29/15 3.875% DUE 02/01/55	50000 principal amount	48,453	44,958
UNITED MEXCAN STS MTN MEXCO DTD 03/08/12 4.750% DUE 03/08/44	312000 principal amount	305,759	284,700
UNITED MEXCAN STS SR UNSEC MTH SER A MTN MEXCO DTD 01/11/08 6.050% DUE 01/11/40	40000 principal amount	48,960	43,800
UNITED PARCEL SVC INC SR NT DTD 01/15/08 6.200% DUE 01/15/38	60000 principal amount	81,576	77,587
UNITED TECHNOLOGIES CORP NT DTD 05/26/06 6.050% DUE 06/01/36	95000 principal amount	121,978	116,975
UNITED TECHNOLOGIES CORP SR UNSEC NT DTD 05/04/15 4.150% DUE 05/15/45	90000 principal amount	86,232	87,327
UNITEDHEALTH GROUP INC SR UNSEC NT DTD 02/17/11 5.950% DUE 02/15/41	40000 principal amount	46,458	48,420
UNITEDHEALTH GROUP INC SR UNSEC NT DTD 07/22/15 4.750% DUE 07/15/45	15000 principal amount	15,374	15,834
UNIVERSITY CHICAGO UNSEC BD SER 12-B C101/22 @100 DTD 02/02/12 4.683% DUE 10/01/42	55000 principal amount	54,993	60,275
UNIVERSITY NOTRE DAME DU LAC UNSEC BD SER 2015 DTD 01/21/15 3.438% DUE 02/15/45	65000 principal amount	65,000	61,167
VALE OVERSEAS LTD BD CAYMAN ISLAND DTD 11/21/06 6.875% DUE 11/21/36	70000 principal amount	75,370	54,957
VERIZON COMMUNICATIONS INC SR UNSEC NT CALL 12/15/33 @100 DTD 03/17/14 5.050% DUE 03/15/34	15000 principal amount	16,193	14,965
VERIZON COMMUNICATIONS INC SR UNSEC NT DTD 03/28/11 6.000% DUE 04/01/41	45000 principal amount	50,932	49,096
VERIZON COMMUNICATIONS INC SR UNSEC NT DTD 09/18/13 6.550% DUE 09/15/43	110000 principal amount	139,436	129,958
VERIZON NEW YORK INC DEB SER B DTD 03/28/02 7.375% DUE 04/01/32	570000 principal amount	670,611	659,318
VIRGINIA ELEC & PWK CO SR NT DTD 11/06/08 8.875% DUE 11/15/38	40000 principal amount	60,507	64,195
WACHOVIA BK NATL ASSN MEDIUM TERM SUB BK NT DTD 01/29/07 5.850% DUE 02/01/37	115000 principal amount	139,086	137,333
WAL-MART STORES INC SR NT DTD 04/15/08 6.200% DUE 04/15/38	50000 principal amount	64,022	64,151
WAL-MART STORES INC SR NT DTD 08/24/07 6.500% DUE 08/15/37	113000 principal amount	146,007	148,357
WELLPOINT INC SR UNSEC NT DTD 08/06/13 5.100% DUE 01/15/44	45000 principal amount	48,495	46,770
WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 10/28/13 5.375% DUE 11/02/43	70000 principal amount	73,189	77,092
WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 11/04/14 4.650% DUE 11/04/44	40000 principal amount	39,588	39,395
WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT SER M DTD 02/13/13 3.450% DUE 02/13/23	5000 principal amount	4,973	4,976
WILLIAMS PARTNERS L P UNSEC SR NT DTD 02/09/10 6.300% DUE 04/15/40	182000 principal amount	208,251	163,652
XEROX CORP SR UNSEC NT DTD 12/04/09 6.750% DUE 12/15/29	69000 principal amount	80,069	76,668
YUM BRANDS INC SR UNSEC NT CALL 5/1/43 @100 DTD 10/31/13 5.350% DUE 11/01/43	50000 principal amount	55,306	48,012
YUM BRANDS INC SR UNSEC NT DTD 10/19/07 6.875% DUE 11/15/37	50000 principal amount	59,698	58,359
		17,867,896	17,386,158

ELMER'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 002

SCHEDULE H, LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks

3M CO COM	Shares of common stock	6,151	9,073
ABBOTT LABS COM	Shares of common stock	11,825	14,278
ABIOMED INC COM	Shares of common stock	2,669	9,183
ACADIA HEALTHCARE CO INC COM	Shares of common stock	12,342	16,435
ACADIA PHARMACEUTICALS INC COM	Shares of common stock	617	2,282
ACCENTURE PLC CL A COM IRELAND	Shares of common stock	23,016	34,686
ACCOR SA SPONSORED ADR FRANCE	Shares of common stock	42,283	37,311
ACE LTD COM SWITZERLAND	Shares of common stock	8,346	12,615
ACI WORLDWIDE INC COM	Shares of common stock	7,810	8,258
ACTIVISION BLIZZARD INC COM	Shares of common stock	9,937	16,310
ACTUANT CORP COM CL A NEW	Shares of common stock	10,404	6,657
ACUTY BRANDS INC COM	Shares of common stock	13,297	17,382
ADIDAS AG SPONSORED ADR GERMANY	Shares of common stock	42,605	44,690
ADTRAN INC COM	Shares of common stock	4,243	3,767
AEGON N V NY REGISTRY SHS	Shares of common stock	32,729	24,334
AES CORP COM	Shares of common stock	4,300	3,299
AFFILIATED MANAGERS GROUP COM	Shares of common stock	18,081	16,415
AG MTG BNVT TR INC REITS	Shares of common stock	2,331	1,979
AGIOS PHARMACEUTICALS INC COM	Shares of common stock	2,534	1,835
ALA GROUP LTD SPONSORED ADR HONG KONG	Shares of common stock	17,759	19,741
AIRGAS INC COM	Shares of common stock	11,280	10,452
AKAMAI TECHNOLOGIES INC COM	Shares of common stock	8,163	8,149
AKORN INC COM	Shares of common stock	11,450	9,207
AKZO NOBEL NV SPONSORED ADR NETHERLANDS	Shares of common stock	19,439	16,183
ALDER BIOPHARMACEUTICALS INC COM	Shares of common stock	2,135	1,441
ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	Shares of common stock	55,050	40,512
ALLEGHANY CORP DEL COM	Shares of common stock	6,364	7,958
ALLIANCE DATA SYS CORP COM	Shares of common stock	22,778	23,049
ALLIANT CORP COM	Shares of common stock	5,465	6,726
ALLSCRIPTS-MSYS HEALTHCARE SOLUTIONS INC COM	Shares of common stock	4,690	4,724
ALLSTATE CORP COM	Shares of common stock	3,141	3,320
ALLY FINL INC COM	Shares of common stock	5,584	5,177
AMAZON COM INC COM	Shares of common stock	29,053	48,630
AMDOCS LTD COM GUERNSEY	Shares of common stock	9,736	14,448
AMEREN CORP COM	Shares of common stock	4,034	4,819
AMERICAN ASSETS TR INC REIT	Shares of common stock	2,798	3,514
AMERICAN EAGLE OUTFITTERS NEW COM	Shares of common stock	2,362	2,907
AMERICAN ELBC PWR INC COM	Shares of common stock	9,110	10,917
AMERICAN EXPRESS CO COM	Shares of common stock	23,821	22,313
AMERICAN FOMES 4 RENT CL A REITS	Shares of common stock	4,396	4,293
ANGEN INC COM	Shares of common stock	21,157	17,843
ANGN HEALTHCARE SVCS INC COM	Shares of common stock	4,402	4,471
AMTRUST FINL SVCS INC COM	Shares of common stock	1,773	2,897
ANACOR PHARMACEUTICALS INC COM	Shares of common stock	2,342	2,119
ANALOG DEVICES INC COM	Shares of common stock	4,015	3,497
ANI PHARMACEUTICALS INC COM	Shares of common stock	3,886	2,884
ANSYS INC COM	Shares of common stock	15,127	16,570
ACN PLC COM ISIN GB00B5BT0K07 UNITED KINGDOM	Shares of common stock	11,340	10,279
APOLLO COMML REAL ESTATE FIN INC REITS	Shares of common stock	4,654	4,520
APOLLO BNVT CORP SH BEN INT COM	Shares of common stock	5,447	3,694
APPLIED INDU TECHNOLOGIES INC COM	Shares of common stock	2,669	2,594
ARCHER DANIELS MIDLAND CO COM	Shares of common stock	8,095	6,591
ARM HLDGS PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	24,332	24,523
ARRIS GROUP INC NEW COM	Shares of common stock	4,637	4,285
ARROW ELECTRS INC COM	Shares of common stock	5,103	6,191

ELMER'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 002

SCHEDULE H LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

ASCENA RETAIL GROUP INC COM	Shares of common stock	843	1,040
ASSA ABLOY AB UNSPONSORED ADR SWEDEN	Shares of common stock	17,382	15,790
ASTELLAS PHARMA INC SER A ADR JAPAN	Shares of common stock	12,128	14,629
ASTRAZENECA PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	42,615	40,125
ASTRONICS CORP COM	Shares of common stock	5,146	3,841
ATOS ORIGIN SA UNSPONSORD ADR FRANCE	Shares of common stock	28,578	27,498
AUTODESK INC COM	Shares of common stock	23,701	17,656
AUTOMATIC DATA PROCESSING INC COM	Shares of common stock	7,998	7,473
AVAGO TECHNOLOGIES LTD COM SINGAPORE	Shares of common stock	4,193	8,126
AVERY DENNISON CORP COM	Shares of common stock	4,837	5,318
AVNET INC COM	Shares of common stock	5,077	6,061
AXA SA SPONSORED ADR FRANCE	Shares of common stock	28,551	26,251
AZZ INC COM	Shares of common stock	4,236	4,723
B & G FOODS INC CL A COM	Shares of common stock	4,265	4,192
BANCO BILBAO VIZCAYA ARGENTARIA S A SPONSORED ADR SPAIN	Shares of common stock	42,076	38,552
BANCORP INC DELAWARE COM	Shares of common stock	4,892	2,187
BARCLAYS PLC ADR UNITED KINGDOM	Shares of common stock	42,234	34,659
BAYERISCHE MOTOREN WERKE A G ADR GERMANY	Shares of common stock	25,270	19,955
BB&T CORP COM	Shares of common stock	9,114	9,968
BBCN BANCORP INC COM	Shares of common stock	10,178	9,072
BE AEROSPACE INC COM	Shares of common stock	10,904	8,978
BECTON DICKINSON & CO COM	Shares of common stock	5,340	4,908
BERKLEY W R CORP COM	Shares of common stock	4,027	4,621
BG GROUP PLC ADR FINAL INSTALLMENT NEW UNITED KINGDOM	Shares of common stock	28,275	24,244
BHP BILLITON LTD SPONSORED ADR AUSTRALIA	Shares of common stock	27,531	15,778
BITAUTO HLDGS LTD SPONSORED ADR CAYMAN ISLANDS	Shares of common stock	1,744	1,489
BLOCK H & R INC COM	Shares of common stock	5,688	6,806
BLUEBIRD BIO INC COM	Shares of common stock	2,522	1,711
BOFI HLDG INC COM	Shares of common stock	5,479	5,540
BOSTON BEER INC CL A COM	Shares of common stock	4,626	4,423
BOSTON PROPERTIES INC COM	Shares of common stock	12,109	12,906
BOSTON SCIENTIFIC CORP COM	Shares of common stock	5,184	6,416
BRAMBLES LTD ADR AUSTRALIA	Shares of common stock	16,775	14,651
BRIDGESTONE CORP ADR COM JAPAN	Shares of common stock	20,619	19,430
BRINCKER INTL INC COM	Shares of common stock	2,198	2,265
BRINKS CO COM	Shares of common stock	2,489	2,350
BROADRIDGE FINL SOLUTIONS INC COM	Shares of common stock	3,805	5,535
BROCADE COMMUNICATIONS SYS INC NEW COM	Shares of common stock	1,298	1,858
BRUKER CORP COM	Shares of common stock	3,560	2,842
BRUNSWICK CORP COM	Shares of common stock	4,613	6,130
BUFFALO WILD WINGS INC COM	Shares of common stock	14,734	19,150
BURBERRY GROUP PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	18,000	15,479
BURLINGTON STORES INC COM	Shares of common stock	24,519	23,529
CABOT CORP COM	Shares of common stock	2,934	2,777
CAESAR STONE SDOT YAM LTD COM ISRAEL	Shares of common stock	5,074	3,010
CAMBREX CORP COM	Shares of common stock	4,200	4,841
CAPITA PLC UNSPONSORED ADR UNITED KINGDOM	Shares of common stock	20,734	21,921
CARDINAL HEALTH INC COM	Shares of common stock	8,019	8,988
CARDOTRONICS INC COM	Shares of common stock	2,562	2,747
CARLISLE COS INC COM	Shares of common stock	3,918	4,544
CARNIVAL PLC ADR UNITED KINGDOM	Shares of common stock	10,757	13,864
CARRIZO OIL & CO INC COM	Shares of common stock	5,692	3,390
CASEYS GEN STORES INC COM	Shares of common stock	7,044	7,101
CBS CORP NEW CL B COM	Shares of common stock	2,267	2,115
CIDW CORP COM	Shares of common stock	8,146	8,213
CELANESE CORP DEL SER A COM	Shares of common stock	5,696	5,917

ELMER'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 692

SCHEDULE H LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

CERNER CORP COM	Shares of common stock	14,173	14,990
CHARLES RIV LABORATORIES INTL INC COM	Shares of common stock	6,223	6,543
CHATHAM LODGING TR REITS	Shares of common stock	3,192	3,136
CHECK POINT SOFTWARE TECH LTD ORD ISRAEL	Shares of common stock	45,358	52,516
CHEMD CORP COM	Shares of common stock	4,882	6,273
CHINA BIOLOGIC PRODS INC COM	Shares of common stock	3,824	6,377
CHURCH & DWIGHT INC COM	Shares of common stock	12,676	18,626
CIENA CORP NEW COM	Shares of common stock	4,627	4,558
CIMPRESS NV COM NETHERLANDS	Shares of common stock	4,121	3,729
CIRRUS LOGIC CORP COM	Shares of common stock	4,131	4,317
CISCO SYS INC COM	Shares of common stock	44,734	42,499
CITEO CORP COM CANADA	Shares of common stock	2,299	373
CLEAN HBRS INC COM	Shares of common stock	8,707	7,475
CNO FINL GROUP INC COM	Shares of common stock	7,673	8,051
COCA COLA CO COM	Shares of common stock	29,842	29,729
COCA-COLA ENTERPRISES INC NEW COM	Shares of common stock	3,326	4,255
COLONY CAPITAL INC REITS	Shares of common stock	6,754	6,064
COLUMBIA SPORTSWEAR CO COM	Shares of common stock	9,488	10,053
COMCAST CORP NEW CL A SPL COM	Shares of common stock	11,575	20,263
COMMERCIAL METALS CO COM	Shares of common stock	9,283	7,276
COMPUTER PROGRAMS & SYS INC COM	Shares of common stock	3,159	2,064
COMSCORE INC COM	Shares of common stock	4,951	4,707
CONCHORES INC COM	Shares of common stock	12,859	11,599
CONSTELLATION BRANDS INC CL A	Shares of common stock	3,859	5,641
CONTINENTAL AG SPONSORED ADR GERMANY	Shares of common stock	17,516	16,636
CONVERGY'S CORP COM	Shares of common stock	8,506	9,383
COOPER COS INC COM NEW	Shares of common stock	8,757	7,145
COOPER TIRE & RUBR CO COM	Shares of common stock	5,308	5,334
COPART INC COM	Shares of common stock	10,859	10,133
CROWN HLDGS INC COM	Shares of common stock	9,130	10,111
CURTISS WRIGHT CORP COM	Shares of common stock	2,024	3,683
CYS HEALTH CORP COM	Shares of common stock	10,094	24,998
DAIKIN INDS LTD UNSPONSORED ADR JAPAN	Shares of common stock	14,188	11,706
DANAHER CORP DEL COM	Shares of common stock	11,404	16,872
DANONE SPONSORED ADR FRANCE	Shares of common stock	32,858	30,495
DAVITA HEALTHCARE PARTNERS INC COM	Shares of common stock	2,885	3,327
DBS GROUP HLDGS LTD SPONSORED ADR SINGAPORE	Shares of common stock	16,130	13,589
DELPHI AUTOMOTIVE PLC COM JERSEY	Shares of common stock	7,015	13,231
DELTA AIR LINES INC DEL NEW COM	Shares of common stock	2,527	3,231
DENSO CORP UNSPONSORED ADR JAPAN	Shares of common stock	28,270	24,536
DEUTSCHE BK AG COM GERMANY	Shares of common stock	11,627	9,733
DEUTSCHE POST AG SPONSORED ADR GERMANY	Shares of common stock	28,355	25,138
DIAGEO PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	20,091	18,217
DIAMONDBACK ENERGY INC COM	Shares of common stock	10,837	10,336
DISCOVER FINL SVCS COM	Shares of common stock	9,193	9,462
DNB NOR ASA SPONSORED ADR REPSTG NORWAY	Shares of common stock	11,649	9,344
DOLBY LABORATORIES INC CL A COM	Shares of common stock	7,331	6,259
DOUGLAS EMETT INC REITS	Shares of common stock	4,483	4,337
DYCOM INDS INC COM	Shares of common stock	1,307	2,822
EAST WEST BANCORP INC COM	Shares of common stock	19,966	22,553
EATON CORP PLC COM IRELAND	Shares of common stock	7,421	5,489
EDISON INTL COM	Shares of common stock	8,459	10,659
E-HOUSE CHINA HLDGS LTD ADR CAYMAN ISLANDS	Shares of common stock	3,321	1,461
EL PASO ELEC CO COM NEW	Shares of common stock	8,463	8,690
EMBRAR S A SPONSORED ADR REPSTG PFD SHS BRAZIL	Shares of common stock	31,798	26,833
ENANTA PHARMACEUTICALS INC COM	Shares of common stock	3,666	3,180

ELMER'S PENSION PLAN

EIN 51-0370265

PLAN NUMBER_002

SCHEDULE H LINE 4(-) SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

ENERGEN CORP COM	Shares of common stock	10,706	8,526
ENVISION HEALTHCARE HLDGS INC COM	Shares of common stock	11,751	12,766
EOG RES INC COM	Shares of common stock	13,118	9,901
EQY CORP COM	Shares of common stock	4,772	4,404
EQUIPIX INC COM	Shares of common stock	7,755	11,273
EQUITY RESIDENTIAL SH BEN INT	Shares of common stock	8,827	11,043
ERICSSON ADR CL B SEK 10 NEW SWEDEN	Shares of common stock	28,501	26,435
ESSEX PPTY TR INC COM	Shares of common stock	5,467	7,149
ESSILOR INTL ADR FRANCE	Shares of common stock	15,830	17,809
EURONET WORLDWIDE INC COM	Shares of common stock	6,451	11,336
EVERI HOLDINGS INC COM	Shares of common stock	2,448	1,872
EXPEDIA INC DEL NEW COM	Shares of common stock	6,130	11,180
EXPEDITORS INTL WASHINGTON INC COM	Shares of common stock	27,173	26,442
EXXON MOBIL CORP COM	Shares of common stock	5,266	4,833
FACEBOOK INC CL A COM	Shares of common stock	39,805	46,029
FACTSET RESH SYS INC COM	Shares of common stock	16,789	16,780
FANUC CORP UNSP ADR JAPAN	Shares of common stock	12,616	12,336
FASTENAL CO COM	Shares of common stock	17,571	13,399
FIDELITY NATL INFORMATION SVCS INC COM	Shares of common stock	17,377	22,472
FIFTH ST FIN CORP COM	Shares of common stock	4,706	5,202
FIFTH THIRD BANCORP COM	Shares of common stock	10,178	11,289
FINANCIAL ENGINES INC COM	Shares of common stock	4,058	3,301
FIRST HORIZON NATL CORP COM	Shares of common stock	4,260	4,779
FIRST NIAGARA FINL GROUP INC NEW COM	Shares of common stock	11,262	12,528
FIRSTENERGY CORP COM	Shares of common stock	2,681	2,473
FISERV INC COM	Shares of common stock	21,276	24,684
FLEXTRONICS COM SINGAPORE	Shares of common stock	2,380	3,014
FLUOR CORP COM NEW	Shares of common stock	4,278	3,092
FOOT LOCKER INC COM	Shares of common stock	2,129	3,958
FORTNET INC COM	Shares of common stock	11,686	21,835
FORTUNE BRANDS HOME & SEC INC COM	Shares of common stock	15,470	16,852
FRANKLIN RES INC COM	Shares of common stock	19,031	13,674
FRANKLIN STR PPTYS CORP REITS	Shares of common stock	6,794	5,923
PRESENTUS MED CARE AG SPONSORED ADR GERMANY	Shares of common stock	20,015	18,569
GARTNER GROUP INC NEW CL A	Shares of common stock	15,618	17,877
GENERAL MILS INC COM	Shares of common stock	14,000	20,712
GENFACT LTD COM ISIN BMG392ZB1072 BERMUDA	Shares of common stock	17,362	19,053
GENWORTH FINL INC CL A COM	Shares of common stock	9,393	3,557
G-HI APPAREL GROUP LTD COM	Shares of common stock	4,519	7,769
GLATFELTER COM	Shares of common stock	6,882	4,787
GLOBAL LOGISTIC PPTYS LTD UNSPONSORED ADR SINGAPORE	Shares of common stock	28,921	22,482
GLOBAL PMTS INC COM	Shares of common stock	6,719	11,244
GLOBUS MED INC CL A COM	Shares of common stock	15,542	12,747
GNC HLDGS INC COM	Shares of common stock	3,782	4,365
GOLDMAN SACHS GROUP INC COM	Shares of common stock	18,341	23,805
GOOGLE INC CL A COM	Shares of common stock	20,755	23,620
GOOGLE INC COM CL C	Shares of common stock	15,730	22,512
GRAPHIC PACKAGING HLDG CO COM	Shares of common stock	9,424	13,493
GREAT PLAINS ENERGY INC COM	Shares of common stock	4,916	5,755
GREEN DOT CORP COM CL A	Shares of common stock	5,225	4,118
GREENHILL & CO INC COM	Shares of common stock	16,243	9,765
GUESS INC COM	Shares of common stock	1,771	1,474
HAEMONETICS CORP COM	Shares of common stock	4,173	4,331
HARLEY DAVIDSON INC COM	Shares of common stock	4,142	3,623
HARMAN INTL BDS INC COM	Shares of common stock	18,029	14,303
HARMONIC INC COM	Shares of common stock	2,816	2,419

ELMER'S PENSION PLAN

EIN 51-6370365
 PLAN NUMBER: 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
 AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

HARRIS CORP DEL COM	Shares of common stock	7,402	8,047
HARSCO CORP COM	Shares of common stock	4,271	2,594
HASBRO INC COM	Shares of common stock	14,315	18,251
HATTERAS FUND CORP REITS	Shares of common stock	3,843	3,136
HCC INS HLDGS INC COM	Shares of common stock	4,319	7,360
HDFC BK LTD ADR REPTG 3 SHS INDIA	Shares of common stock	15,190	16,006
HEALTH NET INC COM	Shares of common stock	1,815	2,951
HEARTLAND PMT SYS INC COM	Shares of common stock	8,011	11,594
HEIDELBERGCEMENT AG ADR GERMANY	Shares of common stock	13,190	12,117
HEINEKEN N V SPONSORED ADR LEVEL 1 NETHERLANDS	Shares of common stock	28,373	28,747
HEXCEL CORP NEW COM	Shares of common stock	5,154	4,710
HFF INC CL A COM	Shares of common stock	6,215	6,414
HONEYWELL INTL INC COM	Shares of common stock	9,073	13,541
HORIZON PHARMA PLC COM IRELAND	Shares of common stock	4,027	4,202
HSBC HLDGS PLC SPON ADR NEW UNITED KINGDOM	Shares of common stock	68,454	49,547
HUBBELL INC CL B	Shares of common stock	2,869	2,464
HUNT J B TRANS SVCS INC COM	Shares of common stock	14,622	14,923
HUNTINGTON BANCSHARES INC COM	Shares of common stock	6,525	8,872
HUNTINGTON INGALLS INDS INC COM	Shares of common stock	3,943	9,322
IAC / INTERACTIVECORP PAR \$001 COM	Shares of common stock	1,671	2,089
ICON PLC COM ISIN IE0005711209 IRELAND	Shares of common stock	11,583	18,452
IDEXX LABS INC COM	Shares of common stock	8,970	9,950
ILLINOIS TOOL WKS INC COM	Shares of common stock	15,132	12,923
IMAX CORP COM CANADA	Shares of common stock	4,530	4,122
IMPERIAL TOBACCO GROUP PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	11,854	12,098
INFENION TECHNOLOGIES AG SPONSORED ADR GERMANY	Shares of common stock	31,720	29,328
INFINERA CORP COM	Shares of common stock	5,348	6,044
INGERSOLL-RAND CO LTD COM IRELAND	Shares of common stock	7,537	5,737
INLAND REAL ESTATE CORP NEW REIT	Shares of common stock	5,124	3,993
INSULET CORP COM	Shares of common stock	3,279	1,917
INTEGRATED DEVICE TECHNOLOGY COM	Shares of common stock	6,981	8,770
INTERACTIVE BROKERS GROUP INC COM	Shares of common stock	2,699	4,804
INTERNATIONAL BUSINESS MACHS COM	Shares of common stock	7,657	7,104
INTERNATIONAL PAPER CO COM	Shares of common stock	4,543	3,855
INTERSEIL CORP CL A	Shares of common stock	4,664	4,434
INTESA SANPAOLO SPONSORED ADR ITALY	Shares of common stock	16,278	19,044
INVESCO LTD COM BERMUDA	Shares of common stock	6,481	5,590
INVESTMENT TECHNOLOGY GRP NEW COM	Shares of common stock	2,799	2,108
INVESTORS HANCORP INC NEW COM	Shares of common stock	15,886	17,585
J P MORGAN CHASE & CO COM	Shares of common stock	23,224	38,594
JZ GLOBAL INC COM	Shares of common stock	5,435	5,455
JABIL CIRCUIT INC COM	Shares of common stock	6,089	7,181
JANUS CAP GROUP INC COM	Shares of common stock	8,191	7,602
JARDINE STRATEGIC HLDGS LTD BERMUDA ADR	Shares of common stock	19,851	14,923
JOHNSON & JOHNSON COM	Shares of common stock	16,561	24,084
JOHNSON CTLS INC COM	Shares of common stock	10,567	12,491
JULIUS BAER GROUP LTD ADR SWITZERLAND	Shares of common stock	28,258	22,628
JUMEL INTL HLDG LTD ADR CAYMAN ISLANDS	Shares of common stock	3,243	1,451
KAPSTONE PAPER & PACKAGING CORP COM	Shares of common stock	5,404	3,038
KASIKORN BANK PUB CO LTD UNSPONSORED ADR THAILAND	Shares of common stock	12,871	12,570
KBC GROUP NV UNSPONSORED ADR BELGIUM	Shares of common stock	14,305	13,277
KDDI CORP ADR JAPAN	Shares of common stock	17,222	17,213
KENAMETAL INC COM	Shares of common stock	6,702	4,729
KERRY GROUP PLC SPONSORED ADR IRELAND	Shares of common stock	14,305	15,516
KILROY RUTY CORP COM	Shares of common stock	5,254	4,496
KIMCO REALTY CORP COM	Shares of common stock	6,762	7,695

ELMER'S PENSION PLAN

ETN 41-0370361
PLAN NUMBER - 002

SCHEDULE H LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

KLX INC COM	Shares of common stock	10,105	8,542
KONINKLUKE PHILIPS NV SPONSORED ADR NY REGISTRY SH NEW 2000 NETHERLANDS	Shares of common stock	28,382	25,266
KOPPERS HLDGS INC COM	Shares of common stock	5,812	5,026
KORN FERRY INTL COM NEW	Shares of common stock	4,701	5,291
KOSMOS ENERGY LLC COM BERMUDA	Shares of common stock	2,171	1,116
KUBOTA LTD SPONSORED ADR JAPAN	Shares of common stock	18,886	16,797
LA Z BOY INC COM	Shares of common stock	5,739	5,471
LABORATORY CORP AMER HLDGS NEW COM	Shares of common stock	18,306	16,813
LEAR CORP NEW COM	Shares of common stock	5,933	10,660
LITHIA MTRS INC CL A	Shares of common stock	4,292	6,919
LIXIL GROUP CORP ADR JAPAN	Shares of common stock	26,042	25,056
LKQ CORP COM	Shares of common stock	18,434	20,788
LLOYDS BANKING GROUP PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	18,821	17,581
LOEWS CORP COM	Shares of common stock	5,335	4,626
LOWES COS INC COM	Shares of common stock	13,617	12,543
MACERICH CO COM	Shares of common stock	1,713	1,690
MACYS INC COM	Shares of common stock	2,102	2,361
MAGNUM HUNTER RES CORP DEL WT	Shares of common stock	-	3
MANHATTAN ASSOCS INC COM	Shares of common stock	4,611	8,909
MANPOWERGROUP INC COM	Shares of common stock	6,439	8,762
MARATHON PETE CORP COM	Shares of common stock	5,738	6,208
MARKETAXESS HLDGS INC COM	Shares of common stock	2,434	3,622
MARKIT LIMITED COM BERMUDA	Shares of common stock	28,356	31,146
MARSH & MCLENNAN COS INC COM	Shares of common stock	7,115	8,877
MASCO CORP COM	Shares of common stock	6,920	9,065
MASIMO CORP COM	Shares of common stock	1,817	2,699
MATADOR RES CO COM	Shares of common stock	3,428	2,593
MATRIX SVC CO COM	Shares of common stock	5,476	3,640
MATSON INC COM	Shares of common stock	3,362	5,081
MAXIMUS INC COM	Shares of common stock	4,625	6,254
MCCORMICK & CO INC COM NON VTG	Shares of common stock	12,720	15,450
MCGRAW HILL FINL INC COM	Shares of common stock	3,273	4,498
MEAD JOHNSON NUTRITION CO COM	Shares of common stock	9,015	6,970
MEDIDATA SOLUTIONS INC COM	Shares of common stock	5,343	4,632
MEDTRONIC PLC COM IRELAND	Shares of common stock	19,394	17,003
MENTOR GRAPHICS CORP COM	Shares of common stock	4,125	4,483
MERCK & CO INC NEW COM	Shares of common stock	38,241	32,054
METLIFE INC COM	Shares of common stock	12,676	18,341
MICROSEMI CORP COM	Shares of common stock	4,032	5,021
MICROSOFT CORP COM	Shares of common stock	17,441	18,766
MIDDLEBY CORP COM	Shares of common stock	12,733	15,358
MITSUBISHI ESTATE LTD UNSPONSORED ADR JAPAN	Shares of common stock	28,518	26,152
MOMENTA PHARMACEUTICALS INC COM	Shares of common stock	1,134	1,739
MONSANTO CO NEW COM	Shares of common stock	13,512	11,094
MONSTER BEVERAGE CORP COM	Shares of common stock	39,519	38,109
MCDODYS CORP COM	Shares of common stock	2,072	3,830
MRC GLOBAL INC COM	Shares of common stock	6,723	3,423
MTS SYS CORP COM	Shares of common stock	6,911	6,071
NASDAQ INC COM	Shares of common stock	10,868	15,039
NATIONAL GRID PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	26,385	27,922
NATUS MEDICAL INC COM	Shares of common stock	3,627	5,326
NAVIENT CORP COM	Shares of common stock	4,016	3,237
NESTLE S A SPONSORED ADR SWITZERLAND	Shares of common stock	38,756	50,003
NETEASE INC SPONSORED ADR COM CATMAN ISLAND	Shares of common stock	2,823	4,204
NEWELL RUBBERMAID INC COM	Shares of common stock	8,156	11,992
NIFFON TELEG & TEL CORP SPONSORED ADR JAPAN	Shares of common stock	20,227	27,259

ELMER'S PENSION PLAN

EIN 51-0370363
PLAN NUMBER 002

SCHEDULE H LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

NOKIA CORP SPONSORED ADR FINLAND	Shares of common stock	17,423	16,618
NORTHERN TR CORP COM	Shares of common stock	11,058	9,611
NORTHROP GRUMMAN CORP COM	Shares of common stock	20,307	21,739
NOVARTIS A G SPONSORED ADR SWITZERLAND	Shares of common stock	56,274	50,996
NOVO-NORDISK A S ADR DENMARK	Shares of common stock	51,080	50,917
NOV SEMICONDUCTORS NV COM NETHERLANDS	Shares of common stock	3,196	4,441
O'REILLY AUTOMOTIVE INC NEW COM	Shares of common stock	9,837	22,000
OCCIDENTAL PETE CORP DEL COM	Shares of common stock	12,716	10,518
OMNICON GROUP INC COM	Shares of common stock	5,980	6,590
ON SEMICONDUCTOR CORP COM	Shares of common stock	2,047	2,359
OPHTHOTECH CORP COM	Shares of common stock	2,851	3,059
ORACLE CORP COM	Shares of common stock	40,896	34,961
ORIX CORP SPONSORED ADR JAPAN	Shares of common stock	17,043	13,895
OTSUKA HLDGS CO LTD ADR JAPAN	Shares of common stock	28,761	25,691
PACKAGING CORP AMER COM	Shares of common stock	4,229	3,910
PARKER HANNIFIN CORP COM	Shares of common stock	5,158	4,962
PARSLEY ENERGY INC COM	Shares of common stock	3,564	3,376
PATTERSON-UTI ENERGY INC COM	Shares of common stock	3,622	2,812
PBF ENERGY INC CL A COM	Shares of common stock	3,651	4,122
PEARSON PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	26,836	26,083
PENTAIR PLC COM IRELAND	Shares of common stock	4,486	3,522
PERRIGO CO COM IRELAND	Shares of common stock	22,564	22,175
PFIZER INC COM	Shares of common stock	11,422	19,286
PG&E CORP COM	Shares of common stock	2,988	3,696
PHARMERICA CORP COM	Shares of common stock	1,568	1,623
PHILIP MORRIS INTL INC COM	Shares of common stock	33,583	31,535
PIEDMONT NAT GAS INC COM	Shares of common stock	14,157	15,948
PINNACLE ENTMT INC COM	Shares of common stock	1,920	2,809
PNC FINL SVCS GROUP INC COM	Shares of common stock	4,986	5,084
POLARIS INDS INC COM	Shares of common stock	17,069	14,504
POLYONE CORP COM	Shares of common stock	3,105	2,289
POTLATCH CORP NEW REIT	Shares of common stock	1,693	1,497
POWER INTEGRATIONS INC COM	Shares of common stock	5,692	3,584
PPG INDS INC COM	Shares of common stock	28,038	22,712
PRA GROUP INC COM	Shares of common stock	4,802	4,498
PRIVATEBANCORP INC COM	Shares of common stock	2,958	3,680
PROCTER & GAMBLE CO COM	Shares of common stock	30,095	26,834
PROTO LABS INC COM	Shares of common stock	4,960	4,221
PRUDENTIAL FINL INC COM	Shares of common stock	4,489	7,697
PRUDENTIAL PLC ADR UNITED KINGDOM	Shares of common stock	17,119	20,480
QEP RES INC COM	Shares of common stock	5,293	2,168
QUALCOMM INC COM	Shares of common stock	32,496	28,208
RADIUS HEALTH INC COM	Shares of common stock	2,122	2,149
RAYMOND JAMES FINL INC COM	Shares of common stock	10,959	11,663
RAYONIER ADVANCED MATLS INC COM	Shares of common stock	1,867	410
RAYONIER INC REIT	Shares of common stock	6,253	5,628
RAYTHEON CO COM NEW	Shares of common stock	3,544	3,824
RECKITT BENCKISER PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	22,494	23,779
RED ELECTRICA CORPORACION SA ADR SPAIN	Shares of common stock	10,973	11,140
REGENCY CTRS CORP COM	Shares of common stock	7,816	9,198
REINSURANCE GROUP AMER INC COM	Shares of common stock	4,426	5,888
RESTORATION HARDWARE HLDGS INC COM	Shares of common stock	5,860	6,532
REYNOLDS AMERN INC COM	Shares of common stock	8,950	10,492
RICE ENERGY INC COM	Shares of common stock	3,847	2,359
ROBERT HALF INTL INC COM	Shares of common stock	11,331	14,939
ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	Shares of common stock	67,113	67,071

ELMER'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 002

SCHEDULE H, LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

ROCKWELL AUTOMATION INC COM	Shares of common stock	13,821	11,771
ROYAL DSM NV SPONSORED ADR	Shares of common stock	28,160	21,934
ROYAL DUTCH SHELL PLC SPONSORED ADR CL A DUTCH LISTING	Shares of common stock	30,406	24,122
ROYAL KPN NV SPONSORED ADR NETHERLANDS	Shares of common stock	28,555	23,042
RSP PERMIAN INC COM	Shares of common stock	2,203	1,964
RYMAN HOSPITALITY PPTYS INC REITS	Shares of common stock	2,252	2,462
SABMILLER PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	24,650	26,435
SAFRAN S A UNSPONSORED ADR FRANCE	Shares of common stock	13,585	17,710
SALA INC COM	Shares of common stock	5,331	3,838
SALLY BEAUTY HLDGS INC COM	Shares of common stock	18,168	14,569
SANOI SPONSORED ADR FRANCE	Shares of common stock	21,655	18,893
SAP SE SPONSORED ADR GERMANY	Shares of common stock	25,491	21,445
SCHLUMBERGER LTD COM CURACAO	Shares of common stock	36,084	31,174
SCHWAB CHARLES CORP NEW COM	Shares of common stock	2,534	3,884
SEAGATE TECH COM IRELAND	Shares of common stock	2,866	3,046
SECOM LTD ADR JAPAN	Shares of common stock	28,361	25,635
SEI INVESTMENTS CO COM	Shares of common stock	29,073	33,954
SEIKO EPSON CORP UNSPONSORED ADR JAPAN	Shares of common stock	25,679	23,770
SEKISUI HOUSE LTD SPONSORED ADR COM JAPAN	Shares of common stock	15,997	18,967
SEVEN & I HLDGS CO LTD UNSPON ADR JAPAN	Shares of common stock	39,193	40,456
SILGAN HOLDINGS INC COM	Shares of common stock	4,540	4,840
SKECHERS U S A INC CL A	Shares of common stock	2,321	7,643
SKY PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	42,981	38,523
SKYWORKS SOLUTIONS INC COM	Shares of common stock	3,335	7,495
SL GREEN RPLY CORP COM	Shares of common stock	8,274	9,194
SLM CORP COM	Shares of common stock	2,671	2,590
SMITH & NEPHEW PLC SPDN ADR NEW UNITED KINGDOM	Shares of common stock	20,295	27,930
SMITH A O COM	Shares of common stock	12,307	12,777
SOCIETE GENERALE FRANCE SPONSORED ADR FRANCE	Shares of common stock	24,331	26,077
SPORTSMANS WHSE HLDGS INC COM	Shares of common stock	4,228	3,659
ST JUDE MED INC COM	Shares of common stock	5,882	5,489
STANCORP FINL GROUP INC COM	Shares of common stock	5,707	5,593
STANLEY BLACK & DECKER INC COM	Shares of common stock	6,761	7,370
STARWOOD PPTY TR INC REITS	Shares of common stock	2,901	2,544
STARWOOD WAYPOINT RESIDENTIAL TR RIET	Shares of common stock	1,626	1,454
STATE STR CORP COM	Shares of common stock	12,456	13,778
STATOIL ASA SPONSORED ADR NORWAY	Shares of common stock	15,687	10,818
STERICYCLE INC COM	Shares of common stock	19,583	25,772
STERIS CORP COM	Shares of common stock	3,577	3,898
SUNETOMO MITSUI FINL GROUP INC SPONSORED ADR JAPAN	Shares of common stock	69,457	63,047
SUNTORY BEVERAGE & FOOD LTD ADR JAPAN	Shares of common stock	28,667	25,957
SUNTRUST BKS INC COM	Shares of common stock	7,215	8,451
SUPER MICRO COMPUTER INC COM	Shares of common stock	4,162	2,726
SWISSCOM AG SPONSORED ADR SWITZERLAND	Shares of common stock	15,553	14,132
SYKES ENTERPRISES INC COM	Shares of common stock	3,823	5,942
SYMETRA FINL CORP COM	Shares of common stock	8,863	14,713
SYNAPTICS INC COM	Shares of common stock	3,779	4,041
SYNGENTA AG SPONSORED ADR SWITZERLAND	Shares of common stock	28,512	22,068
SYNOPSYS INC COM	Shares of common stock	13,290	12,561
SYNTEL INC COM	Shares of common stock	5,462	5,528
TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	Shares of common stock	16,054	20,065
TANDEM DIABETES CARE INC COM	Shares of common stock	1,624	1,013
TARGET CORP COM	Shares of common stock	10,659	15,181
TD AMERITRADE HLDG CORP COM	Shares of common stock	11,325	14,965
TE CONNECTIVITY LTD COM SWITZERLAND	Shares of common stock	3,266	3,953
TENNECO INC COM	Shares of common stock	5,043	4,298

ELMER'S PENSION PLAN

EIN 41-0370365

PLAN NUMBER: 002

SCHEDULE H, LINE 41 - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Common stocks (Continued)

TEREX CORP NEW COM	Shares of common stock	6,394	3,552
TESORO CORP COM	Shares of common stock	850	1,653
TETRA TECHNOLOGIES INC DEL COM	Shares of common stock	6,329	3,842
TEXAS INSTRS INC COM	Shares of common stock	10,200	11,439
TEXTRON INC COM	Shares of common stock	5,812	5,307
THERMO FISHER SCIENTIFIC CORP COM	Shares of common stock	5,478	12,717
TIDEWATER INC COM	Shares of common stock	4,533	2,260
TIFFANY & CO NEW COM	Shares of common stock	15,834	13,822
TIME WARNER INC NEW COM	Shares of common stock	14,355	13,750
TIMKEN CO COM	Shares of common stock	3,191	2,227
TORAY INDS INC ADR JAPAN	Shares of common stock	28,587	30,287
TORCIMARK CORP COM	Shares of common stock	4,462	6,091
TORONTO DOMINION BK ONTARIO COM CANADA	Shares of common stock	18,856	17,857
TOTAL SYS SVCS INC COM	Shares of common stock	4,381	5,951
TOWERS WATSON & CO CL A COM	Shares of common stock	6,669	10,212
TRACTOR SUPPLY CO COM	Shares of common stock	14,911	19,647
TRAVELERS COS INC COM	Shares of common stock	16,699	26,077
TRIMBLE NAVIGATION LTD COM	Shares of common stock	17,310	7,389
TUPPERWARE BRANDS CORP COM	Shares of common stock	6,379	4,108
TUTOR PERINI CORP COM	Shares of common stock	5,052	2,415
TYCO INTL PLC COM IRELAND	Shares of common stock	13,345	10,607
TYLER TECHNOLOGIES INC COM	Shares of common stock	9,195	9,705
TYSON FOODS INC CL A	Shares of common stock	2,425	3,750
UCB S A ADR BELGIUM	Shares of common stock	15,363	14,892
ULTIMATE SOFTWARE GROUP INC COM	Shares of common stock	13,027	17,185
UNDER ARMOUR INC CL A COM	Shares of common stock	6,732	11,033
UNIBAIL-RODANCO SE ADR REPSTG SHS FRANCE	Shares of common stock	28,575	28,014
UNION PAC CORP COM	Shares of common stock	5,494	5,747
UNITED NAT FOODS INC COM	Shares of common stock	13,174	9,751
UNITED PARCEL SVC INC CL B	Shares of common stock	23,300	23,587
UNITED TECHNOLOGIES CORP COM	Shares of common stock	20,155	21,002
UNUM GROUP COM	Shares of common stock	9,750	9,047
US BANCORP DEL COM NEW	Shares of common stock	8,264	7,628
VALSPAR CORP COM	Shares of common stock	7,859	7,547
VARIAN MED SYS INC COM	Shares of common stock	23,902	18,593
VERINT SYS INC COM	Shares of common stock	5,716	4,531
VERIZON COMMUNICATIONS INC COM	Shares of common stock	21,149	18,796
VIRTUSA CORP COM	Shares of common stock	3,990	6,003
VISA INC CL A COM	Shares of common stock	18,463	42,284
VITAMIN SHOPPE INC COM	Shares of common stock	3,949	3,297
VIVENDI SA ADR FRANCE	Shares of common stock	28,556	25,096
VODAFONE GROUP PLC NEW SPONSORED ADR NO PAR UNITED KINGDOM	Shares of common stock	73,521	59,163
WABCO HLDGS INC COM	Shares of common stock	14,832	16,144
WABTEC CORP COM	Shares of common stock	8,815	7,660
WATSCO INC COM	Shares of common stock	10,030	12,203
WELLS FARGO & CO NEW COM	Shares of common stock	28,485	38,615
WESCO INTL INC COM	Shares of common stock	6,596	4,275
WESTAR ENERGY INC COM	Shares of common stock	4,396	5,151
WESTERN DIGITAL CORP COM	Shares of common stock	10,405	14,379
WESTERN REFNG INC COM	Shares of common stock	5,948	4,015
WHITE MTNS INS GROUP LTD COM ISIN BMG9618E1075 BERMUDA	Shares of common stock	7,969	9,715
WILEY JOHN & SONS INC CL A	Shares of common stock	2,674	2,401
WILLIAM HILL PLC UNSPONSORED ADR-ORD SHS UNITED KINGDOM	Shares of common stock	28,902	24,613
WPP PLC NEW ADR JERSEY	Shares of common stock	41,155	44,213
WPX ENERGY INC COM	Shares of common stock	2,726	2,569
WUXI PHARMATECH CAYMAN INC SPONSORED ADR REPSTG ORD SHS CAYMAN ISLANDS	Shares of common stock	5,614	6,740
WYNDHAM WORLDWIDE CORP COM	Shares of common stock	1,670	1,654
XL GROUP PLC COM IRELAND	Shares of common stock	5,764	6,138
YUM BRANDS INC COM	Shares of common stock	17,878	17,988
ZIMMER BIOMET HLDGS INC COM	Shares of common stock	22,729	18,597
ZS PHARMA INC COM	Shares of common stock	1,832	1,837
		6,106,079	6,228,551

ELMOR'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 002

SCHEDULE H LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF SEPTEMBER 30, 2015

Mutual funds

DB X-TRACKERS MSCI EAFE HEDGED EQUITY FUND
COLUMBIA LARGE CAP INDEX FUND CLASS Z SHARES
CREDIT SUISSE COMMODITY-RETURN STRATEGY FUND CL I
ISHARES CORE S&P MID CAP ETF
ISHARES RUSSELL 2000 ETF
PRUDENTIAL GLOBAL REAL ESTATE FUND CL Z
SCHRODER EMERGING MCT EQUITY FUND INV CL
VANGUARD FTSE DEVELOPED MARKETS ETF
VANGUARD FTSE EMERGING MKTS ETF

Shares of mutual funds	2,756,692	4,286,956
Shares of mutual funds	655,983	427,436
Shares of mutual funds	952,634	797,370
Shares of mutual funds	809,179	812,010
Shares of mutual funds	849,010	799,344
Shares of mutual funds	833,039	834,646
Shares of mutual funds	1,076,000	951,511
Shares of mutual funds	823,203	788,392
Shares of mutual funds	134,802	103,176
	<u>8,870,542</u>	<u>9,800,841</u>
	<u>\$ 39,879,502</u>	<u>\$ 40,865,081</u>

* Represents a party-in-interest

See independent auditors' report.

Attachment to the 2014 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Line 26 - Schedule of Active Participant Data

Age and Service Distribution of Active Members

Attained Age	Completed Years of Service on October 1, 2014 ^{1,2}																				Total	
	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years			
	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay
<25																						
25-29					2																2	
30-34					5		2														7	
35-39					1		1		2												4	
40-44					1		2		8		3										14	
45-49					1				7		3		5		1						17	
50-54							3		7		3		4		4		1				22	4,860
55-59					1				7		1		3		4				1		17	
60-64							1		2		3		1		2		2				11	
65-69									1		1								1		3	
70&Up																						
Total					11		9		34	3,845	14		13		11		3		2		97	4,518

¹ Vesting Service

² The Plan is "hard-frozen" and the average annual accrued benefit is in lieu of compensation for group with more than 20 active participants.

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

A. Actuarial Assumptions for Funding Purposes

Withdrawal Rates have been used which vary by attained age. Illustrative rates are shown below:

Retirement (Not-at-risk funding target) Rates have been used which vary by attained age. The rates are shown below:

Valuation Interest Rate	In accordance with MAP-21 and amended by HATFA, the 25-year average corporate bond segment rates applicable for the 2014 Plan Year are as follows:
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Salary Scale	N/A
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Elmers Pension Plan
EIN: 51-0370365 / PN: 002

A. Actuarial Assumptions for Funding Purposes (continued)

Marital Status	For the purpose of valuing the Plan's pre-retirement death benefits, it has been assumed that 80% of active and terminated vested participants are married and that wives are three years younger than husbands.
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1. Actuarial Cost Method

Under this cost method, the target liability is defined as the present value of the accrued benefits on the valuation date. The funding shortfall is the excess, if any, of the amount by which the target liability exceeds the actuarial value of plan assets.

The target normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year plus expected expenses. The 2014 target normal cost is increased by \$500,000 to reflect expected administrative expenses, which are paid from the Trust.

Smoothed value method. Under this method the Plan Assets is equal to the average of the fair market value on the valuation date and the adjusted fair market value on each of the preceding two valuation dates, but not less than 90% nor more than 110% of the Fair Value of Assets. The adjusted fair market value as of any preceding valuation date is equal to the fair market value as of such date increased for contributions reflected in the fair market value of assets on the current valuation that were not reflected in the fair market value of assets as of such preceding valuation date, decreased for benefits payments and expenses reflected in the fair market value of assets on the current valuation that were not reflected in the fair market value of assets as of such preceding valuation date, and adjusted for expected earnings (not in excess of the third segment rate, with no phase-in, applicable to the corresponding valuation date).

Attachment to the 2014 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Line 24 - Change in Actuarial Assumptions

The following is a summary of the non-prescribed actuarial assumptions updated from the assumptions used in the 2013 Plan Year valuation to the assumptions used in the 2014 Plan Year valuation.

The administrative cost was increased from \$450,000 as of October 1, 2013 to \$500,000 as of October 1, 2014.

Attachment to the 2014 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

<u>Age</u>	<u>Retirement Rates</u>	<u>Lives Remaining</u>	<u>Weighting</u>	<u>Weighted Age</u>
55	10%	90.00	10.000000	550.00
56	5%	85.50	4.500000	252.00
57	5%	81.23	4.275000	243.68
58	10%	73.10	8.122500	471.11
59	5%	69.45	3.655125	215.65
60	5%	65.98	3.472369	208.34
61	5%	62.68	3.298750	201.22
62	20%	50.14	12.535251	777.19
63	20%	40.11	10.028201	631.78
64	20%	32.09	8.022561	513.44
65	100%	0.00	32.090243	2085.87

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ELMER'S PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	September 30	
	2015	2014
ASSETS		
INVESTMENTS, AT FAIR VALUE		
Short-term investments	\$ 743,397	\$ 1,713,016
U.S. Government and agencies bonds	5,134,567	6,333,456
Municipal bonds	1,571,567	2,331,790
Mutual funds and exchange-traded funds	9,800,841	13,109,317
Corporate bonds-nonconvertible	17,386,158	23,877,221
Corporate stocks:		
Common stocks	6,228,551	8,484,943
Preferred stock	-	32,424
	<u>40,865,081</u>	<u>55,882,167</u>
RECEIVABLES		
Receivables for securities sold	68,659	28,008
Accrued interest and dividends	277,978	382,114
	<u>346,637</u>	<u>410,122</u>
Total Assets	41,211,718	56,292,289
LIABILITIES		
Payables for securities purchased	95,911	135,069
Total Liabilities	<u>95,911</u>	<u>135,069</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 41,115,807</u>	<u>\$ 56,157,220</u>

See notes to financial statements.

ELMER'S PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED SEPTEMBER 30, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
ADDITIONS TO NET ASSETS ATTRIBUTABLE TO:		
Investment income:		
Interest and dividend income	\$ 1,741,897	\$ 1,768,182
Net appreciation in fair value of investments	<u>-</u>	<u>4,718,804</u>
Total Additions	1,741,897	6,486,986
DEDUCTIONS FROM NET ASSETS ATTRIBUTABLE TO:		
Benefits paid to participants	14,366,094	3,246,772
Net depreciation in fair value of investments	2,005,335	-
Administrative fees	<u>411,881</u>	<u>466,336</u>
Total Deductions	<u>16,783,310</u>	<u>3,713,108</u>
(Decrease) Increase In Net Assets Available For Benefits	(15,041,413)	2,773,878
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>56,157,220</u>	<u>53,383,342</u>
End of year	<u><u>\$ 41,115,807</u></u>	<u><u>\$ 56,157,220</u></u>

See notes to financial statements.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the Elmer's Pension Plan (the Plan) provides only general information. Information about the plan agreement, vesting, and benefit provisions is contained in the Plan document.

The Plan is a noncontributory defined benefit plan covering all eligible employees of Elmer's Products, Inc. (the Company), as defined by the Plan, and provides retirement and disability benefits. Active participants become fully vested upon completion of five years of service (with 1,000 or more hours of service each year). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

The Administrative Committee was responsible for the general administration of the Plan through October 22, 2015. Subsequent to October 22, 2015, the Benefits Administrative Committee of Newell Rubbermaid, Inc. is responsible for general administration of the Plan following acquisition of the Company. Bank of America, N.A. is the Trustee of the Plan.

Salaried and hourly participants ceased to earn benefits effective September 30, 2004 (2004 Partial Freeze) and December 31, 2007 (2007 Freeze Date), respectively. Hours of service completed after the 2004 Partial Freeze and the 2007 Freeze Date shall continue to accrue for the purpose of determining years of vesting under the Plan. In addition, employees hired after the 2007 Freeze Date are not eligible to participate in the Plan.

On May 15, 2015, the Plan was amended to provide a temporary limited time window for certain terminated vested participants to voluntarily elect to receive their Plan benefits as either a one-time lump-sum distribution or an immediate annuity effective September 1, 2015. During this temporary limited time window, 286 participants elected to take a one-time lump sum distribution resulting in approximately \$11 million of benefit payments being paid from plan assets.

Participants may elect to receive a monthly annuity at retirement. Unless they elect one of the optional forms available, a participant will receive their benefit in one of the normal forms of payment. For a married participant, the normal form is a qualified joint and 50% survivor annuity. For a single participant, the normal form is a life-only annuity. A lump-sum distribution is also available if the actuarial value of the accrued benefit is less than \$5,000 or if the participant is terminated due to the closure or relocation of a facility, at which point, the entire accrued benefit may be paid as a lump-sum distribution.

If a married participant dies prior to retirement, the surviving spouse will receive a monthly benefit payable on or after what would have been the participant's earliest retirement date. The benefit will be paid as a qualified preretirement survivor annuity. No death benefit is payable if the participant was single. If a participant dies after retirement, a death benefit will be paid if provided for by the form of benefit the participant elected.

Active employees who become totally disabled and are ineligible to receive benefits under a long-term disability plan of the Company receive monthly disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they had become disabled.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 1 - DESCRIPTION OF THE PLAN (Continued)

The Company has agreed to voluntarily contribute such additional amounts as are necessary to provide assets sufficient to meet the benefits to be paid to Plan participants. The contributions of the Company are designed to provide for normal cost on a current basis and amortization of the unfunded actuarial liability over a period of 30 years. The Plan has met the ERISA minimum funding requirements for 2015 and 2014.

Although it has not expressed an intention to do so, the Company reserves the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination, the net assets of the Plan will be allocated for payment to the participants in an order of priority as prescribed by ERISA and its related regulations and the Plan document.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated plan benefits and may also depend on the financial condition of the Company and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) as well as the priority of those benefits. Some benefits may be fully or partially provided for by the then-existing net assets of the Plan and the PBGC guarantee, while other benefits may not be provided for at all.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A summary of significant accounting policies consistently applied by Plan management in the preparation of the accompanying financial statements follows:

Basis of Accounting - The accompanying financial statements have been prepared on the accrual basis of accounting.

Payment of Benefits - Benefits are recorded when paid.

Investment Valuation and Income Recognition - The Plan's investments are stated at fair value. Fair value is defined 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 (an exit price) (see Note 5).

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded as earned. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS SEPTEMBER 30, 2015 AND 2014

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Actuarial Present Value of Accumulated Plan Benefits - Accumulated plan benefits (see Note 3) are those estimated future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to services rendered by the employees up to the 2007 Freeze Date (see Note 1). Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on total years of credited service through the 2007 Freeze Date. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee services rendered to the 2007 Freeze Date.

Administrative Expenses - All administrative expenses are paid by the Plan unless the Company, at its discretion, pays for the expenses.

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

In July 2015, the FASB issued ASU No. 2015-12 Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient. This ASU reduces the complexity in employee benefit plan reporting. Part I designates contract value as the only required measure for fully benefit-responsive investment contracts. Currently, fully benefit-responsive investment contracts are required to be measured at contract value with a reconciliation of contract value to fair value, when these measures differ, on the face of the plan financial statements. Part II eliminates the requirement to disclose individual investments representing 5% or more of net assets available for benefits for both participant-directed investments and nonparticipant-directed investments. Additionally, net appreciation or depreciation in investments for the period is no longer required to be disaggregated and disclosed by general type, however, should still be presented in the aggregate. Part II also requires that investments of employee benefit plans be grouped only by general type, eliminating the need to disaggregate the investments in multiple ways. Part III provides a practical expedient to permit plans to measure investments and investment-related accounts (e.g., a liability for a pending trade with a broker) as of a month-end date that is closest to the plan's fiscal year-end, when the fiscal period does not coincide with month-end. This ASU is effective for nonpublic entities for fiscal years beginning after December 15, 2015. A reporting entity should apply the amendments to Parts I and II retrospectively to all periods presented, while Part III should be applied prospectively. Early application is permitted. The Plan administrator has elected to early-adopt these amendments where applicable. The results of this implementation did not have an impact on the net assets available for benefits and the related changes in net assets available for benefits, but rather affected only certain disclosures within the financial statements.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2015 AND 2014

NOTE 3 - ACCUMULATED PLAN BENEFITS

An actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefit information is presented as of the beginning of the plan year and is as follows:

	<u>September 30, 2014</u>
Actuarial present value of accumulated plan benefits:	
Vested Benefits:	
Participants currently receiving benefits	\$ 35,170,686
Other participants	<u>21,375,877</u>
	56,546,563
Nonvested Benefits	<u>103,712</u>
Total Actuarial Present Value of Accumulated Plan Benefits	\$ <u>56,650,275</u>

The changes in the accumulated plan benefits for the year ended September 30, 2014, are as follows:

Actuarial present value of accumulated plan benefits, beginning of year	\$ 51,147,700
(Decrease) increase during the year attributable to:	
Change in actuarial assumptions	6,285,010
Benefits accumulated	(1,004,287)
Benefits paid	(3,246,772)
Increase due to decrease in discount period	<u>3,468,624</u>
Net Increase	<u>5,502,575</u>
Actuarial Present Value of Accumulated Plan Benefits, End of Year	\$ <u>56,650,275</u>

A significant amendment was adopted between the latest benefit information date and the Plan's year end, and the actuarial present value of accumulated plan benefits does not reflect this amendment. See Note 1 for a description of this amendment. No other significant changes were made to the Plan between the latest benefit information date and the Plan's year end. Had this amendment been adopted as of September 30, 2014, there would have been a significant decrease in the actuarial present value of accumulated plan benefits. Actuarial present value of accumulated plan benefits as of October 1, 2015 was approximately \$45 million.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 3 - ACCUMULATED PLAN BENEFITS (Continued)

Significant assumptions underlying the actuarial computations are as follows:

Assumed rate of return on investments 5.9%

Retirement age	Age	Rate	Age	Rate
	55	10%	61	5%
	56	5	62	20
	57	5	63	20
	58	10	64	20
	59	5	65+	100
	60	5		

Mortality basis RP-2014 Mortality Table using Scale MP-2014

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

NOTE 4 - CERTIFICATION

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held at September 30, 2015 and 2014, and interest and dividend income and net depreciation or appreciation in fair value of investments for the years ended September 30, 2015 and 2014, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Bank of America, N.A., the Trustee of the Plan.

NOTE 5 - FAIR VALUE MEASUREMENTS

Fair value is defined under Accounting Standards Codification (ASC) 820, Fair Value Measurement, 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 (i.e., an exit price). To measure fair value, a hierarchy has been established that requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs. As such, the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy under ASC 820 are described below:

Level 1 - Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 5 - FAIR VALUE MEASUREMENTS (Continued)

Level 2 - Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:

- quoted prices for similar assets and liabilities in active markets
- quoted prices for identical or similar assets or liabilities in markets that are not active
- observable inputs other than quoted prices that are used in the valuation of the assets or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)
- inputs that are derived principally from or corroborated by observable market data by correlation or other means

Level 3 - Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measurement in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value.

Short-term investments that are valued at amortized cost which approximates fair value are categorized as Level 2 of the fair value hierarchy.

Common stocks that are traded on a national securities exchange are valued at the last reported sales price on the last business day of the Plan year and are categorized as Level 1 of the fair value hierarchy.

Preferred stocks that are valued by reference to similar instruments are categorized as Level 2 of the fair value hierarchy.

Mutual funds and exchange-traded funds (ETFs) that are valued at quoted market prices which represent the net asset value of shares held by the Plan at year-end are categorized as Level 1 of the fair value hierarchy.

Government and agency bonds, municipal bonds, and corporate bonds that are valued based on prices received from pricing vendors using observable inputs from similar assets are categorized as Level 2 of the fair value hierarchy.

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 5 - FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's investments carried at fair value:

Investments at Fair Value as of September 30, 2015				
	Level 1	Level 2	Level 3	Total
Short-term investments - money market	\$ 1,203	\$ 742,194	-	\$ 743,397
U.S. Government and agencies bonds	-	5,134,567	-	5,134,567
Municipal bonds	-	1,571,567	-	1,571,567
Corporate bonds - nonconvertible	-	17,386,158	-	17,386,158
Corporate stocks:				
Common stocks	6,228,551	-	-	6,228,551
Preferred stock	-	-	-	-
Mutual funds and ETFs	9,800,841	-	-	9,800,841
 Total Assets At Fair Value	 \$ 16,030,595	 \$ 24,834,486	 -	 \$ 40,865,081

Investments at Fair Value as of September 30, 2014				
	Level 1	Level 2	Level 3	Total
Short-term investments - money market	\$ 496	\$ 1,712,520	-	\$ 1,713,016
U.S. Government and agencies bonds	-	6,333,456	-	6,333,456
Municipal bonds	-	2,331,790	-	2,331,790
Corporate bonds - nonconvertible	-	23,877,221	-	23,877,221
Corporate stocks:				
Common stocks	8,484,943	-	-	8,484,943
Preferred stock	-	32,424	-	32,424
Mutual funds and ETFs	13,109,317	-	-	13,109,317
 Total Assets At Fair Value	 \$ 21,594,756	 \$ 34,287,411	 -	 \$ 55,882,167

ELMER'S PENSION PLAN

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2015 AND 2014

NOTE 6 - RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market volatility, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

NOTE 7 - TAX STATUS

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated September 13, 2012, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator believes that the Plan is being operated in compliance with the applicable requirements of the Code and therefore believes that the Plan, as amended, is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2015, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2012.

NOTE 8 - RELATED-PARTY TRANSACTIONS

Certain of the Plan's assets are invested in funds managed by the Trustee of the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

NOTE 9 - SUBSEQUENT EVENTS

Management evaluated subsequent events for the Plan through June 27, 2016, the date the financial statements were available to be issued.

ELMER'S PENSION PLAN

EIN 51-0370365

PLAN NUMBER: 002

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED SEPTEMBER 30, 2015

Individual transactions involving an amount in excess of 5% of the current value of plan assets.

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
BOFA Government Reserves Capital Class	Money Market Fund	-	\$ 3,329,144	\$ 3,329,144	\$ 3,329,144	-
United States Treasury BD DTD 5/15/15 3.000% Due 5/15/45	U.S. Government and Agencies Bonds	-	3,033,047	3,044,968	3,044,968	\$ (11,921)
Bank of America Temporary Overnight Deposit	Money Market Fund	\$ 4,089,198	-	4,089,198	4,089,198	-
Bank of America Temporary Overnight Deposit	Money Market Fund	-	6,764,000	6,764,000	6,764,000	-

See independent auditors' report.

ELMER'S PENSION PLAN

EIN 51-0370365
PLAN NUMBER: 002

SCHEDULE H, LINE 4i - SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED SEPTEMBER 30, 2015

Series transactions involving an amount in excess of 5% of the current value of plan assets.

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(f) Expense Incurred with Transaction	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain Or (Loss)
BOFA Government Reserves Capital Class	Money Market Fund	\$ 23,471,706 (A)	\$ 24,267,950 (B)	-	\$ 23,471,706 24,267,950	\$ 23,471,706 24,267,950	- -
Unites States Treasury BD DTD 8/15/14 3.125% Due 8/14/44	U.S. Government and Agencies Bonds	2,562,014 (C)	2,693,393 (D)	-	2,562,014 2,562,014	2,562,014 2,562,014	- 131,378
Unites States Treasury BD DTD 11/17/14 3.000% Due 11/15/44	U.S. Government and Agencies Bonds	2,522,294 (E)	2,454,525 (F)	-	2,522,294 2,522,294	2,522,294 2,522,294	- (67,769)
Unites States Treasury BD DTD 2/15/15 2.500% Due 2/15/45	U.S. Government and Agencies Bonds	2,216,164 (G)	2,206,929 (H)	-	2,216,164 2,216,164	2,216,164 2,216,164	- (9,235)
Unites States Treasury BD DTD 5/15/15 3.000% Due 5/15/45	U.S. Government and Agencies Bonds	3,805,787 (I)	3,627,767 (J)	-	3,805,787 3,643,765	3,805,787 3,643,765	- (15,998)
United States Treasury NTS DTD 8/15/14 2.375% Due 8/15/24	U.S. Government and Agencies Bonds	141,920 (K)	2,683,946 (L)	-	141,920 2,662,606	141,920 2,637,731	- 46,216
United States Treasury SEC Stripped Int Pmt 255 ZR CPN Due 00/00/00	U.S. Government and Agencies Bonds	1,925,856 (M)	1,025,142 (N)	-	1,925,856 987,001	1,925,856 987,001	- 38,141
United States Treasury SEC Stripped Generic Tint Pmt DTD 10/03/94 ZR CPN Due 11/15/24	U.S. Government and Agencies Bonds	4,766,198 (O)	3,836,412 (P)	-	4,766,198 3,845,642	4,766,198 3,845,642	- (9,230)
Bank of America Temporary Overnight Deposit	Money Market Fund	14,688,828 (Q)	14,688,121 (R)	-	14,688,828 14,688,121	14,688,828 14,688,121	- -

(A) Consists of 1,148 purchase transactions

(B) Consists of 657 sales transactions

(C) Consists of 25 purchase transactions

(D) Consists of 27 sales transactions

(E) Consists of 34 purchase transactions

(F) Consists of 33 sales transactions

(G) Consists of 38 purchase transactions

(H) Consists of 32 sales transactions

(I) Consists of 13 purchase transactions

(J) Consists of 21 sales transactions

(K) Consists of 1 purchase transaction

(L) Consists of 1 sales transaction

(M) Consists of 1 purchase transaction

(N) Consists of 6 sales transactions

(O) Consists of 36 purchase transactions

(P) Consists of 19 sales transactions

(Q) Consists of 544 purchase transactions

(R) Consists of 519 sales transactions

See independent auditors' report.

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**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**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**For calendar plan year 2014 or fiscal plan year beginning 10/01/2014 and ending 09/30/2015▶ **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 ELMER'S PENSION PLAN		B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ELMER'S PRODUCTS, INC.		D Employer Identification Number (EIN) 51-0370365	
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>10</u> Day <u>01</u> Year <u>2014</u>			
2 Assets:			
a Market value		2a	56157218
b Actuarial value		2b	54484078
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	648	31877150	31877150
b For terminated vested participants	531	15464427	15464427
c For active participants	97	2484696	2592037
d Total	1276	49826273	49933614
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	6.45%
6 Target normal cost		6	500000

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	<i>Cindy Fraterrigo</i> Signature of actuary	05/26/2016 Date
CINDY FRATERRIGO Type or print name of actuary		1406229 Most recent enrollment number
PRICEWATERHOUSECOOPERS LLP Firm name		312-298-2000 Telephone number (including area code)
ONE NORTH WACKER CHICAGO IL 60606 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 ☐

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)		
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>12.59%</u>	0	0
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>6.64%</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		
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	109.11%
15 Adjusted funding target attainment percentage	15	109.11%
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	103.75%
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	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	(4) 4th

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 3
22 Weighted average retirement age			22 62
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	500000
b Excess assets, if applicable, but not greater than line 31a		31b	500000
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	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
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	
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