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

2015

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or
- [X] 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:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
PRINCIPAL MANUFACTURING CORP. 401(K) PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1994

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
PRINCIPAL MANUFACTURING CORP.

2800 S 19TH AVE
BROADVIEW, IL 60155-4754

2b Employer Identification Number (EIN)
36-3088293

2c Plan Sponsor's telephone number
708-865-7500

2d Business code (see instructions)
332110

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.	10/14/2016	OLATUNDE OLANREWAJU
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

Preparer's name (including firm name, if applicable) and address (include room or suite number)

Preparer's telephone number

3a	Plan administrator's name and address [X] 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**	252
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)**	231
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	236
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	23
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	259
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	259
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	156
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:
2A 2E 2F 2G 2J 2K 2S 2T 3D

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

9a Plan funding arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

(1)	[X]	**H** (Financial Information)
(2)	[ ]	**I** (Financial Information – Small Plan)
(3)	[ ]	**A** (Insurance Information)
(4)	[X]	**C** (Service Provider Information)
(5)	[X]	**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 2015 Form M-1 annual report. If the plan was not required to file the 2015 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_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2015** **This Form is Open to Public Inspection.**

For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan
PRINCIPAL MANUFACTURING CORP. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PRINCIPAL MANUFACTURING CORP.

D Employer Identification Number (EIN)
36-3088293

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).. . . . . [X] 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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
60 64 65	RECORDKEEPER	25	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

NFP SECURITIES INC

1250 S CAPITAL OF TEXAS HWY
STE 600
WEST LAKE HILLS, TX 78746

(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?
61	ADVISOR	0	Yes [X] No [ ]	Yes [ ] No [X]	9083	Yes [ ] No [X]

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

NATIONAL FINANCIAL SERVICES LLC

04-3523567

(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?
61	PAYING AGENT	0	Yes [X] No [ ]	Yes [ ] No [X]	36334	Yes [ ] No [X]

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
AB GROWTH & INCOME A - ALLIANCEBER 13-2624428	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
ALGER CAP APPREC A - STATE STREET 04-0025081	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
AMER NEW PERSPECT R4 - AMERICAN FU 95-2566717	0.10%

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
JANUS ENTERPRISE S - JANUS SERVICE 43-1804048	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
JANUS TRITON S - JANUS SERVICES LL 43-1804048	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NATIONAL FINANCIAL SERVICES LLC	61	3326

(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.
FA FREEDOM 2015 A - FIDELITY DISTR 04-2270522	

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
NATIONAL FINANCIAL SERVICES LLC	61	3862

(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.
FA FREEDOM 2020 A - FIDELITY DISTR 04-2270522	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NATIONAL FINANCIAL SERVICES LLC	61	11845

(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.
FA FREEDOM 2025 A - FIDELITY DISTR 04-2270522	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NATIONAL FINANCIAL SERVICES LLC	61	6778

(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.
FA FREEDOM 2030 A - FIDELITY DISTR 04-2270522	

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
NATIONAL FINANCIAL SERVICES LLC	61	5266

(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.
FA FREEDOM 2035 A - FIDELITY DISTR 04-2270522	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NATIONAL FINANCIAL SERVICES LLC	61	2249

(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.
FA FREEDOM 2040 A - FIDELITY DISTR 04-2270522	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NATIONAL FINANCIAL SERVICES LLC	61	2590

(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.
FA FREEDOM 2045 A - FIDELITY DISTR 04-2270522	

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
NFP SECURITIES INC	61	9083
(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.	
NATIONAL FINANCIAL SERVICES LLC 04-3523567		

(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

(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

(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

(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

(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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan 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

2015

This Form is Open to Public Inspection.

For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan
PRINCIPAL MANUFACTURING CORP. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
PRINCIPAL MANUFACTURING CORP.

D Employer Identification Number (EIN)
36-3088293

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: FA STABLE VALUE

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-026	C	6036

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

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

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

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2015

This Form is Open to Public Inspection

For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan
PRINCIPAL MANUFACTURING CORP. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PRINCIPAL MANUFACTURING CORP.

D Employer Identification Number (EIN)
36-3088293

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	2134	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	262530	257464
(9) Value of interest in common/collective trusts	1c(9)	375209	6036
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3371789	3697005
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	4011662	3960505
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	4011662	3960505

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)	99726	
(B) Participants	2a(1)(B)	317797	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		417523
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	13601	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		13601
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	116964	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		116964
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		5912
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-78325
c Other income	2c		421
d Total income. Add all **income** amounts in column (b) and enter total	2d		476096
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	496485	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		496485
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses: **(1)** Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	30768	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		30768
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		527253
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-51157
l Transfers of assets:			
(1) To this plan	2l(1)		0
(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)** [X] Disclaimer **(4)** [ ] Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? [X] Yes [ ] No

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

(1) Name: TOPEL FORMAN, LLC **(2)** EIN: 36-2469413

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:

		Yes	No	N/A	Amount
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.)	4a		X		
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.)	4b		X		

			Yes	No	N/A	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.)	4c		X		
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X		
e	Was this plan covered by a fidelity bond?	4e	X			500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X		
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X		
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X		
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X			
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X		
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X		
l	Has the plan failed to provide any benefit when due under the plan?	4l		X		
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m	X			
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n	X			
o	Did the plan trust incur unrelated business taxable income?	4o				
p	Were in-service distributions made during the plan year?	4p				

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

6a Name of trust	**6b** Trust's EIN

6c Name of trustee or custodian	**6d** Trustee's or custodian's telephone number

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

2015

This Form is Open to Public Inspection.

For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan
PRINCIPAL MANUFACTURING CORP. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PRINCIPAL MANUFACTURING CORP.

D Employer Identification Number (EIN)
36-3088293

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): 42-0127290

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**

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

Part VII IRS Compliance Questions

20a Is the plan a 401(k) plan?	☐ Yes	☐ No
20b If "Yes," how does the 401(k) plan satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under sections 401(k)(3) and 401(m)(2)?	☐ Design-based safe harbor method	☐ ADP/ACP test
20c If the ADP/ACP test is used, did the 401(k) plan perform ADP/ACP testing for the plan year using the "current year testing method" for nonhighly compensated employees (Treas. Reg sections 1.401(k)-2(a)(2)(ii) and 1.401(m)-2(a)(2)(ii))?	☐ Yes	☐ No
21a Check the box to indicate the method used by the plan to satisfy the coverage requirements under section 410(b):	☐ Ratio percentage test	☐ Average benefit test
21b Does the plan satisfy the coverage and nondiscrimination tests of sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?	☐ Yes	☐ No
22a Has the plan been timely amended for all required tax law changes?	☐ Yes	☐ No ☐ N/A

22b Date the last plan amendment/restatement for the required tax law changes was adopted ____/____/____. Enter the applicable code _____ (See instructions for tax law changes and codes).

22c If the plan sponsor is an adopter of a pre-approved master and prototype (M&P) or volume submitter plan that is subject to a favorable IRS opinion or advisory letter, enter the date of that favorable letter _____/_____/_____ and the letter's serial number _____.

22d If the plan is an individually-designed plan and received a favorable determination letter from the IRS, enter the date of the plan's last favorable determination letter _____/_____/_____.

23 Is the Plan maintained in a U.S. territory (i.e., Puerto Rico (if no election under ERISA section 1022(i)(2) has been made), American Samoa, Guam, the Commonwealth of the Northern Mariana Islands or the U.S. Virgin Islands)?	☐ Yes	☐ No

PRINCIPAL MANUFACTURING CORPORATION
401(k) PROFIT SHARING PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

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Topel Forman L.L.C.
CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrator
Principal Manufacturing Corporation 401(k) Profit Sharing Plan
Broadview, Illinois

INDEPENDENT AUDITORS' REPORT

We were engaged to audit the accompanying financial statements of PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN, which comprise the statements of net assets available for benefits as of December 31, 2015 and 2014, 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.

Auditor's 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, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 5, which was certified by Charles Schwab Bank and Fidelity Management Trust Company, the custodians 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 Fidelity Management Trust Company held the Plan's investment assets and executed investment transactions from December 1, 2015 to December 31, 2015, and that Charles Schwab Bank held the Plan's investment assets and executed investment transactions as of December 31, 2014, and for the period January 1, 2015 to November 30, 2015. The Plan administrator has obtained certifications from these custodians as of and for the years ended December 31, 2015 and 2014, that the information provided to the Plan administrator by the custodians is complete and accurate.

Disclaimer of Opinion

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

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Other Matter

We were engaged for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets held at year end, which are the responsibility of plan management, are presented for the purpose of additional analysis and are not a required part of the financial statements but are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, it is inappropriate to and we do not express an opinion on the supplemental schedules referred to above.

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

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

Lopel Forman, L.L.C.

Certified Public Accountants

Chicago, Illinois
October 12, 2016

PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2015 AND 2014

ASSETS

	2015	2014
CURRENT ASSETS:		
Cash	$ 18,861	$ 2,134
Investments, at fair value	3,702,984	3,746,998
Total Current Assets	$ 3,721,845	$ 3,749,132
OTHER ASSETS:		
Notes receivable from participants	$ 257,464	$ 262,530
TOTAL ASSETS	$ 3,979,309	$ 4,011,662

LIABILITIES

EXCESS CONTRIBUTIONS DUE TO PARTICIPANTS	$ -	$ 5,097
NET ASSETS AVAILABLE FOR BENEFITS	$ 3,979,309	$ 4,006,565

(The accompanying notes to financial statements are an integral part of these statements)

PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
Additions to Net Assets Attributed to:		
Investment Income:		
Net (depreciation) apprecation in fair value of investments	$ (72,470)	$ 7,233
Interest and dividends	116,964	214,396
Total Investment Income	$ 44,494	$ 221,629
Interest Income on Notes Receivable from Participants	$ 13,601	$ 11,823
Contributions:		
Participant	$ 309,598	$ 254,212
Employer	107,925	84,659
Rollover	-	15,762
Total Contributions	$ 417,523	$ 354,633
Total Additions	$ 475,618	$ 588,085
Deductions from Net Assets Attributed to:		
Benefits paid to participants	$ 491,388	$ 101,600
Administrative fees	11,486	20,617
Total Deductions	$ 502,874	$ 122,217
NET (DECREASE) INCREASE	$ (27,256)	$ 465,868
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	4,006,565	3,540,697
End of year	$ 3,979,309	$ 4,006,565

(The accompanying notes to financial statements are an integral part of these statements)

1. DESCRIPTION OF THE PLAN:

The following description of Principal Manufacturing Corporation 401(k) Profit Sharing Plan (the "Plan") provides only general information. The Plan was amended and restated effective January 1, 2015 to adopt volume submitter plan documents sponsored by Alliance Pension Consultants, LLC. The only significant change to the plan was to add an automatic enrollment feature with an initial deferral of 3% of compensation on the day a participant becomes eligible. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General -

The Plan is a defined contribution plan covering substantially all full-time employees of Principal Manufacturing Corporation (the "Company") who have completed two months of service, have reached the age of 18 and who are not covered by a collective bargaining agreement. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Trustees oversees governance of the Plan. The Plan's Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan's Board of Trustees.

Contributions -

Each year, participants may contribute up to 96% of pretax annual compensation, as defined in the plan, subject to certain IRS limitations. Participants who have attained age 50 before the end of the Plan year may make catch-up contributions in addition to their regular deferral contributions. All pre-tax deferral contributions are made out of pretax earnings through salary reductions. These contributions are not subject to federal income tax until withdrawn. Taxes are the responsibility of the individual participants and not the Plan. All Roth deferral contributions are subject to federal income tax in the year of deferral and, in most cases, are not subject to federal income taxes when distributed. Participants may also contribute, with the consent of the Plan administrator, amounts representing distributions from other qualified retirement plans.

The amended and restated Plan effective January 1, 2015, included an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan, unless they affirmatively elect not to participate, with a default rate set at 3% of eligible compensation. During 2015 and 2014, the Company elected to make matching contributions with a set rate of 50% of the amount that a participant contributes to the Plan up to a maximum deferral of 5% of compensation each pay period. Contributions for the years ended December 31, 2015 and 2014 amounted to $107,925 and $84,659, respectively.

The Company may also make a discretionary profit-sharing contribution (no profit-sharing contributions were made for the years ended December 31, 2015, and 2014). Participants are eligible for an allocation of the profit-sharing contribution after they have completed one year of service, are employed as of the last day of the Plan year and they worked at least 1,000 hours during the Plan year (500 for 2014). Participants are also eligible for an allocation of the profit-sharing contribution regardless of the amount of service you complete during the Plan year in the year of your death, disability or retirement.

1. DESCRIPTION OF THE PLAN: (Continued)

Participant Accounts –

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution, when applicable, and (b) Plan earnings (losses), as well as an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting -

Participants are always 100% vested in their contributions plus earnings thereon. Participants vest in their employer contributions in accordance with the following table:

Completed Years of Service	Percentage Vested
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Participants also become fully vested in their employer contributions if they are employed with the Company upon reaching normal retirement age or upon death or permanent disability.

Forfeitures-

As of December 31, 2015, and 2014, forfeited nonvested accounts totaled $18,861 and $11,496, respectively. Funds from forfeited nonvested accounts (which include expense reimbursements from Alliance Pension Consultants, LLC) will be used first to offset plan expenses. Any remaining forfeitures will be used to offset employer-matching contributions. During 2015 and 2014, $14,408 and $1,008, respectively, of forfeitures were used to reduce administrative fees.

Notes Receivable from Participants -

Participants may borrow a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balances from their accounts. Repayment of loans shall be determined by mutual agreement, but in no event will the term exceed five years unless the loan is used to purchase a principal residence, and then the term shall be limited to a period consistent with commercial home loan practices.

1. DESCRIPTION OF THE PLAN: (Continued)

Notes Receivable from Participants – (Continued)

The loans are secured by the vested balance in the participant account and bear interest at rates commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through payroll deductions. Participants may have a maximum of one loan outstanding at any given time.

Disbursements -

A participant may elect to receive payment of benefits upon termination, retirement, disability, reaching age 59 1/2 or death. The plan does not allow hardship withdrawals.

Benefits may be paid in a lump-sum distribution or the participant may select from various periodic installment options as soon as practicable after employment with the Company has ended. Participants may elect to defer commencement of distributions until April 1 of the calendar year after they attain age 70 1/2 at which time minimum distributions must be made in accordance with applicable regulations. Until such time as the funds are distributed, the participant is entitled to receive a pro rata share of fund earnings. Benefits may also be paid to an eligible participant as an eligible rollover distribution.

Investment Options -

Participants direct the investment of their account balances into various investment options offered by the Plan. The Plan currently offers various investments in registered investment companies and a common collective trust as investment options for participants. The participants are able to change their investment options on a daily basis.

Administration of the Plan and Administrative Expenses-

Principal Manufacturing Corporation is the Plan's sponsor and administrator. Alliance Pension Consultants, LLC (Alliance) was the record keeper for the Plan and Charles Schwab Bank (Schwab) was the Plan's custodian through November 30, 2015. Effective December 1, 2015, the record keeper for the Plan was changed from Alliance to Fidelity Workplace Services, LLC (Fidelity) and the custodian was changed from Schwab to Fidelity Management Trust Company. All administrative costs, charges and expenses are paid by the Plan to the extent not paid by the Company.

2. SUMMARY OF ACCOUNTING POLICIES:

Basis of Accounting -

The financial statements of the Plan are prepared under the accrual method of accounting. Accordingly, investment income is recognized when earned and expenses are recognized when incurred.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Use of Estimates -

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (USGAAP) requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements and the reported amount of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

Investment Valuation and Income Recognition -

Investments are reported at fair value in accordance with accounting principles generally accepted in the United States of America. The Investment Committee determines the Plan's valuation policies. See Note 3 for a discussion of fair value measurements.

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

Net Appreciation (Depreciation) in Fair Value Investments -

Net realized gain (loss) on the sales of investments is calculated as the difference between the net proceeds and the cost of the investments on a specific identification basis.

Net unrealized gain (loss) in the fair value of investments is calculated as the difference between fair value of assets held at the beginning of the year or acquired during the year and the fair value of assets at the end of the year.

Excess Contribution Payable –

Amounts payable to participants at December 31, 2014 totaling $5,097 for contributions in excess of amounts allowed by the IRS as a result of required nondiscrimination testing are recorded as accounts payable, with a corresponding reduction to 2014 contributions. There were no amounts payable for contributions in excess of amounts allowed by the IRS at December 31, 2015. The plan distributed 2014 excess contributions prior to March 15, of the subsequent year.

Payments of Benefits –

Benefits are recorded when paid.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Notes Receivable from Participants –

Notes receivable from participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2015 and 2014, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Uncertain Tax Positions –

Accounting principles generally accepted in the United States of America require Plan Management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan Sponsor has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2015 and 2014, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability or a disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to tax examinations for the years prior to 2012. If applicable, the Plan would record penalties and interest or uncertain tax positions as a deduction from net assets.

Adoption of New Accounting Standards –

In May 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-07, *Fair Value Measurement (Topic 820): Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or Its Equivalent).* ASU 2015-07 removes the requirement to categorize within the fair value hierarchy investments for which fair values are estimated using the net asset value practical expedient provided by ASC 820, Fair Value Measurement. Disclosures about the investments in certain entities that calculate net asset value per share are limited to those investments for which the entity has elected to estimate fair value using the net asset value practical expedient. ASU 2015-07 is effective for the annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-07 as of January 1, 2015. As required by ASU2015-07, the Plan has retrospectively applied the effects of adopting ASU 2015-07 to its financial statements for the year ended December 31, 2014. As a result of adopting ASU 2015-07, the Plan no longer categorizes within the fair value hierarchy investments for which the fair values are estimated using the net asset value practical expedient.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Adoption of New Accounting Standards – (Continued)

In July 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-12, *Plan Accounting, Fully Benefit-Responsive Investment Contracts,* Part 1 of which allows for fully benefit-responsive investment contracts to be measured, presented and disclosed at contract value. ASU 2015-12 is effective for annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-12 as of January 1, 2015. As a result of adopting ASU 2015-12, the Plan no longer measures, presents or discloses the fully benefit-responsive investment contract at fair value.

In July 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-12, *Plan Accounting, Plan Investment Disclosures,* Part 2 of which eliminates the requirement to disclose individual investments that represent five percent or more of net assets available for benefits and net appreciation or depreciation for investments by general type. ASU 2015-12 is effective for annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-12 as of January 1, 2015. As required by ASU 2015-12, the Plan has retrospectively applied the effects of adopting ASU 2015-12 to its financial statements for the year ended December 31, 2014. As a result of adopting ASU 2015-12, the Plan no longer presents or discloses individual investments that represent five percent or more of net assets available for benefits or net appreciation or depreciation for investments by general type.

Reclassification –

Certain items in the 2014 financial statements have been reclassified in order to conform with the 2015 financial statement presentation. Such reclassifications have no effect on previously reported net assets.

3. INVESTMENTS:

Fair Value Measurements –

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 (i.e. an exit price).

The accounting guidance includes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The three levels of fair value hierarchy are as follows:

- Level 1 - Valuations based on quoted prices in active markets for identical assets or liabilities that the entity has the ability to access.

3. INVESTMENTS: (Continued)

- Level 2 - Valuations based on quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable data for substantially the full term of the assets or liabilities.
- Level 3 - Valuations based on inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

Financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment, and may affect the valuation of assets and liabilities and their placement within the fair value hierarchy levels.

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

- Registered Investment Companies: Valued at the net asset value ("NAV") of shares held by the Plan at year end.

- Common Collective Trusts: This investment is valued using the NAV provided by the Plan's third party administrator. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. The inputs used in the valuing the underlying investments in the common collective trust included quoted prices from similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the assets or liabilities and inputs that are derived principally from or corroborated by observable market data.

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

3. INVESTMENTS: (Continued)

Investments were administered and maintained by Charles Schwab Bank (the "Custodian") through December 1, 2015 and Fidelity Management Trust Company from December 1, 2015 to December 31, 2015. The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified as to complete and accurate by the Custodians.

Effective January 1, 2014, the Plan changed custodians from Principal Financial Group to Charles Schwab Bank. As a result of the change, all of the Plan's investments, except for the guaranteed investment contract, were liquidated to cash in January 2014. On January 9, 2014 the cash was transferred from Principal to Charles Schwab Bank and reinvested in various registered investment companies as directed by each participant. The guaranteed investment contract was liquidated and transferred to Charles Schwab Bank on September 29, 2014.

Effective December 1, 2015, the Plan changed custodians from Charles Schwab Bank to Fidelity Management Trust Company. As a result of the change, all of the Plan's investments were liquidated to cash in December 2015. On December 17, 2015 the cash from the liquidated investments was transferred from Charles Schwab Bank to Fidelity Management Trust Company and reinvested in various registered investment companies and common collective trusts as directed by each participant. On January 27, 2016 and February 9, 2016 the cash from interest and dividends receivable earned by the Plan's investments prior to liquidation was transferred from Charles Schwab Bank to Fidelity Management Trust Company and reinvested in various registered investment companies and common collective trusts as directed by each participant.

3. INVESTMENTS: (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31:

	2015			
	Level 1	Level 2	Level 3	Total
Registered Investment Companies:				
Large US Equity	$ 24,791	$ -	$ -	$ 24,791
Small/Mid US Equity	14,105	-	-	14,105
International Equity	6,983	-	-	6,983
Fixed Income	112,598	-	-	112,598
Balanced	3,538,528	-	-	3,538,528
Total Assets in the Fair Value Hierarchy	$ 3,697,005	$ -	$ -	$ 3,697,005
Investments Measured at Net Asset Value [1]	-	-	-	5,979
Investments at Fair Value	$ 3,697,005	$ -	$ -	$ 3,702,984

	2014			
	Level 1	Level 2	Level 3	Total
Registered Investment Companies:				
Money Funds	$ 126	$ -	$ -	$ 126
Large US Equity	945,297	-	-	945,297
Small/Mid US Equity	738,644	-	-	738,644
International Equity	158,994	-	-	158,994
Fixed Income	168,402	-	-	168,402
Market Neutral Equity	91,241	-	-	91,241
Precious Metals Equity	1,511	-	-	1,511
Balanced	1,267,574	-	-	1,267,574
Total Assets in the Fair Value Hierarchy	$ 3,371,789	$ -	$ -	$ 3,371,789
Investments Measured at Net Asset Value [1]	-	-	-	375,209
Total Assets at Fair Value	$ 3,371,789	$ -	$ -	$ 3,746,998

[1] In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

3. INVESTMENTS: (Continued)

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient at December 31:

	Fair Value*					
	2015	2014	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period
MetLife Stable Value Fund [(a)]	$ -	$ 375,209	None	Immediate	10 business day delay at Trustee's discretion	60 days if ≥ $1,000,000 or 10% of Plan's assets in fund
Fidelity Advisor Stable Value [(a)]	$ 5,979	$ -	None	Daily	None	12 months for complete liquidation at Trustee's discretion

* The fair values of the investments have been estimated using the net asset value of the investment.
(a) Seeks to provide a guarantee of both principal and interest for participant-initiated withdrawals.

4. INVESTMENT CONTRACT WITH INSURANCE COMPANY:

Effective January 1, 2014, the Plan changed custodians. As a result of the change, participants are no longer allowed to contribute new funds into the guaranteed investment contract. All amounts held in the guaranteed investment contract were liquidated and transferred to Charles Schwab Bank on September 29, 2014.

5. FINANCIAL DATA CERTIFIED BY THE TRUSTEE:

The Plan administrator has received from the custodians of the Plan, certifications of the financial information as of and for the years ended December 31, 2015, and 2014 in accordance with Section 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.

The investments held by the custodians amounting to $3,702,984 and $3,749,132 as of December 31, 2015, and 2014, respectively and notes receivable from participants of $257,464 as of December 31, 2015, are reflected in the accompanying statements of net assets available for benefits. The total investment gain (loss) from investments held by the custodians amounting to $44,494 and $221,629 as of December 31, 2015, and 2014, respectively and interest on notes receivable from participants amounting to $1,370 for the year ended December 31, 2015, are reflected in the accompanying statements of changes in net assets available for benefits were derived from the financial information certified by the custodians.

6. FORMER PARTICIPANT BALANCES:

At December 31, 2015 and 2014, net assets available for benefits include $105,989 and $87,343, respectively, relating to individuals who are no longer active participants in the Plan

7. RELATED PARTY AND PARTY-IN-INTEREST:

Certain officers and employees of the Company provide administrative and trustee services to the Plan which are not reimbursed by the Plan. The Company pays for certain other administrative fees related to the Plan.

Charles Schwab Bank was the plan's custodian through December 1, 2015 and therefore qualifies as a party- in-interest. Certain plan assets were managed by Charles Schwab and its affiliates. Fees paid by the Plan for these services were $9,353 and $6,047 as of December 31, 2015, and 2014, respectively.

Alliance Pension Consultants LLC was the Plan’s record keeper through December 1, 2015 and therefore qualifies as a party-in-interest. Net fees paid by the Plan for these services were $1,359 and $13,125 as of December 31, 2015, and 2014, respectively.

Fidelity Management Trust Company is the plan's custodian and, therefore, qualifies as a party-in-interest. Certain plan assets are managed by Fidelity Management Trust Company and its affiliates. No fees were paid to Fidelity Management Trust Company.

Fidelity Workplace Services, LLC is the Plan’s record keeper and therefore qualifies as a party-in-interest. No fees were paid to Fidelity Workplace Services, LLC.

All of these party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

8. TAX STATUS OF THE PLAN:

The Plan has adopted volume submitter plan documents sponsored by the Custodian. The Custodian has represented to the Plan that, as designed, the Plan is in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan is required to operate in conformity with the IRC to maintain its qualification.

The IRS has determined and informed the Plan sponsor by a letter dated March 31, 2008, that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator and tax counsel believe that the Plan as currently designed is being operated in compliance with the applicable requirements of the IRC. The Plan administrator is not aware of any course of action or series of events that have occurred that might adversely affect the Plan's qualified status.

9. RISKS AND UNCERTAINTIES:

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

10. PLAN TERMINATION:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its participation at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

11. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31:

	2015	2014
Net assets available for benefits per the financial statements	$ 3,979,309	$ 4,006,565
Fair value of common collective trusts	57	-
Other income	(18,861)	-
Excess contributions due to participants	-	5,097
Net Assets Available for Benefits Per Schedule H of Form 5500	$ 3,960,505	$ 4,011,662

The following is a reconciliation of the change in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31:

	2015	2014
Net (decrease) increase in net assets available for benefits per the financial statements	$ (27,256)	$ 465,868
Fair value of commen collective trust	57	-
Other income	(18,861)	-
Payment of prior year excess contribution	(5,097)	(17,909)
Accrual of current year excess contributions	-	5,097
Net (decrease) increase in net assets available for benefits per Form 5500	$ (51,157)	$ 453,056

12. SUBSEQUENT EVENTS:

The Plan has evaluated subsequent events through October 12, 2016 the date on which the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

PRINCIPAL MANUFACTURING CORPORATION 401 (k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER 36-4268202
PLAN NUMBER 001
DECEMBER 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Invesment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Fair Value
	Registered Investment Companies:			
	Alger Capital	Alger Capital Appreciation Instl A	**	$ 5,712
	AllianceBernstein Holding	Alliance Bern Growth & Income R	**	6,977
	American Funds	American Funds New Perspective Fund R4	**	6,983
*	Fidelity Investments	Fidelity Advisor Freedom 2005 A	**	508
*		Fidelity Advisor Freedom 2010 A	**	3,446
*		Fidelity Advisor Freedom 2015 A	**	340,835
*		Fidelity Advisor Freedom 2020 A	**	393,758
*		Fidelity Advisor Freedom 2025 A	**	1,065,294
*		Fidelity Advisor Freedom 2030 A	**	687,167
*		Fidelity Advisor Freedom 2035 A	**	508,015
*		Fidelity Advisor Freedom 2040 A	**	231,437
*		Fidelity Advisor Freedom 2045 A	**	265,381
*		Fidelity Advisor Freedom 2050 A	**	22,269
*		Fidelity Advisor Freedom 2055 A	**	19,701
*		Fidelity Advisor Freedom 2060 A	**	717
*		Fidelity Spartan 500 Index Adv	**	12,102
*		Fidelity Spartan US Bond Index Adv	**	112,598
	Janus Capital Group	Janus Enterprise Fund CL S	**	7,056
		Janus Triton Fund CL S	**	7,049
		Total Registered Investment Companies		$ 3,697,005

(See Independent Auditors' Report)

PRINCIPAL MANUFACTURING CORPORATION 401 (k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER 36-4268202
PLAN NUMBER 001
DECEMBER 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Invesment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Fair Value
	Common Collective Trusts			
+	Fidelity Investments	Fidelity Advisor Stable Value Portfolio Class II	**	$ 5,979
		Total Investment Assets		$ 3,702,984
*	Participant Loans	4.25% - 5.25%		257,464
*	Cash in non-interest bearing account	Fidelity Investments		18,861
			Total	$ 3,979,309

*Denotes party-in-interest.

**Cost information omitted as all accounts are fully participant directed.

+ Reported at contract value

(See Independent Auditors' Report)

PRINCIPAL MANUFACTURING CORPORATION
401(k) PROFIT SHARING PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2015 AND 2014

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Topel Forman L.L.C.
CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrator
Principal Manufacturing Corporation 401(k) Profit Sharing Plan
Broadview, Illinois

INDEPENDENT AUDITORS' REPORT

We were engaged to audit the accompanying financial statements of PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN, which comprise the statements of net assets available for benefits as of December 31, 2015 and 2014, 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.

Auditor's 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, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 5, which was certified by Charles Schwab Bank and Fidelity Management Trust Company, the custodians 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 Fidelity Management Trust Company held the Plan's investment assets and executed investment transactions from December 1, 2015 to December 31, 2015, and that Charles Schwab Bank held the Plan's investment assets and executed investment transactions as of December 31, 2014, and for the period January 1, 2015 to November 30, 2015. The Plan administrator has obtained certifications from these custodians as of and for the years ended December 31, 2015 and 2014, that the information provided to the Plan administrator by the custodians is complete and accurate.

Disclaimer of Opinion

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

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Chicago, Illinois 60611
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Other Matter

We were engaged for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets held at year end, which are the responsibility of plan management, are presented for the purpose of additional analysis and are not a required part of the financial statements but are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, it is inappropriate to and we do not express an opinion on the supplemental schedules referred to above.

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

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

Lopel Forman, L.L.C.

Certified Public Accountants

Chicago, Illinois
October 12, 2016

PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2015 AND 2014

ASSETS

	2015	2014
CURRENT ASSETS:		
Cash	$ 18,861	$ 2,134
Investments, at fair value	3,702,984	3,746,998
Total Current Assets	$ 3,721,845	$ 3,749,132
OTHER ASSETS:		
Notes receivable from participants	$ 257,464	$ 262,530
TOTAL ASSETS	$ 3,979,309	$ 4,011,662

LIABILITIES

EXCESS CONTRIBUTIONS DUE TO PARTICIPANTS	$ -	$ 5,097
NET ASSETS AVAILABLE FOR BENEFITS	$ 3,979,309	$ 4,006,565

(The accompanying notes to financial statements are an integral part of these statements)

PRINCIPAL MANUFACTURING CORPORATION 401(k) PROFIT SHARING PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
Additions to Net Assets Attributed to:		
Investment Income:		
Net (depreciation) apprecation in fair value of investments	$ (72,470)	$ 7,233
Interest and dividends	116,964	214,396
Total Investment Income	$ 44,494	$ 221,629
Interest Income on Notes Receivable from Participants	$ 13,601	$ 11,823
Contributions:		
Participant	$ 309,598	$ 254,212
Employer	107,925	84,659
Rollover	-	15,762
Total Contributions	$ 417,523	$ 354,633
Total Additions	$ 475,618	$ 588,085
Deductions from Net Assets Attributed to:		
Benefits paid to participants	$ 491,388	$ 101,600
Administrative fees	11,486	20,617
Total Deductions	$ 502,874	$ 122,217
NET (DECREASE) INCREASE	$ (27,256)	$ 465,868
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	4,006,565	3,540,697
End of year	$ 3,979,309	$ 4,006,565

(The accompanying notes to financial statements are an integral part of these statements)

1. DESCRIPTION OF THE PLAN:

The following description of Principal Manufacturing Corporation 401(k) Profit Sharing Plan (the "Plan") provides only general information. The Plan was amended and restated effective January 1, 2015 to adopt volume submitter plan documents sponsored by Alliance Pension Consultants, LLC. The only significant change to the plan was to add an automatic enrollment feature with an initial deferral of 3% of compensation on the day a participant becomes eligible. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General -

The Plan is a defined contribution plan covering substantially all full-time employees of Principal Manufacturing Corporation (the "Company") who have completed two months of service, have reached the age of 18 and who are not covered by a collective bargaining agreement. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Trustees oversees governance of the Plan. The Plan's Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan's Board of Trustees.

Contributions -

Each year, participants may contribute up to 96% of pretax annual compensation, as defined in the plan, subject to certain IRS limitations. Participants who have attained age 50 before the end of the Plan year may make catch-up contributions in addition to their regular deferral contributions. All pre-tax deferral contributions are made out of pretax earnings through salary reductions. These contributions are not subject to federal income tax until withdrawn. Taxes are the responsibility of the individual participants and not the Plan. All Roth deferral contributions are subject to federal income tax in the year of deferral and, in most cases, are not subject to federal income taxes when distributed. Participants may also contribute, with the consent of the Plan administrator, amounts representing distributions from other qualified retirement plans.

The amended and restated Plan effective January 1, 2015, included an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan, unless they affirmatively elect not to participate, with a default rate set at 3% of eligible compensation. During 2015 and 2014, the Company elected to make matching contributions with a set rate of 50% of the amount that a participant contributes to the Plan up to a maximum deferral of 5% of compensation each pay period. Contributions for the years ended December 31, 2015 and 2014 amounted to $107,925 and $84,659, respectively.

The Company may also make a discretionary profit-sharing contribution (no profit-sharing contributions were made for the years ended December 31, 2015, and 2014). Participants are eligible for an allocation of the profit-sharing contribution after they have completed one year of service, are employed as of the last day of the Plan year and they worked at least 1,000 hours during the Plan year (500 for 2014). Participants are also eligible for an allocation of the profit-sharing contribution regardless of the amount of service you complete during the Plan year in the year of your death, disability or retirement.

1. DESCRIPTION OF THE PLAN: (Continued)

Participant Accounts –

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution, when applicable, and (b) Plan earnings (losses), as well as an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting -

Participants are always 100% vested in their contributions plus earnings thereon. Participants vest in their employer contributions in accordance with the following table:

Completed Years of Service	Percentage Vested
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Participants also become fully vested in their employer contributions if they are employed with the Company upon reaching normal retirement age or upon death or permanent disability.

Forfeitures-

As of December 31, 2015, and 2014, forfeited nonvested accounts totaled $18,861 and $11,496, respectively. Funds from forfeited nonvested accounts (which include expense reimbursements from Alliance Pension Consultants, LLC) will be used first to offset plan expenses. Any remaining forfeitures will be used to offset employer-matching contributions. During 2015 and 2014, $14,408 and $1,008, respectively, of forfeitures were used to reduce administrative fees.

Notes Receivable from Participants -

Participants may borrow a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balances from their accounts. Repayment of loans shall be determined by mutual agreement, but in no event will the term exceed five years unless the loan is used to purchase a principal residence, and then the term shall be limited to a period consistent with commercial home loan practices.

1. DESCRIPTION OF THE PLAN: (Continued)

Notes Receivable from Participants – (Continued)

The loans are secured by the vested balance in the participant account and bear interest at rates commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through payroll deductions. Participants may have a maximum of one loan outstanding at any given time.

Disbursements -

A participant may elect to receive payment of benefits upon termination, retirement, disability, reaching age 59 1/2 or death. The plan does not allow hardship withdrawals.

Benefits may be paid in a lump-sum distribution or the participant may select from various periodic installment options as soon as practicable after employment with the Company has ended. Participants may elect to defer commencement of distributions until April 1 of the calendar year after they attain age 70 1/2 at which time minimum distributions must be made in accordance with applicable regulations. Until such time as the funds are distributed, the participant is entitled to receive a pro rata share of fund earnings. Benefits may also be paid to an eligible participant as an eligible rollover distribution.

Investment Options -

Participants direct the investment of their account balances into various investment options offered by the Plan. The Plan currently offers various investments in registered investment companies and a common collective trust as investment options for participants. The participants are able to change their investment options on a daily basis.

Administration of the Plan and Administrative Expenses-

Principal Manufacturing Corporation is the Plan's sponsor and administrator. Alliance Pension Consultants, LLC (Alliance) was the record keeper for the Plan and Charles Schwab Bank (Schwab) was the Plan's custodian through November 30, 2015. Effective December 1, 2015, the record keeper for the Plan was changed from Alliance to Fidelity Workplace Services, LLC (Fidelity) and the custodian was changed from Schwab to Fidelity Management Trust Company. All administrative costs, charges and expenses are paid by the Plan to the extent not paid by the Company.

2. SUMMARY OF ACCOUNTING POLICIES:

Basis of Accounting -

The financial statements of the Plan are prepared under the accrual method of accounting. Accordingly, investment income is recognized when earned and expenses are recognized when incurred.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Use of Estimates -

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (USGAAP) requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements and the reported amount of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

Investment Valuation and Income Recognition -

Investments are reported at fair value in accordance with accounting principles generally accepted in the United States of America. The Investment Committee determines the Plan's valuation policies. See Note 3 for a discussion of fair value measurements.

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

Net Appreciation (Depreciation) in Fair Value Investments -

Net realized gain (loss) on the sales of investments is calculated as the difference between the net proceeds and the cost of the investments on a specific identification basis.

Net unrealized gain (loss) in the fair value of investments is calculated as the difference between fair value of assets held at the beginning of the year or acquired during the year and the fair value of assets at the end of the year.

Excess Contribution Payable –

Amounts payable to participants at December 31, 2014 totaling $5,097 for contributions in excess of amounts allowed by the IRS as a result of required nondiscrimination testing are recorded as accounts payable, with a corresponding reduction to 2014 contributions. There were no amounts payable for contributions in excess of amounts allowed by the IRS at December 31, 2015. The plan distributed 2014 excess contributions prior to March 15, of the subsequent year.

Payments of Benefits –

Benefits are recorded when paid.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Notes Receivable from Participants –

Notes receivable from participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2015 and 2014, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Uncertain Tax Positions –

Accounting principles generally accepted in the United States of America require Plan Management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan Sponsor has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2015 and 2014, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability or a disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to tax examinations for the years prior to 2012. If applicable, the Plan would record penalties and interest or uncertain tax positions as a deduction from net assets.

Adoption of New Accounting Standards –

In May 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-07, *Fair Value Measurement (Topic 820): Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or Its Equivalent).* ASU 2015-07 removes the requirement to categorize within the fair value hierarchy investments for which fair values are estimated using the net asset value practical expedient provided by ASC 820, Fair Value Measurement. Disclosures about the investments in certain entities that calculate net asset value per share are limited to those investments for which the entity has elected to estimate fair value using the net asset value practical expedient. ASU 2015-07 is effective for the annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-07 as of January 1, 2015. As required by ASU2015-07, the Plan has retrospectively applied the effects of adopting ASU 2015-07 to its financial statements for the year ended December 31, 2014. As a result of adopting ASU 2015-07, the Plan no longer categorizes within the fair value hierarchy investments for which the fair values are estimated using the net asset value practical expedient.

2. SUMMARY OF ACCOUNTING POLICIES: (Continued)

Adoption of New Accounting Standards – (Continued)

In July 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-12, *Plan Accounting, Fully Benefit-Responsive Investment Contracts,* Part 1 of which allows for fully benefit-responsive investment contracts to be measured, presented and disclosed at contract value. ASU 2015-12 is effective for annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-12 as of January 1, 2015. As a result of adopting ASU 2015-12, the Plan no longer measures, presents or discloses the fully benefit-responsive investment contract at fair value.

In July 2015, the Financial Accounting Standards Board (FASB) issued ASU 2015-12, *Plan Accounting, Plan Investment Disclosures,* Part 2 of which eliminates the requirement to disclose individual investments that represent five percent or more of net assets available for benefits and net appreciation or depreciation for investments by general type. ASU 2015-12 is effective for annual periods beginning after December 15, 2015 with early adoption permitted. As allowed by FASB, the Plan adopted ASU 2015-12 as of January 1, 2015. As required by ASU 2015-12, the Plan has retrospectively applied the effects of adopting ASU 2015-12 to its financial statements for the year ended December 31, 2014. As a result of adopting ASU 2015-12, the Plan no longer presents or discloses individual investments that represent five percent or more of net assets available for benefits or net appreciation or depreciation for investments by general type.

Reclassification –

Certain items in the 2014 financial statements have been reclassified in order to conform with the 2015 financial statement presentation. Such reclassifications have no effect on previously reported net assets.

3. INVESTMENTS:

Fair Value Measurements –

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 (i.e. an exit price).

The accounting guidance includes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The three levels of fair value hierarchy are as follows:

- Level 1 - Valuations based on quoted prices in active markets for identical assets or liabilities that the entity has the ability to access.

3. INVESTMENTS: (Continued)

- Level 2 - Valuations based on quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable data for substantially the full term of the assets or liabilities.
- Level 3 - Valuations based on inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

Financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment, and may affect the valuation of assets and liabilities and their placement within the fair value hierarchy levels.

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

- Registered Investment Companies: Valued at the net asset value ("NAV") of shares held by the Plan at year end.

- Common Collective Trusts: This investment is valued using the NAV provided by the Plan's third party administrator. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. The inputs used in the valuing the underlying investments in the common collective trust included quoted prices from similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the assets or liabilities and inputs that are derived principally from or corroborated by observable market data.

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

3. INVESTMENTS: (Continued)

Investments were administered and maintained by Charles Schwab Bank (the "Custodian") through December 1, 2015 and Fidelity Management Trust Company from December 1, 2015 to December 31, 2015. The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified as to complete and accurate by the Custodians.

Effective January 1, 2014, the Plan changed custodians from Principal Financial Group to Charles Schwab Bank. As a result of the change, all of the Plan's investments, except for the guaranteed investment contract, were liquidated to cash in January 2014. On January 9, 2014 the cash was transferred from Principal to Charles Schwab Bank and reinvested in various registered investment companies as directed by each participant. The guaranteed investment contract was liquidated and transferred to Charles Schwab Bank on September 29, 2014.

Effective December 1, 2015, the Plan changed custodians from Charles Schwab Bank to Fidelity Management Trust Company. As a result of the change, all of the Plan's investments were liquidated to cash in December 2015. On December 17, 2015 the cash from the liquidated investments was transferred from Charles Schwab Bank to Fidelity Management Trust Company and reinvested in various registered investment companies and common collective trusts as directed by each participant. On January 27, 2016 and February 9, 2016 the cash from interest and dividends receivable earned by the Plan's investments prior to liquidation was transferred from Charles Schwab Bank to Fidelity Management Trust Company and reinvested in various registered investment companies and common collective trusts as directed by each participant.

3. INVESTMENTS: (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31:

	2015			
	Level 1	Level 2	Level 3	Total
Registered Investment Companies:				
Large US Equity	$ 24,791	$ -	$ -	$ 24,791
Small/Mid US Equity	14,105	-	-	14,105
International Equity	6,983	-	-	6,983
Fixed Income	112,598	-	-	112,598
Balanced	3,538,528	-	-	3,538,528
Total Assets in the Fair Value Hierarchy	$ 3,697,005	$ -	$ -	$ 3,697,005
Investments Measured at Net Asset Value [1]	-	-	-	5,979
Investments at Fair Value	$ 3,697,005	$ -	$ -	$ 3,702,984

	2014			
	Level 1	Level 2	Level 3	Total
Registered Investment Companies:				
Money Funds	$ 126	$ -	$ -	$ 126
Large US Equity	945,297	-	-	945,297
Small/Mid US Equity	738,644	-	-	738,644
International Equity	158,994	-	-	158,994
Fixed Income	168,402	-	-	168,402
Market Neutral Equity	91,241	-	-	91,241
Precious Metals Equity	1,511	-	-	1,511
Balanced	1,267,574	-	-	1,267,574
Total Assets in the Fair Value Hierarchy	$ 3,371,789	$ -	$ -	$ 3,371,789
Investments Measured at Net Asset Value [1]	-	-	-	375,209
Total Assets at Fair Value	$ 3,371,789	$ -	$ -	$ 3,746,998

[1] In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

3. INVESTMENTS: (Continued)

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient at December 31:

	Fair Value*					
	2015	2014	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period
MetLife Stable Value Fund [(a)]	$ -	$ 375,209	None	Immediate	10 business day delay at Trustee's discretion	60 days if ≥ $1,000,000 or 10% of Plan's assets in fund
Fidelity Advisor Stable Value [(a)]	$ 5,979	$ -	None	Daily	None	12 months for complete liquidation at Trustee's discretion

* The fair values of the investments have been estimated using the net asset value of the investment.
(a) Seeks to provide a guarantee of both principal and interest for participant-initiated withdrawals.

4. INVESTMENT CONTRACT WITH INSURANCE COMPANY:

Effective January 1, 2014, the Plan changed custodians. As a result of the change, participants are no longer allowed to contribute new funds into the guaranteed investment contract. All amounts held in the guaranteed investment contract were liquidated and transferred to Charles Schwab Bank on September 29, 2014.

5. FINANCIAL DATA CERTIFIED BY THE TRUSTEE:

The Plan administrator has received from the custodians of the Plan, certifications of the financial information as of and for the years ended December 31, 2015, and 2014 in accordance with Section 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.

The investments held by the custodians amounting to $3,702,984 and $3,749,132 as of December 31, 2015, and 2014, respectively and notes receivable from participants of $257,464 as of December 31, 2015, are reflected in the accompanying statements of net assets available for benefits. The total investment gain (loss) from investments held by the custodians amounting to $44,494 and $221,629 as of December 31, 2015, and 2014, respectively and interest on notes receivable from participants amounting to $1,370 for the year ended December 31, 2015, are reflected in the accompanying statements of changes in net assets available for benefits were derived from the financial information certified by the custodians.

6. FORMER PARTICIPANT BALANCES:

At December 31, 2015 and 2014, net assets available for benefits include $105,989 and $87,343, respectively, relating to individuals who are no longer active participants in the Plan

7. RELATED PARTY AND PARTY-IN-INTEREST:

Certain officers and employees of the Company provide administrative and trustee services to the Plan which are not reimbursed by the Plan. The Company pays for certain other administrative fees related to the Plan.

Charles Schwab Bank was the plan's custodian through December 1, 2015 and therefore qualifies as a party- in-interest. Certain plan assets were managed by Charles Schwab and its affiliates. Fees paid by the Plan for these services were $9,353 and $6,047 as of December 31, 2015, and 2014, respectively.

Alliance Pension Consultants LLC was the Plan’s record keeper through December 1, 2015 and therefore qualifies as a party-in-interest. Net fees paid by the Plan for these services were $1,359 and $13,125 as of December 31, 2015, and 2014, respectively.

Fidelity Management Trust Company is the plan's custodian and, therefore, qualifies as a party-in-interest. Certain plan assets are managed by Fidelity Management Trust Company and its affiliates. No fees were paid to Fidelity Management Trust Company.

Fidelity Workplace Services, LLC is the Plan’s record keeper and therefore qualifies as a party-in-interest. No fees were paid to Fidelity Workplace Services, LLC.

All of these party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

8. TAX STATUS OF THE PLAN:

The Plan has adopted volume submitter plan documents sponsored by the Custodian. The Custodian has represented to the Plan that, as designed, the Plan is in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan is required to operate in conformity with the IRC to maintain its qualification.

The IRS has determined and informed the Plan sponsor by a letter dated March 31, 2008, that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the Plan administrator and tax counsel believe that the Plan as currently designed is being operated in compliance with the applicable requirements of the IRC. The Plan administrator is not aware of any course of action or series of events that have occurred that might adversely affect the Plan's qualified status.

9. RISKS AND UNCERTAINTIES:

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

10. PLAN TERMINATION:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its participation at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

11. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31:

	2015	2014
Net assets available for benefits per the financial statements	$ 3,979,309	$ 4,006,565
Fair value of common collective trusts	57	-
Other income	(18,861)	-
Excess contributions due to participants	-	5,097
Net Assets Available for Benefits Per Schedule H of Form 5500	$ 3,960,505	$ 4,011,662

The following is a reconciliation of the change in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31:

	2015	2014
Net (decrease) increase in net assets available for benefits per the financial statements	$ (27,256)	$ 465,868
Fair value of commen collective trust	57	-
Other income	(18,861)	-
Payment of prior year excess contribution	(5,097)	(17,909)
Accrual of current year excess contributions	-	5,097
Net (decrease) increase in net assets available for benefits per Form 5500	$ (51,157)	$ 453,056

12. SUBSEQUENT EVENTS:

The Plan has evaluated subsequent events through October 12, 2016 the date on which the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

PRINCIPAL MANUFACTURING CORPORATION 401 (k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER 36-4268202
PLAN NUMBER 001
DECEMBER 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Invesment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Fair Value
	Registered Investment Companies:			
	Alger Capital	Alger Capital Appreciation Instl A	**	$ 5,712
	AllianceBernstein Holding	Alliance Bern Growth & Income R	**	6,977
	American Funds	American Funds New Perspective Fund R4	**	6,983
*	Fidelity Investments	Fidelity Advisor Freedom 2005 A	**	508
*		Fidelity Advisor Freedom 2010 A	**	3,446
*		Fidelity Advisor Freedom 2015 A	**	340,835
*		Fidelity Advisor Freedom 2020 A	**	393,758
*		Fidelity Advisor Freedom 2025 A	**	1,065,294
*		Fidelity Advisor Freedom 2030 A	**	687,167
*		Fidelity Advisor Freedom 2035 A	**	508,015
*		Fidelity Advisor Freedom 2040 A	**	231,437
*		Fidelity Advisor Freedom 2045 A	**	265,381
*		Fidelity Advisor Freedom 2050 A	**	22,269
*		Fidelity Advisor Freedom 2055 A	**	19,701
*		Fidelity Advisor Freedom 2060 A	**	717
*		Fidelity Spartan 500 Index Adv	**	12,102
*		Fidelity Spartan US Bond Index Adv	**	112,598
	Janus Capital Group	Janus Enterprise Fund CL S	**	7,056
		Janus Triton Fund CL S	**	7,049
		Total Registered Investment Companies		$ 3,697,005

(See Independent Auditors' Report)

PRINCIPAL MANUFACTURING CORPORATION 401 (k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER 36-4268202
PLAN NUMBER 001
DECEMBER 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Invesment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Fair Value
	Common Collective Trusts			
+	Fidelity Investments	Fidelity Advisor Stable Value Portfolio Class II	**	$ 5,979
		Total Investment Assets		$ 3,702,984
*	Participant Loans	4.25% - 5.25%		257,464
*	Cash in non-interest bearing account	Fidelity Investments		18,861
			Total	$ 3,979,309

*Denotes party-in-interest.

**Cost information omitted as all accounts are fully participant directed.

+ Reported at contract value

(See Independent Auditors' Report)