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
ALFA TECH CONSULTING ENGINEERS, INC. 401(K) PLAN

1b Three-digit plan number (PN) ▶ 333

1c Effective date of plan 01/01/1992

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)
ALFA TECH CONSULTING ENGINEERS, INC

1321 RIDDER PARK DR., STE. 50
SAN JOSE, CA 95131

2b Employer Identification Number (EIN) 77-0211171

2c Plan Sponsor's telephone number 408-487-1200

2d Business code (see instructions) 541330

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	JANICE CRUMP
	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**	165
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)**	89
a(2) Total number of active participants at the end of the plan year	**6a(2)**	91
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	73
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	164
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	164
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	141
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:
2E 2F 2G 2J 2K 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)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[ ] Insurance	**(1)**	[ ] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

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

a Pension Schedules

(1) [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) [ ] **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	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).	2015
Department of Labor Employee Benefits Security Administration	▶ File as an attachment to Form 5500.	This Form is Open to Public Inspection.
Pension Benefit Guaranty Corporation		

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

A Name of plan ALFA TECH CONSULTING ENGINEERS, INC. 401(K) PLAN	**B** Three-digit plan number (PN) ▶ 333
C Plan sponsor's name as shown on line 2a of Form 5500 ALFA TECH CONSULTING ENGINEERS, INC	**D** Employer Identification Number (EIN) 77-0211171

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

HORIZON INVESTMENTS, LLC

27-1977225

(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?
27 28	MONEY MANAGER	37876	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

THE RETIREMENT PLAN COMPANY, LLC

42-1558009

(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?
64	RECORDKEEPER	23449	Yes [X] No [ ]	Yes [X] No [ ]	2	Yes [ ] No [X]

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

(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

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(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 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
ALFA TECH CONSULTING ENGINEERS, INC. 401(K) PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500
ALFA TECH CONSULTING ENGINEERS, INC

D Employer Identification Number (EIN)
77-0211171

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	246393	235597
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	1751
(2) Participant contributions	1b(2)	126	81146
(3) Other	1b(3)	0	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	75658	51136
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	9220144	8760729
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	9542321	9130359
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	568	36794
k Total liabilities (add all amounts in lines 1g through1j)	1k	568	36794
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	9541753	9093565

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)	58689	
(B) Participants	2a(1)(B)	571307	
(C) Others (including rollovers)	2a(1)(C)	1658	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		631654
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	2870	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		2870
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	38558	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		38558
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-303287
c Other income	2c		568
d Total income. Add all **income** amounts in column (b) and enter total	2d		370363
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	752821	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		752821
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	65730	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		65730
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		818551
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-448188
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [ ] Unqualified **(2)** [ ] Qualified **(3)** [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: SHEA LABAGH DOBBERSTEIN **(2)** EIN: 94-2290202

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			385207
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			1000000
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				
o Did the plan trust incur unrelated business taxable income?	4o				
p Were in-service distributions made during the plan year?	4p	X			

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

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

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

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

Part V Trust Information

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
ALFA TECH CONSULTING ENGINEERS, INC. 401(K) PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500
ALFA TECH CONSULTING ENGINEERS, INC

D Employer Identification Number (EIN)
77-0211171

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** 0

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): 45-0404698

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

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2015

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

Year Ended December 31, 2015

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SHEA LABAGH DOBBERSTEIN

CERTIFIED PUBLIC ACCOUNTANTS & ADVISORS

INDEPENDENT AUDITORS' REPORT

TO THE PLAN ADMINISTRATOR AND PARTICIPANTS
OF ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2015 and 2014, and the related statement of changes in net assets available for benefits for the year ended December 31, 2015, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits 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 ("DOL") 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 4, which was certified by Mid Atlantic Trust Company, the custodian of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan administrator that the custodian held the Plan's investment assets and executed investment transactions. The Plan administrator has obtained a certification from the custodian as of December 31, 2015 and 2014 and for the year ended December 31, 2015, that the information provided to the Plan administrator by the custodian 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.

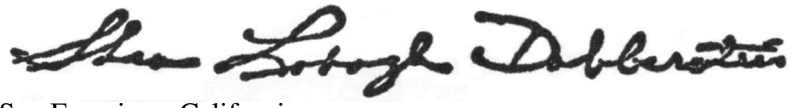
Other Matter – Supplemental Schedules

The supplemental Schedule H – Line 4a: Schedule of Delinquent Participant Contributions for the Year Ended December 31, 2015 and Schedule H – Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2015 are required by the DOL's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on these supplemental schedules.

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 custodian 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 DOL's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

SHEA LABAGH DOBBERSTEIN
Certified Public Accountants, Inc.



San Francisco, California
October 12, 2016

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31, 2015	December 31, 2014
ASSETS		
CASH - NON INTEREST BEARING	$ 235,597	$ 246,393
INVESTMENTS, AT FAIR VALUE		
Mutual Funds	797,716	876,188
Exchange Traded Funds	7,957,617	8,337,115
Exchange Traded Notes	5,396	6,841
TOTAL INVESTMENTS, AT FAIR VALUE	8,760,729	9,220,144
RECEIVABLES		
Notes Receivable from Participants	51,136	75,658
Participant and Employer Contributions Receivable	82,897	126
TOTAL RECEIVABLES	134,033	75,784
TOTAL ASSETS	9,130,359	9,542,321
LIABILITIES		
EXCESS CONTRIBUTIONS AND OTHER PAYABLES	36,794	568
NET ASSETS AVAILABLE FOR BENEFITS	$ 9,093,565	$ 9,541,753

See accompanying notes to financial statements.

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2015

ADDITIONS

ADDITIONS TO NET ASSETS ATTRIBUTED TO:	
INVESTMENT INCOME (LOSS)	
Net Depreciation In Fair Value of Investments	$ (303,287)
Dividend Income	38,558
NET INVESTMENT LOSS	(264,729)
INTEREST INCOME ON NOTES RECEIVABLE FROM PARTICIPANTS	2,870
CONTRIBUTIONS	
Participants	571,307
Employer	59,257
Rollover	1,658
TOTAL CONTRIBUTIONS	632,222
TOTAL ADDITIONS	370,363

DEDUCTIONS

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
BENEFITS PAID TO PARTICIPANTS	754,900
ADMINISTRATIVE FEES	63,651
TOTAL DEDUCTIONS	818,551
NET DECREASE IN NET ASSETS	(448,188)
NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	9,541,753
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	$ 9,093,565

See accompanying notes to financial statements.

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2015

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General – The Plan was established in 1992 by ALFA TECH CONSULTING ENGINEERS, INC. (the "Company") to provide benefits for its employees and those of Alfa Tech Project Delivery, Inc., a wholly-owned subsidiary of the Company. The Plan is a defined contribution plan covering all full-time employees who are at least eighteen years of age, except for the following employees as defined under the Plan agreement: (a) employees covered by a collective bargaining agreement, (b) certain nonresident aliens who have no earned income from sources within the United States, (c) leased employees, (d) temporary employees with less than 1,000 hours of service, (e) individuals who are classified as consultants (and who may also be referred to as independent contractors), (f) individuals who are classified as interns.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan's recordkeeper is Touchstone Retirement Group, LLC-The Retirement Plan Company, LLC ("Touchstone-TRPC"). The Touchstone Retirement Group, LLC is an independent retirement plan design, consulting, and third party administrative firm. The Retirement Plan Company, LLC is a provider of recordkeeping and online investment information services. Touchstone-TRPC is a joint venture of both companies. Effective January 1, 2015, the adoption agreement under the Retirement Plan Company Defined Contribution Volume Submitter Plan and Trust was restated with substantially the same provisions as the previous year. The restated plan covered amendments through the effective date and contains provisions that are intended to permit continued compliance with current qualification requirements of the IRC.

The Plan provides for a plan administrator who is responsible for keeping accurate and complete records with regard to the Plan's operations, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The trustee of the Plan, who is a member of the Company's Board of Directors, is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Company's Board of Directors.

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Participant Contributions – Participant contributions are made in the form of pre-tax deferred and/or after-tax ("Roth" deferrals) salary reductions. Participant contributions are limited to a maximum of $18,000 for the year ended December 31, 2015 plus annual catch-up contributions of $6,000 for participants who are at least 50 years of age during the year. Participants may rollover amounts representing distributions from an eligible retirement plan.

Employer Contributions – The Company may make discretionary matching contributions equal to a percentage of the participant's elective deferrals. Additionally, the Company may make discretionary nonelective contributions to participants who are employed on the last day of the Plan year and with at least 1,000 hours of service, subject to limitations imposed by applicable provisions of the IRC. For the year ended December 31, 2015, the Company provided matching contributions of $0.25 per $1.00 of participant contributions up to a maximum of $1,000 per year. There were no discretionary nonelective contributions to the Plan during 2015.

Participant Accounts – Each participant's account is credited or charged for the participant's and employer matching contributions and allocations of (a) the Company's discretionary nonelective contributions (b) Plan investment earnings or losses and (c) 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 immediately vested in their voluntary contributions, rollover contributions and employer matching contributions from the Company plus actual earnings thereon.

The Company's discretionary nonelective contributions and earnings thereon vest over a three-year graded vesting schedule as follows:

Years of Credited Service	Amount Vested
Less than 2	0%
2	20%
3 and Over	100%

Investment Options – A participant is allowed to direct the investments of his or her account balance into various investment funds offered through the Plan.

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Notes Receivable from Participants – The Plan allows participants to borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or fifty percent of the vested portion of their account balance. The loans are secured by the balance in the participant's account but not to exceed 50% of the Participant's vested interest in the Plan, determined immediately after origination of the loan. Loan terms range from one to five years, except for loans to purchase a primary residence. Interest rates are determined by the Plan administrator based on the prevailing commercial interest rate charged by persons in the business of lending money on similar loans under like circumstances and remain fixed for the loan term. Principal and interest are repaid ratably through semi-monthly payroll deductions. Terminated participants' vested account balances will be reduced for any remaining unpaid loan balances, to the extent permitted by law.

Payment of Benefits – At 59½ years of age or upon termination of service, disability, death or retirement, a participant may elect to receive a lump-sum amount equal to the value of the participant's vested interest in their account. Terminated participants with account balances in excess of $5,000 may delay receipt of distributions. If a participant's vested account balance is between $1,000 and $5,000 at the time of termination or retirement and no instructions have been received from such participant, the amount may be rolled over to an IRA account. Vested account balances of less than $1,000 are automatically cashed out as a single lump-sum distribution. A participant may take a hardship withdrawal from pre-tax and after-tax contributions for qualifying expenses, as defined in the Plan. Deferral contributions are suspended for six months after the participant receives a hardship withdrawal. Generally, a participant may elect to withdraw their vested account balance after reaching the Plan's normal retirement age of 59½ or before the age of 62, if later. For all participants, minimum required distributions must be made by April 1st following the year the participant reaches the age of 70½ or terminates employment, whichever is later.

Forfeited Accounts – The non-vested portion of a terminated participant's account balance is forfeited. Forfeitures may be applied to pay reasonable plan expenses or to reduce the Company's nonelective contributions or employer matching contributions. No forfeitures were used during 2015 and the forfeiture account balance was $569 and $1 as of December 31, 2015 and 2014, respectively.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The Plan's financial statements are prepared on the accrual basis of accounting, in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and the disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Investment Valuation and Income Recognition – Investments are reported at fair value. Fair value is 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. The trustee of the Plan determines the Plan's valuation policies utilizing information provided by the investment advisor and the custodian of the Plan. See Note 3 for 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 or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Notes receivable from participants represent loans that are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2015 and 2014.

Payments of Benefits – Benefits are recorded when paid.

Excess Contributions Payable – Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service ("IRS") are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2015 excess contributions to the applicable participants during the 2016 plan year.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Administrative Expenses – Any fees related to the administration of the Plan or associated with the investment of Plan assets may be paid by the Plan or by the Company. If the Company does not elect to pay the Plan-related expenses, such expenses will generally be allocated to the participant's accounts either proportionally based on the value of account balances or as an equal dollar amount based on the number of participants in the Plan. Other administrative fees related to participant-directed transactions, such as loan and distribution processing fees, may be charged directly to the participant's account initiating the transaction. Investment related expenses are included in net appreciation (depreciation) in the fair value of investments.

Adoption of Recent Accounting Pronouncements – Effective January 1, 2015, the Plan adopted Financial Accounting Standards Board ("FASB") Accounting Standards Update ("ASU") 2015-07, *Fair Value Measurement (Topic 820), Disclosures for Investments in Certain Entities That Calculate Net Asset Value per Share (or Its Equivalent).* Under the guidance in ASU 2015-07, investments for which fair value is measured using the net asset value per share practical expedient will no longer be categorized within the fair value hierarchy levels, but will be presented as a reconciling item. Investments that calculate net asset value per share (or its equivalent), but for which the practical expedient is not applied, will continue to be included in the fair value hierarchy. ASU 2015-07 also eliminates the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the net asset value by limiting those disclosure requirements to investments for which the entity has elected to measure the fair value using that practical expedient.

Effective January 1, 2015, the Plan adopted FASB ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient* (consensuses of the FASB Emerging Issues Task Force). The overall objective of this ASU is to reduce complexity in employee benefit plan accounting. Some of its key provisions include the designation of contract value as the only required measure for fully benefit-responsive investment contracts and the elimination of certain disclosure requirements for investments.

These ASUs have been applied retrospectively. Accordingly, certain disclosures related to 2014 have been modified to be in accordance with these new standards. These modifications have had no effect on previously reported net assets available for benefits.

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level l) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2015 and 2014.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Exchange Traded Funds (ETF) and Exchange Traded Notes (ETN): Valued at the closing price reported on the active market on which the individual securities are traded.

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2015 and 2014:

	2015			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	$ 797,716	$ -	$ -	$ 797,716
Exchange Traded Funds	7,957,617	-	-	7,957,617
Exchange Traded Notes	5,396	-	-	5,396
Investments at Fair Value	$ 8,760,729	$ -	$ -	$ 8,760,729

	2014			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	$ 876,188	$ -	$ -	$ 876,188
Exchange Traded Funds	8,337,115	-	-	8,337,115
Exchange Traded Notes	6,841	-	-	6,841
Investments at Fair Value	$ 9,220,144	$ -	$ -	$ 9,220,144

NOTE 4 – INFORMATION CERTIFIED BY THE TRUSTEE OF THE PLAN

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company, the custodian of the Plan, has certified to the completeness and accuracy of the cash and investment information reflected in the Statements of Net Assets Available for Benefits as of December 31, 2015 and 2014, the supplemental Schedule H, line 4i –Schedule of Assets (Held at End of Year) as of December 31, 2015, and the investment information included in the notes to financial statements and the related investment activity reflected in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2015.

NOTE 5 – TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. A favorable opinion letter from the Internal Revenue Service was issued on March 31, 2014 regarding the qualified status of the prototype plan on which the terms of the Plan are based. The Plan has not filed for a determination letter; however, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with applicable requirements of the IRC and therefore, believes that the Plan is qualified, and the relate trust is tax-exempt.

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 by income tax authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6 – RELATED PARTY TRANSACTIONS

The Plan investments include a cash account held by Mid Atlantic, the custodian of the Plan. Therefore, these transactions qualify as party-in-interest transactions.

Horizon Investments, LLC ("Horizon"), the Plan's investment advisor, charges an asset-based fee of 0.05% of managed assets annually and 0.400% of all assets annually. During 2015, fees paid to Horizon amounted to $37,876. Touchstone-TRPC, recordkeeper, also charges an asset-based fee of 0.190% of all assets annually which amounted to $23,449 during 2015. These asset-based fees are deducted from the Plan participants' accounts on a pro-rata basis. The remaining $2,326 included in administrative fees are charges to individual accounts for various fees paid to the recordkeeper for processing participant transactions. Any other fees related to the Plan's operations are paid by the Company. Horizon and Touchstone-TRPC may also receive revenue from mutual fund service providers for services that Horizon and Touchstone-TRPC provide to the funds. This revenue could be used to off-set certain amounts owed to Horizon and Touchstone-TRPC.

Excess revenue sharing over the cost of the administrative services may be applied to pay for Plan administrative expenses. There were no revenue sharing amounts for the year ended December 31, 2015. The Plan or the Company may make payments to Horizon and Touchstone-TRPC for administrative expenses not covered by revenue sharing.

NOTE 7 – PLAN TERMINATION

The Company has established the Plan with the expressed intention and expectation that it will continue the Plan. However, if circumstances make it impossible or inadvisable to continue the Plan, the Company reserves the right to terminate it at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts. Benefits will be held in a trust fund that will remain in existence until the Company requests the discontinuance of the trust agreement.

NOTE 8 – 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 Statements of Net Assets Available for Benefits.

NOTE 9 – DELINQUENT PARTICIPANT CONTRIBUTIONS

During the years ended 2012 to 2014, there were unintentional delays in remitting $102,745 of employee contributions to the Plan custodian within the period prescribed by Department of Labor regulations. The lost earnings arising from the delays were corrected and contributed to the accounts of the participants in September 2016.

During the year ended 2015, unintentional delays in remitting employee contributions to the Plan custodian amounted to $282,462. The Company is currently calculating the amount of lost earnings arising from these delays, which will be contributed to the accounts of the affected participants in 2016.

NOTE 10 – SUBSEQUENT EVENTS

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

SUPPLEMENTAL SCHEDULES

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4a: SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

FEIN: 77-0211171

Plan Number: 333

Year Ended December 31, 2015

Plan Year	Participant Contributions Transferred Late to Plan	Check here if Late Participant Loan Repayments are included:	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
			Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
2012	$ 23,226	☐	$ 23,226	$ -	$ -	$ -
2013	$ 20,687	☑	$ 20,687	$ -	$ -	$ -
2014	$ 58,832	☑	$ 58,832	$ -	$ -	$ -
2015	$ 282,462	☑	$ 282,462	$ -	$ -	$ -

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FEIN: 77-0211171

Plan Number: 333

December 31, 2015

(a)	(b) Identity of Issuer, Borrower Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date Rate of Interest, Collateral, Par, or Maturity Value			(d) Cost	(e) Current Value
		Cash and Cash Equivalents:				
*	Mid Atlantic Trust Company	Mid Atlantic Master Cash Account				$ 235,597
		Mutual Funds:				
	AllianceBernstein	AllianceBernstein Exchange Reserves Fund A	569	Shares	^	569
	Gamco Investors Inc.	Gabelli US Treasury Money Market AAA	72,312	Shares	^	72,312
	PIMCO	PIMCO Total Return A	22	Shares	^	221
	Vanguard	Vanguard Equity Income Fund Investor Shares	258	Shares	^	7,638
	Vanguard	Vanguard Growth Index Fund Admiral Shares	2,191	Shares	^	119,988
	Vanguard	Vanguard Inflation Protected Securities Fund Investor Shares	16	Shares	^	209
	Vanguard	Vanguard Intermediate-Term Investment Grade Fund Investor Shares	21,731	Shares	^	267,326
	Vanguard	Vanguard Mid-Cap Index Fund Signal Shares	531	Shares	^	78,994
	Vanguard	Vanguard Morgan Growth Fund Investor Shares	113	Shares	^	2,812
	Vanguard	Vanguard Small-Cap Index Fund Admiral Shares	3,334	Shares	^	176,845
	Vanguard	Vanguard Value Index Fund Admiral Shares	2,225	Shares	^	70,802
						797,716
		Exchange Traded Funds (ETF):				
	SPDR State Street Global Advisors	Consumer Discretionary Select Sector SPDR ETF	102	Shares	^	7,972
	SPDR State Street Global Advisors	Consumer Staples Select Sector SPDR ETF	222	Shares	^	11,186
	Deutshe Bank Ltd.	Deutsche X-trackers MSCI Japan Hedged Equity ETF	107	Shares	^	4,065
	SPDR State Street Global Advisors	Energy Select Sector SPDR ETF	82	Shares	^	4,994
	Fidelity Investments	Fidelity Money Market Fund - Premium Class	9,150	Shares	^	9,150
	Fidelity Investments	Fidelity MSCI Health Care ETF	104	Shares	^	3,600
	SPDR State Street Global Advisors	Financial Select Sector SPDR ETF	795	Shares	^	18,910
	First Trust Portfolios L.P.	First Trust Indtls/PrdcrDurbAlphaDEXETF	165	Shares	^	4,328
	First Trust Portfolios L.P.	First Trust Large Cap Core AlphaDEX ETF	9,281	Shares	^	403,440
	Global X	Global X FTSE Greece 20 ETF	55	Shares	^	446
	Global X	Global X MLP & Energy Infrastructure ETF	130	Shares	^	1,513
	Guggenheim Investments	Guggenheim BulletShrs2015 Corp Bd ETF	2	Shares	^	42
	Guggenheim Investments	Guggenheim Enhanced Short Duration ETF	67	Shares	^	3,359
	Guggenheim Investments	Guggenheim S&P 500 Equal Weight Technology ETF	114	Shares	^	10,568
	Guggenheim Investments	Guggenheim Shipping ETF	147	Shares	^	1,931
	SPDR State Street Global Advisors	Industrial Select Sector SPDR ETF	62	Shares	^	3,260
	IndexIQ, Inc.	IQ Merger Arbitrage ETF	14	Shares	^	393
	BlackRock Inc.	iShares 1-3 Year Treasury Bond ETF	10,736	Shares	^	906,149
	BlackRock Inc.	iShares 20+ Year Treasury Bond ETF	29	Shares	^	3,533
	BlackRock Inc.	iShares 3-7 Year Treasury Bond ETF	1	Shares	^	89
	BlackRock Inc.	iShares 7-10 Year Treasury Bond ETF	56	Shares	^	5,946
	BlackRock Inc.	iShares Core U.S. Aggregate Bond ETF	6,640	Shares	^	718,692
	BlackRock Inc.	iShares iBoxx $ High Yield Corporate Bond ETF	142	Shares	^	11,407
	BlackRock Inc.	iShares Intermediate Credit Bond ETF	3,143	Shares	^	338,010
	BlackRock Inc.	iShares J.P. Morgan USD Emerging Markets Bond	4	Shares	^	406
	BlackRock Inc.	iShares MBS ETF	55	Shares	^	5,923
	BlackRock Inc.	iShares MSCI ACWI ETF	2,470	Shares	^	137,889
	BlackRock Inc.	iShares MSCI ACWI ex U.S. ETF	19,568	Shares	^	775,087
	BlackRock Inc.	iShares MSCI EAFE Growth ETF	9	Shares	^	594
	BlackRock Inc.	iShares MSCI EAFE Value ETF	4	Shares	^	185
	BlackRock Inc.	iShares MSCI Eurozone ETF	233	Shares	^	8,164
	BlackRock Inc.	iShares MSCI Spain Capped ETF	35	Shares	^	1,001
	BlackRock Inc.	iShares MSCI Switzerland Capped ETF	57	Shares	^	1,759
	BlackRock Inc.	iShares MSCI United Kingdom ETF	209	Shares	^	3,375
	BlackRock Inc.	iShares National Muni Bond ETF	1,854	Shares	^	205,609
	BlackRock Inc.	iShares North American Tech ETF	14	Shares	^	1,545
	BlackRock Inc.	iShares PHLX Semiconductor ETF	72	Shares	^	6,525
	BlackRock Inc.	iShares S&P 500 Growth ETF	7,932	Shares	^	922,353
	BlackRock Inc.	iShares S&P 500 Value ETF	9,527	Shares	^	849,056
	BlackRock Inc.	iShares S&P Mid-Cap 400 Growth ETF	2	Shares	^	374
	BlackRock Inc.	iShares S&P Mid-Cap 400 Value ETF	58	Shares	^	6,807

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FEIN: 77-0211171

Plan Number: 333

December 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value			(d) Cost	(e) Current Value
		Exchange Traded Funds (ETF): (Continued)				
	BlackRock Inc.	iShares Short Treasury Bond ETF	3,729	Shares	^	411,044
	BlackRock Inc.	iShares TIPS Bond ETF	2	Shares	^	205
	BlackRock Inc.	iShares Russell 2000 Growth ETF	35	Shares	^	4,918
	BlackRock Inc.	iShares Russell 2000 Value ETF	151	Shares	^	13,916
	BlackRock Inc.	iShares US Financial Services ETF	4	Shares	^	398
	BlackRock Inc.	iShares U.S. Healthcare Providers ETF	25	Shares	^	3,075
	BlackRock Inc.	iShares U.S. Home Construction ETF	20	Shares	^	547
	BlackRock Inc.	iShares U.S. Medical Devices ETF	25	Shares	^	3,128
	BlackRock Inc.	iShares U.S. Technology ETF	106	Shares	^	11,331
	PIMPCO	PIMCO 0-5 Year High Yield Corporate Bond Index	33	Shares	^	3,014
	Invesco Ltd.	PowerShares Preferred Portfolio	102	Shares	^	1,523
	Invesco Ltd.	PowerShares QQQ Trust	2,299	Shares	^	260,283
	SPDR State Street Global Advisors	SPDR Barclays Short Term Corporate Bond ETF	19	Shares	^	579
	SPDR State Street Global Advisors	SPDR Blackstone / GSO Senior Loan ETF	61	Shares	^	2,831
	SPDR State Street Global Advisors	SPDR DoubleLine Total Return Tactical ETF	4,202	Shares	^	204,714
	SPDR State Street Global Advisors	SPDR Nuveen Barclays Municipal Bond ETF	3	Shares	^	84
	SPDR State Street Global Advisors	SPDR S&P 500 ETF	5,170	Shares	^	1,058,897
	SPDR State Street Global Advisors	SPDR S&P Transportation ETF	5	Shares	^	215
	SPDR State Street Global Advisors	Utilities Select Sector SPDR ETF	22	Shares	^	971
	Vanguard	Vanguard FTSE All-World ex-US Index Fund ETF	2,339	Shares	^	101,528
	Vanguard	Vanguard FTSE Developed Markets Index Fund ETF	42	Shares	^	1,544
	Vanguard	Vanguard FTSE Emerging Markets Index Fund ETF	3,277	Shares	^	107,203
	Vanguard	Vanguard Health Care Index Fund ETF	42	Shares	^	5,531
	Vanguard	Vanguard REIT Index Fund ETF Shares	1,682	Shares	^	134,073
	Vanguard	Vanguard Short-Term Bond Index Fund ETF	150	Shares	^	11,934
	Vanguard	Vanguard Telecommunication Services Index Fund ETF	9	Shares	^	787
	Vanguard	Vanguard Total International Bond Index Fund ETF	3,937	Shares	^	208,193
	Wisdom Tree	WisdomTree Bloomberg U.S. Dollar Bullish Fund	52	Shares	^	1,435
	Wisdom Tree	WisdomTree Europe Hedged Equity Fund	34	Shares	^	1,833
	Wisdom Tree	WisdomTree International Dividend ex-Financial	59	Shares	^	2,248
						7,957,617
		Exchange Traded Notes (ETN):				
	Barclays Capital Inc.	iPath DJ-UBS Agriculture Subindex Total Return ETN	60	Shares	^	2,065
	Barclays Capital Inc.	iPath DJ-UBS Commodity Index Total Return ETN	40	Shares	^	848
	UBS AG	UBS ETRACS CMCI Total Return Exchange Traded Note ETN	206	Shares	^	2,483
						5,396
*	Notes Receivable from Participants	8 notes bearing interest ranging from 4.25% to 5.25% maturing between April 2016 to August 2018			-	51,136
						$ 9,047,462

* Denotes Party-In-Interest as defined by ERISA.

^ Column (d) Cost is omitted for participant directed investments.

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2015

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

Year Ended December 31, 2015

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SHEA LABAGH DOBBERSTEIN

CERTIFIED PUBLIC ACCOUNTANTS & ADVISORS

INDEPENDENT AUDITORS' REPORT

TO THE PLAN ADMINISTRATOR AND PARTICIPANTS
OF ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2015 and 2014, and the related statement of changes in net assets available for benefits for the year ended December 31, 2015, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits 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 ("DOL") 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 4, which was certified by Mid Atlantic Trust Company, the custodian of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan administrator that the custodian held the Plan's investment assets and executed investment transactions. The Plan administrator has obtained a certification from the custodian as of December 31, 2015 and 2014 and for the year ended December 31, 2015, that the information provided to the Plan administrator by the custodian 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.

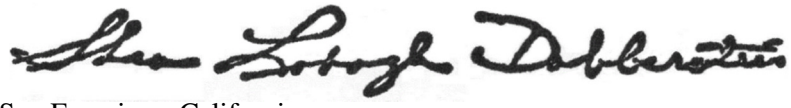
Other Matter – Supplemental Schedules

The supplemental Schedule H – Line 4a: Schedule of Delinquent Participant Contributions for the Year Ended December 31, 2015 and Schedule H – Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2015 are required by the DOL's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on these supplemental schedules.

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 custodian 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 DOL's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

SHEA LABAGH DOBBERSTEIN
Certified Public Accountants, Inc.



San Francisco, California
October 12, 2016

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31, 2015	December 31, 2014
ASSETS		
CASH - NON INTEREST BEARING	$ 235,597	$ 246,393
INVESTMENTS, AT FAIR VALUE		
Mutual Funds	797,716	876,188
Exchange Traded Funds	7,957,617	8,337,115
Exchange Traded Notes	5,396	6,841
TOTAL INVESTMENTS, AT FAIR VALUE	8,760,729	9,220,144
RECEIVABLES		
Notes Receivable from Participants	51,136	75,658
Participant and Employer Contributions Receivable	82,897	126
TOTAL RECEIVABLES	134,033	75,784
TOTAL ASSETS	9,130,359	9,542,321
LIABILITIES		
EXCESS CONTRIBUTIONS AND OTHER PAYABLES	36,794	568
NET ASSETS AVAILABLE FOR BENEFITS	$ 9,093,565	$ 9,541,753

See accompanying notes to financial statements.

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2015

ADDITIONS

ADDITIONS TO NET ASSETS ATTRIBUTED TO:	
INVESTMENT INCOME (LOSS)	
Net Depreciation In Fair Value of Investments	$ (303,287)
Dividend Income	38,558
NET INVESTMENT LOSS	(264,729)
INTEREST INCOME ON NOTES RECEIVABLE FROM PARTICIPANTS	2,870
CONTRIBUTIONS	
Participants	571,307
Employer	59,257
Rollover	1,658
TOTAL CONTRIBUTIONS	632,222
TOTAL ADDITIONS	370,363

DEDUCTIONS

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
BENEFITS PAID TO PARTICIPANTS	754,900
ADMINISTRATIVE FEES	63,651
TOTAL DEDUCTIONS	818,551
NET DECREASE IN NET ASSETS	(448,188)
NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	9,541,753
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	$ 9,093,565

See accompanying notes to financial statements.

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2015

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General – The Plan was established in 1992 by ALFA TECH CONSULTING ENGINEERS, INC. (the "Company") to provide benefits for its employees and those of Alfa Tech Project Delivery, Inc., a wholly-owned subsidiary of the Company. The Plan is a defined contribution plan covering all full-time employees who are at least eighteen years of age, except for the following employees as defined under the Plan agreement: (a) employees covered by a collective bargaining agreement, (b) certain nonresident aliens who have no earned income from sources within the United States, (c) leased employees, (d) temporary employees with less than 1,000 hours of service, (e) individuals who are classified as consultants (and who may also be referred to as independent contractors), (f) individuals who are classified as interns.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan's recordkeeper is Touchstone Retirement Group, LLC-The Retirement Plan Company, LLC ("Touchstone-TRPC"). The Touchstone Retirement Group, LLC is an independent retirement plan design, consulting, and third party administrative firm. The Retirement Plan Company, LLC is a provider of recordkeeping and online investment information services. Touchstone-TRPC is a joint venture of both companies. Effective January 1, 2015, the adoption agreement under the Retirement Plan Company Defined Contribution Volume Submitter Plan and Trust was restated with substantially the same provisions as the previous year. The restated plan covered amendments through the effective date and contains provisions that are intended to permit continued compliance with current qualification requirements of the IRC.

The Plan provides for a plan administrator who is responsible for keeping accurate and complete records with regard to the Plan's operations, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The trustee of the Plan, who is a member of the Company's Board of Directors, is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Company's Board of Directors.

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Participant Contributions – Participant contributions are made in the form of pre-tax deferred and/or after-tax ("Roth" deferrals) salary reductions. Participant contributions are limited to a maximum of $18,000 for the year ended December 31, 2015 plus annual catch-up contributions of $6,000 for participants who are at least 50 years of age during the year. Participants may rollover amounts representing distributions from an eligible retirement plan.

Employer Contributions – The Company may make discretionary matching contributions equal to a percentage of the participant's elective deferrals. Additionally, the Company may make discretionary nonelective contributions to participants who are employed on the last day of the Plan year and with at least 1,000 hours of service, subject to limitations imposed by applicable provisions of the IRC. For the year ended December 31, 2015, the Company provided matching contributions of $0.25 per $1.00 of participant contributions up to a maximum of $1,000 per year. There were no discretionary nonelective contributions to the Plan during 2015.

Participant Accounts – Each participant's account is credited or charged for the participant's and employer matching contributions and allocations of (a) the Company's discretionary nonelective contributions (b) Plan investment earnings or losses and (c) 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 immediately vested in their voluntary contributions, rollover contributions and employer matching contributions from the Company plus actual earnings thereon.

The Company's discretionary nonelective contributions and earnings thereon vest over a three-year graded vesting schedule as follows:

Years of Credited Service	Amount Vested
Less than 2	0%
2	20%
3 and Over	100%

Investment Options – A participant is allowed to direct the investments of his or her account balance into various investment funds offered through the Plan.

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Notes Receivable from Participants – The Plan allows participants to borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or fifty percent of the vested portion of their account balance. The loans are secured by the balance in the participant's account but not to exceed 50% of the Participant's vested interest in the Plan, determined immediately after origination of the loan. Loan terms range from one to five years, except for loans to purchase a primary residence. Interest rates are determined by the Plan administrator based on the prevailing commercial interest rate charged by persons in the business of lending money on similar loans under like circumstances and remain fixed for the loan term. Principal and interest are repaid ratably through semi-monthly payroll deductions. Terminated participants' vested account balances will be reduced for any remaining unpaid loan balances, to the extent permitted by law.

Payment of Benefits – At 59½ years of age or upon termination of service, disability, death or retirement, a participant may elect to receive a lump-sum amount equal to the value of the participant's vested interest in their account. Terminated participants with account balances in excess of $5,000 may delay receipt of distributions. If a participant's vested account balance is between $1,000 and $5,000 at the time of termination or retirement and no instructions have been received from such participant, the amount may be rolled over to an IRA account. Vested account balances of less than $1,000 are automatically cashed out as a single lump-sum distribution. A participant may take a hardship withdrawal from pre-tax and after-tax contributions for qualifying expenses, as defined in the Plan. Deferral contributions are suspended for six months after the participant receives a hardship withdrawal. Generally, a participant may elect to withdraw their vested account balance after reaching the Plan's normal retirement age of 59½ or before the age of 62, if later. For all participants, minimum required distributions must be made by April 1st following the year the participant reaches the age of 70½ or terminates employment, whichever is later.

Forfeited Accounts – The non-vested portion of a terminated participant's account balance is forfeited. Forfeitures may be applied to pay reasonable plan expenses or to reduce the Company's nonelective contributions or employer matching contributions. No forfeitures were used during 2015 and the forfeiture account balance was $569 and $1 as of December 31, 2015 and 2014, respectively.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The Plan's financial statements are prepared on the accrual basis of accounting, in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and the disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Investment Valuation and Income Recognition – Investments are reported at fair value. Fair value is 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. The trustee of the Plan determines the Plan's valuation policies utilizing information provided by the investment advisor and the custodian of the Plan. See Note 3 for 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 or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Notes receivable from participants represent loans that are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2015 and 2014.

Payments of Benefits – Benefits are recorded when paid.

Excess Contributions Payable – Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service ("IRS") are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2015 excess contributions to the applicable participants during the 2016 plan year.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Administrative Expenses – Any fees related to the administration of the Plan or associated with the investment of Plan assets may be paid by the Plan or by the Company. If the Company does not elect to pay the Plan-related expenses, such expenses will generally be allocated to the participant's accounts either proportionally based on the value of account balances or as an equal dollar amount based on the number of participants in the Plan. Other administrative fees related to participant-directed transactions, such as loan and distribution processing fees, may be charged directly to the participant's account initiating the transaction. Investment related expenses are included in net appreciation (depreciation) in the fair value of investments.

Adoption of Recent Accounting Pronouncements – Effective January 1, 2015, the Plan adopted Financial Accounting Standards Board ("FASB") Accounting Standards Update ("ASU") 2015-07, *Fair Value Measurement (Topic 820), Disclosures for Investments in Certain Entities That Calculate Net Asset Value per Share (or Its Equivalent).* Under the guidance in ASU 2015-07, investments for which fair value is measured using the net asset value per share practical expedient will no longer be categorized within the fair value hierarchy levels, but will be presented as a reconciling item. Investments that calculate net asset value per share (or its equivalent), but for which the practical expedient is not applied, will continue to be included in the fair value hierarchy. ASU 2015-07 also eliminates the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the net asset value by limiting those disclosure requirements to investments for which the entity has elected to measure the fair value using that practical expedient.

Effective January 1, 2015, the Plan adopted FASB ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient* (consensuses of the FASB Emerging Issues Task Force). The overall objective of this ASU is to reduce complexity in employee benefit plan accounting. Some of its key provisions include the designation of contract value as the only required measure for fully benefit-responsive investment contracts and the elimination of certain disclosure requirements for investments.

These ASUs have been applied retrospectively. Accordingly, certain disclosures related to 2014 have been modified to be in accordance with these new standards. These modifications have had no effect on previously reported net assets available for benefits.

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level l) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2015 and 2014.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Exchange Traded Funds (ETF) and Exchange Traded Notes (ETN): Valued at the closing price reported on the active market on which the individual securities are traded.

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2015 and 2014:

	2015			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	$ 797,716	$ -	$ -	$ 797,716
Exchange Traded Funds	7,957,617	-	-	7,957,617
Exchange Traded Notes	5,396	-	-	5,396
Investments at Fair Value	$ 8,760,729	$ -	$ -	$ 8,760,729

	2014			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	$ 876,188	$ -	$ -	$ 876,188
Exchange Traded Funds	8,337,115	-	-	8,337,115
Exchange Traded Notes	6,841	-	-	6,841
Investments at Fair Value	$ 9,220,144	$ -	$ -	$ 9,220,144

NOTE 4 – INFORMATION CERTIFIED BY THE TRUSTEE OF THE PLAN

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company, the custodian of the Plan, has certified to the completeness and accuracy of the cash and investment information reflected in the Statements of Net Assets Available for Benefits as of December 31, 2015 and 2014, the supplemental Schedule H, line 4i –Schedule of Assets (Held at End of Year) as of December 31, 2015, and the investment information included in the notes to financial statements and the related investment activity reflected in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2015.

NOTE 5 – TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. A favorable opinion letter from the Internal Revenue Service was issued on March 31, 2014 regarding the qualified status of the prototype plan on which the terms of the Plan are based. The Plan has not filed for a determination letter; however, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with applicable requirements of the IRC and therefore, believes that the Plan is qualified, and the relate trust is tax-exempt.

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 by income tax authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6 – RELATED PARTY TRANSACTIONS

The Plan investments include a cash account held by Mid Atlantic, the custodian of the Plan. Therefore, these transactions qualify as party-in-interest transactions.

Horizon Investments, LLC ("Horizon"), the Plan's investment advisor, charges an asset-based fee of 0.05% of managed assets annually and 0.400% of all assets annually. During 2015, fees paid to Horizon amounted to $37,876. Touchstone-TRPC, recordkeeper, also charges an asset-based fee of 0.190% of all assets annually which amounted to $23,449 during 2015. These asset-based fees are deducted from the Plan participants' accounts on a pro-rata basis. The remaining $2,326 included in administrative fees are charges to individual accounts for various fees paid to the recordkeeper for processing participant transactions. Any other fees related to the Plan's operations are paid by the Company. Horizon and Touchstone-TRPC may also receive revenue from mutual fund service providers for services that Horizon and Touchstone-TRPC provide to the funds. This revenue could be used to off-set certain amounts owed to Horizon and Touchstone-TRPC.

Excess revenue sharing over the cost of the administrative services may be applied to pay for Plan administrative expenses. There were no revenue sharing amounts for the year ended December 31, 2015. The Plan or the Company may make payments to Horizon and Touchstone-TRPC for administrative expenses not covered by revenue sharing.

NOTE 7 – PLAN TERMINATION

The Company has established the Plan with the expressed intention and expectation that it will continue the Plan. However, if circumstances make it impossible or inadvisable to continue the Plan, the Company reserves the right to terminate it at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts. Benefits will be held in a trust fund that will remain in existence until the Company requests the discontinuance of the trust agreement.

NOTE 8 – 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 Statements of Net Assets Available for Benefits.

NOTE 9 – DELINQUENT PARTICIPANT CONTRIBUTIONS

During the years ended 2012 to 2014, there were unintentional delays in remitting $102,745 of employee contributions to the Plan custodian within the period prescribed by Department of Labor regulations. The lost earnings arising from the delays were corrected and contributed to the accounts of the participants in September 2016.

During the year ended 2015, unintentional delays in remitting employee contributions to the Plan custodian amounted to $282,462. The Company is currently calculating the amount of lost earnings arising from these delays, which will be contributed to the accounts of the affected participants in 2016.

NOTE 10 – SUBSEQUENT EVENTS

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

SUPPLEMENTAL SCHEDULES

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4a: SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

FEIN: 77-0211171

Plan Number: 333

Year Ended December 31, 2015

Plan Year	Participant Contributions Transferred Late to Plan	Check here if Late Participant Loan Repayments are included:	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
			Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
2012	$ 23,226	☐	$ 23,226	$ -	$ -	$ -
2013	$ 20,687	☑	$ 20,687	$ -	$ -	$ -
2014	$ 58,832	☑	$ 58,832	$ -	$ -	$ -
2015	$ 282,462	☑	$ 282,462	$ -	$ -	$ -

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FEIN: 77-0211171

Plan Number: 333

December 31, 2015

(a)	(b) Identity of Issuer, Borrower Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date Rate of Interest, Collateral, Par, or Maturity Value			(d) Cost	(e) Current Value
		Cash and Cash Equivalents:				
*	Mid Atlantic Trust Company	Mid Atlantic Master Cash Account				$ 235,597
		Mutual Funds:				
	AllianceBernstein	AllianceBernstein Exchange Reserves Fund A	569	Shares	^	569
	Gamco Investors Inc.	Gabelli US Treasury Money Market AAA	72,312	Shares	^	72,312
	PIMCO	PIMCO Total Return A	22	Shares	^	221
	Vanguard	Vanguard Equity Income Fund Investor Shares	258	Shares	^	7,638
	Vanguard	Vanguard Growth Index Fund Admiral Shares	2,191	Shares	^	119,988
	Vanguard	Vanguard Inflation Protected Securities Fund Investor Shares	16	Shares	^	209
	Vanguard	Vanguard Intermediate-Term Investment Grade Fund Investor Shares	21,731	Shares	^	267,326
	Vanguard	Vanguard Mid-Cap Index Fund Signal Shares	531	Shares	^	78,994
	Vanguard	Vanguard Morgan Growth Fund Investor Shares	113	Shares	^	2,812
	Vanguard	Vanguard Small-Cap Index Fund Admiral Shares	3,334	Shares	^	176,845
	Vanguard	Vanguard Value Index Fund Admiral Shares	2,225	Shares	^	70,802
						797,716
		Exchange Traded Funds (ETF):				
	SPDR State Street Global Advisors	Consumer Discretionary Select Sector SPDR ETF	102	Shares	^	7,972
	SPDR State Street Global Advisors	Consumer Staples Select Sector SPDR ETF	222	Shares	^	11,186
	Deutshe Bank Ltd.	Deutsche X-trackers MSCI Japan Hedged Equity ETF	107	Shares	^	4,065
	SPDR State Street Global Advisors	Energy Select Sector SPDR ETF	82	Shares	^	4,994
	Fidelity Investments	Fidelity Money Market Fund - Premium Class	9,150	Shares	^	9,150
	Fidelity Investments	Fidelity MSCI Health Care ETF	104	Shares	^	3,600
	SPDR State Street Global Advisors	Financial Select Sector SPDR ETF	795	Shares	^	18,910
	First Trust Portfolios L.P.	First Trust Indtls/PrdcrDurbAlphaDEXETF	165	Shares	^	4,328
	First Trust Portfolios L.P.	First Trust Large Cap Core AlphaDEX ETF	9,281	Shares	^	403,440
	Global X	Global X FTSE Greece 20 ETF	55	Shares	^	446
	Global X	Global X MLP & Energy Infrastructure ETF	130	Shares	^	1,513
	Guggenheim Investments	Guggenheim BulletShrs2015 Corp Bd ETF	2	Shares	^	42
	Guggenheim Investments	Guggenheim Enhanced Short Duration ETF	67	Shares	^	3,359
	Guggenheim Investments	Guggenheim S&P 500 Equal Weight Technology ETF	114	Shares	^	10,568
	Guggenheim Investments	Guggenheim Shipping ETF	147	Shares	^	1,931
	SPDR State Street Global Advisors	Industrial Select Sector SPDR ETF	62	Shares	^	3,260
	IndexIQ, Inc.	IQ Merger Arbitrage ETF	14	Shares	^	393
	BlackRock Inc.	iShares 1-3 Year Treasury Bond ETF	10,736	Shares	^	906,149
	BlackRock Inc.	iShares 20+ Year Treasury Bond ETF	29	Shares	^	3,533
	BlackRock Inc.	iShares 3-7 Year Treasury Bond ETF	1	Shares	^	89
	BlackRock Inc.	iShares 7-10 Year Treasury Bond ETF	56	Shares	^	5,946
	BlackRock Inc.	iShares Core U.S. Aggregate Bond ETF	6,640	Shares	^	718,692
	BlackRock Inc.	iShares iBoxx $ High Yield Corporate Bond ETF	142	Shares	^	11,407
	BlackRock Inc.	iShares Intermediate Credit Bond ETF	3,143	Shares	^	338,010
	BlackRock Inc.	iShares J.P. Morgan USD Emerging Markets Bond	4	Shares	^	406
	BlackRock Inc.	iShares MBS ETF	55	Shares	^	5,923
	BlackRock Inc.	iShares MSCI ACWI ETF	2,470	Shares	^	137,889
	BlackRock Inc.	iShares MSCI ACWI ex U.S. ETF	19,568	Shares	^	775,087
	BlackRock Inc.	iShares MSCI EAFE Growth ETF	9	Shares	^	594
	BlackRock Inc.	iShares MSCI EAFE Value ETF	4	Shares	^	185
	BlackRock Inc.	iShares MSCI Eurozone ETF	233	Shares	^	8,164
	BlackRock Inc.	iShares MSCI Spain Capped ETF	35	Shares	^	1,001
	BlackRock Inc.	iShares MSCI Switzerland Capped ETF	57	Shares	^	1,759
	BlackRock Inc.	iShares MSCI United Kingdom ETF	209	Shares	^	3,375
	BlackRock Inc.	iShares National Muni Bond ETF	1,854	Shares	^	205,609
	BlackRock Inc.	iShares North American Tech ETF	14	Shares	^	1,545
	BlackRock Inc.	iShares PHLX Semiconductor ETF	72	Shares	^	6,525
	BlackRock Inc.	iShares S&P 500 Growth ETF	7,932	Shares	^	922,353
	BlackRock Inc.	iShares S&P 500 Value ETF	9,527	Shares	^	849,056
	BlackRock Inc.	iShares S&P Mid-Cap 400 Growth ETF	2	Shares	^	374
	BlackRock Inc.	iShares S&P Mid-Cap 400 Value ETF	58	Shares	^	6,807

ALFA TECH CONSULTING ENGINEERS, INC. 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FEIN: 77-0211171

Plan Number: 333

December 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value			(d) Cost	(e) Current Value
		Exchange Traded Funds (ETF): (Continued)				
	BlackRock Inc.	iShares Short Treasury Bond ETF	3,729	Shares	^	411,044
	BlackRock Inc.	iShares TIPS Bond ETF	2	Shares	^	205
	BlackRock Inc.	iShares Russell 2000 Growth ETF	35	Shares	^	4,918
	BlackRock Inc.	iShares Russell 2000 Value ETF	151	Shares	^	13,916
	BlackRock Inc.	iShares US Financial Services ETF	4	Shares	^	398
	BlackRock Inc.	iShares U.S. Healthcare Providers ETF	25	Shares	^	3,075
	BlackRock Inc.	iShares U.S. Home Construction ETF	20	Shares	^	547
	BlackRock Inc.	iShares U.S. Medical Devices ETF	25	Shares	^	3,128
	BlackRock Inc.	iShares U.S. Technology ETF	106	Shares	^	11,331
	PIMPCO	PIMCO 0-5 Year High Yield Corporate Bond Index	33	Shares	^	3,014
	Invesco Ltd.	PowerShares Preferred Portfolio	102	Shares	^	1,523
	Invesco Ltd.	PowerShares QQQ Trust	2,299	Shares	^	260,283
	SPDR State Street Global Advisors	SPDR Barclays Short Term Corporate Bond ETF	19	Shares	^	579
	SPDR State Street Global Advisors	SPDR Blackstone / GSO Senior Loan ETF	61	Shares	^	2,831
	SPDR State Street Global Advisors	SPDR DoubleLine Total Return Tactical ETF	4,202	Shares	^	204,714
	SPDR State Street Global Advisors	SPDR Nuveen Barclays Municipal Bond ETF	3	Shares	^	84
	SPDR State Street Global Advisors	SPDR S&P 500 ETF	5,170	Shares	^	1,058,897
	SPDR State Street Global Advisors	SPDR S&P Transportation ETF	5	Shares	^	215
	SPDR State Street Global Advisors	Utilities Select Sector SPDR ETF	22	Shares	^	971
	Vanguard	Vanguard FTSE All-World ex-US Index Fund ETF	2,339	Shares	^	101,528
	Vanguard	Vanguard FTSE Developed Markets Index Fund ETF	42	Shares	^	1,544
	Vanguard	Vanguard FTSE Emerging Markets Index Fund ETF	3,277	Shares	^	107,203
	Vanguard	Vanguard Health Care Index Fund ETF	42	Shares	^	5,531
	Vanguard	Vanguard REIT Index Fund ETF Shares	1,682	Shares	^	134,073
	Vanguard	Vanguard Short-Term Bond Index Fund ETF	150	Shares	^	11,934
	Vanguard	Vanguard Telecommunication Services Index Fund ETF	9	Shares	^	787
	Vanguard	Vanguard Total International Bond Index Fund ETF	3,937	Shares	^	208,193
	Wisdom Tree	WisdomTree Bloomberg U.S. Dollar Bullish Fund	52	Shares	^	1,435
	Wisdom Tree	WisdomTree Europe Hedged Equity Fund	34	Shares	^	1,833
	Wisdom Tree	WisdomTree International Dividend ex-Financial	59	Shares	^	2,248
						7,957,617
		Exchange Traded Notes (ETN):				
	Barclays Capital Inc.	iPath DJ-UBS Agriculture Subindex Total Return ETN	60	Shares	^	2,065
	Barclays Capital Inc.	iPath DJ-UBS Commodity Index Total Return ETN	40	Shares	^	848
	UBS AG	UBS ETRACS CMCI Total Return Exchange Traded Note ETN	206	Shares	^	2,483
						5,396
*	Notes Receivable from Participants	8 notes bearing interest ranging from 4.25% to 5.25% maturing between April 2016 to August 2018			-	51,136
						$ 9,047,462

* Denotes Party-In-Interest as defined by ERISA.

^ Column (d) Cost is omitted for participant directed investments.