

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). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="font-size: 24pt; font-weight: bold;">2015</div> This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2015 or fiscal plan year beginning <u>01/01/2015</u> and ending <u>12/31/2015</u>	
A This return/report is for:	☐ a multiemployer plan; ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or ☒ a single-employer plan; ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	▶ ☐
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II Basic Plan Information —enter all requested information		
1a Name of plan <u>JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN</u>	1b Three-digit plan number (PN) ▶	<u>003</u>
1c Effective date of plan <u>04/08/2004</u>		
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) <u>JHCI ACQUISITION, INC.</u> <u>1717 NW 21ST AVENUE</u> <u>PORTLAND, OR 97209</u>	2b Employer Identification Number (EIN) <u>64-0964166</u>	2c Plan Sponsor's telephone number <u>515-265-6171</u>
2d Business code (see instructions) <u>493100</u>		

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/17/2016	KIM IVERSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/17/2016	KIM IVERSON
	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 ☒ 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: a Sponsor's name	4b EIN 4c PN
5 Total number of participants at the beginning of the plan year	5 5750
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) 5073
a(2) Total number of active participants at the end of the plan year	6a(2) 6121
b Retired or separated participants receiving benefits.....	6b 0
c Other retired or separated participants entitled to future benefits.....	6c 589
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 6710
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....	6e 15
f Total. Add lines 6d and 6e	6f 6725
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g 2093
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	6h 26
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 2G 2J 2K 3H	
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III	Form M-1 Compliance Information (to be completed by welfare benefit plans)
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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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 JHCI ACQUISITION, INC.	D Employer Identification Number (EIN) 64-0964166	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
AMERICAN FUNDS
95-1411037

(b) Enter name and EIN or address of person who provided you disclosure on eligible indirect compensation
BARON CAPITAL GROUP
13-3122938

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
JPMORGAN
13-2624428

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
MFS
04-2747644

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

GOLDMAN SACHS

13-5108880

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

PIMCO

95-2632339

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

ARTISAN

39-1811840

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

PRINCIPAL FUNDS

42-1520346

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

DREYFUS

13-5673135

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

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

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

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

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

WELLS FARGO BANK, N.A.

94-1347393

(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?
15 49 50 60 62 63 64	SERVICE PROVIDER	13840	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

MCGLADREY

42-0714325

(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?
10 50	SERVICE PROVIDER	13000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name: MCGLADREY LLP	b EIN: 42-0714325
c Position: AUDITOR	
d Address: 400 LOCUST STREET SUITE 640 DES MOINES, IA 50309	e Telephone: 515-558-6600

Explanation: CHANGED AUDITOR TO BE CONSISTENT WITHIN BUSINESS UNITS.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

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

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2015 This Form is Open to Public Inspection
For calendar plan year 2015 or fiscal plan year beginning <u>01/01/2015</u> and ending <u>12/31/2015</u>		
A Name of plan <u>JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JHCI ACQUISITION, INC.</u>	D Employer Identification Number (EIN) <u>64-0964166</u>	

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.				
	Assets			
a	Total noninterest-bearing cash	1a		
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions	1b(1)	242138	22122
	(2) Participant contributions	1b(2)		114479
	(3) Other.....	1b(3)		
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
	(2) U.S. Government securities.....	1c(2)		
	(3) Corporate debt instruments (other than employer securities):			
	(A) Preferred	1c(3)(A)		
	(B) All other.....	1c(3)(B)		
	(4) Corporate stocks (other than employer securities):			
	(A) Preferred	1c(4)(A)		
	(B) Common	1c(4)(B)		
	(5) Partnership/joint venture interests	1c(5)		
	(6) Real estate (other than employer real property)	1c(6)		
	(7) Loans (other than to participants)	1c(7)		
	(8) Participant loans	1c(8)	1110751	1289524
	(9) Value of interest in common/collective trusts.....	1c(9)	4468679	3695074
	(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)	34855188	32340603
	(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
	(15) Other	1c(15)		

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	40676756	37461802

Liabilities

g Benefit claims payable	1g	194648	
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	194648	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	40482108	37461802
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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)	632515	
(B) Participants	2a(1)(B)	3582242	
(C) Others (including rollovers)	2a(1)(C)	243796	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		4458553
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)	49659	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		49659
(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)	388396	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		388396
(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)		-4957
(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)		-375539
c Other income	2c		3934
d Total income. Add all income amounts in column (b) and enter total	2d		4520046

Expenses**e** Benefit payment and payments to provide benefits:

(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7213290	
(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)		7213290
f Corrective distributions (see instructions)	2f		182241
g Certain deemed distributions of participant loans (see instructions)	2g		13429
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	131392	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		131392
j Total expenses. Add all expense amounts in column (b) and enter total	2j		7540352

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-3020306
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

☒ Yes ☐ No

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

(1) Name: KIECKHAFFER SCHIFFER & COMPANY LLP

(2) EIN: 33-0688321

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

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

Part IV Compliance Questions

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

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	N/A	Amount
4a		X		

b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)

	Yes	No	N/A	Amount
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.)		X		
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X		
e Was this plan covered by a fidelity bond?	X			5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X		
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X		
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X		
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X		
l Has the plan failed to provide any benefit when due under the plan?		X		
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.				
o Did the plan trust incur unrelated business taxable income?				
p Were in-service distributions made during the plan year?				

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 <u>JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JHCI ACQUISITION, INC.</u>	D Employer Identification Number (EIN) <u>64-0964166</u>

Part I	Distributions
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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	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>41-6257133</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	

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

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

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

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

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

WITH INDEPENDENT AUDITORS' REPORT

KS&Co

Kieckhafer Schiffer & Company LLP
CERTIFIED PUBLIC ACCOUNTANTS

**JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

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Kieckhafer Schiffer & Company LLP
CERTIFIED PUBLIC ACCOUNTANTS

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Independent Auditors' Report

To the Plan Administrator
Jacobson Companies 401(k) Profit Sharing Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") which comprise the statement of net assets available for benefits as of December 31, 2015, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA"), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 6 which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the 2015 financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the trustee as of December 31, 2015 and for the year then ended, that the information provided to the Plan Administrator by the trustee 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 on the 2015 financial statements. Accordingly, we do not express an opinion on the accompanying 2015 financial statements.

Other Matter – Supplemental Schedule

The supplemental schedule of assets (held at end of year) as of December 31, 2015 is required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and is presented for the purpose of additional analysis and is 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 this supplemental schedule.

Other Matter – 2014 Financial Statements

The financial statements of the Plan as of December 31, 2014 were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the predecessor auditors not to perform, and they did not perform any auditing procedures with respect to the information certified by the trustee. Their report, dated October 14, 2015, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and (b) the form and content of the information included in the financial statements other than that derived from the information certified by the trustee, were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

The form and content of the information included in the 2015 financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.



KIECKHAFFER SCHIFFER & COMPANY LLP

October 12, 2016
Portland, Oregon

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 32,340,603	\$ 34,855,188
Common collective trust	<u>3,695,074</u>	<u>4,408,344</u>
Total investments	<u>36,035,677</u>	<u>39,263,532</u>
Receivables:		
Participant contributions	114,479	-
Employer contributions	22,122	242,138
Notes receivable from participants	<u>1,302,953</u>	<u>1,110,751</u>
Total receivables	<u>1,439,554</u>	<u>1,352,889</u>
Total assets	37,475,231	40,616,421
Liabilities:		
Excess contributions payable	<u>(207,084)</u>	<u>(194,648)</u>
Net assets available for benefits	<u><u>\$ 37,268,147</u></u>	<u><u>\$ 40,421,773</u></u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
Additions:		
Investment income (loss):		
Dividends and interest	\$ 388,396	\$ 472,849
Net appreciation (depreciation) in fair value of investments	<u>(419,249)</u>	<u>1,699,864</u>
Total investment income (loss)	(30,853)	2,172,713
Interest on participant notes receivable	49,659	46,787
Other income	103,022	93,111
Contributions:		
Participant contributions	3,375,158	2,743,505
Employer contributions	632,515	242,138
Rollover contributions	<u>243,796</u>	<u>389,283</u>
Total contributions	<u>4,251,469</u>	<u>3,374,926</u>
Total additions	4,373,297	5,687,537
Deductions:		
Benefits paid to participants	7,395,531	4,986,704
Administrative expenses	<u>131,392</u>	<u>119,948</u>
Total deductions	<u>7,526,923</u>	<u>5,106,652</u>
Net increase (decrease)	(3,153,626)	580,885
Net assets available for benefits:		
Beginning of the year	<u>40,421,773</u>	<u>39,840,888</u>
End of the year	<u>\$ 37,268,147</u>	<u>\$ 40,421,773</u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2015 AND 2014

1. Description of Plan

The following description of the Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established April 8, 2004 by Jacobson Acquisition Company (the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company are eligible to participate in the Plan except collective bargaining employees, individuals serving only as a director of an employer, employees or any division of Jacobson Industrial Services, L.C., and employees or any division of Jacobson Staffing Company, L.C. Employees may begin making elective deferrals following the completion of 3 months of service. Participants are eligible for matching and non-elective contributions after the completion of 12 months of service.

c. Participant Contributions

Participants may defer up to 100% of their eligible compensation on a pre-tax or Roth basis, limited by requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. Participants may also roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

Effective January 1, 2015, the Plan was amended to allow for a discretionary matching contribution. During 2015, the matching contribution was equal to 50% of the first 3% of eligible compensation deferred by the participant and was allocated to their account each pay period. For the 2014 Plan year, participants were required to be employed on the last day of the plan year and have 1,000 hours of service to receive a matching contribution which was based on the Company's earnings before interest, taxes, depreciation and amortization, as defined, for that year.

e. Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. Participants can direct their account into a variety of investments offered by Wells Fargo Bank, N.A. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants are fully vested at all times in the portion of their accounts attributable to their own contributions and earnings thereon. Participants vest in the portion of their accounts attributable to Company contributions at a rate of 20% after two years of service and an additional 20% each year thereafter until they are fully vested after 6 years of service. A participant is fully vested in the event a participant becomes disabled or dies.

g. Payment of Benefits

Upon reaching retirement age, termination of service or death, a participant or beneficiary may be paid a lump-sum amount equal to the participant's vested account balance or may elect to receive installment payments not to exceed the assumed life expectancy of the recipient. Account balances less than \$5,000 but greater than \$1,000, may be distributed in the form of a direct rollover to an individual retirement account designated by the Plan administrator. Account balances less than \$1,000 are distributed in a single lump-sum cash payment to the participant or beneficiary.

h. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their elective deferrals as a result of an immediate and heavy financial need. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of post-secondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence. A participant's right to make deferrals to the Plan will be suspended for six months after the receipt of a hardship withdrawal.

i. Notes Receivable from Participants

Participants may borrow the lesser of \$50,000 or 50% of their vested account balance, subject to a \$1,000 minimum and certain other restrictions. Only one loan may be outstanding to a borrower at any time. Loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years unless for the purchase of a principal residence, in which case the loan term can be extended. The interest rate on participant loans is the current prime lending rate of Wells Fargo, plus 1%, and is fixed at the inception of the loan. The interest rates on outstanding loans at December 31, 2015 ranged from 3.25% to 4.50% and mature through 2024.

j. Forfeitures

The forfeited accounts of non-vested terminated participants may be used to first pay administrative expenses of the Plan and any remaining amount to be allocated to Plan participants as an additional matching contribution. For the years ended December 31, 2015 and 2014 there were approximately \$15,000, in forfeitures utilized to pay Plan expenses. Forfeitures available to reduce future contributions or to pay administrative expenses were approximately \$57,000 and \$106,000 at December 31, 2015 and 2014, respectively.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. 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. See Note 4 for a discussion of fair value measurements.

Net appreciation (depreciation) in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date.

d. Notes Receivable From Participants

Notes receivable from participants are recorded at their unpaid principal balance plus any accrued but unpaid interest.

e. Excess contributions payable

Excess contributions payable represent employee deferrals returned to participants as a result of failing certain nondiscrimination tests.

f. Payment of Benefits

Benefits are recorded when paid.

g. Expenses and Revenue Sharing

The Plan entered into an agreement with the trustee whereby the trustee shares certain revenue generated by the Plan in excess of their fee. These deposits are included in other income on the statements of changes in net assets available for benefits and are available to pay Plan expenses. During 2015 and 2014, revenue credits of approximately \$103,000 and \$93,000, respectively, were deposited into the Plan.

Certain administrative expenses are paid by the Company and others by the Plan. Direct expenses totaling approximately \$131,000 and \$120,000 were paid by the Plan during 2015 and 2014, respectively. Certain expenses are included in the transaction prices of investments bought and sold and cannot be separately quantified.

h. Subsequent Events

The Plan has evaluated subsequent events with respect to the Plan through October 12, 2016, the date the financial statements were available for issuance.

i. Reclassifications

Certain 2014 amounts have been reclassified to conform with the current year financial statements.

j. New Accounting Pronouncements

In May 2015, the Financial Accounting Standards Board ("FASB") adopted Accounting Standards Update ("ASU") 2015-07, *Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or its Equivalent)*. This standard eliminates the requirement to categorize investments in the fair value hierarchy if their fair value is measured at the net asset value ("NAV") per share (or its equivalent) using the practical expedient in FASB's fair value measurement guidance. The amendment also removes the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the NAV per share practical expedient. ASU 2015-07 is effective for fiscal years beginning after December 15, 2015 and should be applied retrospectively. Management does not believe the adoption of the ASU will have a material impact on the Plan.

In July 2015, the FASB adopted ASU 2015-12, *(Part 1) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, and (Part III) Measurement Date Practical Expedient*. Upon adoption of the standard, plans are no longer required to:

- Measure fully benefit-responsive investment contracts ("FBRICs") at fair value;
- Disaggregate investments by nature, risks and characteristics;
- Disclose individual investments that represent five percent or more of net assets available for benefits; or
- Disclose net appreciation or depreciation for investments by general type.

The Plan adopted this standard retrospectively effective December 31, 2015 and accordingly, the prior year disclosures were adjusted. As a result of the adoption of this standard, the Plan modified its investment disclosures as described above.

3. Investments

Plan investment assets are held by Wells Fargo. Participants can direct their accounts among various mutual funds and a common collective trust.

The Wells Fargo Stable Return Fund N35 ("Stable Return Fund") invests all of its assets in the Wells Fargo Stable Return Fund G ("Fund G"), which invests in fully benefit-responsive investment contracts. The fair value of the Stable Return Fund is based on the NAV of the underlying investments and is equal to the contract value of the fund.

Fund G primarily invests in investment contracts, including traditional guaranteed investment contracts ("GIC"s) and security-backed contracts issued by insurance companies and other financial institutions. Fund G also invests in the Synthetic Stable Value Fund, which has the same investment objective as Fund G, and Short-Term Investment Fund G, which invests in highly-liquid assets. Fund G uses the Short-Term Investment Fund G investments for daily liquidity needs.

Certain events may limit the ability of the Fund G and Stable Return Fund (collectively the "Funds") to transact at contract value with the issuer. Such events may include, but are not limited to: material amendments to the Funds' structure or administration, complete or partial termination or merger of the Funds, failure of the Funds to qualify for exemption from federal income taxes,

mass layoffs, plan terminations, changes in applicable laws or regulations, and the delivery of any communication to plan participants designed to influence a participant not to invest in the Funds. Fund management does not believe the occurrence of any such market value event is probable.

4. Fair Value Measurements

ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for fair value measurement, which 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 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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's 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 need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual funds: Valued at fair value based on quoted market prices at year end.

Common Collective Trust: The Plan's interest in the common collective trust is based on the NAV of the underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the common and collective trust fund at year-end.

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 32,340,603	\$ -	\$ -	\$ 32,340,603
Common collective trust	-	3,695,074	-	3,695,074
Total investments	<u>\$ 32,340,603</u>	<u>\$ 3,695,074</u>	<u>\$ -</u>	<u>\$ 36,035,677</u>

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 34,855,188	\$ -	\$ -	\$ 34,855,188
Common collective trust	-	4,408,344	-	4,408,344
Total investments	<u>\$ 34,855,188</u>	<u>\$ 4,408,344</u>	<u>\$ -</u>	<u>\$ 39,263,532</u>

The following table provides information regarding redemption of investments where the NAV has been used to measure fair value at December 31, 2015 and 2014:

	Fair Value		Redemption Frequency	Redemption Notice Period
	2015	2014		
Common collective trust	\$ 3,695,074	\$ 4,408,344	Daily	1 – 2 days

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Wells Fargo Bank, N.A., as of and for the years ended December 31, 2015 and 2014 as complete and accurate.

- Investments, at fair value
- Investment income (loss)
- Interest on participant notes receivable
- Schedule of assets (held at end of year)

7. Party-in-interest Transactions

Certain Plan investment funds are managed by Wells Fargo Bank, N.A. Wells Fargo Bank, N.A. is the trustee as defined by the Plan and, therefore, these investments and investment transactions qualify as party-in-interest transactions.

Additionally, the Plan sponsor, Jacobson Acquisition Company, is a party-in-interest to the Plan. The transactions between the Plan and the Plan sponsor included funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

8. Tax Status

Effective January 1, 2010, the Plan was restated utilizing the Wells Fargo Bank N.A. Prototype Non-standardized Plan Document. Wells Fargo received an opinion letter from the Internal Revenue Service ("IRS") on March 31, 2008 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, management of the Plan believes the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax exempt as of and for the years ended December 31, 2015 and 2014.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2015, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Plan Termination

Although it has not expressed any intention to do so, the Company may terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

10. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 at December 31:

	<u>2015</u>	<u>2014</u>
Net assets available for benefits reported on the the financial statements	\$ 37,268,147	\$ 40,421,773
Excess contributions	207,084	-
Deemed loans	(13,429)	-
Adjustment to fair value of the common collective trust as presented on the Form 5500	-	60,335
Net assets available for benefits reported on the Form 5500	<u>\$ 37,461,802</u>	<u>\$ 40,482,108</u>

The following is a reconciliation of the net increase (decrease) in net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 for the years ended December 31:

	<u>2015</u>	<u>2014</u>
Net increase (decrease) in net assets available for benefits reported on the financial statements	\$ (3,153,626)	\$ 580,885
Excess contributions		
December 31, 2015	207,084	-
Deemed loans		
December 31, 2015	(13,429)	-
Net adjustment to fair value of the common collective trust as presented on the Form 5500	(60,335)	25,161
Net increase (decrease) in net assets available for benefits reported on the Form 5500	<u>\$ (3,020,306)</u>	<u>\$ 606,046</u>

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2015

EIN # 64-0964166

PLAN#: 003

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost **	(e) Current Value
		Mutual funds:		
	American Funds	EuroPacific Growth		\$ 2,785,435
	Artisan	Mid-Cap Value Fund		1,252,350
	Baron	Small-Cap Fund		1,296,363
	Dreyfus	Appreciation Fund		388,141
	Goldman Sachs	Small-Cap Value I		992,618
	JP Morgan	Large-Cap Growth Fund S		4,386,278
	JP Morgan	Mid-Cap Growth Fund S		1,759,426
	JP Morgan	Small-Cap Equity Fund S		799,848
	MFS	Value Fund R3		3,042,452
	Principal	Mid-Cap Fund		491,049
	PIMCO	Total Return Fund		3,532,423
*	Wells Fargo	Index Fund		2,877,116
*	Wells Fargo	Dow Jones Target Today		257,645
*	Wells Fargo	Dow Jones Target 2010		196,954
*	Wells Fargo	Dow Jones Target 2015		323,856
*	Wells Fargo	Dow Jones Target 2020		1,656,206
*	Wells Fargo	Dow Jones Target 2025		1,204,672
*	Wells Fargo	Dow Jones Target 2030		2,033,685
*	Wells Fargo	Dow Jones Target 2035		983,814
*	Wells Fargo	Dow Jones Target 2040		939,476
*	Wells Fargo	Dow Jones Target 2045		534,994
*	Wells Fargo	Dow Jones Target 2050		409,745
*	Wells Fargo	Dow Jones Target 2055		196,057
		Total mutual funds		32,340,603
		Common collective trust:		
*	Wells Fargo	Stable Return Fund N35		3,695,074
*	Notes receivable from participants:			
	Participants	Participant loans (interest rates ranging from 3.25% - 4.50% maturing through 2024)	-	1,302,953
				<u>\$ 37,338,630</u>

* Represents a party-in-interest at December 31, 2015

** The cost of participant-directed investments is not required to be disclosed.

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

WITH INDEPENDENT AUDITORS' REPORT

KS&Co

Kieckhafer Schiffer & Company LLP
CERTIFIED PUBLIC ACCOUNTANTS

**JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

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Independent Auditors' Report

To the Plan Administrator
Jacobson Companies 401(k) Profit Sharing Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") which comprise the statement of net assets available for benefits as of December 31, 2015, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA"), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 6 which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the 2015 financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the trustee as of December 31, 2015 and for the year then ended, that the information provided to the Plan Administrator by the trustee 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 on the 2015 financial statements. Accordingly, we do not express an opinion on the accompanying 2015 financial statements.

Other Matter – Supplemental Schedule

The supplemental schedule of assets (held at end of year) as of December 31, 2015 is required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and is presented for the purpose of additional analysis and is 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 this supplemental schedule.

Other Matter – 2014 Financial Statements

The financial statements of the Plan as of December 31, 2014 were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the predecessor auditors not to perform, and they did not perform any auditing procedures with respect to the information certified by the trustee. Their report, dated October 14, 2015, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and (b) the form and content of the information included in the financial statements other than that derived from the information certified by the trustee, were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

The form and content of the information included in the 2015 financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.



KIECKHAFFER SCHIFFER & COMPANY LLP

October 12, 2016
Portland, Oregon

**JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2015 AND 2014**

	<u>2015</u>	<u>2014</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 32,340,603	\$ 34,855,188
Common collective trust	<u>3,695,074</u>	<u>4,408,344</u>
Total investments	<u>36,035,677</u>	<u>39,263,532</u>
Receivables:		
Participant contributions	114,479	-
Employer contributions	22,122	242,138
Notes receivable from participants	<u>1,302,953</u>	<u>1,110,751</u>
Total receivables	<u>1,439,554</u>	<u>1,352,889</u>
Total assets	37,475,231	40,616,421
Liabilities:		
Excess contributions payable	<u>(207,084)</u>	<u>(194,648)</u>
Net assets available for benefits	<u><u>\$ 37,268,147</u></u>	<u><u>\$ 40,421,773</u></u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
Additions:		
Investment income (loss):		
Dividends and interest	\$ 388,396	\$ 472,849
Net appreciation (depreciation) in fair value of investments	<u>(419,249)</u>	<u>1,699,864</u>
Total investment income (loss)	(30,853)	2,172,713
Interest on participant notes receivable	49,659	46,787
Other income	103,022	93,111
Contributions:		
Participant contributions	3,375,158	2,743,505
Employer contributions	632,515	242,138
Rollover contributions	<u>243,796</u>	<u>389,283</u>
Total contributions	<u>4,251,469</u>	<u>3,374,926</u>
Total additions	4,373,297	5,687,537
Deductions:		
Benefits paid to participants	7,395,531	4,986,704
Administrative expenses	<u>131,392</u>	<u>119,948</u>
Total deductions	<u>7,526,923</u>	<u>5,106,652</u>
Net increase (decrease)	(3,153,626)	580,885
Net assets available for benefits:		
Beginning of the year	<u>40,421,773</u>	<u>39,840,888</u>
End of the year	<u><u>\$ 37,268,147</u></u>	<u><u>\$ 40,421,773</u></u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2015 AND 2014

1. Description of Plan

The following description of the Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established April 8, 2004 by Jacobson Acquisition Company (the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company are eligible to participate in the Plan except collective bargaining employees, individuals serving only as a director of an employer, employees or any division of Jacobson Industrial Services, L.C., and employees or any division of Jacobson Staffing Company, L.C. Employees may begin making elective deferrals following the completion of 3 months of service. Participants are eligible for matching and non-elective contributions after the completion of 12 months of service.

c. Participant Contributions

Participants may defer up to 100% of their eligible compensation on a pre-tax or Roth basis, limited by requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. Participants may also roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

Effective January 1, 2015, the Plan was amended to allow for a discretionary matching contribution. During 2015, the matching contribution was equal to 50% of the first 3% of eligible compensation deferred by the participant and was allocated to their account each pay period. For the 2014 Plan year, participants were required to be employed on the last day of the plan year and have 1,000 hours of service to receive a matching contribution which was based on the Company's earnings before interest, taxes, depreciation and amortization, as defined, for that year.

e. Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. Participants can direct their account into a variety of investments offered by Wells Fargo Bank, N.A. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants are fully vested at all times in the portion of their accounts attributable to their own contributions and earnings thereon. Participants vest in the portion of their accounts attributable to Company contributions at a rate of 20% after two years of service and an additional 20% each year thereafter until they are fully vested after 6 years of service. A participant is fully vested in the event a participant becomes disabled or dies.

g. Payment of Benefits

Upon reaching retirement age, termination of service or death, a participant or beneficiary may be paid a lump-sum amount equal to the participant's vested account balance or may elect to receive installment payments not to exceed the assumed life expectancy of the recipient. Account balances less than \$5,000 but greater than \$1,000, may be distributed in the form of a direct rollover to an individual retirement account designated by the Plan administrator. Account balances less than \$1,000 are distributed in a single lump-sum cash payment to the participant or beneficiary.

h. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their elective deferrals as a result of an immediate and heavy financial need. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of post-secondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence. A participant's right to make deferrals to the Plan will be suspended for six months after the receipt of a hardship withdrawal.

i. Notes Receivable from Participants

Participants may borrow the lesser of \$50,000 or 50% of their vested account balance, subject to a \$1,000 minimum and certain other restrictions. Only one loan may be outstanding to a borrower at any time. Loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years unless for the purchase of a principal residence, in which case the loan term can be extended. The interest rate on participant loans is the current prime lending rate of Wells Fargo, plus 1%, and is fixed at the inception of the loan. The interest rates on outstanding loans at December 31, 2015 ranged from 3.25% to 4.50% and mature through 2024.

j. Forfeitures

The forfeited accounts of non-vested terminated participants may be used to first pay administrative expenses of the Plan and any remaining amount to be allocated to Plan participants as an additional matching contribution. For the years ended December 31, 2015 and 2014 there were approximately \$15,000, in forfeitures utilized to pay Plan expenses. Forfeitures available to reduce future contributions or to pay administrative expenses were approximately \$57,000 and \$106,000 at December 31, 2015 and 2014, respectively.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. 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. See Note 4 for a discussion of fair value measurements.

Net appreciation (depreciation) in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date.

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e. Excess contributions payable

Excess contributions payable represent employee deferrals returned to participants as a result of failing certain nondiscrimination tests.

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Benefits are recorded when paid.

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The Plan entered into an agreement with the trustee whereby the trustee shares certain revenue generated by the Plan in excess of their fee. These deposits are included in other income on the statements of changes in net assets available for benefits and are available to pay Plan expenses. During 2015 and 2014, revenue credits of approximately \$103,000 and \$93,000, respectively, were deposited into the Plan.

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h. Subsequent Events

The Plan has evaluated subsequent events with respect to the Plan through October 12, 2016, the date the financial statements were available for issuance.

i. Reclassifications

Certain 2014 amounts have been reclassified to conform with the current year financial statements.

j. New Accounting Pronouncements

In May 2015, the Financial Accounting Standards Board ("FASB") adopted Accounting Standards Update ("ASU") 2015-07, *Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or its Equivalent)*. This standard eliminates the requirement to categorize investments in the fair value hierarchy if their fair value is measured at the net asset value ("NAV") per share (or its equivalent) using the practical expedient in FASB's fair value measurement guidance. The amendment also removes the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the NAV per share practical expedient. ASU 2015-07 is effective for fiscal years beginning after December 15, 2015 and should be applied retrospectively. Management does not believe the adoption of the ASU will have a material impact on the Plan.

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- Disclose individual investments that represent five percent or more of net assets available for benefits; or
- Disclose net appreciation or depreciation for investments by general type.

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3. Investments

Plan investment assets are held by Wells Fargo. Participants can direct their accounts among various mutual funds and a common collective trust.

The Wells Fargo Stable Return Fund N35 ("Stable Return Fund") invests all of its assets in the Wells Fargo Stable Return Fund G ("Fund G"), which invests in fully benefit-responsive investment contracts. The fair value of the Stable Return Fund is based on the NAV of the underlying investments and is equal to the contract value of the fund.

Fund G primarily invests in investment contracts, including traditional guaranteed investment contracts ("GIC"s) and security-backed contracts issued by insurance companies and other financial institutions. Fund G also invests in the Synthetic Stable Value Fund, which has the same investment objective as Fund G, and Short-Term Investment Fund G, which invests in highly-liquid assets. Fund G uses the Short-Term Investment Fund G investments for daily liquidity needs.

Certain events may limit the ability of the Fund G and Stable Return Fund (collectively the "Funds") to transact at contract value with the issuer. Such events may include, but are not limited to: material amendments to the Funds' structure or administration, complete or partial termination or merger of the Funds, failure of the Funds to qualify for exemption from federal income taxes,

mass layoffs, plan terminations, changes in applicable laws or regulations, and the delivery of any communication to plan participants designed to influence a participant not to invest in the Funds. Fund management does not believe the occurrence of any such market value event is probable.

4. Fair Value Measurements

ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for fair value measurement, which 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 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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's 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 need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual funds: Valued at fair value based on quoted market prices at year end.

Common Collective Trust: The Plan's interest in the common collective trust is based on the NAV of the underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the common and collective trust fund at year-end.

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 32,340,603	\$ -	\$ -	\$ 32,340,603
Common collective trust	-	3,695,074	-	3,695,074
Total investments	<u>\$ 32,340,603</u>	<u>\$ 3,695,074</u>	<u>\$ -</u>	<u>\$ 36,035,677</u>

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 34,855,188	\$ -	\$ -	\$ 34,855,188
Common collective trust	-	4,408,344	-	4,408,344
Total investments	<u>\$ 34,855,188</u>	<u>\$ 4,408,344</u>	<u>\$ -</u>	<u>\$ 39,263,532</u>

The following table provides information regarding redemption of investments where the NAV has been used to measure fair value at December 31, 2015 and 2014:

	Fair Value		Redemption Frequency	Redemption Notice Period
	2015	2014		
Common collective trust	\$ 3,695,074	\$ 4,408,344	Daily	1 – 2 days

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Wells Fargo Bank, N.A., as of and for the years ended December 31, 2015 and 2014 as complete and accurate.

- Investments, at fair value
- Investment income (loss)
- Interest on participant notes receivable
- Schedule of assets (held at end of year)

7. Party-in-interest Transactions

Certain Plan investment funds are managed by Wells Fargo Bank, N.A. Wells Fargo Bank, N.A. is the trustee as defined by the Plan and, therefore, these investments and investment transactions qualify as party-in-interest transactions.

Additionally, the Plan sponsor, Jacobson Acquisition Company, is a party-in-interest to the Plan. The transactions between the Plan and the Plan sponsor included funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

8. Tax Status

Effective January 1, 2010, the Plan was restated utilizing the Wells Fargo Bank N.A. Prototype Non-standardized Plan Document. Wells Fargo received an opinion letter from the Internal Revenue Service ("IRS") on March 31, 2008 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, management of the Plan believes the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax exempt as of and for the years ended December 31, 2015 and 2014.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2015, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Plan Termination

Although it has not expressed any intention to do so, the Company may terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

10. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 at December 31:

	<u>2015</u>	<u>2014</u>
Net assets available for benefits reported on the the financial statements	\$ 37,268,147	\$ 40,421,773
Excess contributions	207,084	-
Deemed loans	(13,429)	-
Adjustment to fair value of the common collective trust as presented on the Form 5500	-	60,335
Net assets available for benefits reported on the Form 5500	<u>\$ 37,461,802</u>	<u>\$ 40,482,108</u>

The following is a reconciliation of the net increase (decrease) in net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 for the years ended December 31:

	<u>2015</u>	<u>2014</u>
Net increase (decrease) in net assets available for benefits reported on the financial statements	\$ (3,153,626)	\$ 580,885
Excess contributions		
December 31, 2015	207,084	-
Deemed loans		
December 31, 2015	(13,429)	-
Net adjustment to fair value of the common collective trust as presented on the Form 5500	(60,335)	25,161
Net increase (decrease) in net assets available for benefits reported on the Form 5500	<u>\$ (3,020,306)</u>	<u>\$ 606,046</u>

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2015

EIN # 64-0964166

PLAN#: 003

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost **	(e) Current Value
		Mutual funds:		
	American Funds	EuroPacific Growth		\$ 2,785,435
	Artisan	Mid-Cap Value Fund		1,252,350
	Baron	Small-Cap Fund		1,296,363
	Dreyfus	Appreciation Fund		388,141
	Goldman Sachs	Small-Cap Value I		992,618
	JP Morgan	Large-Cap Growth Fund S		4,386,278
	JP Morgan	Mid-Cap Growth Fund S		1,759,426
	JP Morgan	Small-Cap Equity Fund S		799,848
	MFS	Value Fund R3		3,042,452
	Principal	Mid-Cap Fund		491,049
	PIMCO	Total Return Fund		3,532,423
*	Wells Fargo	Index Fund		2,877,116
*	Wells Fargo	Dow Jones Target Today		257,645
*	Wells Fargo	Dow Jones Target 2010		196,954
*	Wells Fargo	Dow Jones Target 2015		323,856
*	Wells Fargo	Dow Jones Target 2020		1,656,206
*	Wells Fargo	Dow Jones Target 2025		1,204,672
*	Wells Fargo	Dow Jones Target 2030		2,033,685
*	Wells Fargo	Dow Jones Target 2035		983,814
*	Wells Fargo	Dow Jones Target 2040		939,476
*	Wells Fargo	Dow Jones Target 2045		534,994
*	Wells Fargo	Dow Jones Target 2050		409,745
*	Wells Fargo	Dow Jones Target 2055		196,057
		Total mutual funds		32,340,603
		Common collective trust:		
*	Wells Fargo	Stable Return Fund N35		3,695,074
*	Notes receivable from participants:			
	Participants	Participant loans (interest rates ranging from 3.25% - 4.50% maturing through 2024)	-	1,302,953
				<u>\$ 37,338,630</u>

* Represents a party-in-interest at December 31, 2015

** The cost of participant-directed investments is not required to be disclosed.

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

WITH INDEPENDENT AUDITORS' REPORT

KS&Co

Kieckhafer Schiffer & Company LLP

CERTIFIED PUBLIC ACCOUNTANTS

**JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2015 AND 2014**

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Independent Auditors' Report

To the Plan Administrator
Jacobson Companies 401(k) Profit Sharing Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") which comprise the statement of net assets available for benefits as of December 31, 2015, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA"), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 6 which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the 2015 financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the trustee as of December 31, 2015 and for the year then ended, that the information provided to the Plan Administrator by the trustee 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 on the 2015 financial statements. Accordingly, we do not express an opinion on the accompanying 2015 financial statements.

Other Matter – Supplemental Schedule

The supplemental schedule of assets (held at end of year) as of December 31, 2015 is required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and is presented for the purpose of additional analysis and is 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 this supplemental schedule.

Other Matter – 2014 Financial Statements

The financial statements of the Plan as of December 31, 2014 were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the predecessor auditors not to perform, and they did not perform any auditing procedures with respect to the information certified by the trustee. Their report, dated October 14, 2015, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and (b) the form and content of the information included in the financial statements other than that derived from the information certified by the trustee, were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

The form and content of the information included in the 2015 financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.



KIECKHAFFER SCHIFFER & COMPANY LLP

October 12, 2016
Portland, Oregon

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
Assets:		
Investments, at fair value:		
Mutual funds	\$ 32,340,603	\$ 34,855,188
Common collective trust	<u>3,695,074</u>	<u>4,408,344</u>
Total investments	<u>36,035,677</u>	<u>39,263,532</u>
Receivables:		
Participant contributions	114,479	-
Employer contributions	22,122	242,138
Notes receivable from participants	<u>1,302,953</u>	<u>1,110,751</u>
Total receivables	<u>1,439,554</u>	<u>1,352,889</u>
Total assets	37,475,231	40,616,421
Liabilities:		
Excess contributions payable	<u>(207,084)</u>	<u>(194,648)</u>
Net assets available for benefits	<u><u>\$ 37,268,147</u></u>	<u><u>\$ 40,421,773</u></u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
Additions:		
Investment income (loss):		
Dividends and interest	\$ 388,396	\$ 472,849
Net appreciation (depreciation) in fair value of investments	<u>(419,249)</u>	<u>1,699,864</u>
Total investment income (loss)	(30,853)	2,172,713
Interest on participant notes receivable	49,659	46,787
Other income	103,022	93,111
Contributions:		
Participant contributions	3,375,158	2,743,505
Employer contributions	632,515	242,138
Rollover contributions	<u>243,796</u>	<u>389,283</u>
Total contributions	<u>4,251,469</u>	<u>3,374,926</u>
Total additions	4,373,297	5,687,537
Deductions:		
Benefits paid to participants	7,395,531	4,986,704
Administrative expenses	<u>131,392</u>	<u>119,948</u>
Total deductions	<u>7,526,923</u>	<u>5,106,652</u>
Net increase (decrease)	(3,153,626)	580,885
Net assets available for benefits:		
Beginning of the year	<u>40,421,773</u>	<u>39,840,888</u>
End of the year	<u>\$ 37,268,147</u>	<u>\$ 40,421,773</u>

See accompanying independent auditors' report and notes to the financial statements.

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2015 AND 2014

1. Description of Plan

The following description of the Jacobson Companies 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established April 8, 2004 by Jacobson Acquisition Company (the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company are eligible to participate in the Plan except collective bargaining employees, individuals serving only as a director of an employer, employees or any division of Jacobson Industrial Services, L.C., and employees or any division of Jacobson Staffing Company, L.C. Employees may begin making elective deferrals following the completion of 3 months of service. Participants are eligible for matching and non-elective contributions after the completion of 12 months of service.

c. Participant Contributions

Participants may defer up to 100% of their eligible compensation on a pre-tax or Roth basis, limited by requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. Participants may also roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

Effective January 1, 2015, the Plan was amended to allow for a discretionary matching contribution. During 2015, the matching contribution was equal to 50% of the first 3% of eligible compensation deferred by the participant and was allocated to their account each pay period. For the 2014 Plan year, participants were required to be employed on the last day of the plan year and have 1,000 hours of service to receive a matching contribution which was based on the Company's earnings before interest, taxes, depreciation and amortization, as defined, for that year.

e. Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. Participants can direct their account into a variety of investments offered by Wells Fargo Bank, N.A. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants are fully vested at all times in the portion of their accounts attributable to their own contributions and earnings thereon. Participants vest in the portion of their accounts attributable to Company contributions at a rate of 20% after two years of service and an additional 20% each year thereafter until they are fully vested after 6 years of service. A participant is fully vested in the event a participant becomes disabled or dies.

g. Payment of Benefits

Upon reaching retirement age, termination of service or death, a participant or beneficiary may be paid a lump-sum amount equal to the participant's vested account balance or may elect to receive installment payments not to exceed the assumed life expectancy of the recipient. Account balances less than \$5,000 but greater than \$1,000, may be distributed in the form of a direct rollover to an individual retirement account designated by the Plan administrator. Account balances less than \$1,000 are distributed in a single lump-sum cash payment to the participant or beneficiary.

h. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their elective deferrals as a result of an immediate and heavy financial need. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of post-secondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence. A participant's right to make deferrals to the Plan will be suspended for six months after the receipt of a hardship withdrawal.

i. Notes Receivable from Participants

Participants may borrow the lesser of \$50,000 or 50% of their vested account balance, subject to a \$1,000 minimum and certain other restrictions. Only one loan may be outstanding to a borrower at any time. Loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years unless for the purchase of a principal residence, in which case the loan term can be extended. The interest rate on participant loans is the current prime lending rate of Wells Fargo, plus 1%, and is fixed at the inception of the loan. The interest rates on outstanding loans at December 31, 2015 ranged from 3.25% to 4.50% and mature through 2024.

j. Forfeitures

The forfeited accounts of non-vested terminated participants may be used to first pay administrative expenses of the Plan and any remaining amount to be allocated to Plan participants as an additional matching contribution. For the years ended December 31, 2015 and 2014 there were approximately \$15,000, in forfeitures utilized to pay Plan expenses. Forfeitures available to reduce future contributions or to pay administrative expenses were approximately \$57,000 and \$106,000 at December 31, 2015 and 2014, respectively.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. 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. See Note 4 for a discussion of fair value measurements.

Net appreciation (depreciation) in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date.

d. Notes Receivable From Participants

Notes receivable from participants are recorded at their unpaid principal balance plus any accrued but unpaid interest.

e. Excess contributions payable

Excess contributions payable represent employee deferrals returned to participants as a result of failing certain nondiscrimination tests.

f. Payment of Benefits

Benefits are recorded when paid.

g. Expenses and Revenue Sharing

The Plan entered into an agreement with the trustee whereby the trustee shares certain revenue generated by the Plan in excess of their fee. These deposits are included in other income on the statements of changes in net assets available for benefits and are available to pay Plan expenses. During 2015 and 2014, revenue credits of approximately \$103,000 and \$93,000, respectively, were deposited into the Plan.

Certain administrative expenses are paid by the Company and others by the Plan. Direct expenses totaling approximately \$131,000 and \$120,000 were paid by the Plan during 2015 and 2014, respectively. Certain expenses are included in the transaction prices of investments bought and sold and cannot be separately quantified.

h. Subsequent Events

The Plan has evaluated subsequent events with respect to the Plan through October 12, 2016, the date the financial statements were available for issuance.

i. Reclassifications

Certain 2014 amounts have been reclassified to conform with the current year financial statements.

j. New Accounting Pronouncements

In May 2015, the Financial Accounting Standards Board ("FASB") adopted Accounting Standards Update ("ASU") 2015-07, *Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or its Equivalent)*. This standard eliminates the requirement to categorize investments in the fair value hierarchy if their fair value is measured at the net asset value ("NAV") per share (or its equivalent) using the practical expedient in FASB's fair value measurement guidance. The amendment also removes the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the NAV per share practical expedient. ASU 2015-07 is effective for fiscal years beginning after December 15, 2015 and should be applied retrospectively. Management does not believe the adoption of the ASU will have a material impact on the Plan.

In July 2015, the FASB adopted ASU 2015-12, *(Part 1) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, and (Part III) Measurement Date Practical Expedient*. Upon adoption of the standard, plans are no longer required to:

- Measure fully benefit-responsive investment contracts ("FBRICs") at fair value;
- Disaggregate investments by nature, risks and characteristics;
- Disclose individual investments that represent five percent or more of net assets available for benefits; or
- Disclose net appreciation or depreciation for investments by general type.

The Plan adopted this standard retrospectively effective December 31, 2015 and accordingly, the prior year disclosures were adjusted. As a result of the adoption of this standard, the Plan modified its investment disclosures as described above.

3. Investments

Plan investment assets are held by Wells Fargo. Participants can direct their accounts among various mutual funds and a common collective trust.

The Wells Fargo Stable Return Fund N35 ("Stable Return Fund") invests all of its assets in the Wells Fargo Stable Return Fund G ("Fund G"), which invests in fully benefit-responsive investment contracts. The fair value of the Stable Return Fund is based on the NAV of the underlying investments and is equal to the contract value of the fund.

Fund G primarily invests in investment contracts, including traditional guaranteed investment contracts ("GIC"s) and security-backed contracts issued by insurance companies and other financial institutions. Fund G also invests in the Synthetic Stable Value Fund, which has the same investment objective as Fund G, and Short-Term Investment Fund G, which invests in highly-liquid assets. Fund G uses the Short-Term Investment Fund G investments for daily liquidity needs.

Certain events may limit the ability of the Fund G and Stable Return Fund (collectively the "Funds") to transact at contract value with the issuer. Such events may include, but are not limited to: material amendments to the Funds' structure or administration, complete or partial termination or merger of the Funds, failure of the Funds to qualify for exemption from federal income taxes,

mass layoffs, plan terminations, changes in applicable laws or regulations, and the delivery of any communication to plan participants designed to influence a participant not to invest in the Funds. Fund management does not believe the occurrence of any such market value event is probable.

4. Fair Value Measurements

ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for fair value measurement, which 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 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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's 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 need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Mutual funds: Valued at fair value based on quoted market prices at year end.

Common Collective Trust: The Plan's interest in the common collective trust is based on the NAV of the underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the common and collective trust fund at year-end.

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 32,340,603	\$ -	\$ -	\$ 32,340,603
Common collective trust	-	3,695,074	-	3,695,074
Total investments	<u>\$ 32,340,603</u>	<u>\$ 3,695,074</u>	<u>\$ -</u>	<u>\$ 36,035,677</u>

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

	Investment Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 34,855,188	\$ -	\$ -	\$ 34,855,188
Common collective trust	-	4,408,344	-	4,408,344
Total investments	<u>\$ 34,855,188</u>	<u>\$ 4,408,344</u>	<u>\$ -</u>	<u>\$ 39,263,532</u>

The following table provides information regarding redemption of investments where the NAV has been used to measure fair value at December 31, 2015 and 2014:

	Fair Value		Redemption Frequency	Redemption Notice Period
	2015	2014		
Common collective trust	\$ 3,695,074	\$ 4,408,344	Daily	1 – 2 days

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Wells Fargo Bank, N.A., as of and for the years ended December 31, 2015 and 2014 as complete and accurate.

- Investments, at fair value
- Investment income (loss)
- Interest on participant notes receivable
- Schedule of assets (held at end of year)

7. Party-in-interest Transactions

Certain Plan investment funds are managed by Wells Fargo Bank, N.A. Wells Fargo Bank, N.A. is the trustee as defined by the Plan and, therefore, these investments and investment transactions qualify as party-in-interest transactions.

Additionally, the Plan sponsor, Jacobson Acquisition Company, is a party-in-interest to the Plan. The transactions between the Plan and the Plan sponsor included funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

8. Tax Status

Effective January 1, 2010, the Plan was restated utilizing the Wells Fargo Bank N.A. Prototype Non-standardized Plan Document. Wells Fargo received an opinion letter from the Internal Revenue Service ("IRS") on March 31, 2008 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, management of the Plan believes the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax exempt as of and for the years ended December 31, 2015 and 2014.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2015, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Plan Termination

Although it has not expressed any intention to do so, the Company may terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

10. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 at December 31:

	<u>2015</u>	<u>2014</u>
Net assets available for benefits reported on the the financial statements	\$ 37,268,147	\$ 40,421,773
Excess contributions	207,084	-
Deemed loans	(13,429)	-
Adjustment to fair value of the common collective trust as presented on the Form 5500	-	60,335
Net assets available for benefits reported on the Form 5500	<u>\$ 37,461,802</u>	<u>\$ 40,482,108</u>

The following is a reconciliation of the net increase (decrease) in net assets available for benefits as reported on the Plan's financial statements to amounts reported on the Form 5500 for the years ended December 31:

	<u>2015</u>	<u>2014</u>
Net increase (decrease) in net assets available for benefits reported on the financial statements	\$ (3,153,626)	\$ 580,885
Excess contributions		
December 31, 2015	207,084	-
Deemed loans		
December 31, 2015	(13,429)	-
Net adjustment to fair value of the common collective trust as presented on the Form 5500	(60,335)	25,161
Net increase (decrease) in net assets available for benefits reported on the Form 5500	<u>\$ (3,020,306)</u>	<u>\$ 606,046</u>

JACOBSON COMPANIES 401(K) PROFIT SHARING PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2015

EIN # 64-0964166

PLAN#: 003

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost **	(e) Current Value
		Mutual funds:		
	American Funds	EuroPacific Growth		\$ 2,785,435
	Artisan	Mid-Cap Value Fund		1,252,350
	Baron	Small-Cap Fund		1,296,363
	Dreyfus	Appreciation Fund		388,141
	Goldman Sachs	Small-Cap Value I		992,618
	JP Morgan	Large-Cap Growth Fund S		4,386,278
	JP Morgan	Mid-Cap Growth Fund S		1,759,426
	JP Morgan	Small-Cap Equity Fund S		799,848
	MFS	Value Fund R3		3,042,452
	Principal	Mid-Cap Fund		491,049
	PIMCO	Total Return Fund		3,532,423
*	Wells Fargo	Index Fund		2,877,116
*	Wells Fargo	Dow Jones Target Today		257,645
*	Wells Fargo	Dow Jones Target 2010		196,954
*	Wells Fargo	Dow Jones Target 2015		323,856
*	Wells Fargo	Dow Jones Target 2020		1,656,206
*	Wells Fargo	Dow Jones Target 2025		1,204,672
*	Wells Fargo	Dow Jones Target 2030		2,033,685
*	Wells Fargo	Dow Jones Target 2035		983,814
*	Wells Fargo	Dow Jones Target 2040		939,476
*	Wells Fargo	Dow Jones Target 2045		534,994
*	Wells Fargo	Dow Jones Target 2050		409,745
*	Wells Fargo	Dow Jones Target 2055		196,057
		Total mutual funds		32,340,603
		Common collective trust:		
*	Wells Fargo	Stable Return Fund N35		3,695,074
*	Notes receivable from participants:			
	Participants	Participant loans (interest rates ranging from 3.25% - 4.50% maturing through 2024)	-	1,302,953
				<u>\$ 37,338,630</u>

* Represents a party-in-interest at December 31, 2015

** The cost of participant-directed investments is not required to be disclosed.

See accompanying independent auditors' report and notes to the financial statements.