Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2015

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or
- [X] a single-employer plan;
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report;
- [ ] the final return/report;
- [X] an amended return/report;
- [ ] a short plan year return/report (less than 12 months).

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
SI GROUP, INC. 401(K) RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 10/01/1987

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)

SI GROUP, INC

2750 BALLTOWN RD
SCHENECTADY, NY 12309-1006

2b Employer Identification Number (EIN)
14-1041790

2c Plan Sponsor's telephone number
518-347-4200

2d Business code (see instructions)
325200

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.	10/19/2016	ROBERT MCQUEEN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/19/2016	ROBERT MCQUEEN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Preparer's telephone number

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4c**	PN

5	Total number of participants at the beginning of the plan year	**5**	701
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)**	650
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	649
b	Retired or separated participants receiving benefits	**6b**	1
c	Other retired or separated participants entitled to future benefits	**6c**	53
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	703
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	703
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	672
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2J 2K 2S 2T 3D 3H

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

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

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

a Pension Schedules

(1) [X] **R** (Retirement Plan Information)

(2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary

(3) [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1) [X] **H** (Financial Information)

(2) [ ] **I** (Financial Information – Small Plan)

(3) [X] 1 **A** (Insurance Information)

(4) [X] **C** (Service Provider Information)

(5) [X] **D** (DFE/Participating Plan Information)

(6) [ ] **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2015 Form M-1 annual report. If the plan was not required to file the 2015 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
SI GROUP, INC. 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
SI GROUP, INC

D Employer Identification Number (EIN)
14-1041790

Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions

Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
PRINCIPAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
42-0127290	61271	378150	703	01/01/2015	12/31/2015

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	1122635
5	Current value of plan's interest under this contract in separate accounts at year end	5	35334280

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ FLEXIBLE INVESTMENT ANNUITY

b	Balance at the end of the previous year			7b	1229771
c	Additions: (1) Contributions deposited during the year	7c(1)	32082		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	11661		
	(4) Transferred from separate account	7c(4)	281		
	(5) Other (specify below)	7c(5)	5565		
	▶ LOAN PAYMENT				
	(6) Total additions			7c(6)	49589
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	1279360
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	92505		
	(2) Administration charge made by carrier	7e(2)	1569		
	(3) Transferred to separate account	7e(3)	25891		
	(4) Other (specify below)	7e(4)	17603		
	▶ LOAN WITHDRAWAL				
	(5) Total deductions			7e(5)	137568
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	1141792

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance

e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug

i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract

m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs ▶

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2015** **This Form is Open to Public Inspection.**

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

A Name of plan SI GROUP, INC. 401(K) RETIREMENT PLAN	**B** Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 SI GROUP, INC	**D** Employer Identification Number (EIN) 14-1041790

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

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

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

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

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 37 50 64	CONTRACT ADMINISTRATOR	14880	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2015

This Form is Open to Public Inspection.

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

A Name of plan
SI GROUP, INC. 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
SI GROUP, INC

D Employer Identification Number (EIN)
14-1041790

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MIDCAP VALUE III SA-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-022	P	1639320

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MIDCAP SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-020	P	3586561

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MONEY MARKET SA-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-024	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN INTL EM MKT SEP ACCT-I4

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-013	P	1120685

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN INTL SMALLCAP SEP ACCT-I4

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-014	P	1142076

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN U.S. PROPERTY SA-I4

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-027	P	2923414

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN CORE PLUS BOND SEP ACT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
42-0127290-005	P	1052097

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN DIV INTL SA-I4

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-015	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1466441

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LGCAP S&P 500 INDEX SA-I5

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-016	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5241406

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN SMCAP S&P 600 INDEX SA-I5

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-028	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 649900

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MIDCAP S&P 400 IDX SA-I5

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-023	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1845167

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2010 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-075	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 363148

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2020 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-076	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4184519

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2030 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-077	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5694047

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2040 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-078	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2635901

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2050 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-079	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 858856

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM STR INC SA-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-080	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 243995

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN PREF SECS SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-087	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 538993

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

b Name of sponsor of entity listed in (a): UNION BOND & TRUST COMPANY

c EIN-PN 93-6274328-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1360407

a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIFETM 2060 SEP ACCT-I3

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-130	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 147753

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2015

This Form is Open to Public Inspection

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

A Name of plan
SI GROUP, INC. 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
SI GROUP, INC

D Employer Identification Number (EIN)
14-1041790

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	93007	129403
(2) Participant contributions	1b(2)	0	4123
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	675129	1051730
(9) Value of interest in common/collective trusts	1c(9)	0	1360407
(10) Value of interest in pooled separate accounts	1c(10)	31554051	35334280
(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)	18154715	16460541
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1207603	1122635
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	51684505	55463119
Liabilities			
g Benefit claims payable	1g	0	
h Operating payables	1h	0	
i Acquisition indebtedness	1i	0	
j Other liabilities	1j	0	
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	51684505	55463119

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)	2290260	
(B) Participants	2a(1)(B)	5016685	
(C) Others (including rollovers)	2a(1)(C)	2705355	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		10012300
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	54091	
(F) Other	2b(1)(F)	11661	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		65752
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	375704	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		375704
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		14976
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		30920
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-1102291
c Other income	2c		3010
d Total income. Add all **income** amounts in column (b) and enter total	2d		9400371
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5606571	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	9	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		5606580
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	14880	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	297	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		15177
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5621757
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3778614
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [ ] Unqualified **(2)** [ ] Qualified **(3)** [X] Disclaimer **(4)** [ ] Adverse

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

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

(1) Name: KPMG LLP **(2)** EIN: 14-5565207

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	N/A	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a	X			4123
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X		0

		Yes	No	N/A	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X		0
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X		0
e Was this plan covered by a fidelity bond?	4e	X			3000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X		
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X		
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X		
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X		
l Has the plan failed to provide any benefit when due under the plan?	4l		X		
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n				
o Did the plan trust incur unrelated business taxable income?	4o				
p Were in-service distributions made during the plan year?	4p		X		

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

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

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

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

Part V Trust Information

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2015

This Form is Open to Public Inspection.

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

A Name of plan
SI GROUP, INC. 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
SI GROUP, INC

D Employer Identification Number (EIN)
14-1041790

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 42-0127290

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

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

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

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2015 and 2014

(With Independent Auditors' Report Thereon)

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

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* Schedules required by Form 5500 that are not applicable have not been included.

KPMG LLP
515 Broadway
Albany, NY 12207-2974

Independent Auditors' Report

The Pension Committee
SI Group, Inc. Supplemental Retirement Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the SI Group, Inc. Supplemental Retirement Plan (the Plan), which comprise the statements of assets available for benefits as of December 31, 2015 and 2014, and the related statements of changes in assets available for benefits for the years 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 U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in note 3, which was certified by Principal Life Insurance Company and Principal Trust Company, both members of the Principal Financial Group and collectively referred to as the trustee of the Plan, except for comparing such information with the related information included in the 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 2014, and for the years 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. Accordingly, we do not express an opinion on these financial statements.

KPMG LLP is a Delaware limited liability partnership and the U.S. member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.

Other Matter

The supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2015 is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 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.

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

The form and content of the information included in the financial statements and supplemental 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

KPMG LLP

Albany, New York
October 17, 2016

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Statements of Assets Available for Benefits

December 31, 2015 and 2014

		2015	2014
Assets:			
Investments (notes 4 and 5):			
Guaranteed interest accounts, at contract value	$	1,141,793	1,229,771
Pooled separate accounts, at fair value		36,691,110	31,554,051
Mutual funds, at fair value		16,460,541	18,154,715
Total investments		54,293,444	50,938,537
Participant notes receivable		1,050,974	665,535
Employer contributions receivable		116,477	93,007
Total assets available for benefits	$	55,460,895	51,697,079

See accompanying notes to financial statements.

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Statements of Changes in Assets Available for Benefits

Years ended December 31, 2015 and 2014

		2015	2014
Additions to plan assets attributed to:			
Investment activities:			
Interest and dividend income	$	440,483	372,421
Net (depreciation) appreciation in fair value of investments		(1,101,111)	2,158,966
		(660,628)	2,531,387
Contributions:			
Employer		2,277,330	1,687,500
Participants		7,717,913	7,771,239
Total additions		9,334,615	11,990,126
Deductions from plan assets attributed to:			
Benefits and distributions paid		(5,555,622)	(4,382,659)
Administrative expenses		(15,177)	(24,383)
Total deductions		(5,570,799)	(4,407,042)
Net increase in assets available for benefits		3,763,816	7,583,084
Assets available for benefits:			
Beginning of year		51,697,079	44,113,995
End of year	$	55,460,895	51,697,079

See accompanying notes to financial statements.

(1) Description of Plan

The following brief description of the SI Group, Inc. Supplemental Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

(a) Organization and Membership

The Plan is a defined contribution plan for the exclusive benefit of substantially all nonunion employees of SI Group, Inc. (the Company). Established in 1987, the Plan provides for retirement, disability, and death benefits. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

(b) Eligibility and Plan Benefits

Under the Plan, nonunion employees who have completed one month of eligible service are entitled to participate in the Plan. Benefits are payable when the participant terminates, retires, or becomes disabled. In the case of death, the benefits will be paid to the participant's designated beneficiary. A participant may request withdrawal of all or a portion of their contributed account balance in the event of undue financial hardship. A participant may elect to receive benefits in the form of an annuity, lump-sum payment, or equal installments over a period not to exceed the participant's assumed life expectancy at the time of distribution.

On August 31, 2014, the Company acquired certain businesses and assets from Albemarle Corporation (the Seller). Exempt employees working in the Orangeburg, South Carolina facility who were transitioned from the Seller to the Company were allowed to join the Plan.

(c) Contributions

Participants may contribute a portion of their compensation not exceeding the lesser of 50% of compensation or the limits set forth by the Internal Revenue Code of 1986, as amended, to the Plan. Participants have an automatic elective deferral of 2%. Catch-up contributions and after-tax Roth contributions are also permitted. Contributions and earnings thereon are fully (100%) vested and nonforfeitable. Each participant directs the account or accounts in which their contributions are to be invested.

Effective January 1, 2013, the Company's Board of Directors approved a matching contribution for eligible participants. The amount of this matching contribution is 100% of each participant contribution up to 3% and an additional 50% matching contribution for the next 2% up to a maximum of 4% of each participant's gross pay.

(d) Participant Notes Receivable

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. Loan terms may range from one to five years and are secured by the balance in the participant's account. The loans bear interest at a rate

(Continued)

commensurate with local prevailing rates at the time the loan is made, as determined by the plan administrator. Participant notes receivable are reported at their unpaid principal balance plus any accrued interest thereon.

(2) Summary of Significant Accounting Policies

The following are the significant accounting policies followed by the Plan:

(a) Basis of Presentation

The accompanying financial statements have been prepared on an accrual basis and present the assets available for benefits and changes in those assets of the Plan.

(b) Accounting for Fully Benefit-Responsive Investment Contracts

The Plan has entered into fully benefit-responsive investment contracts with Principal Financial Group referred to as guaranteed interest accounts. Contract value is the relevant measurement attribute for that portion of the assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the plan. The contract value equals the accumulated cash contributions and interest credited to the contract, less any withdrawals. Refer to note 2(i) for additional information related to the Plan's presentation and disclosure of these contracts.

(c) Investment Valuation and Income Recognition

The Plan accounts for and discloses investments in accordance with the provisions of Financial Accounting Standards Board Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements*. ASC Topic 820 establishes a three-level hierarchy for disclosure of fair value measurements. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. A financial instrument's categorization within the valuation hierarchy is based upon the lowest level of input that is significant to the fair value measurement. The three levels are defined as follows:

- Level 1 – Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities in active markets.
- Level 2 – Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement (i.e., supported by little or no market activity).

Investments in the pooled separate accounts are reported based on the net asset value per unit reported by the trustee, multiplied by the number of units held by the Plan on the last day of the Plan year. Mutual funds are stated at fair value based on quoted prices as of the last day of the Plan year. The guaranteed interest accounts are reported at contract value as described in note 2(b).

Security transactions are recognized on a trade-date basis. Interest and dividend income is recorded on the accrual basis as earned.

(d) Participant Notes Receivable

Loan transactions are treated as a transfer to (from) the investment account from (to) the participant notes account. Interest is recorded on the accrual basis. Principal and interest is generally paid ratably through payroll deductions.

(e) Payment of Benefits

Benefits are recorded when paid.

(f) Administrative Expenses

Administrative expenses of the Plan are paid by the Plan or by the Company, as provided by the Plan agreement.

(g) Risks and Uncertainties

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

(h) Use of Estimates

The plan administrator has made certain estimates and assumptions relating to the reporting of assets available for plan benefits and changes in those assets to prepare these financial statements in conformity with U.S. generally accepted accounting principles. Actual results could differ from those estimates.

(i) Recently Issued Accounting Pronouncements

In June 2015, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2015-10, *Technical Corrections and Improvements*, which addresses a variety of matters including a refinement of the definition of an equity security that has a readily determinable fair value. The ASU amends the master glossary term, readily determinable fair value, to include equity securities that are investments in mutual funds or in structures similar to a mutual fund and the fair value per share (unit) is determined and published and is the basis for current transactions. The refinement of the definition of readily determinable fair value became effective upon issuance and resulted in the reclassification of the Plan's pooled separate investment accounts from Level 2 to Level 1 of the fair value hierarchy.

In July 2015, the FASB issued ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient*. Part I eliminates the requirements to measure the fair value of fully benefit-responsive investment contracts. Part II eliminates the requirements to disclose individual investments that represent 5% or more of net assets available for benefits and the

(Continued)

net appreciation or depreciation in the fair value of investments by general type. Part II also simplifies the level of disaggregate investments that are measured using fair value by general type; however, plans are no longer required to also disaggregate investments by nature, characteristics, and risks. Further, the disclosure of information about fair value measurements shall be provided by general type of plan asset. Part III is not applicable to the Plan. The ASU is effective for fiscal years beginning after December 15, 2015, with early adoption permitted. Parts I and II are to be applied retrospectively. The Plan has elected to adopt the applicable provisions as of December 31, 2015, and the adoption is reflected in the accompanying financial statements.

The adoption of ASU 2015-10 and 2015-12 modified presentation and disclosure of investments as of December 31, 2015 and 2014 but did not impact the Plan's net assets available for benefits.

(3) Information Certified by Plan Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Principal Life Insurance Company (Principal Life) and Principal Trust Company, both members of the Principal Financial Group and collectively referred to as the trustee of the Plan, have certified the completeness and accuracy of all investments reflected on the accompanying statements of assets available for benefits as of December 31, 2015 and 2014; all information included in notes 4 and 5 to the financial statements; the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2015; and the related investment activity reflected in the statements of changes in assets available for benefits for the years ended December 31, 2015 and 2014.

(4) Investments Recorded at Fair Value

The following tables present the financial instruments recorded at fair value by the Plan as of December 31, 2015 and 2014:

	2015			
Description	**Total**	**Level 1**	**Level 2**	**Level 3**
Pooled separate investment accounts	$ 36,691,110	36,691,110	—	—
Mutual funds	16,460,541	16,460,541	—	—
Total	$ 53,151,651	53,151,651	—	—

	2014			
Description	**Total**	**Level 1**	**Level 2**	**Level 3**
Pooled separate investment accounts	$ 31,554,051	31,554,051	—	—
Mutual funds:	18,154,715	18,154,715	—	—
Total	$ 49,708,766	48,708,766	—	—

(Continued)

The following is a description of the valuation methodologies used for assets at fair value:

Pooled separate accounts: Valued at the net asset value (NAV) of shares held by the Plan at year-end as valued by the respective custodian. These NAVs are generally determined using values obtained from independent pricing sources, which are based on the fair values of the underlying securities, and are considered to represent readily determinable fair values. Therefore, pooled separate investment accounts are considered to be Level 1-measured investments.

Mutual funds: Valued at the NAV of shares held by the Plan at year end based on readily available quoted market prices. Therefore, mutual funds are considered to be Level 1-measured investments.

As disclosed in note 2(i), the adoption of ASU 2015-10 has resulted in the reclassification of the Plan's pooled separate investment accounts from Level 2 to Level 1 of the fair value hierarchy as of December 31, 2014. Accordingly, there were no Level 2 or Level 3 financial instruments in the Plan, nor were there any transfers between levels, as of December 31, 2015 or 2014, or for the years then ended.

(5) Investment Contracts with Insurance Company

The Plan has entered into fully benefit-responsive investment contracts with Principal Life that provide for a guarantee of principal and interest. Principal Life maintains the related contributions in a general account known as the Guaranteed Interest Fund. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contracts are included in the financial statements at contract value as reported to the Plan by Principal Life. Contract value represents contributions made, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawals or transfer of all or a portion of their investment at contract value. At December 31, 2015 and 2014, the contract value of these guaranteed interest accounts is $1,141,793 and $1,229,771, respectively.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The credited interest rate is based on a formula agreed upon with the issuer and is reviewed on an annual basis for resetting. This rate ranged between 0.39% and 2.38% during the year ended December 31, 2015 and between 0.39% and 4.35% during the year ended December 31, 2014.

(6) Plan Termination

Although the Company has not expressed any intent to terminate the Plan, it may do so at any time. If the Plan is terminated, the assets of the Plan shall be distributed to the participants based upon the participants' respective accumulated account balances.

(7) Related Party Transactions

Certain Plan investments are shares of investment accounts managed by the trustee. Any transactions involving these investments qualify as party-in-interest transactions. Fees paid by the Plan for the investment management services amounted to $15,177 and $24,383 for the years ended December 31, 2015 and 2014, respectively.

(8) Income Tax Status of Plan

The Plan is a prototype plan. The prototype plan sponsor obtained an opinion letter on the prototype plan dated March 31, 2008 from the Internal Revenue Service stating that the form of the prototype plan is acceptable under applicable sections of the Internal Revenue Code (IRC). In general, an employer that adopts the prototype plan may rely on the opinion letter with respect to the qualification of its plan under applicable sections of the IRC, subject to certain limitations. Although the Plan has been amended since the date of the opinion letter, management believes the Plan is currently designed and being operated in compliance with applicable requirements of the IRC and is exempt from federal income tax. Accordingly, no provision has been made for federal or state income taxes.

U.S. generally accepted accounting principles require 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 and 2014, there are not 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. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2011.

(9) Subsequent Events

The Plan has evaluated subsequent events from the date of the statement of assets available for benefits through October 17, 2016, the date at which the financial statements were issued. Effective January 14, 2016, the Company merged the Independent Union of Chemical Workers 401(k) Retirement Plan into this Plan.

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2015

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, Collateral, par or maturity value	(d) Cost	(e) Current value
*	Principal Life Insurance Company:	Guaranteed interest accounts, 0.39-2.38%	**	$ 1,141,793
		Separate accounts:		
		Morley Financial - Stable Value, 64,734 shares	**	1,356,831
		Principal Global – Core Plus Bond, 865 shares	**	1,052,097
		Principal Global – U.S. Property, 2,998 shares	**	2,923,414
		Principal Global – LifeTime Strategic Income, 12,709 shares	**	243,995
		Principal Global – LifeTime 2010, 17,360 shares	**	363,148
		Principal Global – LifeTime 2020, 183,093 shares	**	4,184,519
		Principal Global – LifeTime 2030, 244,961 shares	**	5,694,047
		Principal Global – LifeTime 2040, 110,319 shares	**	2,635,901
		Principal Global – LifeTime 2050, 36,895 shares	**	858,856
		Principal Global – LifeTime 2060, 11,741 shares	**	147,753
		Principal Global – Diversified International, 19,417 shares	**	1,466,441
		Principal Global – International Emerging Markets, 21,055 shares	**	1,120,685
		Principal Global – International Small Capital, 10,629 shares	**	1,142,076
		Principal Global – MidCap Blend, 19,876 shares	**	3,586,561
		Principal Global – MidCap Value III, 12,819 shares	**	1,639,320
		Principal Global – Large Cap S&P 500 Index, 54,257 shares	**	5,241,406
		Spectrum – Preferred Secs Sep, 23,342 shares	**	538,993
		Principal Global Midcap S&P 400 Index, 43,178 shares	**	1,845,167
		Principal Global Small S&P 600 Index, 14,729 shares	**	649,900
		Total separate accounts		36,691,110
		Mutual funds:		
	Fidelity Investments	Fidelity High Income Advantage A Fund, 369,304 shares	**	3,652,412
	Jennison Dryden	Prudential Jenn Nat Res A Fund, 41,790 shares	**	1,216,495
	PIMCO Funds:	PIMCO Real Return A Fund, 28,947 shares	**	304,234
	Vanguard Group Investments	Vanguard Value Index Adm Fund, 136,368 shares	**	4,339,223
	Franklin Templeton Investments	Franklin Growth Adv Fund, 47,455 shares	**	3,486,997
		Templeton Foreign Adv Fund, 56,043 shares	**	351,949
	Fidelity Investments	Fidelity Advantage Technology A Fund, 15,980 shares	**	563,604
	Janus	Janus Triton A Fund, 45,457 shares	**	990,049
	The Royce Funds	Royce Opp Service Fund, 50,585 shares	**	503,316
	Ridgeworth Funds	Seix Floating Rate High Income Fund, 115,089 shares	**	950,637
	Oppenheimer	Oppen Gold & Spec Mineral Fund, 9,762 shares	**	101,625
		Total mutual funds		16,460,541
		Total investments		54,293,444
*	SI Group, Inc. Supplemental Retirement Plan:			
	Participant notes	116 participant notes receivable (6% interest rate)		1,050,974
		Total assets held		$ 55,344,418

* Indicates that the issuer is a party-in-interest as defined in the Employee Retirement Income Security Act of 1974.

** Investments are participant directed and accordingly, investment cost information has been omitted.

See accompanying independent auditors' report.

F051TF

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SI GROUP, INC. 401(K) RETIREMENT PLAN

EIN 14 1041790
PLAN NUMBER 002
PLAN YEAR 01/01/2015 TO 12/31/2015

(A)	(B) Identity of issuer, borrower, lessor or similar party.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
	Fidelity Investments	Registered Investment Company Fid Adv High Inc Advant A Fund	$ 0.00	$ 3,652,412.38
	Fidelity Investments	Registered Investment Company Fidelity Adv Technology A Fund	$ 0.00	$ 563,603.60
	Franklin Templeton Investments	Registered Investment Company Franklin Growth Adv Fund	$ 0.00	$ 3,486,996.95
*	Principal Life Insurance Company	Insurance Company General Guaranteed Interest	$ 0.00	$ 1,122,634.71
	Janus International Holding, LLC	Registered Investment Company JANUS TRITON A FUND	$ 0.00	$ 990,048.97
	Oppenheimer	Registered Investment Company Oppen Gold & Spec Mineral Y Fd	$ 0.00	$ 101,625.14
*	Principal Life Insurance Company	Pooled Separate Accounts Prin Core Plus Bond Sep Act-I3	$ 0.00	$ 1,052,096.76
*	Principal Life Insurance Company	Pooled Separate Accounts Prin Div Intl SA-I4	$ 0.00	$ 1,466,441.43
*	Principal Life Insurance Company	Pooled Separate Accounts Prin Intl Em Mkt Sep Acct-I4	$ 0.00	$ 1,120,685.38
*	Principal Life Insurance Company	Pooled Separate Accounts Prin Intl SmallCap Sep Acct-I4	$ 0.00	$ 1,142,075.60
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LgCap S&P 500 Index SA-I5	$ 0.00	$ 5,241,405.57
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm Str Inc SA-I3	$ 0.00	$ 243,994.70
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2010 Sep Acct-I3	$ 0.00	$ 363,147.99
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2020 Sep Acct-I3	$ 0.00	$ 4,184,519.00
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2030 Sep Acct-I3	$ 0.00	$ 5,694,046.65

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SI GROUP, INC. 401(K) RETIREMENT PLAN

EIN 14 1041790
PLAN NUMBER 002
PLAN YEAR 01/01/2015 TO 12/31/2015

(A)	(B) Identity of issuer, borrower, lessor or similar party.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2040 Sep Acct-I3	$ 0.00	$ 2,635,901.16
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2050 Sep Acct-I3	$ 0.00	$ 858,856.13
*	Principal Life Insurance Company	Pooled Separate Accounts Prin LifeTm 2060 Sep Acct-I3	$ 0.00	$ 147,753.28
*	Principal Life Insurance Company	Pooled Separate Accounts Prin MidCap S&P 400 Idx SA-I5	$ 0.00	$ 1,845,167.27
*	Principal Life Insurance Company	Pooled Separate Accounts Prin MidCap Sep Acct-I3	$ 0.00	$ 3,586,560.94
*	Principal Life Insurance Company	Pooled Separate Accounts Prin MidCap Value III SA-I3	$ 0.00	$ 1,639,320.01
*	Principal Life Insurance Company	Pooled Separate Accounts Prin Pref Secs Sep Acct-I3	$ 0.00	$ 538,993.47
*	Principal Life Insurance Company	Pooled Separate Accounts Prin SmCap S&P 600 Index SA-I5	$ 0.00	$ 649,900.46
*	Principal Life Insurance Company	Pooled Separate Accounts Prin U.S. Property SA-I4	$ 0.00	$ 2,923,413.99
	Prudential Investment Mgmt Svc	Registered Investment Company Prudential Jenn Nat Ress Z Fd	$ 0.00	$ 1,216,495.09
	PIMCO Funds	Registered Investment Company PIMCO Real Return A Fund	$ 0.00	$ 304,233.82
*	Union Bond & Trust Company	Common/Collective Trust PRINCIPAL STABLE VALUE INST	$ 0.00	$ 1,360,406.67
	The Royce Funds	Registered Investment Company Royce Opp Service Fund	$ 0.00	$ 503,316.32
	RidgeWorth Funds	Registered Investment Company RW Seix Float Rt Hi Inc A Fd	$ 0.00	$ 950,636.93
	Franklin Templeton Investments	Registered Investment Company Templeton Foreign Adv Fund	$ 0.00	$ 351,948.56

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SI GROUP, INC. 401(K) RETIREMENT PLAN

EIN 14 1041790
PLAN NUMBER 002
PLAN YEAR 01/01/2015 TO 12/31/2015

(A)	(B) Identity of issuer, borrower, lessor or similar party.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
	Vanguard Group	Registered Investment Company Vanguard Value Index Adm Fund	$ 0.00	$ 4,339,223.10
*	Participant Loans	Range of Interest Rates Rates Range From 6.00% To 6.00%	$ 0.00	$ 1,051,730.00

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2015 and 2014

(With Independent Auditors' Report Thereon)

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

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* Schedules required by Form 5500 that are not applicable have not been included.

KPMG LLP
515 Broadway
Albany, NY 12207-2974

Independent Auditors' Report

The Pension Committee
SI Group, Inc. Supplemental Retirement Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the SI Group, Inc. Supplemental Retirement Plan (the Plan), which comprise the statements of assets available for benefits as of December 31, 2015 and 2014, and the related statements of changes in assets available for benefits for the years 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 U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in note 3, which was certified by Principal Life Insurance Company and Principal Trust Company, both members of the Principal Financial Group and collectively referred to as the trustee of the Plan, except for comparing such information with the related information included in the 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 2014, and for the years 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. Accordingly, we do not express an opinion on these financial statements.

KPMG LLP is a Delaware limited liability partnership and the U.S. member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.

Other Matter

The supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2015 is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 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.

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

The form and content of the information included in the financial statements and supplemental 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Albany, New York
October 17, 2016

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Statements of Assets Available for Benefits

December 31, 2015 and 2014

		2015	2014
Assets:			
Investments (notes 4 and 5):			
Guaranteed interest accounts, at contract value	$	1,141,793	1,229,771
Pooled separate accounts, at fair value		36,691,110	31,554,051
Mutual funds, at fair value		16,460,541	18,154,715
Total investments		54,293,444	50,938,537
Participant notes receivable		1,050,974	665,535
Employer contributions receivable		116,477	93,007
Total assets available for benefits	$	55,460,895	51,697,079

See accompanying notes to financial statements.

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Statements of Changes in Assets Available for Benefits

Years ended December 31, 2015 and 2014

		2015	2014
Additions to plan assets attributed to:			
Investment activities:			
Interest and dividend income	$	440,483	372,421
Net (depreciation) appreciation in fair value of investments		(1,101,111)	2,158,966
		(660,628)	2,531,387
Contributions:			
Employer		2,277,330	1,687,500
Participants		7,717,913	7,771,239
Total additions		9,334,615	11,990,126
Deductions from plan assets attributed to:			
Benefits and distributions paid		(5,555,622)	(4,382,659)
Administrative expenses		(15,177)	(24,383)
Total deductions		(5,570,799)	(4,407,042)
Net increase in assets available for benefits		3,763,816	7,583,084
Assets available for benefits:			
Beginning of year		51,697,079	44,113,995
End of year	$	55,460,895	51,697,079

See accompanying notes to financial statements.

(1) Description of Plan

The following brief description of the SI Group, Inc. Supplemental Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

(a) Organization and Membership

The Plan is a defined contribution plan for the exclusive benefit of substantially all nonunion employees of SI Group, Inc. (the Company). Established in 1987, the Plan provides for retirement, disability, and death benefits. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

(b) Eligibility and Plan Benefits

Under the Plan, nonunion employees who have completed one month of eligible service are entitled to participate in the Plan. Benefits are payable when the participant terminates, retires, or becomes disabled. In the case of death, the benefits will be paid to the participant's designated beneficiary. A participant may request withdrawal of all or a portion of their contributed account balance in the event of undue financial hardship. A participant may elect to receive benefits in the form of an annuity, lump-sum payment, or equal installments over a period not to exceed the participant's assumed life expectancy at the time of distribution.

On August 31, 2014, the Company acquired certain businesses and assets from Albemarle Corporation (the Seller). Exempt employees working in the Orangeburg, South Carolina facility who were transitioned from the Seller to the Company were allowed to join the Plan.

(c) Contributions

Participants may contribute a portion of their compensation not exceeding the lesser of 50% of compensation or the limits set forth by the Internal Revenue Code of 1986, as amended, to the Plan. Participants have an automatic elective deferral of 2%. Catch-up contributions and after-tax Roth contributions are also permitted. Contributions and earnings thereon are fully (100%) vested and nonforfeitable. Each participant directs the account or accounts in which their contributions are to be invested.

Effective January 1, 2013, the Company's Board of Directors approved a matching contribution for eligible participants. The amount of this matching contribution is 100% of each participant contribution up to 3% and an additional 50% matching contribution for the next 2% up to a maximum of 4% of each participant's gross pay.

(d) Participant Notes Receivable

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. Loan terms may range from one to five years and are secured by the balance in the participant's account. The loans bear interest at a rate

(Continued)

commensurate with local prevailing rates at the time the loan is made, as determined by the plan administrator. Participant notes receivable are reported at their unpaid principal balance plus any accrued interest thereon.

(2) Summary of Significant Accounting Policies

The following are the significant accounting policies followed by the Plan:

(a) Basis of Presentation

The accompanying financial statements have been prepared on an accrual basis and present the assets available for benefits and changes in those assets of the Plan.

(b) Accounting for Fully Benefit-Responsive Investment Contracts

The Plan has entered into fully benefit-responsive investment contracts with Principal Financial Group referred to as guaranteed interest accounts. Contract value is the relevant measurement attribute for that portion of the assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the plan. The contract value equals the accumulated cash contributions and interest credited to the contract, less any withdrawals. Refer to note 2(i) for additional information related to the Plan's presentation and disclosure of these contracts.

(c) Investment Valuation and Income Recognition

The Plan accounts for and discloses investments in accordance with the provisions of Financial Accounting Standards Board Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements*. ASC Topic 820 establishes a three-level hierarchy for disclosure of fair value measurements. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. A financial instrument's categorization within the valuation hierarchy is based upon the lowest level of input that is significant to the fair value measurement. The three levels are defined as follows:

- Level 1 – Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities in active markets.
- Level 2 – Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement (i.e., supported by little or no market activity).

Investments in the pooled separate accounts are reported based on the net asset value per unit reported by the trustee, multiplied by the number of units held by the Plan on the last day of the Plan year. Mutual funds are stated at fair value based on quoted prices as of the last day of the Plan year. The guaranteed interest accounts are reported at contract value as described in note 2(b).

Security transactions are recognized on a trade-date basis. Interest and dividend income is recorded on the accrual basis as earned.

(d) Participant Notes Receivable

Loan transactions are treated as a transfer to (from) the investment account from (to) the participant notes account. Interest is recorded on the accrual basis. Principal and interest is generally paid ratably through payroll deductions.

(e) Payment of Benefits

Benefits are recorded when paid.

(f) Administrative Expenses

Administrative expenses of the Plan are paid by the Plan or by the Company, as provided by the Plan agreement.

(g) Risks and Uncertainties

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

(h) Use of Estimates

The plan administrator has made certain estimates and assumptions relating to the reporting of assets available for plan benefits and changes in those assets to prepare these financial statements in conformity with U.S. generally accepted accounting principles. Actual results could differ from those estimates.

(i) Recently Issued Accounting Pronouncements

In June 2015, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2015-10, *Technical Corrections and Improvements*, which addresses a variety of matters including a refinement of the definition of an equity security that has a readily determinable fair value. The ASU amends the master glossary term, readily determinable fair value, to include equity securities that are investments in mutual funds or in structures similar to a mutual fund and the fair value per share (unit) is determined and published and is the basis for current transactions. The refinement of the definition of readily determinable fair value became effective upon issuance and resulted in the reclassification of the Plan's pooled separate investment accounts from Level 2 to Level 1 of the fair value hierarchy.

In July 2015, the FASB issued ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient*. Part I eliminates the requirements to measure the fair value of fully benefit-responsive investment contracts. Part II eliminates the requirements to disclose individual investments that represent 5% or more of net assets available for benefits and the

(Continued)

net appreciation or depreciation in the fair value of investments by general type. Part II also simplifies the level of disaggregate investments that are measured using fair value by general type; however, plans are no longer required to also disaggregate investments by nature, characteristics, and risks. Further, the disclosure of information about fair value measurements shall be provided by general type of plan asset. Part III is not applicable to the Plan. The ASU is effective for fiscal years beginning after December 15, 2015, with early adoption permitted. Parts I and II are to be applied retrospectively. The Plan has elected to adopt the applicable provisions as of December 31, 2015, and the adoption is reflected in the accompanying financial statements.

The adoption of ASU 2015-10 and 2015-12 modified presentation and disclosure of investments as of December 31, 2015 and 2014 but did not impact the Plan's net assets available for benefits.

(3) Information Certified by Plan Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Principal Life Insurance Company (Principal Life) and Principal Trust Company, both members of the Principal Financial Group and collectively referred to as the trustee of the Plan, have certified the completeness and accuracy of all investments reflected on the accompanying statements of assets available for benefits as of December 31, 2015 and 2014; all information included in notes 4 and 5 to the financial statements; the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2015; and the related investment activity reflected in the statements of changes in assets available for benefits for the years ended December 31, 2015 and 2014.

(4) Investments Recorded at Fair Value

The following tables present the financial instruments recorded at fair value by the Plan as of December 31, 2015 and 2014:

	2015			
Description	**Total**	**Level 1**	**Level 2**	**Level 3**
Pooled separate investment accounts	$ 36,691,110	36,691,110	—	—
Mutual funds	16,460,541	16,460,541	—	—
Total	$ 53,151,651	53,151,651	—	—

	2014			
Description	**Total**	**Level 1**	**Level 2**	**Level 3**
Pooled separate investment accounts	$ 31,554,051	31,554,051	—	—
Mutual funds:	18,154,715	18,154,715	—	—
Total	$ 49,708,766	48,708,766	—	—

(Continued)

The following is a description of the valuation methodologies used for assets at fair value:

Pooled separate accounts: Valued at the net asset value (NAV) of shares held by the Plan at year-end as valued by the respective custodian. These NAVs are generally determined using values obtained from independent pricing sources, which are based on the fair values of the underlying securities, and are considered to represent readily determinable fair values. Therefore, pooled separate investment accounts are considered to be Level 1-measured investments.

Mutual funds: Valued at the NAV of shares held by the Plan at year end based on readily available quoted market prices. Therefore, mutual funds are considered to be Level 1-measured investments.

As disclosed in note 2(i), the adoption of ASU 2015-10 has resulted in the reclassification of the Plan's pooled separate investment accounts from Level 2 to Level 1 of the fair value hierarchy as of December 31, 2014. Accordingly, there were no Level 2 or Level 3 financial instruments in the Plan, nor were there any transfers between levels, as of December 31, 2015 or 2014, or for the years then ended.

(5) Investment Contracts with Insurance Company

The Plan has entered into fully benefit-responsive investment contracts with Principal Life that provide for a guarantee of principal and interest. Principal Life maintains the related contributions in a general account known as the Guaranteed Interest Fund. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contracts are included in the financial statements at contract value as reported to the Plan by Principal Life. Contract value represents contributions made, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawals or transfer of all or a portion of their investment at contract value. At December 31, 2015 and 2014, the contract value of these guaranteed interest accounts is $1,141,793 and $1,229,771, respectively.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The credited interest rate is based on a formula agreed upon with the issuer and is reviewed on an annual basis for resetting. This rate ranged between 0.39% and 2.38% during the year ended December 31, 2015 and between 0.39% and 4.35% during the year ended December 31, 2014.

(6) Plan Termination

Although the Company has not expressed any intent to terminate the Plan, it may do so at any time. If the Plan is terminated, the assets of the Plan shall be distributed to the participants based upon the participants' respective accumulated account balances.

(7) Related Party Transactions

Certain Plan investments are shares of investment accounts managed by the trustee. Any transactions involving these investments qualify as party-in-interest transactions. Fees paid by the Plan for the investment management services amounted to $15,177 and $24,383 for the years ended December 31, 2015 and 2014, respectively.

(8) Income Tax Status of Plan

The Plan is a prototype plan. The prototype plan sponsor obtained an opinion letter on the prototype plan dated March 31, 2008 from the Internal Revenue Service stating that the form of the prototype plan is acceptable under applicable sections of the Internal Revenue Code (IRC). In general, an employer that adopts the prototype plan may rely on the opinion letter with respect to the qualification of its plan under applicable sections of the IRC, subject to certain limitations. Although the Plan has been amended since the date of the opinion letter, management believes the Plan is currently designed and being operated in compliance with applicable requirements of the IRC and is exempt from federal income tax. Accordingly, no provision has been made for federal or state income taxes.

U.S. generally accepted accounting principles require 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 and 2014, there are not 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. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2011.

(9) Subsequent Events

The Plan has evaluated subsequent events from the date of the statement of assets available for benefits through October 17, 2016, the date at which the financial statements were issued. Effective January 14, 2016, the Company merged the Independent Union of Chemical Workers 401(k) Retirement Plan into this Plan.

SI GROUP, INC.
SUPPLEMENTAL RETIREMENT PLAN

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2015

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, Collateral, par or maturity value	(d) Cost	(e) Current value
*	Principal Life Insurance Company:	Guaranteed interest accounts, 0.39-2.38%	**	$ 1,141,793
		Separate accounts:		
		Morley Financial - Stable Value, 64,734 shares	**	1,356,831
		Principal Global – Core Plus Bond, 865 shares	**	1,052,097
		Principal Global – U.S. Property, 2,998 shares	**	2,923,414
		Principal Global – LifeTime Strategic Income, 12,709 shares	**	243,995
		Principal Global – LifeTime 2010, 17,360 shares	**	363,148
		Principal Global – LifeTime 2020, 183,093 shares	**	4,184,519
		Principal Global – LifeTime 2030, 244,961 shares	**	5,694,047
		Principal Global – LifeTime 2040, 110,319 shares	**	2,635,901
		Principal Global – LifeTime 2050, 36,895 shares	**	858,856
		Principal Global – LifeTime 2060, 11,741 shares	**	147,753
		Principal Global – Diversified International, 19,417 shares	**	1,466,441
		Principal Global – International Emerging Markets, 21,055 shares	**	1,120,685
		Principal Global – International Small Capital, 10,629 shares	**	1,142,076
		Principal Global – MidCap Blend, 19,876 shares	**	3,586,561
		Principal Global – MidCap Value III, 12,819 shares	**	1,639,320
		Principal Global – Large Cap S&P 500 Index, 54,257 shares	**	5,241,406
		Spectrum – Preferred Secs Sep, 23,342 shares	**	538,993
		Principal Global Midcap S&P 400 Index, 43,178 shares	**	1,845,167
		Principal Global Small S&P 600 Index, 14,729 shares	**	649,900
		Total separate accounts		36,691,110
		Mutual funds:		
	Fidelity Investments	Fidelity High Income Advantage A Fund, 369,304 shares	**	3,652,412
	Jennison Dryden	Prudential Jenn Nat Res A Fund, 41,790 shares	**	1,216,495
	PIMCO Funds:	PIMCO Real Return A Fund, 28,947 shares	**	304,234
	Vanguard Group Investments	Vanguard Value Index Adm Fund, 136,368 shares	**	4,339,223
	Franklin Templeton Investments	Franklin Growth Adv Fund, 47,455 shares	**	3,486,997
		Templeton Foreign Adv Fund, 56,043 shares	**	351,949
	Fidelity Investments	Fidelity Advantage Technology A Fund, 15,980 shares	**	563,604
	Janus	Janus Triton A Fund, 45,457 shares	**	990,049
	The Royce Funds	Royce Opp Service Fund, 50,585 shares	**	503,316
	Ridgeworth Funds	Seix Floating Rate High Income Fund, 115,089 shares	**	950,637
	Oppenheimer	Oppen Gold & Spec Mineral Fund, 9,762 shares	**	101,625
		Total mutual funds		16,460,541
		Total investments		54,293,444
*	SI Group, Inc. Supplemental Retirement Plan:			
	Participant notes	116 participant notes receivable (6% interest rate)		1,050,974
		Total assets held		$ 55,344,418

* Indicates that the issuer is a party-in-interest as defined in the Employee Retirement Income Security Act of 1974.

** Investments are participant directed and accordingly, investment cost information has been omitted.

See accompanying independent auditors' report.