

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 <u>10/01/2015</u> and ending <u>09/30/2016</u>	
A This return/report is for:	☐ a multiemployer plan; ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or ☒ a single-employer plan; ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information
1a Name of plan <u>AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN</u>	1b Three-digit plan number (PN) ▶ <u>004</u> 1c Effective date of plan <u>07/01/1974</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>AVON RUBBER AND PLASTICS, INC.</u> <u>503 EIGHTH STREET</u> <u>CADILLAC, MI 49601</u>	2b Employer Identification Number (EIN) <u>36-3366161</u> 2c Plan Sponsor's telephone number <u>231-779-6200</u> 2d Business code (see instructions) <u>326200</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	06/06/2017	SUSAN PETERSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	06/06/2017	SUSAN PETERSON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE
Preparer's name (including firm name, if applicable) and address (include room or suite number)			Preparer's telephone number

3a Plan administrator's name and address ☐ Same as Plan Sponsor AVON RUBBER AND PLASTICS, INC. 503 EIGHTH STREET CADILLAC, MI 49601	3b Administrator's EIN 36-3366161
	3c Administrator's telephone number 231-779-6200
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report: a Sponsor's name	4b EIN 4c PN
5 Total number of participants at the beginning of the plan year	5 457
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) 494
a(2) Total number of active participants at the end of the plan year	6a(2) 459
b Retired or separated participants receiving benefits.....	6b 3
c Other retired or separated participants entitled to future benefits.....	6c 167
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 629
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....	6e 0
f Total. Add lines 6d and 6e	6f 629
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	6g 604
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 2G 2J 2K 2S 2T 3D	
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III	Form M-1 Compliance Information (to be completed by welfare benefit plans)
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11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

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

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

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

Receipt Confirmation Code _____

SCHEDULE 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
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For calendar plan year 2015 or fiscal plan year beginning 10/01/2015 and ending 09/30/2016

A Name of plan AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 AVON RUBBER AND PLASTICS, INC.	D Employer Identification Number (EIN) 36-3366161

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.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE ANNUITY CO.

(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
06-1050034	93629	36787-001	629	10/01/2015	09/30/2016

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 0	(b) Total amount of fees paid 0
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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	

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

(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	5509464
5 Current value of plan's interest under this contract in separate accounts at year end	5	7864225

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. Specify nature of costs ▶	6d	

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 ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b Balance at the end of the previous year	7b	5384336
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c Additions: (1) Contributions deposited during the year	7c(1)	468674	
(2) Dividends and credits	7c(2)		
(3) Interest credited during the year	7c(3)	88717	
(4) Transferred from separate account	7c(4)	101288	
(5) Other (specify below)	7c(5)	420178	

▶ **LOAN REPAYMENTS TRANSFERS IN MISCELLANEOUS IN**

(6) Total additions	7c(6)	1078857
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d Total of balance and additions (add lines 7b and 7c(6))	7d	6463193
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	800692	
(2) Administration charge made by carrier	7e(2)	385	
(3) Transferred to separate account	7e(3)	18762	
(4) Other (specify below)	7e(4)	133890	

▶ **LOAN INITIATIONS TRANSFERS OUT & MISC OUT FORFEITURES DEBITS**

(5) Total deductions	7e(5)	953729
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	5509464
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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. ▶

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

For calendar plan year 2015 or fiscal plan year beginning 10/01/2015 and ending 09/30/2016		
A Name of plan AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 AVON RUBBER AND PLASTICS, INC.	D Employer Identification Number (EIN) 36-3366161	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

06-1050034

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

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

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

WELLS FARGO ADVISORS, LLC

27-0058684

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	37937	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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 15 37 50 64	NONE	11183	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

PRUDENTIAL INVESTMENT MANAGEMENT SE

13-4122960

(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?
71	NONE	40	Yes ☒ No ☐	Yes ☒ No ☐	0	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
PRUDENTIAL RETIREMENT INSURANCE AND	15 64	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PRUDENTIAL RETIREMENT INSURANCE AND 06-1050034	30.000 BPS AND \$0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2015 TO 12/31/2015 GUARANTEED INCOME FUND	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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.
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For calendar plan year 2015 or fiscal plan year beginning 10/01/2015 and ending 09/30/2016

A Name of plan <u>AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>004</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>AVON RUBBER AND PLASTICS, INC.</u>	D Employer Identification Number (EIN) <u>36-3366161</u>	

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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SMALL CAP GROWTH/TIMESSQ</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-132</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1795290</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MID CAP/VALUE WELL MGMT</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-187</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1284827</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MID CAP GROWTH/ARTISAN</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-185</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1434364</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CORE BOND ENHAN INDEX</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-036</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2306521</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DRYDEN S & P 500 INDEX FUND</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-123</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1038560</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRU DAY ONE IFX TARG BAL</u>			
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>			
c EIN-PN <u>06-1050034-697</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4663</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2015 This Form is Open to Public Inspection
For calendar plan year 2015 or fiscal plan year beginning <u>10/01/2015</u> and ending <u>09/30/2016</u>		
A Name of plan <u>AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN</u>		B Three-digit plan number (PN) ► <u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AVON RUBBER AND PLASTICS, INC.</u>		D Employer Identification Number (EIN) <u>36-3366161</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other.....	1b(3)		
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)	1190496	900001
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)	6878486	7864225
(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)	9773750	11285556
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	5384336	5509464
(15) Other	1c(15)	62006	69879

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	23289074	25629125

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	23289074	25629125
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	650440	
(B) Participants	2a(1)(B)	2058507	
(C) Others (including rollovers)	2a(1)(C)	43075	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2752022
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	44631	
(F) Other	2b(1)(F)	88717	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		133348
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	134056	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		134056
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		651625
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1087290
c Other income	2c		46648
d Total income. Add all income amounts in column (b) and enter total	2d		4804989

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2415787	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2415787
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		1769
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	47382	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		47382
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2464938

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2340051
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

(1) Name: BAIRD, COTTER, AND BISHOP, P.C.

(2) EIN: 38-1995866

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

	Yes	No	N/A	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X		
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X		
e Was this plan covered by a fidelity bond?	X			1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X		
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X		
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X		
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X		
l Has the plan failed to provide any benefit when due under the plan?		X		
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.				
o Did the plan trust incur unrelated business taxable income?				
p Were in-service distributions made during the plan year?				

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

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

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

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

Part V Trust Information

6a Name of trust	6b Trust's EIN
6c Name of trustee or custodian	6d Trustee's or custodian's telephone number

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2015 This Form is Open to Public Inspection.
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For calendar plan year 2015 or fiscal plan year beginning 10/01/2015 and ending 09/30/2016

A Name of plan <u>AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AVON RUBBER AND PLASTICS, INC.</u>	D Employer Identification Number (EIN) <u>36-3366161</u>

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>22-1211670</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	

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

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.	☐ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

Schedule R (Form 5500) 2015
v. 150123

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
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18	If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐
19	If the total number of participants is 1,000 or more, complete lines (a) through (c)
	a Enter the percentage of plan assets held as: Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%
	b Provide the average duration of the combined investment-grade and high-yield debt: ☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more
	c What duration measure was used to calculate line 19(b)? ☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

Part VII	IRS Compliance Questions
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20a Is the plan a 401(k) plan?	☐ Yes	☐ No
20b If "Yes," how does the 401(k) plan satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under sections 401(k)(3) and 401(m)(2)?	☐ Design-based safe harbor method	☐ ADP/ACP test
20c If the ADP/ACP test is used, did the 401(k) plan perform ADP/ACP testing for the plan year using the "current year testing method" for nonhighly compensated employees (Treas. Reg sections 1.401(k)-2(a)(2)(ii) and 1.401(m)-2(a)(2)(ii))?	☐ Yes	☐ No
21a Check the box to indicate the method used by the plan to satisfy the coverage requirements under section 410(b):	☐ Ratio percentage test	☐ Average benefit test
21b Does the plan satisfy the coverage and nondiscrimination tests of sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?	☐ Yes	☐ No
22a Has the plan been timely amended for all required tax law changes?	☐ Yes	☐ No ☐ N/A
22b Date the last plan amendment/restatement for the required tax law changes was adopted ____/____/____. Enter the applicable code _____. (See instructions for tax law changes and codes).		
22c If the plan sponsor is an adopter of a pre-approved master and prototype (M&P) or volume submitter plan that is subject to a favorable IRS opinion or advisory letter, enter the date of that favorable letter ____/____/____ and the letter's serial number _____.		
22d If the plan is an individually-designed plan and received a favorable determination letter from the IRS, enter the date of the plan's last favorable determination letter ____/____/____.		
23 Is the Plan maintained in a U.S. territory (i.e., Puerto Rico (if no election under ERISA section 1022(i)(2) has been made), American Samoa, Guam, the Commonwealth of the Northern Mariana Islands or the U.S. Virgin Islands)?	☐ Yes	☐ No

AVON RUBBER & PLASTICS, INC.

EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016



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AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016

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March 7, 2017

INDEPENDENT AUDITOR'S REPORT

To the Administrator of the
Avon Rubber & Plastics, Inc.
Employees Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Avon Rubber & Plastics, Inc. Employees Retirement Plan, which comprise the statements of net assets available for benefits as of September 30, 2016 and 2015, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's 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 C, which was certified by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended September 30, 2016 and 2015, 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.

Other Matter

The supplemental schedule of Schedule H, Item 4i – Schedule of Assets (Held at End of Year) as of or for the year ended September 30, 2016, is required by the Department of Labor's 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 the supplemental schedule referred to above.

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

The form and content of the information included in the financial statements and supplemental 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.

BAIRD, COTTER AND BISHOP, P.C.

Baird, Cotter & Bishop, P.C.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ASSETS</u>		
Investments, at Fair Value		
Prudential Retirement Insurance and Annuity Company	\$ 13,373,689	\$ 12,262,822
Prudential Mutual Funds	11,285,556	9,773,750
Self Directed Brokerage	69,879	62,006
Total Investments	24,729,124	22,098,578
Receivables		
Notes Receivable from Participants	900,001	1,190,496
Total Assets	25,629,125	23,289,074
<u>LIABILITIES</u>	<u>0</u>	<u>0</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 25,629,125</u>	<u>\$ 23,289,074</u>

The accompanying notes are an integral part of the financial statements.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEARS ENDED SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ADDITIONS TO NET ASSETS</u>		
Contributions		
Employer	\$ 650,440	\$ 609,677
Employee (Including Rollovers)	2,101,582	1,931,803
Investment Income		
Interest	88,717	93,011
Dividends	134,056	141,740
Net Realized and Unrealized Appreciation in Aggregate Fair Value of Investments	1,785,563	0
Interest Income on Notes Receivable from Participants	44,631	44,320
Total Additions	<u>4,804,989</u>	<u>2,820,551</u>
<u>DEDUCTIONS FROM NET ASSETS</u>		
Benefit Payments	2,417,556	3,766,968
Plan Expenses	47,382	49,745
Net Realized and Unrealized Depreciation in Aggregate Fair Value of Investments	0	440,819
Total Deductions	<u>2,464,938</u>	<u>4,257,532</u>
Net Increase (Decrease)	2,340,051	(1,436,981)
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - Beginning of Period	<u>23,289,074</u>	<u>24,726,055</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - End of Period	<u>\$ 25,629,125</u>	<u>\$ 23,289,074</u>

The accompanying notes are an integral part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE A - DESCRIPTION OF PLAN

The following description of the Avon Rubber and Plastics, Inc. Employees Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who have completed ninety days of service and all part-time employees who have completed one year of service. The Plan was established in July of 1974, and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

2. Participant Contributions

Participants may contribute up to fifty percent of their compensation up to the annual IRS dollar limits. Participants direct the Company as to the allocation of their contributions to the various funds in the Plan.

3. Company Contributions

Eligible full-time employees who have completed ninety days of service and eligible part-time employees who have completed one year of service and are at least age 18 will receive a match. The Company matches 50% on the first 6% of each participant's elective contribution amount but not more than 3% of each participant's compensation for a given plan year.

The Company may contribute an additional discretionary amount which shall be proportionately allocated among participants according to compensation level. There were no discretionary profit-sharing contributions for 2016 and 2015.

4. Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of the Company's contribution and plan earnings. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

5. Vesting

Participants are immediately vested in their voluntary contributions and employer contributions plus actual earnings thereon.

6. Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to 50% of their vested account balance. The loans are secured by the vested balance in the participant's account and bear interest rates between 4.25% and 4.50%, which are commensurate with local prevailing rates. Principal and interest is paid ratably through bi-weekly payroll deductions.

7. Payment of Benefits

On termination of service due to death, retirement or termination, the participant or the participant's beneficiary receives the value of the funds allocated to his account in the form of a lump sum payment or installments.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

8. Forfeited Accounts

There are no forfeitures due to 100% vesting of salary deferrals, rollover contributions, and company match.

NOTE B - SUMMARY OF ACCOUNTING POLICIES

The following is a summary of significant accounting policies followed in the preparation of the financial statements of the Plan:

1. Basis of Accounting

The financial statements and schedules of the Plan are prepared on the accrual basis of accounting.

2. Use of Estimates

The preparation of the Plan's financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

3. Investment Valuation and Income Recognition

Investments are reported at fair market as reported by the trustee Prudential Retirement Insurance and Annuity Company. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

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

4. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principle balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of September 30, 2016 or 2015. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

5. Payment of Benefits

Benefits are recorded when paid.

6. Expenses

Certain administrative costs of the Plan, including trust, legal, and audit fees are paid by the Company.

7. Subsequent Events

Management has evaluated subsequent events through March 7, 2017, the date in which the financial statements were available to be issued.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE C - CERTIFIED FINANCIAL DATA & INVESTMENTS

The following is a summary of the unaudited information regarding the Plan as of September 30, 2016 and 2015, and for the years then ended, included in the Plan's financial statements and supplemental schedule, that was prepared by or derived from information prepared by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, and furnished to the plan administrator. The plan administrator has obtained certifications from the trustee that such information is complete and accurate.

* Represents investments that compose 5% or more of the Plan's net assets at the beginning of the plan year. The information included in the Schedule of Assets (Held at End of Year) on page 13 was also prepared from information certified by the trustee.

	September 30, 2016		September 30, 2015
Investments, at fair value:			
Prudential Retirement Insurance and Annuity Company:			
Guaranteed Income Fund	\$ 5,509,464 *	\$	5,384,336 *
Dryden S & P 500 Index Fund	1,038,560		993,373
Small Cap Growth/TimesSquare	1,795,290 *		1,426,329 *
Mid Cap Growth/Artisan Partners	1,434,364 *		1,261,827 *
Mid Cap Value/Wellington Management	1,284,827 *		1,120,032
Core Bond Enhanced Index/PIM	2,306,521 *		2,070,228 *
Prudential Day One IncomeFlex Target Balanced Fund	4,663		6,697
Prudential Mutual Funds:			
Neuberger Berman High Inc Bond Inv	759,142		643,261
Allianz NFJ Small Cap Value Admin	1,161,092		1,003,082
American Funds EuroPacific Growth R3	1,506,574 *		1,328,418 *
JP Morgan Core Plus Bond Select	4,310		158
JP Morgan Large Cap Growth A	2,588,624 *		2,248,555 *
Calamos International Growth I	1,324,489 *		1,136,438
Invesco Developing Markets Y	1,706,905 *		1,474,348 *
Invesco Diversified Dividend A	2,233,257 *		1,939,347 *
Lord Abbett Core Fixed Income A	1,163		143
Self Directed Brokerage Funds:			
National Financial	69,879		235
PFG Core Equity Fund - Investor	0		27,942
PFG Explorer Fund Investor Class	0		33,829
	<u>\$ 24,729,124</u>		<u>\$ 22,098,578</u>

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

	September 30, 2016	September 30, 2015
Investment Income		
Interest	\$ 88,717	\$ 93,011
Dividend	134,056	141,740
Net Realized and Unrealized Appreciation (Depreciation) in Aggregate Fair Value of Investments	1,785,563	(440,819)
Interest Income on Notes Receivable from Participants	44,631	44,320
Plan Expenses	47,382	49,745

During the year ending September 30, 2016, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,785,563. Of this change, \$651,625 took place in the pooled separate accounts, \$1,087,290 took place in mutual funds, and the remaining \$46,648 was from other investment earnings.

NOTE D - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted observable quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 Inputs to the valuation methodology include

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

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

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

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at September 30, 2016 and 2015.

Pooled Separate Accounts: Prudential Retirement Insurance and Annuity Company (PRIAC) separate accounts are measured via units. When Prudential invests in an alliance fund, they buy shares, which have a stated value, to create a Separate Account. When an individual chooses one of their separate accounts for their retirement savings, they own units of the separate account. The value of the participant portion of PRIAC's Separate Account is the net unit value (NUV) multiplied by the number of units the participant owns. The value of the portion of the mutual fund owned by the Separate Account is determined by multiplying the net asset value (NAV) by the number of shares owned. The NUV includes dividends and capital gains that are automatically reinvested for the pooled market value separate account and deducts a small Prudential charge for administering the account. The daily changes in the pooled market value separate account's NUV represents the pooled market value separate account's performance.

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

Insurance Company General Account (unallocated contracts): Guaranteed investment contracts (GIC) are valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer. Because the participants transact at contract value, fair value is determined annually for financial statement reporting purposes only. Prudential's Guaranteed Income Fund is an insurance company issued Evergreen Group Annuity with no maturity date and interest rates are reviewed on a semi-annual basis. The contract value represents deposits made to the contract, plus earnings at guaranteed rates, less withdrawals and fees. It is not a traditional GIC and therefore there are not any known cash flows that could be discounted. The contract value is the amount payable on demand at the reporting date, and therefore, the contract value is also the fair market value to be disclosed.

Self Directed Brokerage Accounts: Investments in these accounts are all mutual funds and are valued as described above under Mutual Funds.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

The following tables present by level, within the fair value hierarchy, the Plan investment assets at fair value as of September 30, 2016 and 2015.

		Assets at Fair Value as of September 30, 2016		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Description	Total			
Pooled Separate Accounts				
Growth Funds	\$ 3,229,654	\$ 3,229,654	\$ 0	\$ 0
Value Funds	1,284,827	1,284,827	0	0
Bond Funds	2,306,521	2,306,521	0	0
Blend Funds	1,038,560	1,038,560	0	0
IncomeFlex Funds	4,663	4,663	0	0
Total Pooled Separate Accounts	7,864,225	7,864,225	0	0
Mutual Funds				
Growth Funds	5,419,687	5,419,687	0	0
Value Funds	3,394,349	3,394,349	0	0
Bond Funds	764,615	764,615	0	0
Emerging Market Funds	1,706,905	1,706,905	0	0
Total Mutual Funds	11,285,556	11,285,556	0	0
Self Directed Brokerage				
Cash Funds	69,879	69,879	0	0
Insurance Co. General Account				
Stable Value Fund	5,509,464	0	5,509,464	0
Total	\$ 24,729,124	\$ 19,219,660	\$ 5,509,464	\$ 0

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

Description	Total	Assets at Fair Value as of September 30, 2015		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Pooled Separate Accounts				
Growth Funds	\$ 2,688,156	\$ 2,688,156	\$ 0	\$ 0
Value Funds	1,120,032	1,120,032	0	0
Bond Funds	2,070,228	2,070,228	0	0
Blend Funds	993,373	993,373	0	0
IncomeFlex Funds	6,697	6,697	0	0
Total Pooled Separate Accounts	6,878,486	6,878,486	0	0
Mutual Funds				
Growth Funds	4,713,411	4,713,411	0	0
Value Funds	2,942,429	2,942,429	0	0
Bond Funds	643,562	643,562	0	0
Emerging Market Funds	1,474,348	1,474,348	0	0
Total Mutual Funds	9,773,750	9,773,750	0	0
Self Directed Brokerage				
Cash Funds	235	235	0	0
Growth Funds	27,942	27,942	0	0
Blend Funds	33,829	33,829	0	0
Total Self Directed Brokerage	62,006	62,006	0	0
Insurance Co. General Account				
Stable Value Fund	5,384,336	0	5,384,336	0
Total	\$ 22,098,578	\$ 16,714,242	\$ 5,384,336	\$ 0

NOTE E - RELATED-PARTY TRANSACTIONS AND PARTY IN INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, manages certain Plan investments. Therefore, these transactions qualify as party in interest transactions and are denoted as such on the supplemental Schedule of Assets (Held at End of Year).

The Plan engaged in transactions involving Prudential Retirement Insurance and Annuity Company, the Plan's administrator and trustee, Baird, Cotter and Bishop, P.C., the Plan auditor, and Avon Rubber & Plastics, Inc., the Plan sponsor, which are party in interest with respect to the Plan. These transactions are not considered "prohibited transactions" under the Code and are not prohibited by ERISA.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE F - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

NOTE G - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated March 1, 2017, that the plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC).

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2016, there are no uncertain positions taken or expected to be taken that would require recognition of a liability 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.

NOTE H - RISKS AND UNCERTAINTIES

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

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN
EMPLOYER IDENTIFICATION NUMBER 36-3366161, PLAN NUMBER 004
FORM 5500, SCHEDULE H, ITEM 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
SEPTEMBER 30, 2016

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity	Cost	Current Value	
	Prudential Retirement Insurance and Annuity Company			
*	Guaranteed Income Fund	**	\$	5,509,464
*	Dryden S & P 500 Index Fund	**		1,038,560
*	Small Cap Growth/TimesSquare	**		1,795,290
*	Mid Cap Growth/Artisan Partners	**		1,434,364
*	Mid Cap Value/Wellington Management	**		1,284,827
*	Core Bond Enhanced Index/PIM	**		2,306,521
	Prudential Day One IncomeFlex Target Balanced Fund	**		4,663
	Prudential Mutual Funds			
*	Neuberger Berman High Inc Bond Inv	**		759,142
*	Allianz NFJ Small Cap Value Admin	**		1,161,092
*	American Funds EuroPacific Growth R3	**		1,506,574
*	JP Morgan Core Plus Bond Select	**		4,310
*	JP Morgan Large Cap Growth A	**		2,588,624
*	Calamos International Growth I	**		1,324,489
*	Invesco Developing Markets Y	**		1,706,905
*	Invesco Diversified Dividend A	**		2,233,257
*	Lord Abbett Core Fixed Income A	**		1,163
	Self Directed Brokerage Funds			
	National Financial	**		69,879
	Participant Loans Interest Rates Ranging from 4.25% to 4.50%	**		900,001
				\$ 25,629,125

* A party in interest as defined by ERISA.

** Cost omitted for participant directed investments.

AVON RUBBER & PLASTICS, INC.

EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016



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AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016

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March 7, 2017

INDEPENDENT AUDITOR'S REPORT

To the Administrator of the
Avon Rubber & Plastics, Inc.
Employees Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Avon Rubber & Plastics, Inc. Employees Retirement Plan, which comprise the statements of net assets available for benefits as of September 30, 2016 and 2015, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's 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 C, which was certified by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended September 30, 2016 and 2015, 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.

Other Matter

The supplemental schedule of Schedule H, Item 4i – Schedule of Assets (Held at End of Year) as of or for the year ended September 30, 2016, is required by the Department of Labor's 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 the supplemental schedule referred to above.

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

The form and content of the information included in the financial statements and supplemental 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.

BAIRD, COTTER AND BISHOP, P.C.

Baird, Cotter & Bishop, P.C.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ASSETS</u>		
Investments, at Fair Value		
Prudential Retirement Insurance and Annuity Company	\$ 13,373,689	\$ 12,262,822
Prudential Mutual Funds	11,285,556	9,773,750
Self Directed Brokerage	69,879	62,006
Total Investments	24,729,124	22,098,578
Receivables		
Notes Receivable from Participants	900,001	1,190,496
Total Assets	25,629,125	23,289,074
<u>LIABILITIES</u>	<u>0</u>	<u>0</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 25,629,125</u>	<u>\$ 23,289,074</u>

The accompanying notes are an integral part of the financial statements.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEARS ENDED SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ADDITIONS TO NET ASSETS</u>		
Contributions		
Employer	\$ 650,440	\$ 609,677
Employee (Including Rollovers)	2,101,582	1,931,803
Investment Income		
Interest	88,717	93,011
Dividends	134,056	141,740
Net Realized and Unrealized Appreciation in Aggregate Fair Value of Investments	1,785,563	0
Interest Income on Notes Receivable from Participants	44,631	44,320
Total Additions	<u>4,804,989</u>	<u>2,820,551</u>
<u>DEDUCTIONS FROM NET ASSETS</u>		
Benefit Payments	2,417,556	3,766,968
Plan Expenses	47,382	49,745
Net Realized and Unrealized Depreciation in Aggregate Fair Value of Investments	0	440,819
Total Deductions	<u>2,464,938</u>	<u>4,257,532</u>
Net Increase (Decrease)	2,340,051	(1,436,981)
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - Beginning of Period	<u>23,289,074</u>	<u>24,726,055</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - End of Period	<u>\$ 25,629,125</u>	<u>\$ 23,289,074</u>

The accompanying notes are an integral part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE A - DESCRIPTION OF PLAN

The following description of the Avon Rubber and Plastics, Inc. Employees Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who have completed ninety days of service and all part-time employees who have completed one year of service. The Plan was established in July of 1974, and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

2. Participant Contributions

Participants may contribute up to fifty percent of their compensation up to the annual IRS dollar limits. Participants direct the Company as to the allocation of their contributions to the various funds in the Plan.

3. Company Contributions

Eligible full-time employees who have completed ninety days of service and eligible part-time employees who have completed one year of service and are at least age 18 will receive a match. The Company matches 50% on the first 6% of each participant's elective contribution amount but not more than 3% of each participant's compensation for a given plan year.

The Company may contribute an additional discretionary amount which shall be proportionately allocated among participants according to compensation level. There were no discretionary profit-sharing contributions for 2016 and 2015.

4. Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of the Company's contribution and plan earnings. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

5. Vesting

Participants are immediately vested in their voluntary contributions and employer contributions plus actual earnings thereon.

6. Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to 50% of their vested account balance. The loans are secured by the vested balance in the participant's account and bear interest rates between 4.25% and 4.50%, which are commensurate with local prevailing rates. Principal and interest is paid ratable through bi-weekly payroll deductions.

7. Payment of Benefits

On termination of service due to death, retirement or termination, the participant or the participant's beneficiary receives the value of the funds allocated to his account in the form of a lump sum payment or installments.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

8. Forfeited Accounts

There are no forfeitures due to 100% vesting of salary deferrals, rollover contributions, and company match.

NOTE B - SUMMARY OF ACCOUNTING POLICIES

The following is a summary of significant accounting policies followed in the preparation of the financial statements of the Plan:

1. Basis of Accounting

The financial statements and schedules of the Plan are prepared on the accrual basis of accounting.

2. Use of Estimates

The preparation of the Plan's financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

3. Investment Valuation and Income Recognition

Investments are reported at fair market as reported by the trustee Prudential Retirement Insurance and Annuity Company. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

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

4. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principle balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of September 30, 2016 or 2015. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

5. Payment of Benefits

Benefits are recorded when paid.

6. Expenses

Certain administrative costs of the Plan, including trust, legal, and audit fees are paid by the Company.

7. Subsequent Events

Management has evaluated subsequent events through March 7, 2017, the date in which the financial statements were available to be issued.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE C - CERTIFIED FINANCIAL DATA & INVESTMENTS

The following is a summary of the unaudited information regarding the Plan as of September 30, 2016 and 2015, and for the years then ended, included in the Plan's financial statements and supplemental schedule, that was prepared by or derived from information prepared by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, and furnished to the plan administrator. The plan administrator has obtained certifications from the trustee that such information is complete and accurate.

* Represents investments that compose 5% or more of the Plan's net assets at the beginning of the plan year. The information included in the Schedule of Assets (Held at End of Year) on page 13 was also prepared from information certified by the trustee.

	September 30, 2016		September 30, 2015
Investments, at fair value:			
Prudential Retirement Insurance and Annuity Company:			
Guaranteed Income Fund	\$ 5,509,464 *	\$	5,384,336 *
Dryden S & P 500 Index Fund	1,038,560		993,373
Small Cap Growth/TimesSquare	1,795,290 *		1,426,329 *
Mid Cap Growth/Artisan Partners	1,434,364 *		1,261,827 *
Mid Cap Value/Wellington Management	1,284,827 *		1,120,032
Core Bond Enhanced Index/PIM	2,306,521 *		2,070,228 *
Prudential Day One IncomeFlex Target Balanced Fund	4,663		6,697
Prudential Mutual Funds:			
Neuberger Berman High Inc Bond Inv	759,142		643,261
Allianz NFJ Small Cap Value Admin	1,161,092		1,003,082
American Funds EuroPacific Growth R3	1,506,574 *		1,328,418 *
JP Morgan Core Plus Bond Select	4,310		158
JP Morgan Large Cap Growth A	2,588,624 *		2,248,555 *
Calamos International Growth I	1,324,489 *		1,136,438
Invesco Developing Markets Y	1,706,905 *		1,474,348 *
Invesco Diversified Dividend A	2,233,257 *		1,939,347 *
Lord Abbett Core Fixed Income A	1,163		143
Self Directed Brokerage Funds:			
National Financial	69,879		235
PFG Core Equity Fund - Investor	0		27,942
PFG Explorer Fund Investor Class	0		33,829
	<u>\$ 24,729,124</u>		<u>\$ 22,098,578</u>

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

	September 30, 2016	September 30, 2015
Investment Income		
Interest	\$ 88,717	\$ 93,011
Dividend	134,056	141,740
Net Realized and Unrealized Appreciation (Depreciation) in Aggregate Fair Value of Investments	1,785,563	(440,819)
Interest Income on Notes Receivable from Participants	44,631	44,320
Plan Expenses	47,382	49,745

During the year ending September 30, 2016, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,785,563. Of this change, \$651,625 took place in the pooled separate accounts, \$1,087,290 took place in mutual funds, and the remaining \$46,648 was from other investment earnings.

NOTE D - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted observable quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 Inputs to the valuation methodology include

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

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

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

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at September 30, 2016 and 2015.

Pooled Separate Accounts: Prudential Retirement Insurance and Annuity Company (PRIAC) separate accounts are measured via units. When Prudential invests in an alliance fund, they buy shares, which have a stated value, to create a Separate Account. When an individual chooses one of their separate accounts for their retirement savings, they own units of the separate account. The value of the participant portion of PRIAC's Separate Account is the net unit value (NUV) multiplied by the number of units the participant owns. The value of the portion of the mutual fund owned by the Separate Account is determined by multiplying the net asset value (NAV) by the number of shares owned. The NUV includes dividends and capital gains that are automatically reinvested for the pooled market value separate account and deducts a small Prudential charge for administering the account. The daily changes in the pooled market value separate account's NUV represents the pooled market value separate account's performance.

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

Insurance Company General Account (unallocated contracts): Guaranteed investment contracts (GIC) are valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer. Because the participants transact at contract value, fair value is determined annually for financial statement reporting purposes only. Prudential's Guaranteed Income Fund is an insurance company issued Evergreen Group Annuity with no maturity date and interest rates are reviewed on a semi-annual basis. The contract value represents deposits made to the contract, plus earnings at guaranteed rates, less withdrawals and fees. It is not a traditional GIC and therefore there are not any known cash flows that could be discounted. The contract value is the amount payable on demand at the reporting date, and therefore, the contract value is also the fair market value to be disclosed.

Self Directed Brokerage Accounts: Investments in these accounts are all mutual funds and are valued as described above under Mutual Funds.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

The following tables present by level, within the fair value hierarchy, the Plan investment assets at fair value as of September 30, 2016 and 2015.

		Assets at Fair Value as of September 30, 2016		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Description	Total			
Pooled Separate Accounts				
Growth Funds	\$ 3,229,654	\$ 3,229,654	\$ 0	\$ 0
Value Funds	1,284,827	1,284,827	0	0
Bond Funds	2,306,521	2,306,521	0	0
Blend Funds	1,038,560	1,038,560	0	0
IncomeFlex Funds	4,663	4,663	0	0
Total Pooled Separate Accounts	7,864,225	7,864,225	0	0
Mutual Funds				
Growth Funds	5,419,687	5,419,687	0	0
Value Funds	3,394,349	3,394,349	0	0
Bond Funds	764,615	764,615	0	0
Emerging Market Funds	1,706,905	1,706,905	0	0
Total Mutual Funds	11,285,556	11,285,556	0	0
Self Directed Brokerage				
Cash Funds	69,879	69,879	0	0
Insurance Co. General Account				
Stable Value Fund	5,509,464	0	5,509,464	0
Total	\$ 24,729,124	\$ 19,219,660	\$ 5,509,464	\$ 0

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

Description	Total	Assets at Fair Value as of September 30, 2015		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Pooled Separate Accounts				
Growth Funds	\$ 2,688,156	\$ 2,688,156	\$ 0	\$ 0
Value Funds	1,120,032	1,120,032	0	0
Bond Funds	2,070,228	2,070,228	0	0
Blend Funds	993,373	993,373	0	0
IncomeFlex Funds	6,697	6,697	0	0
Total Pooled Separate Accounts	6,878,486	6,878,486	0	0
Mutual Funds				
Growth Funds	4,713,411	4,713,411	0	0
Value Funds	2,942,429	2,942,429	0	0
Bond Funds	643,562	643,562	0	0
Emerging Market Funds	1,474,348	1,474,348	0	0
Total Mutual Funds	9,773,750	9,773,750	0	0
Self Directed Brokerage				
Cash Funds	235	235	0	0
Growth Funds	27,942	27,942	0	0
Blend Funds	33,829	33,829	0	0
Total Self Directed Brokerage	62,006	62,006	0	0
Insurance Co. General Account				
Stable Value Fund	5,384,336	0	5,384,336	0
Total	\$ 22,098,578	\$ 16,714,242	\$ 5,384,336	\$ 0

NOTE E - RELATED-PARTY TRANSACTIONS AND PARTY IN INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, manages certain Plan investments. Therefore, these transactions qualify as party in interest transactions and are denoted as such on the supplemental Schedule of Assets (Held at End of Year).

The Plan engaged in transactions involving Prudential Retirement Insurance and Annuity Company, the Plan's administrator and trustee, Baird, Cotter and Bishop, P.C., the Plan auditor, and Avon Rubber & Plastics, Inc., the Plan sponsor, which are party in interest with respect to the Plan. These transactions are not considered "prohibited transactions" under the Code and are not prohibited by ERISA.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE F - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

NOTE G - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated March 1, 2017, that the plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC).

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2016, there are no uncertain positions taken or expected to be taken that would require recognition of a liability 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.

NOTE H - RISKS AND UNCERTAINTIES

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

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN
EMPLOYER IDENTIFICATION NUMBER 36-3366161, PLAN NUMBER 004
FORM 5500, SCHEDULE H, ITEM 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
SEPTEMBER 30, 2016

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity		Cost	Current Value
	Prudential Retirement Insurance and Annuity Company			
*	Guaranteed Income Fund		**	\$ 5,509,464
*	Dryden S & P 500 Index Fund		**	1,038,560
*	Small Cap Growth/TimesSquare		**	1,795,290
*	Mid Cap Growth/Artisan Partners		**	1,434,364
*	Mid Cap Value/Wellington Management		**	1,284,827
*	Core Bond Enhanced Index/PIM		**	2,306,521
	Prudential Day One IncomeFlex Target Balanced Fund		**	4,663
	Prudential Mutual Funds			
*	Neuberger Berman High Inc Bond Inv		**	759,142
*	Allianz NFJ Small Cap Value Admin		**	1,161,092
*	American Funds EuroPacific Growth R3		**	1,506,574
*	JP Morgan Core Plus Bond Select		**	4,310
*	JP Morgan Large Cap Growth A		**	2,588,624
*	Calamos International Growth I		**	1,324,489
*	Invesco Developing Markets Y		**	1,706,905
*	Invesco Diversified Dividend A		**	2,233,257
*	Lord Abbett Core Fixed Income A		**	1,163
	Self Directed Brokerage Funds			
	National Financial		**	69,879
	Participant Loans Interest Rates Ranging from 4.25% to 4.50%		**	900,001
				<u>\$ 25,629,125</u>

* A party in interest as defined by ERISA.

** Cost omitted for participant directed investments.

AVON RUBBER & PLASTICS, INC.

EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016



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www.bcbcpa.com

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

SEPTEMBER 30, 2016

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Form 5500, Schedule H, Item 4i - Schedule of Assets (Held at End of Year)	13



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March 7, 2017

INDEPENDENT AUDITOR'S REPORT

To the Administrator of the
Avon Rubber & Plastics, Inc.
Employees Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Avon Rubber & Plastics, Inc. Employees Retirement Plan, which comprise the statements of net assets available for benefits as of September 30, 2016 and 2015, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's 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 C, which was certified by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended September 30, 2016 and 2015, 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.

Other Matter

The supplemental schedule of Schedule H, Item 4i – Schedule of Assets (Held at End of Year) as of or for the year ended September 30, 2016, is required by the Department of Labor's 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 the supplemental schedule referred to above.

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

The form and content of the information included in the financial statements and supplemental 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.

BAIRD, COTTER AND BISHOP, P.C.

Baird, Cotter & Bishop, P.C.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ASSETS</u>		
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Prudential Retirement Insurance and Annuity Company	\$ 13,373,689	\$ 12,262,822
Prudential Mutual Funds	11,285,556	9,773,750
Self Directed Brokerage	69,879	62,006
Total Investments	24,729,124	22,098,578
Receivables		
Notes Receivable from Participants	900,001	1,190,496
Total Assets	25,629,125	23,289,074
<u>LIABILITIES</u>	<u>0</u>	<u>0</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 25,629,125</u>	<u>\$ 23,289,074</u>

The accompanying notes are an integral part of the financial statements.

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEARS ENDED SEPTEMBER 30,

	<u>2016</u>	<u>2015</u>
<u>ADDITIONS TO NET ASSETS</u>		
Contributions		
Employer	\$ 650,440	\$ 609,677
Employee (Including Rollovers)	2,101,582	1,931,803
Investment Income		
Interest	88,717	93,011
Dividends	134,056	141,740
Net Realized and Unrealized Appreciation in Aggregate Fair Value of Investments	1,785,563	0
Interest Income on Notes Receivable from Participants	44,631	44,320
	<hr/>	<hr/>
Total Additions	4,804,989	2,820,551
	<hr/>	<hr/>
<u>DEDUCTIONS FROM NET ASSETS</u>		
Benefit Payments	2,417,556	3,766,968
Plan Expenses	47,382	49,745
Net Realized and Unrealized Depreciation in Aggregate Fair Value of Investments	0	440,819
	<hr/>	<hr/>
Total Deductions	2,464,938	4,257,532
	<hr/>	<hr/>
Net Increase (Decrease)	2,340,051	(1,436,981)
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - Beginning of Period	23,289,074	24,726,055
	<hr/>	<hr/>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u> - End of Period	\$ 25,629,125	\$ 23,289,074
	<hr/> <hr/>	<hr/> <hr/>

The accompanying notes are an integral part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE A - DESCRIPTION OF PLAN

The following description of the Avon Rubber and Plastics, Inc. Employees Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who have completed ninety days of service and all part-time employees who have completed one year of service. The Plan was established in July of 1974, and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

2. Participant Contributions

Participants may contribute up to fifty percent of their compensation up to the annual IRS dollar limits. Participants direct the Company as to the allocation of their contributions to the various funds in the Plan.

3. Company Contributions

Eligible full-time employees who have completed ninety days of service and eligible part-time employees who have completed one year of service and are at least age 18 will receive a match. The Company matches 50% on the first 6% of each participant's elective contribution amount but not more than 3% of each participant's compensation for a given plan year.

The Company may contribute an additional discretionary amount which shall be proportionately allocated among participants according to compensation level. There were no discretionary profit-sharing contributions for 2016 and 2015.

4. Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of the Company's contribution and plan earnings. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

5. Vesting

Participants are immediately vested in their voluntary contributions and employer contributions plus actual earnings thereon.

6. Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to 50% of their vested account balance. The loans are secured by the vested balance in the participant's account and bear interest rates between 4.25% and 4.50%, which are commensurate with local prevailing rates. Principal and interest is paid ratably through bi-weekly payroll deductions.

7. Payment of Benefits

On termination of service due to death, retirement or termination, the participant or the participant's beneficiary receives the value of the funds allocated to his account in the form of a lump sum payment or installments.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

8. Forfeited Accounts

There are no forfeitures due to 100% vesting of salary deferrals, rollover contributions, and company match.

NOTE B - SUMMARY OF ACCOUNTING POLICIES

The following is a summary of significant accounting policies followed in the preparation of the financial statements of the Plan:

1. Basis of Accounting

The financial statements and schedules of the Plan are prepared on the accrual basis of accounting.

2. Use of Estimates

The preparation of the Plan's financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results could differ from those estimates.

3. Investment Valuation and Income Recognition

Investments are reported at fair market as reported by the trustee Prudential Retirement Insurance and Annuity Company. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

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

4. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principle balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of September 30, 2016 or 2015. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

5. Payment of Benefits

Benefits are recorded when paid.

6. Expenses

Certain administrative costs of the Plan, including trust, legal, and audit fees are paid by the Company.

7. Subsequent Events

Management has evaluated subsequent events through March 7, 2017, the date in which the financial statements were available to be issued.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE C - CERTIFIED FINANCIAL DATA & INVESTMENTS

The following is a summary of the unaudited information regarding the Plan as of September 30, 2016 and 2015, and for the years then ended, included in the Plan's financial statements and supplemental schedule, that was prepared by or derived from information prepared by Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, and furnished to the plan administrator. The plan administrator has obtained certifications from the trustee that such information is complete and accurate.

* Represents investments that compose 5% or more of the Plan's net assets at the beginning of the plan year. The information included in the Schedule of Assets (Held at End of Year) on page 13 was also prepared from information certified by the trustee.

	September 30, 2016		September 30, 2015
Investments, at fair value:			
Prudential Retirement Insurance and Annuity Company:			
Guaranteed Income Fund	\$ 5,509,464	*	\$ 5,384,336
Dryden S & P 500 Index Fund	1,038,560		993,373
Small Cap Growth/TimesSquare	1,795,290	*	1,426,329
Mid Cap Growth/Artisan Partners	1,434,364	*	1,261,827
Mid Cap Value/Wellington Management	1,284,827	*	1,120,032
Core Bond Enhanced Index/PIM	2,306,521	*	2,070,228
Prudential Day One IncomeFlex Target Balanced Fund	4,663		6,697
Prudential Mutual Funds:			
Neuberger Berman High Inc Bond Inv	759,142		643,261
Allianz NFJ Small Cap Value Admin	1,161,092		1,003,082
American Funds EuroPacific Growth R3	1,506,574	*	1,328,418
JP Morgan Core Plus Bond Select	4,310		158
JP Morgan Large Cap Growth A	2,588,624	*	2,248,555
Calamos International Growth I	1,324,489	*	1,136,438
Invesco Developing Markets Y	1,706,905	*	1,474,348
Invesco Diversified Dividend A	2,233,257	*	1,939,347
Lord Abbett Core Fixed Income A	1,163		143
Self Directed Brokerage Funds:			
National Financial	69,879		235
PFG Core Equity Fund - Investor	0		27,942
PFG Explorer Fund Investor Class	0		33,829
	<u>\$ 24,729,124</u>		<u>\$ 22,098,578</u>

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

	September 30, 2016	September 30, 2015
Investment Income		
Interest	\$ 88,717	\$ 93,011
Dividend	134,056	141,740
Net Realized and Unrealized Appreciation (Depreciation) in Aggregate Fair Value of Investments	1,785,563	(440,819)
Interest Income on Notes Receivable from Participants	44,631	44,320
Plan Expenses	47,382	49,745

During the year ending September 30, 2016, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,785,563. Of this change, \$651,625 took place in the pooled separate accounts, \$1,087,290 took place in mutual funds, and the remaining \$46,648 was from other investment earnings.

NOTE D - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted observable quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 Inputs to the valuation methodology include

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

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

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

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at September 30, 2016 and 2015.

Pooled Separate Accounts: Prudential Retirement Insurance and Annuity Company (PRIAC) separate accounts are measured via units. When Prudential invests in an alliance fund, they buy shares, which have a stated value, to create a Separate Account. When an individual chooses one of their separate accounts for their retirement savings, they own units of the separate account. The value of the participant portion of PRIAC's Separate Account is the net unit value (NUV) multiplied by the number of units the participant owns. The value of the portion of the mutual fund owned by the Separate Account is determined by multiplying the net asset value (NAV) by the number of shares owned. The NUV includes dividends and capital gains that are automatically reinvested for the pooled market value separate account and deducts a small Prudential charge for administering the account. The daily changes in the pooled market value separate account's NUV represents the pooled market value separate account's performance.

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

Insurance Company General Account (unallocated contracts): Guaranteed investment contracts (GIC) are valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer. Because the participants transact at contract value, fair value is determined annually for financial statement reporting purposes only. Prudential's Guaranteed Income Fund is an insurance company issued Evergreen Group Annuity with no maturity date and interest rates are reviewed on a semi-annual basis. The contract value represents deposits made to the contract, plus earnings at guaranteed rates, less withdrawals and fees. It is not a traditional GIC and therefore there are not any known cash flows that could be discounted. The contract value is the amount payable on demand at the reporting date, and therefore, the contract value is also the fair market value to be disclosed.

Self Directed Brokerage Accounts: Investments in these accounts are all mutual funds and are valued as described above under Mutual Funds.

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

The following tables present by level, within the fair value hierarchy, the Plan investment assets at fair value as of September 30, 2016 and 2015.

		Assets at Fair Value as of September 30, 2016		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Description	Total			
Pooled Separate Accounts				
Growth Funds	\$ 3,229,654	\$ 3,229,654	\$ 0	\$ 0
Value Funds	1,284,827	1,284,827	0	0
Bond Funds	2,306,521	2,306,521	0	0
Blend Funds	1,038,560	1,038,560	0	0
IncomeFlex Funds	4,663	4,663	0	0
Total Pooled Separate Accounts	7,864,225	7,864,225	0	0
Mutual Funds				
Growth Funds	5,419,687	5,419,687	0	0
Value Funds	3,394,349	3,394,349	0	0
Bond Funds	764,615	764,615	0	0
Emerging Market Funds	1,706,905	1,706,905	0	0
Total Mutual Funds	11,285,556	11,285,556	0	0
Self Directed Brokerage				
Cash Funds	69,879	69,879	0	0
Insurance Co. General Account				
Stable Value Fund	5,509,464	0	5,509,464	0
Total	\$ 24,729,124	\$ 19,219,660	\$ 5,509,464	\$ 0

AVON RUBBER AND PLASTICS, INC. EMPLOYEES RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

Description	Total	Assets at Fair Value as of September 30, 2015		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Pooled Separate Accounts				
Growth Funds	\$ 2,688,156	\$ 2,688,156	\$ 0	\$ 0
Value Funds	1,120,032	1,120,032	0	0
Bond Funds	2,070,228	2,070,228	0	0
Blend Funds	993,373	993,373	0	0
IncomeFlex Funds	6,697	6,697	0	0
Total Pooled Separate Accounts	6,878,486	6,878,486	0	0
Mutual Funds				
Growth Funds	4,713,411	4,713,411	0	0
Value Funds	2,942,429	2,942,429	0	0
Bond Funds	643,562	643,562	0	0
Emerging Market Funds	1,474,348	1,474,348	0	0
Total Mutual Funds	9,773,750	9,773,750	0	0
Self Directed Brokerage				
Cash Funds	235	235	0	0
Growth Funds	27,942	27,942	0	0
Blend Funds	33,829	33,829	0	0
Total Self Directed Brokerage	62,006	62,006	0	0
Insurance Co. General Account				
Stable Value Fund	5,384,336	0	5,384,336	0
Total	\$ 22,098,578	\$ 16,714,242	\$ 5,384,336	\$ 0

NOTE E - RELATED-PARTY TRANSACTIONS AND PARTY IN INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company, the trustee of the Plan, manages certain Plan investments. Therefore, these transactions qualify as party in interest transactions and are denoted as such on the supplemental Schedule of Assets (Held at End of Year).

The Plan engaged in transactions involving Prudential Retirement Insurance and Annuity Company, the Plan's administrator and trustee, Baird, Cotter and Bishop, P.C., the Plan auditor, and Avon Rubber & Plastics, Inc., the Plan sponsor, which are party in interest with respect to the Plan. These transactions are not considered "prohibited transactions" under the Code and are not prohibited by ERISA.

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2016

NOTE F - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

NOTE G - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated March 1, 2017, that the plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC).

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2016, there are no uncertain positions taken or expected to be taken that would require recognition of a liability 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.

NOTE H - RISKS AND UNCERTAINTIES

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

AVON RUBBER & PLASTICS, INC. EMPLOYEES RETIREMENT PLAN
EMPLOYER IDENTIFICATION NUMBER 36-3366161, PLAN NUMBER 004
FORM 5500, SCHEDULE H, ITEM 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
SEPTEMBER 30, 2016

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity	Cost	Current Value
	Prudential Retirement Insurance and Annuity Company			
*		Guaranteed Income Fund	**	\$ 5,509,464
*		Dryden S & P 500 Index Fund	**	1,038,560
*		Small Cap Growth/TimesSquare	**	1,795,290
*		Mid Cap Growth/Artisan Partners	**	1,434,364
*		Mid Cap Value/Wellington Management	**	1,284,827
*		Core Bond Enhanced Index/PIM	**	2,306,521
		Prudential Day One IncomeFlex Target Balanced Fund	**	4,663
	Prudential Mutual Funds			
*		Neuberger Berman High Inc Bond Inv	**	759,142
*		Allianz NFJ Small Cap Value Admin	**	1,161,092
*		American Funds EuroPacific Growth R3	**	1,506,574
*		JP Morgan Core Plus Bond Select	**	4,310
*		JP Morgan Large Cap Growth A	**	2,588,624
*		Calamos International Growth I	**	1,324,489
*		Invesco Developing Markets Y	**	1,706,905
*		Invesco Diversified Dividend A	**	2,233,257
*		Lord Abbett Core Fixed Income A	**	1,163
	Self Directed Brokerage Funds			
		National Financial	**	69,879
	Participant Loans Interest Rates Ranging from 4.25% to 4.50%		**	900,001
				<u>\$ 25,629,125</u>

* A party in interest as defined by ERISA.

** Cost omitted for participant directed investments.

