Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation Short Form Annual Return/Report of Small Employee Benefit Plan

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

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

2016

OMB Nos. 1210-0110

1210-0089

This Form is Open to Public Inspection

Part I		t Identification Information				
For calend	ar plan year 2016 or	fiscal plan year beginning 01/01/201	6	and ending 12	2/31/2016	
A This ret	turn/report is for:	a single-employer plan				ing this box must attach a ith the form instructions.)
	·	a one-participant plan	a foreign plan			ŕ
B This retu	urn/report is	the first return/report	the final return/report			
C 21 1		an amended return/report	-	n/report (less than 12 m	_	
C Check	box if filing under:	Form 5558 special extension (enter descript	automatic extension		☐ DFVC pi	ogram
Dart II	Racio Blan Inf	ormation—enter all requested infor				
Part II 1a Name ED ARO RE	of plan	D BENEFIT PENSION PLAN	mation		1b Three plan (PN)	number
					1c Effec	tive date of plan 01/01/2012
Mailing	g address (include ro	loyer, if for a single-employer plan) om, apt., suite no. and street, or P.O. E			2b Emplo	oyer Identification Number 47-1078202
•	town, state or provir	nce, country, and ZIP or foreign postal	code (if foreign, see instr	ructions)	2c Spon	sor's telephone number 253-677-3500
WINDERME	RE REAL ESTATE				2d Busin	ess code (see instructions)
	CROFT ST., SUITE R, WA 98335	210				531210
0101111110	11, 111 00000					
3a Plan a	dministrator's name	and address X Same as Plan Sponso	or.		3b Admir	nistrator's EIN
		_			20 4 4	Started telephone work a
					3C Admii	nistrator's telephone number
		he plan sponsor has changed since the	e last return/report filed for	or this plan, enter the	4b EIN	
	, EIN, and the plan n or's name	umber from the last return/report.			4c PN	
		s at the beginning of the plan year			5a	
_		s at the end of the plan year			5b	
C Numb	er of participants with	n account balances as of the end of the	e plan year (only defined		5c	
		articipants at the beginning of the plan			5d(1)	
• •		participants at the end of the plan year.			5d(2)	
e Numb	per of participants that	at terminated employment during the pl	an year with accrued be	nefits that were less	5e	
Caution: A	penalty for the late	or incomplete filing of this return/r	eport will be assessed	unless reasonable ca	use is estab	lished.
SB or Sche		other penalties set forth in the instruction and signed by an enrolled actuary, as inplete.				
SIGN	Filed with authorized	d/valid electronic signature.	10/02/2017	ED ARO		
HERE	Signature of plan	administrator	Date	Enter name of individ	ual signing a	as plan administrator
SIGN						
HERE	Signature of emp	loyer/plan sponsor	Date	Enter name of individ	ual signing a	as employer or plan sponsor

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

Preparer's telephone number

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	Were all of the plan's assets during the plan year invested in eligib		` ,						X Yes	No
b	Are you claiming a waiver of the annual examination and report of under 29 CFR 2520.104-46? (See instructions on waiver eligibility								X Yes	No
	If you answered "No" to either line 6a or line 6b, the plan can					_		_	_	
С	If the plan is a defined benefit plan, is it covered under the PBGC in	nsurance p	orogram (see ERISA se	ection 4	021)?	X	Yes	No	Not dete	ermined
Pai	t III Financial Information		-							
7	Plan Assets and Liabilities		(a) Beginning	of Year			((b) End	of Year	
a	Total plan assets	7a		527103					659138	3
b	Total plan liabilities	7b		0)				()
<u>C</u>	Net plan assets (subtract line 7b from line 7a)	7c		527103					659138	3
8	Income, Expenses, and Transfers for this Plan Year		(a) Amour	nt				(b) T	otal	
	Contributions received or receivable from:	90/1)		200000						
	(1) Employers	8a(1) 8a(2)								
	(2) Participants									
	(3) Others (including rollovers)	8a(3) 8b		5449)					
	Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c							205449	<u> </u>
	Benefits paid (including direct rollovers and insurance premiums	80								
	to provide benefits)	8d		67311						
е	Certain deemed and/or corrective distributions (see instructions).	8e								
f	Administrative service providers (salaries, fees, commissions)	8f		6103						
g	Other expenses	8g								
h	Total expenses (add lines 8d, 8e, 8f, and 8g)	8h							73414	1
<u>i</u>	Net income (loss) (subtract line 8h from line 8c)	8i							13203	5
j	Transfers to (from) the plan (see instructions)	8j								
Par	t IV Plan Characteristics									
9a	If the plan provides pension benefits, enter the applicable pension $1A 3D$	n feature co	odes from the List of Pl	lan Cha	racteri	stic Co	des in	the instr	ructions:	
b	If the plan provides welfare benefits, enter the applicable welfare	feature cod	les from the List of Pla	ın Chara	acteris	tic Cod	les in t	he instru	ictions:	
Par	t V Compliance Questions									
10	During the plan year:				Yes	No	N/A		Amount	
а		utions withi	n the time period							
	described in 29 CFR 2510.3-102? (See instructions and DOL's	-	-	40-		X				
	Program)			10a						
	reported on line 10a.)			10b		X				
С	Was the plan covered by a fidelity bond?			10c	X					500000
d	Did the plan have a loss, whether or not reimbursed by the plan's by fraud or dishonesty?	•		10d		X				
е	Were any fees or commissions paid to any brokers, agents, or ot	her person	s by an insurance							
	carrier, insurance service, or other organization that provides sor the plan? (See instructions.)			10e		X				
f	Has the plan failed to provide any benefit when due under the pla	an?		10f		X				
g	Did the plan have any participant loans? (If "Yes," enter amount a	as of year-	end.)	10g		X				
h	If this is an individual account plan, was there a blackout period? 2520.101-3.)	•		10h						
i	If 10h was answered "Yes," check the box if you either provided to exceptions to providing the notice applied under 29 CFR 2520.10	the require	d notice or one of the	10i						
	exceptions to providing the hotice applied under 25 OFN 2020. To	, 1-0		1 101	l	l				

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Part	VI	Pension Funding Compliance						
11		s a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and c n 5500) and line 11a below)					X	'es No
	Ente	r the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40			11a			0
12		is a defined contribution plan subject to the minimum funding requirements of section 412 of the Co A?					Y	′es X No
	(If "	es," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)						
a		raiver of the minimum funding standard for a prior year is being amortized in this plan year, see insing the waiver		s, and	l enter t Day		of the lette Year _	r ruling
If	you c	ompleted line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 1	13.			I		
b	Enter	the minimum required contribution for this plan year			12b			
С	Enter	the amount contributed by the employer to the plan for this plan year			12c			
d		ract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the l tive amount)			12d			
		he minimum funding amount reported on line 12d be met by the funding deadline?				Yes	No	N/A
Part	VII	Plan Terminations and Transfers of Assets						
13a	Has a	a resolution to terminate the plan been adopted in any plan year?				Yes	x N	0
	If "Y€	es," enter the amount of any plan assets that reverted to the employer this year			13a			
b		e all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brougout of the PBGC?					Yes X	No
С		ring this plan year, any assets or liabilities were transferred from this plan to another plan(s), identinassets or liabilities were transferred. (See instructions.)	fy the p	lan(s)	to			
	13c(1)	Name of plan(s):	1	3c(2)	EIN(s)		13c(3) PN(s)
Part	VIII	Trust Information		ı				
14a	Name	of trust			14b ⁻	Trust's E	EIN	
14c	Name	of trustee or custodian					s or custod ne number	ian's
Par	t IX	IRS Compliance Questions						
15a	Is the	plan a 401(k) plan? If "No," skip b		Yes			No	
		did the plan satisfy the nondiscrimination requirements for employee deferrals under section (3) for the plan year? Check all that apply:	L		n-based arbor	j [] "Prior ye test	ear" ADP
			- □ □ □	Curre ADP t	ent year est	"	N/A	
16a 		testing method was used to satisfy the coverage requirements under section 410(b) for the plan Check all that apply:	🔲	Ratio perce test	entage		verage enefit test	N/A
	for the	be plan satisfy the coverage and nondiscrimination requirements of sections 410(b) and 401(a)(4) be plan year by combining this plan with any other plan under the permissive aggregation rules?	Ш	Yes			No	
	the le							
	letter	plan is an individually-designed plan that received a favorable determination letter from the IRS, er	nter the	date	of the m	nost rece	ent determi	nation
18	Were	ed Benefit Plan or Money Purchase Pension Plan Only: any distributions made during the plan year to an employee who attained age 62 and had not sepa e?		om	Ye	s	No	
19	Was	any plan participant a 5% owner who had attained at least age 70 $\frac{1}{2}$ during the prior plan year?			Ye	s	No	

SCHEDULE SB (Form 5500)

Department of the Treasury Internal Revenue Service

Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Department of Labor

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

File as an attachment to Form 5500 or 5500-SF.

OMB No. 1210-0110

2016

This Form is Open to Public Inspection

Fc	or calendar plan year 2016 or fiscal plan year beginning 01/01/2016		and ending	g 1 <mark>2</mark> /3	31/2016	
	Round off amounts to nearest dollar. Caution: A penalty of \$1,000 will be assessed for late filing of this report unless	reasonable cau	ıse is established			
Α	Name of plan ED ARO REAL ESTATE DEFINED BENEFIT PENSION PLAN	0000110010000	B Three-diq	git	I) •	001
	Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ED ARO REAL ESTATE INC		D Employer		eation Number (E 78202	EIN)
Е	Type of plan: X Single Multiple-A Multiple-B F Prior y	ear plan size:	X 100 or fewer	101	-500 More th	an 500
F	Part I Basic Information		<u></u>		<u>—</u>	
1	Enter the valuation date: Month 12 Day 31 Yes	ear <u>2016</u>				
2	Assets:					
	a Market value			2a		459138
	b Actuarial value			2b		459138
3	Funding target/participant count breakdown	\ /	Number of articipants	. ,	sted Funding Target	(3) Total Funding Target
	a For retired participants and beneficiaries receiving payment		0		0	0
	b For terminated vested participants		2		1959	19569
	C For active participants		2		593283	593283
	d Total		4		595242	612852
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)					
	a Funding target disregarding prescribed at-risk assumptions	·····	_ 	4a		
	b Funding target reflecting at-risk assumptions, but disregarding transition rule status for fewer than five consecutive years and disregarding loading factor					
5	Effective interest rate			5		6.65 %
6	Target normal cost			6		105982
	To the best of my knowledge, the information supplied in this schedule and accompanying schedules, stater accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking combination, offer my best estimate of anticipated experience under the plan.					
	SIGN HERE				09/18/201	7
	Signature of actuary				Date	
	TORREY R. HANESS		_		17-08187	•
	Type or print name of actuary			Most	recent enrollmer	nt number
	HANESS & ASSOCIATES, LLC		<u> </u>		916-435-98	30
	P.O. BOX 836 ROCKLIN, CA 95677		Te	lephone	e number (includ	ing area code)
	Address of the firm		_			
If th	ne actuary has not fully reflected any regulation or ruling promulgated under the sta	tute in complet	ting this schedule	e, check	the box and see	·

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Pa	art II	Begin	ning of Year	Carryov	er and Prefundi	ng Bala	ances							
								(a) C	arryover balance		(b) F	refundir	ng balai	nce
7		0	0 1 7		able adjustments (line				0					0
8			•	-	nding requirement (lir				0					0
9	Amount	remaining	g (line 7 minus line	€ 8)					0					0
10	Interest	on line 9 เ	using prior year's	actual retu	rn of0.00%				0					0
11	Prior yea	ır's exces	s contributions to	be added	to prefunding balance	e:								
	a Prese	nt value o	f excess contribut	ions (line 3	38a from prior year)								158	396
	b(1) Int	erest on t	the excess, if any,	of line 38a	a over line 38b from p	rior year								0
	b(2) Int	erest on I	ine 38b from prior	year Sche	edule SB, using prior	year's act	ual							
														0
	C Total a	vallable a	t beginning of curre	ent plan yea	ar to add to prefunding	balance							158	396
	d Portio	n of (c) to	be added to prefi	unding bala	ance									0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 6.01 %										0				
13	Balance	at beginn	ning of current yea	ır (line 9 + l	line 10 + line 11d – lir	ne 12)			0					0
Р	art III	Fun	ding Percenta	ages										
14	Funding			_								14	7	4.91%
												15	9	0.73%
16												16	5	3.48%
17	If the cui	rent value	e of the assets of	the plan is	less than 70 percent	of the fun	nding target	, enter suc	h percentage			17		%
Р	art IV	Con	tributions an	d Liquid	ity Shortfalls									
18	Contribu	-		•		d employe	es:							
(1)				-	• • • • • • • • • • • • • • • • • • • •	by				-	(c) Amount paid by employees			
0	2/01/2017	7		50000										
0	9/14/2017	7		150000										
						Т	Totals ▶	18(b)		200000	18(c)			0
19	Discount	ed emplo	over contributions	– see instr	uctions for small plan	with a va	luation dat	e after the	beginning of the v	ear:		I		
		•	•		num required contribu				, , <u>, , , , , , , , , , , , , , , , , </u>	9a				0
	_				usted to valuation dat				-	9b				0
					red contribution for cur					9с			188	8898
20			tions and liquidity											
					e prior year?							X	Yes	No
			_		installments for the cu								Yes	× No
			•		nplete the following ta	•							<u>L</u>	
					Liquidity shortfall as			f this plan y	/ear					
		(1) 1st	t		(2) 2nd			(3)	3rd			(4) 4th		
]				

P	art V	Assumpti	ions Used to Determine	e Funding Target and Targ	get Normal Cost		
21	Discount	rate:					
	a Segm	ent rates:	1st segment: 4.43%	2nd segment: 5.91%	3rd segment: 6.65 %	ı	N/A, full yield curve used
	b Applic	able month (er	nter code)			21b	3
22	Weighted	d average retir	ement age			22	71
23	Mortality	table(s) (see	instructions) X Pres	cribed - combined Preso	cribed - separate	Substitu	ute
Pá	art VI	Miscellane	ous Items	_			
				arial assumptions for the current p	an year? If "Ves " see ii	netruction	s regarding required
		-		and assumptions for the current p	-		
25	Has a me	ethod change	been made for the current plar	n year? If "Yes," see instructions re	egarding required attach	ment	Yes X No
26	Is the pla	n required to p	provide a Schedule of Active F	Participants? If "Yes," see instruction	ons regarding required a	attachmen	tX Yes No
27				r applicable code and see instructi		27	
P	art VII			um Required Contribution			
28	Unpaid n			ears		28	0
29		' '		unpaid minimum required contribut	' '	29	0
30		,		ributions (line 28 minus line 29)		30	0
Pa	art VIII	Minimum	Required Contribution	For Current Year			
31	Target n	ormal cost and	d excess assets (see instruction	ons):			
	a Target	normal cost (li	ne 6)			31a	105982
	b Excess	s assets, if app	olicable, but not greater than lin	ne 31a		31b	0
32	Amortiza	tion installmer	nts:		Outstanding Bala	nce	Installment
	a Net sh	ortfall amortiza	ation installment			153714	29486
	b Waive	r amortization	installment			0	0
33				er the date of the ruling letter granti) and the waived amount		33	
34	Total fun	ding requireme	ent before reflecting carryover	/prefunding balances (lines 31a - 3	31b + 32a + 32b - 33)	34	135468
-				Carryover balance	Prefunding balar	nce	Total balance
35	Balances	s elected for us	se to offset funding				
	requirem	ent		0		0	0
36						36	135468
37				ntribution for current year adjusted		37	188898
38	Present v	value of exces	s contributions for current year	r (see instructions)			
	a Total (excess, if any,	of line 37 over line 36)			38a	53430
	b Portion	n included in lir	ne 38a attributable to use of pr	refunding and funding standard car	ryover balances	38b	0
39	Unpaid n	ninimum requi	red contribution for current yea	ar (excess, if any, of line 36 over lin	ne 37)	39	0
40	Unpaid n					40	0
Pa	rt IX	Pension	Funding Relief Under I	Pension Relief Act of 2010	(See Instructions	5)	
41	If an elec	tion was made	e to use PRA 2010 funding reli	ef for this plan:			
	a Schedu	ule elected					2 plus 7 years 15 years
	b Eligible	e plan year(s) f	for which the election in line 41	la was made		20	008 2009 2010 2011
42	Amount o	of acceleration	adjustment			42	
43	Excess in	stallment acce	eleration amount to be carried	over to future plan years		43	

Schedule of Active Participant Data Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	1	0	0	0	0	0	0	0	0	1
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	1	0	0	0	0	0	0	0	1
Total	0	1	1	0	0	0	0	0	0	0	2

^{*} Employees who have not met the minimum eligibility requirements are excluded

Average Age: 60.5

Average Service: 3

Summary of Actuarial Assumptions and Method Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

	For Fu <u>Min</u>	ınding <u>Max</u>	<u>For 417</u>	<u>(e)</u>	For Actuarial Equiv.		
Interest Rates	Seg 1: 4.43%	1.52%	Seg 1:	2.04%	Pre-Retirement: 5.00%		
	Seg 2: 5.91%	3.80%	Seg 2:	4.03%	Post-Retirement: 5.00%		
	Seg 3: 6.65%	4.79%	Seg 3:	4.82%			
Pre-Retirement							
Turnover	None		None		None		
Mortality	None		None		None		
Assumed Ret Age	Normal retireme 5 years of partic			retirement age 65 and of participation	Normal retirement age 65 and 5 years of participation		
Post-Retirement							
Mortality	Male-modified I combined health projected 31 & 2 Female-modified combined health projected 31 & 2	y male 23 years 1 RP2000 y female	2017 Applicable Mortality Table from Notice 2016-50 2009 Applicable Mortal Table from Rev Rul 200				
Assumed Benefit Form I	For Funding		Lump S	um			
Calculated Effective Into	erest Rate		6.65%				
Actuarial Cost Method			prescrib method value of	t Credit funding method ed by the Pension Protect sets the funding target ed accrued benefits, and se the present value of the ent year.	tion Act. This qual to the present ts the normal cost		

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

SCHEDULE SB (Form 5500)

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan **Actuarial Information**

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▶ File as an attachment to Form 5500 or 5500-SF.

OMB No. 1210-0110

2016

This Form is Open to Public Inspection

For co	alendar plan year 2016 or fiscal plan year beginning 01/01/2016	and ending	12/	31/2016	
₽ R	ound off amounts to nearest dollar.				
) C:	aution: A penalty of \$1,000 will be assessed for late filing of this report unless reason	nable cause is established	1.		
A Na	me of plan	B Three-dig	git	, ,	001
ED	ARO REAL ESTATE DEFINED BENEFIT PENSION PLAN	- Ville			
C Pla	an sponsor's name as shown on line 2a of Form 5500 or 5500-SF		Identifica	ation Number (E	IN)
Ed	Aro Real Estate Inc	47-1078202			
 Е ти	pe of plan: X Single Multiple-A Multiple-B F Prior year pl	an size: X 100 or fewer	<u> </u>	500 More th	an 500
Pa					
	Enter the valuation date: Month 12 Day 31 Year 2	016			
	Assets:				
_	a Market value		. 2a		459138
	b Actuarial value		2b		459138
	Funding target/participant count breakdown	(1) Number of participants		sted Funding Target	(3) Total Funding Target
	a For retired participants and beneficiaries receiving payment	. 0		0	(
	b For terminated vested participants			1959	19569
	C For active participants	. 2		593283	593283
	d Total			595242	612852
	If the plan is in at-risk status, check the box and complete lines (a) and (b)				
4	If the plan is in at-risk status, crieck the box and complete lines (a) and (b)		4a		
	a Funding target disregarding prescribed at-risk assumptions	ans that have been in at-	risk 4L		
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for pl status for fewer than five consecutive years and disregarding loading factor	ans that have been in a			
5	Effective interest rate		5		6.65 %
-6 -	Target normal cost		6		10598
State	ement by Enrolled Actuary to the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements a coordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into acombination, offer my best estimate of anticipated experience under the plan.		te and accu and reason	urate. Each prescriberable expectations) ar	d assumption was applied in id such other assumptions, ir
Annageral Toleran	ERE Jan Jahran		7/	18/17	7
	Signature of actuary		į i	Date	
	TORREY R. HANESS			17-08187	
	Type or print name of actuary		Most	recent enrollme	ent number
	HANESS & ASSOCIATES, LLC			(916) 435-98	
	Firm name P.O. BOX 836	Т	elephon	e number (inclu	ding area code)
	ROCKLIN, CA 95677 Address of the firm	W			

2017-09-13T10:29:08.427-05:00

Attachment to 2016 Schedule SB, Line 22 - Description of Weighted Average Retirement Age EIN: 47-1078202 PN: 001

ED ARO REAL ESTATE DEFINED BENEFIT PENSION PLAN D15:1464

Weighted Average Retirement Age Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

Assumed Retirement Age - 100% of the participants are assumed to retire at the date the plan's normal retirement age is attained, which is defined as:

The later of:

Attainment of age 65 Completion of 5 years of participation from entry date

Participants who have passed their Normal Retirement Date as defined above are assumed to retire on the valuation date.

Weighted average retirement age 71

Employer ID# 47-1078202: Plan No. 001

Quarterly Installment Payment: \$30,480.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

Date	Amount	<u>Year</u>	<u>Rate</u>	<u>Period</u>	Adj Ctb
02-01-2017	30,480.00	2016	11.65%	02-01-2017 to 04-15-2016	
			6.65%	04-15-2016 to 12-31-2016	29,226.51
	19,520.00	2016	11.65%	02-01-2017 to 07-15-2016	
			6.65%	07-15-2016 to 12-31-2016	18,932.87
09-14-2017	10,960.00	2016	11.65%	09-14-2017 to 07-15-2016	
			6.65%	07-15-2016 to 12-31-2016	9,930.18
	30,480.00	2016	11.65%	09-14-2017 to 10-15-2016	
			6.65%	10-15-2016 to 12-31-2016	27,934.17
	30,480.00	2016	11.65%	09-14-2017 to 01-15-2017	
			6.65%	01-15-2017 to 12-31-2016	28,255.98
	78,080.00	2016	6.65%	09-14-2017 to 12-31-2016	74,618.57
Totals:	200,000.00				188,898.28

19	Discounted employer contributions see instructions for small plan with a valuation date after the beginning	of the ye	ar
a	Contributions allocated toward unpaid minimum required contribution from prior years	19a	0.00
b	Contributions made to avoid benefit restrictions adjusted to valuation date	19b	0.00
С	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	19c	188,898.28

Summary of Plan Provisions Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

Plan Effective Date January 1, 2012

Plan Year From January 1, 2016 to December 31, 2016

Eligibility All employees not excluded by class are eligible to enter on the

January 1 or July 1 coincident with or following the completion

of the following requirements:

1 year of service Minimum age 21

Exclusions: union, non-resident aliens

Normal Retirement AgeAll participants are eligible to retire with their full retirement

benefit on the later of the following:

Attainment of age 65

Completion of 5 years of participation from entry date

Normal Retirement BenefitUpon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

250% of average compensation with the benefit reduced for each year of service less than 25. Credited years are 12-month periods from date of entry to the anniversaries of date of entry excluding

years before the effective date and years with less than 1,000

hours.

The maximum monthly benefit is the lesser of \$17,500 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

consecutive years of service from date of fine.

Normal Form of Benefit A benefit payable for the life of the participant

Accrued Benefit

A fraction of the normal retirement benefit, calculated based on

average salary on the calculation date. The numerator of the fraction is equal to the participant's credited years earned on the

calculation date, and the denominator is equal to the participant's total projected credited years at normal retirement.

Credited years are 12-month periods from date of entry to the anniversaries of date of entry excluding the following:

Years before the effective date Years with less than 1,000 hours

Termination BenefitUpon termination for any reason other than death, disability or

retirement a participant shall be entitled to a portion of the

Summary of Plan Provisions Plan Year: 1/1/2016 to 12/31/2016 Valuation Date: 12/31/2016

actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	0
3	100

Credited years are plan years from date of hire excluding the following:

Years before the effective date Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each non-key participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from the first day of the plan year containing date of entry excluding the following:

Years with less than 1,000 hours Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of

Disability

Equal to present value of the accrued benefit

Shortfall Amortization
Plan Year: 1/1/2016 to 12/31/2016
Valuation Date: 12/31/2016

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

Valuation Date	Amortization <u>Method</u>	Number of Future <u>Installments</u>	<u>Installment</u>	Value of Future <u>Installments</u>
12/31/2015	7-year	6	\$34,928	\$186,651
12/31/2016	7-year	7	\$(5,442)	\$(32,937)
Total	•		\$29,486	\$153,714