

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 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 2016 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2016 or fiscal plan year beginning <u>01/01/2016</u> and ending <u>12/31/2016</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.)	
	☐ 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>TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN</u>	1b Three-digit plan number (PN) ►	<u>001</u>
		1c Effective date of plan	<u>10/01/1959</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)	2b Employer Identification Number (EIN) <u>34-6541609</u> 2c Plan Sponsor's telephone number <u>216-642-0880</u> 2d Business code (see instructions) <u>813930</u>		
<u>TEAMSTERS JOINT COUNCIL NO. 41</u>			
<u>6051 CAREY DRIVE</u> <u>VALLEY VIEW, OH 44125</u>			

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/03/2017	PATRICK J. DARROW
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/03/2017	TRAVIS BORNSTEIN
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2016)
v. 160205

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN
	3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report: a Sponsor's name	4b EIN 4c PN
5 Total number of participants at the beginning of the plan year	5 104
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) 88
a(2) Total number of active participants at the end of the plan year	6a(2) 97
b Retired or separated participants receiving benefits.....	6b 0
c Other retired or separated participants entitled to future benefits	6c 11
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 108
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 0
f Total. Add lines 6d and 6e	6f 108
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g 108
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	
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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 2016 Form M-1 annual report. If the plan was not required to file the 2016 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2016
		This Form is Open to Public Inspection.
For calendar plan year 2016 or fiscal plan year beginning 01/01/2016 and ending 12/31/2016		
A Name of plan TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEAMSTERS JOINT COUNCIL NO. 41	D Employer Identification Number (EIN) 34-6541609	

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

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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)

GARY M. TIBONI, CPA

34-1900872

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	7010	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FAULKNER HOFFMAN & PHILLIPS

45-1540483

(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?
29	NONE	3555	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THE BOGDAHN GROUP

59-3676225

(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	5000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	MAYOR CPA GROUP, LLC	b EIN:	34-1971860
c Position:	ACCOUNTANT		
d Address:	19111 DETROIT ROAD, 102 ROCKY RIVER, OH 44116	e Telephone:	

Explanation: THE TRUSTEES CHANGED AUDITORS BASED ON EXPERIENCE AND SERVICE. THERE WERE NO MATERIAL DISPUTES OR MATTERS OF DISAGREEMENT CONCERNING THE TERMINATION.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2016 This Form is Open to Public Inspection
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For calendar plan year 2016 or fiscal plan year beginning 01/01/2016 and ending 12/31/2016		
A Name of plan TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEAMSTERS JOINT COUNCIL NO. 41	D Employer Identification Number (EIN) 34-6541609	

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)	201072	263415
(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)	43731	38367
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	2644002	2858815
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	2888805	3160597

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		

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	2888805	3160597
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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)	206442	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		206442
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	22	
(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)	1499	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1521
(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)	59096	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		59096
(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)		
(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)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		155717
c Other income.....	2c		340
d Total income. Add all income amounts in column (b) and enter total.....	2d		423116

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

(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	129203	
(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)		129203
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	10565	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	5000	
(4) Other	2i(4)	6556	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		22121
j Total expenses. Add all expense amounts in column (b) and enter total	2j		151324

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		271792
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: GARY M. TIBONI, CPA

(2) EIN: 34-1900872

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

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

Part IV Compliance Questions

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

During the plan year:

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

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	Amount
4a		X	
4b		X	

		Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		400000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			
o Defined Benefit Plan or Money Purchase Pension Plan Only: Were any distributions made during the plan year to an employee who attained age 62 and had not separated from service?	4o			

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
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year (See instructions.)

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

**TEAMSTERS JOINT COUNCIL NO. 41
SEVERANCE PLAN**

AUDITED FINANCIAL STATEMENTS

**FOR THE YEARS ENDED
DECEMBER 31, 2016 AND 2015**

TABLE OF CONTENTS

	<u>Page</u>
INDEPENDENT AUDITOR'S REPORT	1-2
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits - Modified Cash Basis	3
Statements of Changes in Net Assets Available for Benefits – Modified Cash Basis	4
Notes to Financial Statements	5-10
SUPPLEMENTAL INFORMATION	
Supplemental Schedule for the Year Ended December 31, 2016:	
Schedule of Assets (Held at End of Year)	11

Note: Certain schedules required under the Department of Labor Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because of the absence of the conditions under which they are required.

Gary M. Tiboni, CPA
P. O. Box 630
Columbia Station, Ohio 44028-0630
Phone: (216) 990-5878 Fax: (216) 274-9619

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees
Teamsters Joint Council No. 41 Severance Plan

Report on the Financial Statements

I have audited the accompanying financial statements of the Teamsters Joint Council No. 41 Severance Plan, which comprise the statement of net assets available for benefits - modified cash basis as of December 31, 2016, and the related statement of changes in net assets available for benefits - modified cash basis for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Opinion

In my opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan (modified cash basis) as of December 31, 2016 and the changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2016, in accordance with the modified cash basis of accounting described in Note 2.

Other Matters

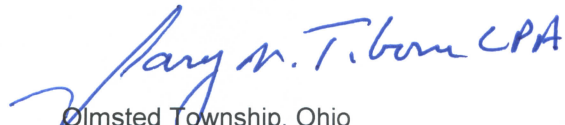
I draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. My opinion is not modified with respect to this matter.

Other Matters – 2015 Financial Statements

The financial statements of the plan as of December 31, 2015, were audited by predecessor auditors. Their report, dated October 12, 2016, indicated that (a) in their opinion, the statement of net assets available for benefits (modified cash basis) as of December 31, 2015 and the related statement of changes in net assets available for benefits (modified cash basis) for the year then ended were presented fairly on all material respects (b) the financial statements were prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States 3) their opinion was not modified with respect to that matter.

Report on Supplementary Information

My audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule (modified cash basis) of assets held for investment purposes at end of year is presented for the purpose of additional analysis and are not a required part of the financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In my opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



Mary M. T. Gorn CPA
Olmsted Township, Ohio
September 28, 2017

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS - MODIFIED CASH BASIS****DECEMBER 31, 2016 AND 2015**

	<u>2016</u>	<u>2015</u>
ASSETS		
Investments at Fair Value:		
Equity Funds	\$ 1,781,886	\$ 1,593,575
Bond Funds	1,076,929	1,050,427
Short-Term investments	<u>1,728</u>	<u>1,728</u>
Total investments	<u>2,860,543</u>	<u>2,645,730</u>
Receivables:		
Notes Receivable from Participants	<u>38,367</u>	<u>43,731</u>
Total receivables	<u>38,367</u>	<u>43,731</u>
Cash	<u>261,687</u>	<u>199,344</u>
 TOTAL ASSETS	 <u>3,160,597</u>	 <u>2,888,805</u>
 NET ASSETS AVAILABLE FOR BENEFITS	 <u><u>\$ 3,160,597</u></u>	 <u><u>\$ 2,888,805</u></u>

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

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS - MODIFIED CASH BASIS

FOR THE YEARS ENDED DECEMBER 31, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:		
Investment income		
Interest and dividends	\$ 60,617	\$ 66,527
Net realized and unrealized appreciation (depreciation) in fair value of investments	<u>155,717</u>	<u>(50,294)</u>
	216,334	16,233
Less: Investment expenses	<u>(5,000)</u>	<u>(3,750)</u>
Total investment income	211,334	12,483
Contributions	206,442	209,500
Refunds and reimbursements	<u>340</u>	<u>-</u>
TOTAL ADDITIONS	<u>418,116</u>	<u>221,983</u>
DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:		
U.S. government fees	1,887	2,125
Severance benefits	129,203	492,710
Audit, tax and accounting fees	7,010	10,880
Legal fees	3,555	5,936
Office expense	375	381
Fiduciary insurance	<u>4,294</u>	<u>5,965</u>
TOTAL DEDUCTIONS	<u>146,324</u>	<u>517,997</u>
NET INCREASE (DECREASE) DURING THE YEAR	271,792	(296,014)
Net assets available for benefits:		
Beginning of year	<u>2,888,805</u>	<u>3,184,819</u>
End of year	<u><u>\$ 3,160,597</u></u>	<u><u>\$ 2,888,805</u></u>

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

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 1 - DESCRIPTION OF PLAN

The following description of the Teamsters Joint Council No. 41 Severance Plan ("Plan") is provided for general information purposes only. Participants should refer to the Plan Agreement for a complete description of the Plan's provisions.

The Plan was formed in 1959 under a Trust Agreement that provides for contributions to be made to a fund expressly devoted to the purpose of providing severance or death benefits.

General

The Plan is a defined contribution plan covering all eligible employees of affiliated Teamster Local Unions. In general, employees who have completed 1,000 hours of service in each of the two preceding years and are age 21 or older are eligible to participate in the Plan. In the event a participant dies before receiving severance benefits, death benefits equal to the participant's account balance will be paid to the named beneficiary.

Contributions

The Plan is funded solely from Teamsters Joint Council No. 41, which contributes \$.40 per month Per Capita Tax for each member of an affiliated Teamsters Local Union.

Participant Accounts

Credits are allocated to participants based on the hours of annual service. Participants with 1,000 to 1,300 hours of credited service are allocated one-half credit. One credit is allocated to participants with over 1,300 hours of credited service in the Plan year. Contributions are allocated to the participant's account in the proportion that each participant's credits for the period bear to the credits of all eligible participants. Plan income, including gains, losses and expenses are to be allocated to participant's individual account on the basis of the percentage the participant's account balance bears, as of the date of allocation, to the total of all eligible participants' accounts.

Vesting

All contributions made to the Plan on behalf of eligible participants shall be fully vested and non-forfeitable.

Notes Receivable from Participants

Under certain circumstances participants may borrow from their vested accounts, at an interest rate of prime plus 1% per annum. Loans may be requested for a minimum of \$250 up to a maximum of \$50,000, or one-half of the vested account balance, whichever is less. The loans are secured by the balance of the participant's account and require repayment of principal and interest on the declining loan balance. ASU 2010-25 requires participant loans to be classified as notes receivable from participants and measured at their unpaid principal balance as of the end of the year. Accrued interest as of December 31, 2016 and 2015 which amounted to less than \$1,000 is not included in the unpaid balance because the Plan statements are prepared on the modified cash basis of accounting.

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 1 - DESCRIPTION OF PLAN - CONTINUED

Benefits

Severance benefits are entitled to be paid upon termination of employment, retirement or death.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the modified cash basis of accounting; consequently, certain revenue and related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred.

Cash Equivalents

The Plan considers checking accounts to be cash equivalents. Other short-term liquid investments are considered to be investments.

Use of Estimates

The preparation of financial statements on the modified cash basis of accounting requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

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

Note Receivable from Participants

Notes receivable from participants are recorded at their unpaid principal balance. Interest income is recorded when received on the modified cash basis of accounting.

Payment of Benefits

Benefits are recorded when paid.

Plan Operating Expenses

Certain expenses of maintaining the Plan are paid by the Plan, other expenses are paid by Teamsters Joint Council No. 41. Expenses paid by Teamsters Joint Council No. 41 are excluded from these financial statements. Investment expenses incurred on investments held in the Plan's custodial account are paid with Plan assets.

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

Subsequent Events

The Plan has evaluated subsequent events through September 28, 2017, the date the financial statements were available to be issued.

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 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 in active markets that the Plan has the ability to access. |
| Level 2 | <p>Inputs to the valuation methodology include:</p> <ul style="list-style-type: none">• Quoted prices for similar assets or liabilities in active markets• Quoted prices for identical or similar assets in active markets• Inputs other than quoted prices that are observable for the asset• Inputs that are derived principally from or corroborated by observable market data by correlation or other means <p>If the asset has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.</p> |
| Level 3 | Inputs to the valuation methodology are unobservable and significant to the fair value measurement. |

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

Following is a description of the valuation methodology used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2016 and 2015.

Mutual funds are valued at the net asset value of shares held by the Plan at year end.

Short-term investments reported as assets held for investments are valued at the closing price reported on the active market on which the individual securities are traded.

Participant loans are valued at amortized cost, which approximates fair value.

As of December 31, 2016 and 2015, the Plan's investment in securities were held in a bank administered trust fund. The trust assets were invested in cash and mutual funds traded on a national securities exchange and valued at quoted market prices, which represent the net asset value of shares held by the Plan at year end.

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 3 – FAIR VALUE MEASUREMENTS - CONTINUED

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2016:

Assets at Fair Value as of December 31, 2016

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Equity Fund	\$ 1,781,886	\$ -	\$ -	\$ 1,781,886
Bond Fund	1,076,929			1,076,929
Short-term investments	1,728			1,728
	<u>\$ 2,860,543</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,860,543</u>

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

Assets at Fair Value as of December 31, 2015

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Equity Fund	\$ 1,593,575	\$ -	\$ -	\$ 1,593,575
Bond Fund	1,050,427			\$ 1,050,427
Short-term investments	1,728			1,728
	<u>\$ 2,645,730</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,645,730</u>

The following information regarding fair values and appreciation and depreciation in fair values has been obtained from information certified as complete and correct by Charles Schwab & Co.

During the years ended December 31, 2016 and 2015, the Plan's investments (including investments bought, sold, as well as held during the year) appreciated (depreciated) in fair value as follows:

	<u>2016</u>	<u>2015</u>	
Mutual funds	<u>\$ 155,717</u>	<u>\$ (50,294)</u>	-

NOTE 4 – INVESTMENTS

The fair value of individual investments that represented 5% or more of the Plan's net assets at December 31, 2016 are as follows:

Pimco Total Return Fund	\$ 268,587
Vanguard Total Bond Fund	808,342
Vanguard Extended Markets	351,799
Vanguard Mid Cap Index	216,147
Vanguard 500 Index Fund	1,092,690

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 4 – INVESTMENTS - CONTINUED

The fair value of individual investments that represented 5% or more of the Plan's net assets at December 31, 2015 are as follows:

Pimco Total Return Fund	\$ 261,781
Vanguard Extended Markets Fund	303,311
Vanguard 500 Index Fund	977,213
Vanguard Total Bond Fund	788,646
Vanguard Mid Cap Index Fund	194,597

NOTE 5 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Teamsters Joint Council No. 41 provides administrative services covering the cost of administrative salaries, payroll taxes and occupancy costs at no cost to the Plan.

Certain Plan investments are managed by Charles Schwab & Co., Inc. Charles Schwab & Co., Inc. is the custodian of the Plan's investments and therefore, these transactions qualify as party in interest transactions.

NOTE 6 - PLAN TERMINATION

Although it has not expressed intentions to do so, the Board of Trustees and Directors have the right under the Plan subject to the provisions of ERISA. In the event of termination, all vested participant account balances will be distributed to the participant. The trustees shall make provisions for payment of any and all obligations including expenses incurred up to the date of termination of the Plan and all expenses incidental to such termination.

NOTE 7 - TAX STATUS

The Plan obtained its latest determination letter on December 9, 2015, in which the Internal Revenue Service stated that the plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the plan's tax counsel believe that the plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and therefore, believe the Plan is qualified, and the related trust is tax-exempt.

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

NOTE 8 – RISKS AND UNCERTAINTIES

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

Additionally, the Plan maintains its cash accounts at an area bank. The accounts are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per bank. At times during the year, the Plan has deposits in one financial institution in excess of \$250,000.

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

NOTE 9 – OPEN TAX YEARS

The Plan's Form 5500, Annual Return of Employee Benefit Plan, for the years ending 2013, 2014, 2015 and 2016 are subject to examination by the IRS, generally for three years after they were filed.

SUPPLEMENTAL INFORMATION

FORM 5500, EIN 34-6541609, PN 001

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

DECEMBER 31, 2016

(a)	(b) Identity of issue, borrower, lessor, or similar party	Par/Val Shares	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
<u>SHORT TERM INVESTMENTS</u>					
*	Schwab U.S. Treasury Money Fund	1,728	Money Market Funds	\$ 1,728	\$ 1,728
TOTAL SHORT TERM INVESTMENTS				1,728	1,728
<u>MUTUAL FUNDS</u>					
	Pimco Total Return Fund	26,778	Mutual Funds	295,403	268,587
	Vanguard Total Bond Market	75,901	Mutual Funds	767,383	808,342
	Vanguard Developed Markets	13,339	Mutual Funds	134,529	121,250
	Vanguard Extended Markets	4,835	Mutual Funds	137,757	351,799
	Vanguard Mid Cap Index	8,017	Mutual Funds	118,669	216,147
	Vanguard 500 Index Fund	5,290	Mutual Funds	500,899	1,092,690
TOTAL MUTUAL FUNDS				1,954,640	2,858,815
TOTAL INVESTMENTS				\$ 1,956,368	\$ 2,860,543

* Indicates a party known to be a party in interest.

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment 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 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**2016****This Form is Open to Public
Inspection****Part I Annual Report Identification Information**

For calendar plan year 2016 or fiscal plan year beginning _____ and ending _____

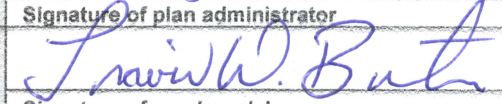
- A** This return/report is for: ☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- B** This return/report is: ☐ a single-employer plan ☐ a DFE (specify) _____
☐ the first return/report ☐ 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 TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 10/01/1959
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) TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN 6051 CAREY DRIVE VALLEY VIEW OH 44125	2b Employer Identification Number (EIN) 34-6541609 2c Plan Sponsor's telephone number 216-642-0880 2d Business code (see instructions) 813930

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		9/18/17	PATRICK J. DARROW
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/18/17	TRAVIS BORNSTEIN
	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

For Paperwork Reduction Act Notice, see the instructions for Form 5500.

Form 5500 (2016)

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN

SCHEDULE I

FORM 5500, EIN 34-6541609, PN 001

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

DECEMBER 31, 2016

(a)	(b) Identity of issue, borrower, lessor, or similar party	Par/Val Shares	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
<u>SHORT TERM INVESTMENTS</u>					
*	Schwab U.S. Treasury Money Fund	1,728	Money Market Funds	\$ 1,728	\$ 1,728
TOTAL SHORT TERM INVESTMENTS				1,728	1,728
<u>MUTUAL FUNDS</u>					
	Pimco Total Return Fund	26,778	Mutual Funds	295,403	268,587
	Vanguard Total Bond Market	75,901	Mutual Funds	767,383	808,342
	Vanguard Developed Markets	13,339	Mutual Funds	134,529	121,250
	Vanguard Extended Markets	4,835	Mutual Funds	137,757	351,799
	Vanguard Mid Cap Index	8,017	Mutual Funds	118,669	216,147
	Vanguard 500 Index Fund	5,290	Mutual Funds	500,899	1,092,690
TOTAL MUTUAL FUNDS				1,954,640	2,858,815
TOTAL INVESTMENTS				\$ 1,956,368	\$ 2,860,543

* Indicates a party known to be a party in interest.

TEAMSTERS JOINT COUNCIL NO. 41 SEVERANCE PLAN**FORM 5500, EIN 34-6541609, PN 001****MULTIPLE - EMPLOYER PLAN PARTICIPATING EMPLOYER INFORMATION****DECEMBER 31, 2016**

<u>PARTICIPATING EMPLOYERS</u>	<u>EIN</u>	<u>EMPLOYERS PERCENTAGE OF TOTAL CONTRIBUTIONS</u>
TEAMSTERS LOCAL UNION NO. 20	34-4371700	12.44%
TEAMSTERS LOCAL UNION NO. 24	34-0584858	3.37%
TEAMSTERS LOCAL UNION NO. 40	34-0362810	1.90%
TEAMSTERS LOCAL UNION NO. 52	34-0082415	2.06%
TEAMSTERS LOCAL UNION NO. 92	34-0308397	4.62%
TEAMSTERS LOCAL UNION NO. 244	34-0585908	1.23%
TEAMSTERS LOCAL UNION NO. 284	34-0917877	6.29%
TEAMSTERS LOCAL UNION NO. 293	34-0090940	3.83%
TEAMSTERS LOCAL UNION NO. 348	34-0582490	3.18%
TEAMSTERS LOCAL UNION NO. 377	34-0308415	6.19%
TEAMSTERS LOCAL UNION NO. 400	34-0159950	1.04%
TEAMSTERS LOCAL UNION NO. 407	34-0582485	6.52%
TEAMSTERS LOCAL UNION NO. 413	31-4215596	7.21%
TEAMSTERS LOCAL UNION NO. 416	34-0823268	1.82%
TEAMSTERS LOCAL UNION NO. 436	34-0210685	6.26%
TEAMSTERS LOCAL UNION NO. 473	34-0427385	1.76%
TEAMSTERS LOCAL UNION NO. 507	34-1002900	5.89%
TEAMSTERS LOCAL UNION NO. 637	31-4323442	2.63%
TEAMSTERS LOCAL UNION NO. 908	34-4315841	1.98%
TEAMSTERS LOCAL UNION NO. 957	31-0329938	8.90%
TEAMSTERS LOCAL UNION NO. 964	34-0241030	1.48%
TEAMSTERS LOCAL UNION NO. 1108	42-1665689	1.00%
TEAMSTERS LOCAL UNION NO. 1164	34-0443353	0.72%
TEAMSTERS LOCAL UNION NO. 1224	31-1398155	<u>7.68%</u>
 TOTAL PARTICIPATING EMPLOYER PERCENTAGE		 <u>100.00%</u>