

**SUMMARY ANNUAL REPORT  
FOR  
CLOW STAMPING COMPANY 401(K) PLAN**

This is a summary of the annual report for the Clow Stamping Company 401(k) Plan, EIN 41-0961650, Plan No. 002, for the period January 1, 2015 through December 31, 2015. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Basic Financial Statement**

Benefits under the plan are provided through a trust fund. Plan Expenses were \$1,031,378. These expenses included \$1,026,553 in benefits paid to participants and beneficiaries and \$4,825 in other expenses. A total of 254 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$12,892,858 as of December 31, 2015, compared to \$12,928,709 as of January 1, 2015. During the plan year the plan experienced a decrease in its assets of (\$35,851). This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$995,527 including employee contributions of \$537,014, employer contributions of \$142,543, rollover contributions of \$62,878 and earnings from investments of \$253,092.

**Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in the report:

1. An accountant report;
2. Financial information and information on payments to service providers; and
3. Assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write or call CLOW STAMPING COMPANY, 23103 COUNTY ROAD 3, MERRIFIELD, MN 56465, 218-765-3111.

You have the right to examine or receive from the plan administrator, on request and at no charge, copies of statements from the regulated financial institutions describing the qualifying plan assets. If you are unable to examine or obtain these documents, contact an EBSA Regional Office for assistance. Information about contacting EBSA regional offices can be found on the Internet at <http://www.dol.gov/ebsa>.

You also have the legally protected right to examine the annual report at the main office of the plan CLOW STAMPING COMPANY, 23103 COUNTY ROAD 3, MERRIFIELD, MN 56465 and at the U.S. Department of Labor in Washington D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, 200 Constitution Avenue, N.W., Washington, D.C. 20210.