

SUMMARY ANNUAL REPORT
FOR
CLOW STAMPING COMPANY WELFARE PLAN

This is a summary of the annual report for the Clow Stamping Company Welfare Plan (Employer Identification No. 41-0961650, Plan No. 504) for the period January 1, 2015 to December 31, 2015. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

INSURANCE INFORMATION

The plan has a contract with Union Security Insurance Company to pay the following types of claims incurred under the terms of the plan: All Long-Term Disability, Short-Term Disability, Life and AD&D claims. The total premiums paid for the plan year beginning January 1, 2015 and ending December 31, 2015 were \$157,756.

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 that report:

1. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Sponsor:

Clow Stamping Company
23103 County Road 3
Merrifield, MN 56465
41-0961650 (Employer Identification Number)
(218) 765-3111

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: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.