

**Mid-Michigan Community Action
Agency, Inc. Employee Retirement Plan**
Farwell, Michigan

Financial Statements and Supplemental Schedule
Year Ended December 31, 2015



Independent Auditor's Report

To the Plan Administrator
Mid-Michigan Community Action Agency, Inc.
Employee Retirement Plan
Farwell, Michigan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Mid-Michigan Community Action Agency, Inc. Employee Retirement Plan, which comprise the statements of net assets available for benefits as of December 31, 2015 and 2014, and the related statement of changes in net assets available for benefits for the year ended December 31, 2015, 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; 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. 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 4, which was certified by Chemical Bank Wealth Management, the Trustee of the Plan, except for comparing such 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 December 31, 2015 and 2014, and for the year ended December 31, 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 H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2015, is required by the Department of Labor's (DOL) 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.



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 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.

Wipfli LLP

Wipfli LLP
Madison, Wisconsin

July 22, 2016

Mid-Michigan Community Action Agency, Inc.
Employee Retirement Plan
Statements of Net Assets Available for Benefits

<i>December 31,</i>	2015	2014
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<i>Assets:</i>		
Investments, at fair value	\$ 3,352,623	\$ 3,184,682
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Receivables:		
Employer contributions	1,139	-
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Net assets available for benefits	\$ 3,353,762	\$ 3,184,682
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See accompanying notes to financial statements.

Mid-Michigan Community Action Agency, Inc.
Employee Retirement Plan
Statement of Changes in Net Assets Available for Benefits

<i>Year Ended December 31,</i>	2015
Investment (loss):	
Net depreciation in fair value of investments	\$ (64,279)
Dividends on mutual funds	48,647
Interest on money market fund	1
Net investment loss	(15,631)
Contributions:	
Participant	127,071
Employer	193,707
Total contributions	320,778
Deductions:	
Benefits paid to participants	116,200
Administrative expenses	19,867
Total other deductions	136,067
Net increase	169,080
Net assets available for benefits:	
Beginning of year	3,184,682
End of year	\$ 3,353,762

See accompanying notes to financial statements.

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 1: Description of Plan

The following description of the Mid-Michigan Community Action Agency, Inc. Employee 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. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

General

The Plan is a defined contribution plan covering all employees, excluding union, substitute, or temporary employees, of Mid-Michigan Community Action Agency, Inc. (the "Employer") who are at least 18 years old and who have completed at least 90 days of service. The Plan entry dates for deferral contributions are the first day of the month coinciding with or next following the attainment of the eligibility requirements. Employees must have completed one year of service, comprised of 1,000 hours, to be eligible for Employer contributions. The Plan entry dates for the Employer contribution are the first day of the Plan year or the first day of the seventh month of the year coinciding with or next following the attainment of the service requirements.

Contributions

Each year, participants may contribute up to 75% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan also includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at \$10 of compensation on a pre-tax basis per pay period. Participants have the option to make an affirmative elective deferral contribution of an amount different than the automatic deferral amount or to waive participation in the deferral portion of the Plan. The Employer makes discretionary Employer contributions as approved by the Employer's Board of Directors. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, Employer contributions, and allocations of plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 1: Description of Plan (Continued)

Vesting

A participant is fully and immediately vested in their salary deferral and rollover contributions, plus actual earnings/losses thereon.

A participant is vested in the Employer's contributions and earnings/losses thereon according to the following schedule; and is credited with a year of service for each plan year in which the participant completes 1,000 hours of service.

	Vesting %
Less than 2 years	0 %
2 years	25 %
3 years	50 %
4 years	75 %
5 years	100 %

Plan forfeitures arise as a result of participants who terminate service with the Employer before becoming 100% vested in the Employer's contributions. There were \$20,302 and \$0 of unallocated forfeitures as of December 31, 2015 and 2014. Forfeitures are used to offset expenses paid by the Plan or are reallocated to participants in proportion to eligible compensation. In 2015, no forfeitures were used to pay Plan expenses and \$0 was reallocated to remaining participants.

Payment of Benefits

On termination of service due to death, disability, or retirement, or attaining normal retirement age of (65), a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or annual installments over a period of at least ten years, or joint and survivor annuity payments. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In addition, hardship distributions out of the participant's voluntary contributions account are permitted if certain criteria are met.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States (GAAP).

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 2: Summary of Significant Accounting Policies (Continued)

Change in Accounting Policy

To reduce the complexity of plan investment accounting and disclosures, plan management has elected to apply the early adoption provisions of the Financial Accounting Standard Board (FASB) Accounting Standards Update (ASU) No. 2015-12, *Plan Accounting: (Part I) Fully Benefit-Responsive Investment Contracts, (Part II) Plan Investment Disclosures, (Part III) Measurement Date Practical Expedient – consensus of the Emerging Issues Task Force (“ASU 2015-12”)*. As required by these provisions, plan management has retroactively restated the December 31, 2014, presentation of certain investments on the Statements of Net Assets Available for Benefits to reflect fair value, eliminating the \$17,528 reduction previously presented to reflect these investments at contract value, and the related fully benefit-responsive footnote disclosures. Part III is not applicable to the Plan. Early adoption of ASU 2015-12 also allows the retroactive simplification of investment note disclosures.

Use of Estimates

The preparation of financial statements in accordance with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from these estimates.

Investment Valuation and Income (Loss) Recognition

The Plan's 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 income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Employer. Expenses that are paid by the Employer are excluded from these financial statements. Investment-related expenses are allocated proportionately to plan participants based on their respective account balances and are included in net investment income (loss).

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 2: Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Plan has evaluated subsequent events through July 22, 2016, which is the date the financial statements were available to be issued.

Note 3: Fair Value Measurements

GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority level. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. There are no plan assets requiring the use of Level 2 or 3 inputs for the periods presented.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2015 and 2014.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. 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.

Stable value collective trust fund: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that are valued at the NAV of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities' liquidations will be carried out in an orderly business matter.

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 3: Fair Value Measurements (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2015 and 2014. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement:

	Assets at Fair Value as of December 31, 2015			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 2,834,522	\$ -	\$ -	\$ 2,834,522
Total investment assets in the fair value hierarchy	2,834,522	-	-	2,834,522
Investment assets measured at NAV				518,101
Total investment assets at fair value				\$ 3,352,623

	Assets at Fair Value as of December 31, 2014			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 2,722,855	\$ -	\$ -	\$ 2,722,855
Total investment assets in the fair value hierarchy	2,714,166	-	-	2,722,855
Investment assets measured at NAV				461,827
Total investment assets at fair value				\$ 3,184,682

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 3: Fair Value Measurements (Continued)

Fair Value of Investments in Entities That Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2015 and 2014, respectively.

<i>December 31, 2015</i>	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Collective trust fund	\$ 518,101	N/A	Daily	30 Days
<i>December 31, 2014</i>	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Collective trust fund	\$ 461,827	N/A	Daily	30 Days

The collective trust funds' objective is to protect principal while providing a higher rate of return than shorter maturity investments, such as money market funds or certificates of deposit. To achieve this, the fund invests in instruments which are not expected to experience significant price fluctuation in most economic or interest rate environments. However, there is no assurance that this objective can be achieved.

Note 4: Information Prepared and Certified by Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Certain information disclosed in the accompanying financial statements and supplemental schedule, including investments held at December 31, 2015 and 2014, and net depreciation in fair value of investments, interest and dividends for the year ended December 31, 2015, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Chemical Bank Wealth Management, the Trustee of the Plan.

Note 5: Related-Party Transactions and Party-in-Interest Transactions

Certain plan investments are managed by Chemical Bank Wealth Management. Chemical Bank Wealth Management is the Trustee, as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred and paid by the Plan for the investment management services were \$19,867 for the year ended December 31, 2015. The Employer pays directly any other fees related to the Plan's operations.

Mid-Michigan Community Action Agency, Inc.

Employee Retirement Plan

Notes to Financial Statements

Note 6: Plan Termination

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their Employer contributions.

Note 7: Tax Status

The Company adopted a nonstandard prototype document with an IRS notification letter which states the prototype plan document is in compliance with the applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter; however, the plan administrator believes the Plan is designed and being operated in compliance with the applicable requirements of the IRC and has no income subject to unrelated business income tax. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Note 8: Risks and Uncertainties

The Plan invests in 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 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 statements of net assets available for benefits.

Supplemental Schedule

Mid-Michigan Community Action Agency, Inc.
Employee Retirement Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

EIN #38-2056236 Plan #001

December 31, 2015

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Or Maturity Value	(d) Cost	(e) Current Value
	Mutual Funds:			
*	Federated Funds	U.S. Gov't Securities Funds: 2-5 yrs	**	\$ 111,802
	PIMCO	Total Return Fund	**	259,839
	Harbor	International Fund Fund	**	123,622
	Lazard	Emerging Markets Fund	**	26,202
	Fidelity Group	Contrafund	**	113,283
	Fidelity Group	Puritan Fund	**	161,337
	T. Rowe Price	Equity Income Fund	**	122,108
	T. Rowe Price	Growth Stock Fund	**	164,583
	Fidelity Group	Small Cap Discovery Fund	**	117,761
	Principal Group	Midcap Blend Fund	**	152,713
	Principal Group	Equity Institutional Fund	**	58,760
	Vanguard Group	Target Retirement Income Fund	**	2,231
	Vanguard Group	Target Retirement 2015 Fund	**	1,060
	Vanguard Group	Target Retirement 2020 Fund	**	438,341
	Vanguard Group	Target Retirement 2025 Fund	**	32,929
	Vanguard Group	Target Retirement 2030 Fund	**	71,731
	Vanguard Group	Target Retirement 2035 Fund	**	2,269
	Vanguard Group	Target Retirement 2040 Fund	**	503,480
	Vanguard Group	Target Retirement 2045 Fund	**	15,178
	Vanguard Group	Target Retirement 2050 Fund	**	183,051
	Vanguard Group	Target Retirement 2055 Fund	**	1,916
	Vanguard Group	Index Tr 500 Portfolio Fund	**	126,181
	Vanguard Group	Vanguard Inflation Protected Fund	**	10,995
	Select Energy	Portfolio Fund	**	33,150
	Total mutual funds		**	2,834,522
	Collective Trust Fund:			
	Wilmington Trust	Metlife Stable Value Fund	**	518,101
	Total		**	\$ 3,352,623

* Denotes party-in-interest.

** Information not required for participant-directed investments.

See Independent Auditor's Report.