

PACCAR INC  
Form 11-K  
June 10, 2016  
Table of Contents

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**WASHINGTON, D.C. 20549**

**FORM 11-K**

x **ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

**For the fiscal year ended December 31, 2015**

**OR**

.. **TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

**For the transition period from \_\_\_\_\_ to \_\_\_\_\_**

**Commission file number 000-14817**

**PACCAR INC SAVINGS INVESTMENT PLAN**

**(Full title of plan)**

**PACCAR Inc**

Edgar Filing: PACCAR INC - Form 11-K

**777 106th Avenue, N.E.**

**Bellevue, Washington 98004**

**(Name of issue of securities held pursuant to the  
plan and address of its principal executive officers)**

**Table of Contents**

**REQUIRED INFORMATION**

**A. Financial Statements and Schedules**

Report of Independent Registered Public Accounting Firm

Financial Statements:

Statements of Net Assets Available for Benefits

Statement of Changes in Net Assets Available for Benefits

Notes to Financial Statements

Supplemental Schedules:

Schedule H, Line 4i Schedule of Assets (Held at End of Year)

Schedule H, Line 4j Schedule of Reportable Transactions

**B. Exhibits**

23 Consent of Independent Registered Public Accounting Firm

**Table of Contents**

**SIGNATURE**

*The Plan.* Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

PACCAR INC SAVINGS INVESTMENT PLAN

Date: June 10, 2016

By: /s/ J.K. LeVier  
J.K. LeVier  
Vice President - Human Resources  
PACCAR Inc

**Table of Contents**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES**

PACCAR Inc Savings Investment Plan

December 31, 2015 and 2014

and for the Year Ended December 31, 2015

With Report of Independent Registered Public Accounting Firm

**Table of Contents**

PACCAR Inc  
Savings Investment Plan  
Financial Statements and Supplemental Schedules  
December 31, 2015 and 2014 and  
for the Year Ended December 31, 2015

**Contents**

<u>Report of Independent Registered Public Accounting Firm</u>	1
Financial Statements	
<u>Statements of Net Assets Available for Benefits</u>	2
<u>Statement of Changes in Net Assets Available for Benefits</u>	3
<u>Notes to Financial Statements</u>	4
Supplemental Schedules	
<u>Schedule H, Line 4i Schedule of Assets (Held at End of Year)</u>	16
<u>Schedule H, Line 4j Schedule of Reportable Transactions</u>	17

**Table of Contents**

**Report of Independent Registered Public Accounting Firm**

The Administrator

PACCAR Inc Savings Investment Plan

We have audited the accompanying statements of net assets available for benefits of the PACCAR Inc Savings Investment Plan (the Plan) 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. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. We were not engaged to perform an audit of the Plan's internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the PACCAR Inc Savings Investment Plan at December 31, 2015 and 2014, and the changes in its net assets available for benefits for the year ended December 31, 2015, in conformity with U.S. generally accepted accounting principles.

The accompanying supplemental schedules of assets (held at end of year) as of December 31, 2015, and reportable transactions for the year then ended, have been subjected to audit procedures performed in conjunction with the audit of the PACCAR Inc Savings Investment Plan's financial statements. The information in the supplemental schedules is the responsibility of the Plan's management. Our audit procedures included determining whether the information reconciles to the financial statements or the underlying accounting and other records, as applicable, and performing procedures to test the completeness and accuracy of the information presented in the supplemental schedules. In forming our opinion on the information, we evaluated whether such information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

/s/ Ernst & Young LLP

Seattle, Washington

June 10, 2016

**Table of Contents**

## PACCAR Inc

## Savings Investment Plan

## Statements of Net Assets Available for Benefits

	<b>December 31</b>	
	<b>2015</b>	<b>2014</b>
<b>Assets</b>		
Investments, at fair value:		
Money market fund	\$ 348,835	\$ 366,120
Commingled trust funds	422,848,193	453,860,658
Mutual funds	353,065,335	372,784,463
PACCAR Inc common stock	667,244,634	973,704,109
<b>Total investments, at fair value</b>	<b>1,443,506,997</b>	<b>1,800,715,350</b>
Notes receivable from participants	37,760,469	35,466,224
Dividends and other receivables	19,971,784	14,677,938
Due from broker for securities sold	935,857	1,158,136
<b>Total assets</b>	<b>1,502,175,107</b>	<b>1,852,017,648</b>
<b>Liabilities</b>		
Accrued expenses	12,856	75,618
Net assets reflecting all investments at fair value	1,502,162,251	1,851,942,030
Adjustment from fair value to contract value for investment contracts held by commingled trust funds	(837,661)	(1,902,272)
<b>Net assets available for benefits</b>	<b>\$ 1,501,324,590</b>	<b>\$ 1,850,039,758</b>

*See accompanying notes.*



**Table of Contents**

PACCAR Inc

Savings Investment Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2015

<b>Additions to (deductions from) net assets attributed to:</b>	
Investment income:	
Dividends and interest	\$ 43,418,828
Net depreciation of investments	(293,994,156)
Revenue credit	124,999
Contributions:	
Company	24,577,059
Participants	51,072,241
Distributions to participants	(173,643,002)
Administrative expenses	(271,137)
Net decrease	(348,715,168)
Net assets available for benefits at beginning of year	1,850,039,758
Net assets available for benefits at end of year	<b>\$ 1,501,324,590</b>

*See accompanying notes.*

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements

December 31, 2015

**1. Description of the Plan**

The PACCAR Inc Savings Investment Plan (the Plan) is a defined contribution plan covering substantially all non-union U.S. employees of PACCAR Inc and its U.S. subsidiaries (collectively, the Company). Covered employees are eligible to participate in the Plan after completion of 30 days of service. Participants are eligible to receive employer contributions after one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code (the Code). This description of the Plan provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

**Contributions**

Participants may elect to contribute not less than 1% and not more than 35% of their respective annual compensation (as defined in the Plan document) subject to the Code's annual maximum of \$18,000 for 2015. Participant contributions to the Plan are excluded from the participants' current taxable earnings in accordance with the Code's Section 401(k). Catch-up contributions are made available under the Plan for those participants age 50 and older. The maximum annual catch-up contribution for 2015 was \$6,000.

For eligible participants who were actively employed at December 31, 2015, the Company matched participant contributions (excluding age 50 catch-up deferrals) to the lesser of 5% of the participants' respective annual compensation or their annual salary deferrals. In certain cases, as described in the Plan document, employees who terminated during the year will be eligible to receive matching contributions.

The Company's matching contributions of \$24,577,059 were unallocated at December 31, 2015. The matching contributions are allocated to participant accounts in January each year based on determination of eligibility as described above. The Company matches contributions in the form of PACCAR Inc common stock. The Company's rate of contribution and the frequency and manner in which the Company makes its contribution shall be decided by the Company in its sole discretion with respect to each Plan year.

**Participant Accounts**

Individual accounts are maintained for all Plan participants that reflect their contributions and related Company matching contributions to the Plan, allocations from any revenue credits, and any earnings or losses on the Plan's investments.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**1. Description of the Plan (continued)**

**Vesting**

Plan participants are immediately 100% vested in participant and Company matching contributions when made, plus any investment earnings thereon.

**Investment Options**

Upon enrollment in the Plan, participants may direct their contributions in whole percentage increments to any of the Plan's fund options. Participants may subsequently change their investment options for either existing or future contributions, subject to trading limitations on certain of the Plan's individual fund options.

All participants with three or more years of service have the ability to make an unlimited number of transfers-in or transfers-out, at any time, of some or all of their Company matching contribution balances held in the PACCAR Inc common stock fund into any of the other investment fund options within the Plan.

**Notes Receivable from Participants**

Actively employed participants may borrow from their individual accounts a minimum of \$1,000, up to the lesser of \$50,000 reduced by the highest outstanding loan balance during the previous 12 months, 50% of the participants' total account balance, or the participants' total account balance excluding Company matching contributions in the PACCAR Inc common stock fund and related earnings. Loan terms range from 1 to 5 years, or up to 15 years for the purchase of a primary residence, and early payoffs can be made without penalty. The loans are secured by the balance in the participant's account and bear interest at a fixed rate equal to the prime rate plus 1%, determined as of the loan date. Interest rates ranged from 4.25% to 10.50% on loans outstanding as of December 31, 2015. Principal and interest are repaid either through after-tax payroll deductions or by personal disbursements sent directly to Fidelity Management Trust Company (the Trustee). Loans outstanding do not affect the amount of annual matching contributions the Company pays to participants' accounts. The number of loans that a participant can take is limited to two new loans per calendar year.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**1. Description of the Plan (continued)**

**Benefit Payments**

Participants who leave the Company may choose a single cash payment or whole shares of PACCAR Inc common stock included in the participant's account, plus a cash payment for the remaining balance, or have their account balance remain in the Plan until reaching age 70 ½. Participants who leave the Company whose account balance is less than \$1,000 will automatically receive a single cash payment. Also, active employees who reach age 70 ½ have the additional options of electing to have their account balances distributed to them or to receive minimum required distributions.

**Plan Termination**

It is the intention of the Company that the Plan will continue indefinitely. However, should the Company elect to terminate the Plan subject to the provisions of ERISA, the termination date shall be treated as the valuation date, and the balances in the participants' accounts will be distributed to them.

**Expenses and Revenue Credit**

Third-party management fees are charged to the Plan, and the Company pays certain other expenses relating to the Plan's administration. Effective January 1, 2012, the Company amended its agreement with the Plan's Trustee to provide a revenue credit arrangement. The revenue credit is funded by the Trustee to pay for Plan management fees and reimburse the Company for Plan administration expenses. If the Plan does not use the entire revenue credit, the excess may be allocated to the participants.

**2. Summary of Accounting Policies**

**Basis of Accounting**

The financial statements have been prepared on the accrual basis of accounting.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**2. Summary of Accounting Policies (continued)**

**Investment Valuation and Income Recognition**

The Plan's investments are stated at fair value. Shares of mutual funds are valued based on a quoted market price to sell, which represents the net asset value of shares held by the Plan at year-end. The fair value of the participation units in commingled trust funds (other than the Fidelity Managed Income Portfolio II (MIP II Fund)) is based on the unadjusted net asset value per unit as determined by the sponsor of the fund based on the fair values of the underlying investments. There are currently no significant redemption restrictions on these investments.

Investment contracts held by a defined contribution plan are required to be reported at fair value. The Plan invests in investment contracts through the MIP II Fund. The statements of net assets available for benefits present the fair value of the MIP II Fund and the adjustment from fair value to contract value. The contract value of the MIP II Fund represents contributions plus earnings, less participant withdrawals and administrative expenses.

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.

**Notes Receivable from Participants**

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded when it is earned. Notes receivable from participants that are determined to be uncollectible are recorded as a distribution based upon the terms of the Plan document. No allowance for credit losses has been recorded as of December 31, 2015 or 2014.

**Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**2. Summary of Accounting Policies (continued)**

**Risks and Uncertainties**

The Plan provides for various investment options. Investment securities, in general, are exposed to various risks, such as interest rate, market volatility, and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of 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 the value of participants' account balances and the amounts reported in the financial statements.

**New Accounting Pronouncements**

In May 2015, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2015-07, *Fair Value Measurement (Topic 820): Disclosures for Investments in Certain Entities That Calculate Net Asset Value per Share (or Its Equivalent)*. This ASU eliminates the requirement to include investments in the fair value hierarchy for which fair value is measured using the net asset value per share practical expedient under Topic 820. The ASU is effective for annual periods beginning after December 15, 2015, and early adoption is permitted. The adoption of this ASU will not affect the Plan's financial statements but will result in changes to footnote disclosures. The Plan expects to adopt this ASU in 2016.

In July 2015, the FASB issued ASU 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962) and Health and Welfare Benefit Plans (Topic 965): Part (I) Fully Benefit-Responsive Investment Contracts, Part (II) Plan Investment Disclosures, Part (III) Measurement Date Practical Expedient*. This three-part standard simplifies employee benefit plan reporting with respect to fully benefit-responsive investment contracts and plan investment disclosures, and provides a measurement date practical expedient. The ASU is effective for annual periods beginning after December 15, 2015, and early adoption is permitted. The adoption of this ASU will not materially affect the Plan's financial statements but will result in changes to footnote disclosures. The Plan expects to adopt this ASU in 2016.

**Table of Contents**

## PACCAR Inc

## Savings Investment Plan

## Notes to Financial Statements (continued)

**3. Investments**

Assets held in the Plan are managed and investment transactions are executed by the Trustee or other outside mutual fund companies.

During the year ended December 31, 2015, the Plan's investments (including investments purchased, sold, as well as held during the year) (depreciated) appreciated in fair value as determined by quoted market prices as follows:

<b>Year Ended December 31, 2015</b>	<b>Net (Depreciation) Appreciation in Fair Value of Investments</b>
PACCAR Inc common stock	\$ (288,369,491)
Mutual funds	(18,526,488)
Commingled trust funds	12,901,823
	\$ (293,994,156)

The fair value of investments that represent 5% or more of the Plan's net assets is as follows:

	<b>December 31</b>	
	<b>2015</b>	<b>2014</b>
PACCAR Inc common stock*	\$ 667,244,634	\$ 937,704,109
Fidelity Contrafund Pool	187,027,877	195,657,663
Fidelity Managed Income Portfolio II Class 4	117,513,158	132,171,083
Fidelity U.S. Equity Index Commingled Pool	95,248,806	101,445,346

\*Includes Company matching contributions, some of which are nonparticipant-directed.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**4. Fair Value of Financial Instruments**

Fair value represents the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. The hierarchy of fair value measurement is described below.

Level 1 Valuations are based on quoted prices that the Plan has the ability to obtain in actively traded markets for identical assets. Since valuations are based on quoted prices that are readily and regularly available in an active market or exchange traded market, valuation of these instruments does not require a significant degree of judgment.

Level 2 Valuations are based on quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market.

Level 3 Valuations are based on model-based techniques for which some or all of the assumptions are obtained from indirect market information that is significant to the overall fair value measurement and which require a significant degree of management judgment. The Plan had no financial instruments requiring Level 3 valuation.

There were no transfers of assets between Level 1 and Level 2 of the fair value hierarchy during the year ended December 31, 2015. The Plan's policy is to recognize transfers between levels at the end of the reporting period.

The following methods and assumptions are used to measure fair value for assets subject to recurring fair value measurements.

The fair value of a money market fund, mutual funds, and PACCAR Inc common stock is based on quoted prices in active markets. These are categorized as Level 1.

The fair value of commingled trust funds is based on the unadjusted net asset value per unit as determined by the sponsor of the fund based on the fair values of the underlying investments. These commingled funds are categorized as Level 2.



**Table of Contents**

## PACCAR Inc

## Savings Investment Plan

## Notes to Financial Statements (continued)

**4. Fair Value of Financial Instruments (continued)**

The Plan's assets subject to recurring fair value measurements at December 31, 2015, are as follows:

	Level 1	Level 2	Total
Financial instruments, at fair value:			
U.S. money market fund	\$ 348,835	\$	\$ 348,835
Commingled trust funds:			
U.S.		399,789,841	399,789,841
International		23,058,352	23,058,352
U.S. mutual funds:			
Equity	71,386,696		71,386,696
Fixed income	50,120,691		50,120,691
Asset allocation	231,557,948		231,557,948
PACCAR Inc common stock	667,244,634		667,244,634
	<b>\$ 1,020,658,804</b>	<b>\$ 422,848,193</b>	<b>\$ 1,443,506,997</b>

The Plan's assets subject to recurring fair value measurements at December 31, 2014, are as follows:

	Level 1	Level 2	Total
Financial instruments, at fair value:			
U.S. money market fund	\$ 366,120	\$	\$ 366,120
Commingled trust funds:			
U.S.		429,274,092	429,274,092
International		24,586,566	24,586,566
U.S. mutual funds:			
Equity	80,094,193		80,094,193
Fixed income	56,812,787		56,812,787
Asset allocation	235,877,483		235,877,483
PACCAR Inc common stock	973,704,109		973,704,109
	<b>\$ 1,346,854,692</b>	<b>\$ 453,860,658</b>	<b>\$ 1,800,715,350</b>



**Table of Contents**

## PACCAR Inc

## Savings Investment Plan

## Notes to Financial Statements (continued)

**5. Nonparticipant-Directed Investments**

The only nonparticipant-directed investments in the Plan are held in PACCAR Inc common stock, in which participant-directed investments are also made. The investment activity cannot be segregated between participant-directed and nonparticipant-directed transactions. The information below regarding net assets and the significant changes in net assets relates to the nonparticipant-directed and participant-directed transactions in PACCAR Inc common stock.

	<b>December 31</b>	
	<b>2015</b>	<b>2014</b>
Investments in PACCAR Inc common stock at fair value	\$ 667,244,634	\$ 973,704,109
Dividends receivable on PACCAR Inc common stock	19,675,185	14,424,746
	<b>\$ 686,919,819</b>	<b>\$ 988,128,855</b>

	<b>Year Ended December 31 2015</b>
Changes in net assets:	
Contributions	\$ 37,917,178
Dividends	32,649,875
Net depreciation in fair value	(288,369,491)
Net transfers to other participant-directed investments	(34,572,581)
Benefits paid to participants	(49,077,352)
Net participant loan repayments	243,335
	<b>\$ (301,209,036)</b>

**6. Income Tax Status**

The Plan has received a determination letter from the Internal Revenue Service (the IRS) dated September 24, 2013, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and,

therefore, believes that the Plan, as amended and restated, is qualified and the related trust is tax-exempt.

**Table of Contents**

PACCAR Inc

Savings Investment Plan

Notes to Financial Statements (continued)

**6. Income Tax Status (continued)**

Accounting principles generally accepted in the United States require Plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2015 and 2014, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan is not subject to income tax examinations for years prior to 2012.

**7. Transactions with Parties in Interest**

The Plan invests in the common stock of the Plan's sponsor, PACCAR Inc, which is purchased by the Trustee on the open market at fair value. The Plan made purchases totaling \$141,613,332 and sales totaling \$209,774,375 of PACCAR Inc common stock during 2015. The Plan received dividends on this stock totaling \$27,399,437 in 2015. Dividends receivable were \$19,675,185 and \$14,424,746 at December 31, 2015 and 2014, respectively.

Effective January 1, 2012, a revenue credit program was entered into with the Trustee. The revenue credits are used to pay certain Plan administrative fees. During the year ended December 31, 2015, the Plan recognized \$125,000 of revenue credits and used \$147,630 of the revenue credits to pay for certain administrative fees. Unallocated revenue credits were \$346,004 and \$368,634 at December 31, 2015 and 2014, respectively.

**Table of Contents**

## PACCAR Inc

## Savings Investment Plan

## Notes to Financial Statements (continued)

**8. Reconciliation of Financial Statements to Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2015 and 2014, to the Form 5500:

	<b>December 31</b>	
	<b>2015</b>	<b>2014</b>
Net assets available for benefits per the financial statements	<b>\$ 1,501,324,590</b>	\$ 1,850,039,758
Adjustment from fair value to contract value for investment contracts held by commingled trust funds	<b>837,661</b>	1,902,272
Net assets available for benefits per the Form 5500	<b>\$ 1,502,162,251</b>	\$ 1,851,942,030

The following is a reconciliation of changes in net assets per the financial statements for the year ended December 31, 2015, to the Form 5500:

	<b>Year Ended December 31 2015</b>
Decrease in net assets per the financial statements	\$ (348,715,168)
Adjustment from fair value to contract value for investment contracts held by commingled trust funds December 31, 2015	837,661
Adjustment from fair value to contract value for investment contracts held by commingled trust funds December 31, 2014	(1,902,272)
Net decrease per the Form 5500	\$ (349,779,779)

**Table of Contents**

Supplemental Schedules

**Table of Contents**

PACCAR Inc

Savings Investment Plan

EIN: 91-0351110 Plan Number: 002

Schedule H, Line 4i Schedule of Assets

(Held at End of Year)

As of December 31, 2015

(a)	(b)	(c) Description of Investment	(d) Cost	(e) Current Value
	Money market fund:			
*	Fidelity Management Trust Company:			
	Government Money Market II Portfolio	348,835 shares	(1)	\$ 348,835
	Commingled trust funds:			
*				