PROXY MATERIALS
STURGIS BANCORP, INC.
125 East Chicago Road
Sturgis, MI 49091
(269) 651-9345

NOTICE OF ANNUAL MEETING OF STOCKHOLDERS
To Be Held on April 26, 2016

The Annual Meeting of Stockholders of Sturgis Bancorp, Inc. ("Company"), will be held at the Sturges-Young Auditorium, 201 N. Nottawa Road, Sturgis, Michigan on Tuesday, April 26, 2016 at 10:00 a.m.

A Proxy and a Proxy Statement for the Meeting are enclosed.

The Meeting is for the purpose of considering and acting upon:

1. The election of two (2) directors of the Company.

2. The ratification of the appointment of Crowe Horwath LLP as Independent Public Accountants for the Company for the fiscal year ending December 31, 2016.

NOTE: The Board of Directors is not aware of any other business to come before the meeting.

Any action may be taken on any one of the foregoing proposals at the Meeting on the date specified above, or on any date or dates to which, by original or later adjournment, the Meeting may be adjourned. Stockholders of record at the close of business on March 15, 2016 are the Stockholders entitled to vote at the Meeting and any adjournments thereof.

You are requested to fill in and sign the accompanying form of Proxy which is solicited by the Board of Directors and to mail it promptly in the enclosed envelope. The Proxy will not be used if you attend and vote at the Meeting in person.

BY ORDER OF THE BOARD OF DIRECTORS

Brian P. Hoggatt
Secretary

Sturgis, Michigan
April 1, 2016

PROXY STATEMENT
OF
STURGIS BANCORP, INC.
125 East Chicago Road
Sturgis, Michigan 49091

ANNUAL MEETING OF STOCKHOLDERS
April 26, 2016

Sturgis Bancorp, Inc. (the "Company") is a financial holding company under the Bank Holding Company Act of 1956, as amended. The Company was formed on December 11, 2001 when the shareholders of Sturgis Bank and Trust Company (the "Bank") approved the reorganization of the Bank to become a wholly owned subsidiary of the Company. This reorganization was effective January 1, 2002. Throughout this Proxy Statement, Sturgis Bancorp, Inc. will be referred to as the Company and Sturgis Bank & Trust Company will be referred to as the Bank.

A Special Meeting of the Company's Stockholders was held on February 22, 2005 to vote on termination of the Company's registration under the Securities Exchange Act of 1934. The termination was approved by over 90% of Stockholders voting at the Special Meeting. Consistent with the approval of the transaction, the Company filed a Certification and Notice of Termination of Registration with the United States Securities and Exchange Commission on February 23, 2005.

This Proxy Statement is furnished in connection with the solicitation of proxies by the Board of Directors of Sturgis Bancorp, Inc. to be used at the Annual Meeting of Stockholders of the Company (the "Meeting") which will be held at the Sturges-Young Auditorium, 201 N. Nottawa Road, Sturgis, Michigan, on Tuesday, April 26, 2016, at 10:00 a.m. The accompanying Notice of Meeting and this Proxy Statement are being first mailed to Stockholders on or about April 1, 2016.

In order to be eligible for inclusion in the Company's proxy materials for next year's Annual Meeting of Stockholders, any Stockholder's proposal to take action at such Annual Meeting must be presented in writing and filed with the Secretary of the Company at least 60 days before the meeting at the Company's home office at 125 East Chicago Road, Sturgis, Michigan 49091. In accordance with the Company By-laws, the Annual Meeting of Stockholders is typically held the fourth Tuesday of April in each year, if not a legal holiday. For any Stockholder proposal not received in accordance with the By-laws, such proposal shall be laid over for action at an adjourned, special or annual meeting of the Stockholders taking place 30 days or more thereafter. In most instances, any proposal not meeting the deadline for an Annual Meeting will not be heard until the next Annual Meeting. A shareholder may obtain a copy of the Company's By-laws by sending a request to Sturgis Bancorp, Inc., 125 E. Chicago Road, P.O. Box 600, Sturgis, Michigan 49091.

REVOCATION OF PROXIES

Stockholders who execute proxies retain the right to revoke them at any time. Unless so revoked, the shares represented by such proxies will be voted at the Meeting and all adjournments thereof. Proxies may be revoked by written notice to the Secretary of the Company or by the filing of a later dated proxy prior to a vote being taken on a particular proposal at the Meeting. A written notice of revocation of proxy should be sent to the Secretary at Sturgis Bancorp, Inc., 125 East Chicago Road, P.O. Box 600, Sturgis, Michigan 49091, and will be effective if received by the Secretary prior to the Meeting. A previously submitted proxy will also be revoked if a Stockholder attends the Meeting and votes in person. Proxies solicited by the Board of Directors of the Company will be voted in accordance with the directions given therein. Where a proxy is returned with no instructions, proxies will be voted for the nominees for directors set forth under "PROPOSAL I--ELECTION OF DIRECTORS" and for "PROPOSAL II--RATIFICATION OF CROWE HORWATH LLP AS INDEPENDENT PUBLIC ACCOUNTANTS OF THE COMPANY FOR 2016."

COMPANY MAKING THE PROXY SOLICITATION

This proxy solicitation is on behalf of the Company for the purposes set forth in this Proxy Statement and the costs associated with the Proxy Statement are being paid by the Company. No director of the Company has informed the Company in writing or otherwise that he intends to oppose any action intended to be taken by the Company in accordance with this Proxy Statement.

VOTING SECURITIES AND PRINCIPAL HOLDERS THEREOF

Stockholders of record as of the close of business on March 15, 2016 are entitled to one vote for each share then held. As of the March 15, 2016 record date, the Company had 2,077,791 shares of common stock, $1.00 par value, issued and outstanding ("Common Stock") of which each share is entitled to one vote.

A majority of the outstanding shares of the Company entitled to vote, represented in person or proxy, shall constitute a quorum at the Meeting. Abstentions shall be included in a determination of a quorum; however, broker non-votes shall not be included.

Stockholders may not cumulate their votes for the election of directors. The individuals with the most votes will be elected as directors.

The ratification of Crowe Horwath LLP shall be approved if the number of shares voting for the ratification, either in person or by proxy, exceeds the number of shares voting against.

SECURITY OWNERSHIP OF MANAGEMENT

The following table sets forth, as of March 15, 2016, the total number of shares of the Common Stock beneficially owned, and the percent of such shares so owned, by each director and executive officer and by all directors and executive officers of the Company as a group.

	Amount and Nature of Beneficial Ownership(1)		
Name of Beneficial Owner	**Number of Shares of Common Stock Directly or Indirectly Owned**	**Total Beneficial Ownership (2)**	**Percent of Class**
John R. Dresser	21,116	21,116	1.02%
Eric L. Eishen (3)	42,965	42,965	2.07%
Donald L. Frost	15,806	15,806	*
Michael R. Frost	4,100	4,100	*
Jeffrey M. Mohney	5,376	5,376	*
John T. Wiedlea	13,696	13,696	*
Brian P. Hoggatt (3)	5,082	5,109	*
Ronald W. Scheske (3)	8,981	8,981	*
All directors and executive officers as a group (8 persons)	117,122	117,149	5.64%
401(k), excluding Eishen, Hoggatt and Scheske above (3)	102,329	102,329	4.92%

(1) The number of shares stated is based on information furnished by each person listed and includes shares personally owned of record by that person and shares that are considered to be otherwise beneficially owned by that person. Any fractional shares are rounded. A "beneficial owner" of a security includes any person who, directly or indirectly, through any contract, arrangement, understanding, relationship or otherwise has or shares voting power or dispositive power with respect to the security. Voting power includes the power to vote or direct the voting of the security. Dispositive power includes the power to dispose or direct the disposition of the security. A person will also be considered the beneficial owner of a security if the person has a right to acquire beneficial ownership of the security within 60 days, such as through the exercise of a stock option. Shares held in fiduciary capacities by the Company are not included in shares beneficially owned by individuals unless otherwise indicated. The directors and officers of the Company may, by reason of their positions, be in a position to influence the voting or disposition of shares held in trust by the Company to some degree, but disclaim beneficial ownership of these shares. The Company and the Bank disclaim beneficial ownership of shares held by the Bank in fiduciary capacities.

(2) The column from prior Proxy Statements on stock options has been eliminated because all stock options have expired.

(3) Includes 401(k) ownership (no voting rights as owners) of approximately 24,546 shares for Eric L. Eishen; 2,218 shares for Brian P. Hoggatt; and 8,866 shares for Ronald W. Scheske. As of March 15, 2016, the Bank’s 401(k) included 137,884 shares of common stock with voting rights delegated to Eric L. Eishen, Bank President and CEO.

(*) Less than one percent (1%).

PROPOSAL I -- ELECTION OF DIRECTORS

The Board is divided into three classes with staggered terms, consisting of two directors in each class. Each director holds office for a term of three years. The term of directors in Class I expires in 2016, Class II in 2017, and Class III in 2018. Class I directors are scheduled for election at the Meeting.

The Nominating/Executive Committee of the Board of Directors is comprised of all directors. The Nominating/Executive Committee of the Board of Directors met four times in 2015 and has nominated for election Donald L. Frost and Jeffrey M. Mohney to the two available seats in Class I on the Board and to serve in those positions until 2019.

If any nominee is unable to serve, shares represented by all valid proxies will be voted for the election of such substitute director as the Board of Directors may recommend. At this time, the Board knows of no reason why any nominee might be unable to serve.

The nominees for director receiving the highest number of "FOR" votes for the number of director positions open for election shall be elected to the Board of Directors. By way of example, if two director positions are open for election, the two director nominees with the most "FOR" votes will be elected as directors. Stockholders of record as of the close of business on March 15, 2016 are entitled to vote one vote for each share then held. As of the March 15, 2016 record date, the Company had 2,077,791 shares of common stock of which each share is entitled to one vote. Where no instructions are indicated on a returned proxy, proxies will be voted "FOR" the nominees for directors nominated by the Board of Directors. Both non-votes and abstentions on a returned proxy are counted in determining a quorum.

All of the directors and officers of the Company are U.S. citizens. During the past five years, none of them have been a party in any judicial or administrative proceeding that resulted in a judgment, decree, or final order enjoining them from future violations of, or prohibiting activities subject to, federal or state securities laws, or finding any violation with respect to such laws. No director or officer has been convicted in any criminal proceeding during the past five years, excluding traffic violations and similar misdemeanors. The address of the directors and executive officers is the same as that of the Company. Except as provided above, the address and telephone number of the employers of the directors and executive officers are the same as those of the Company.

The Company is unaware of any arrangement or understanding between any director or nominee pursuant to which any director or nominee is to be selected as a director or nominee.

Although no longer a NASDAQ traded company, the Board of Directors of the Company has determined that directors Donald Frost, Michael Frost, and John Wiedlea are independent directors, and satisfy the NASDAQ standard for independence.

The principal occupation and certain other information for each current director, executive officer and nominee for director of the Company are set forth below. Unless otherwise noted, all individuals have held the position described below for at least the past five years.

NOMINEES FOR ELECTION AS CLASS I DIRECTORS CONTINUING IN OFFICE UNTIL 2019

Donald L. Frost is Chief Executive Officer of LTI Printing, Inc. He is 70 years old and has been a Director of the Company or Bank since 1995. He is Treasurer for the First Presbyterian Church in Sturgis Michigan. He served on the Sturgis School Board and the Board of Glen Oaks Community College Foundation. He served as the Chairman of the Building Committee for the Doyle Community Center in 1994 to 1995. LTI Printing, Inc. is not a parent, subsidiary or other affiliate of the Company.

Jeffrey M. Mohney is owner of A.W. Ayres Insurance Agency, Inc. and Noecker-Sullivan Insurance Agency LLC. He serves on the board of directors for Keystone Place. He is 56 years old and has been a Director of the Company or Bank since 2006. He is a member of the Kiwanis Club of Sturgis. Neither A.W. Ayres Insurance Agency nor Noecker-Sullivan Insurance Agency is a parent, subsidiary or other affiliate of the Company.

CLASS II DIRECTORS CONTINUING IN OFFICE UNTIL 2017

John R. Dresser is an attorney at the law firm of Dresser, Dresser, Haas & Caywood, P.C., which was founded in Sturgis in 1898. The firm has served as legal counsel to the Company and Bank for many years. He is 58 years old and has been a Director of the Company or Bank since 2007. He is a Member of the State Bar of Michigan and the St. Joseph County Bar Association, which he has served as President. He is a member and past president of the Sturgis Rotary Club and President of the Sturgis Hospital Ad Hoc Foundation Board. He is a member of the Thurston Woods Village Inc. Board. He is an immediate past member of both the Probate and Estate Planning and Business Law Councils for the State Bar of Michigan, and serves as Advisor to the Sturgis Area Community Foundation and Glen Oaks Community College Foundation. Dresser, Dresser, Haas & Caywood, P.C. is not a parent, subsidiary or other affiliate of the Company.

Michael R. Frost is President of LTI Printing, Inc. He is 40 years old and has been a Director of the Company since 2014. He serves as a Board member for Sturgis Area Business Education Alliance (SABEA). He is a Board of Trustees member for the Sturgis Area Community Foundation, as well as serving on their Investment Committee. LTI Printing, Inc. is not a parent, subsidiary or other affiliate of the Company.

CLASS III DIRECTORS CONTINUING IN OFFICE UNTIL 2018

Eric L. Eishen has been President and Chief Executive Officer of the Company since May 1, 2003. He is 50 years old and has been a Director of the Company or Bank since 1999. He was appointed President and Chief Executive Officer of the Bank, a wholly owned subsidiary of the Company, in 2002. He has been a full time employee of the Bank since 1987 and became Vice President of Administration in 1991, First Vice President Chief Administration Officer in 1995, First Vice President and Chief Administrative Officer in 1998, and Executive Vice President and Chief Operating Officer in 1999. He was honored as "2014 Banker of the Year" by the Michigan Bankers Association. He is a Board member of the following organizations: Sturgis Area Community Foundation Board of Trustees, Sturgis Area Community Foundation Finance Committee, Sturgis Improvement Association, Sturgis Economic Development Corporation, St. Joseph County Economic Development, Sturgis Brownfield Development, MBA Perry Schools of Banking Board of Trustees and MiBankPAC. He is a past Board member of the Michigan Bankers Association as well as past Chairman. He serves as the Michigan Membership Chair for the American Bankers Association. He

is a past board member of the Michigan Chamber of Commerce as well as many public service organizations in Sturgis. He is a member of the following organizations: Sturgis Shrine Club, BPOE, St. Joseph County Sportsman's Club and Kiwanis Club of Sturgis, where he was also past President.

John T. Wiedlea is founder and President of Automation Plus, Inc. He is also the Co-Director of the Sturgis Area Community Foundation. He is 64 years old and has been a Director of the Company or Bank since 2006. He is Chairman of the Sturgis Economic Development Corporation, Sturgis Improvement Association and Brownfield Development of Sturgis. Automation Plus, Inc. is not a parent, subsidiary or other affiliate of the Company.

In addition to Eric L. Eishen, the Company has two additional executive officers.

Brian P. Hoggatt is the Chief Financial Officer, Secretary and Treasurer of the Company. He is 49 years old and has been with the Bank since 1988, where he was Controller from 1991 to 1994, became Vice President in 1993, and Chief Financial Officer and Treasurer in 1994. He served as the Bank's Corporate Secretary from 2002 to 2007. He also became Chief Financial Officer, Secretary and Treasurer of the Company in 2002.

Ronald W. Scheske is the Vice President of the Company. He is 60 years old and has been with the Bank as Vice President from 1997 to 2000, when he became First Vice President. He became Senior Vice President of the Bank in 2001 and Executive Vice President of the Bank in 2002. He also became Vice President of the Company in 2003.

In addition to the Company's executive officers, the Bank has two additional executive officers.

Steven L. Gage is Sr. Vice President of the Bank. He is 61 years old and has been with the Bank since 2002.

Tracey L. Parker is the Sr. Chief Credit Officer of the Bank. She is 49 years old and has been with the Bank since 1989. She has been Vice President from 1993 to 2001, First Vice President in 2002, and Sr. Vice President beginning in 2003. She became the Sr. Chief Credit Officer in 2013.

Transactions with the Company

John R. Dresser is a Director of the Company. He is also an attorney at the law firm of Dresser, Dresser, Haas & Caywood P.C. Dresser, Dresser, Haas & Caywood, P.C. is legal counsel to the Company and its subsidiaries. For 2015, the Company paid Dresser, Dresser, Haas & Caywood P.C. a total of $162,889 for legal fees and disbursements made on behalf of the Company. The fees and disbursements were incurred in the following categories: general corporate $71,645; judicial and non judicial foreclosure $66,334; litigation and bankruptcy $17,670; real estate $240; new loans and loan workouts $7,000. The Company also made other payments on behalf of trust/probate clients, which were reimbursed to the Company by the client.

The Bank, a wholly owned subsidiary of the Company, provides residential mortgage loans and other types of loans in the ordinary course of business. The Bank provides such residential mortgage loans and other types of loans to its directors, officers and employees in the ordinary course of business. The Bank has a policy that all loans to officers, principal Stockholders, or directors of the Company must be on substantially the same terms as with any customer, including terms of interest

and collateral. The Bank has followed this policy in regard to these loans and it is the belief of the management of the Company that these loans neither involve more than the normal risk of collectibility nor present other unfavorable features, and none of these loans is a nonaccrual, past due, restructured or potential problem loan. Neither the Company nor any of its subsidiaries has any loans to directors, officers, and employees other than in the ordinary course of its regularly conducted business activities as detailed above.

Code of Ethics

The Company has adopted a Code of Ethics that applies to the Company's principal executive officer, principal financial officer, principal accounting officer, as well as all directors, officers and employees of the Company. The Code of Ethics is available on request to the Company. The Code of Ethics provides clarification and guidance on transactions in the Company's securities for gifting, stock trading plans, and other unique transactions.

Shareholder Communications

The Board of Directors of the Company has a procedure whereby shareholders may send communications to the Board's attention. Any shareholder desiring to communicate with the Board, or one or more specific members of the Board, should communicate in a writing addressed to Sturgis Bancorp, Inc., Board of Directors, c/o Secretary, 125 East Chicago Rd., Sturgis, Michigan 49091. The Secretary of the Company has been instructed to promptly forward all such communications to the specified addressees thereof.

The Board of Directors and Its Committees

The Board of Directors met 14 times (12 regular, 1 special, and 1 organizational) during the fiscal year ended December 31, 2015. No Director attended fewer than 75 percent of the aggregate of the total number of meetings of the Board of Directors and the total number of meetings held by all committees of the Board on which he served**.** The Company encourages attendance of the Board of Directors at the Annual Meeting of shareholders. All directors attended last year's annual meeting.

The Board of Directors has established various committees, including a standing Audit Committee, Strategic Planning Committee and Nominating/Executive Committee. The Bank also has several committees, including an Audit Committee, Trust Committee, Community Reinvestment Act Committee, Compensation Committee and Loan Committee.

The Compensation Committee recommends the compensation for officers and managers selected by the Board. The Compensation Committee was comprised of Directors D. Frost, M. Frost, and Wiedlea during the year ended December 31, 2015 and met once during 2015. The Compensation Committee Charter is available on request.

The Loan Committee of the Bank meets to review all commercial loans in excess of designated loan officer limits. Any aggregate loan request, for any one borrower, over $2.5 million is presented to the full Board of the Bank. This Committee was comprised of Directors Eishen, D. Frost, M. Frost, Mohney and Wiedlea during the year ended December 31, 2015 and met 5 times during 2015.

The Nominating/Executive Committee recommends to the total Board of Directors individuals

for election to the Board based upon the individual's experience and qualifications.

Generally when nominating candidates for director, the Nominating Committee will not consider nominees recommended by Stockholders. Nominations for directors, however, may be made by Stockholders, but such nominations must be in writing and delivered to the Secretary of the Company at least sixty (60) days prior to the date of the Annual Meeting. Upon delivery, such nominations shall be posted in a conspicuous place in each office of the Company. Ballots bearing the names of all persons nominated by the Board of Directors and by Stockholders shall be provided for use at the Annual Meeting. If the Nominating Committee fails or refuses to name nominees at least seventy-five (75) days prior to the Annual Meeting, nominations for directors may be made at the Annual Meeting by any Stockholders entitled to vote and shall be voted upon. Within the preceding year, neither the Board of Directors nor the Nominating Committee has rejected a board candidate recommended by a beneficial owner of more than 5% of the Company's Common Stock.

As set forth in Nominating/Executive Committee Charter, in identifying individuals qualified for nomination as directors, the Nominating Committee selects individuals who satisfy applicable Company governing documents, who shall have the highest personal and professional integrity, who shall have demonstrated exceptional ability and judgment, and who shall be most effective, in conjunction with other nominees to the board, in collectively serving the long-term interests of the Stockholders. The Nominating Committee does not currently pay any third party a fee to assist in identifying and evaluating nominees for director.

In addition to making recommendations to the full Board of Directors for nominees for directors, the Nominating/Executive Committee serves other functions. These functions include reviewing the Board of Directors' committee structure and making recommendations for committee members, to maintain a set of corporate governance guidelines for the Board of Directors, maintain an annual self-evaluation process for the Board and its committees, and to review on an annual basis director compensation and benefits. The Nominating/Executive Committee Charter is available on request.

The Audit Committee recommends the Company's independent public accountants and reviews major financial, accounting and internal auditing policies and the audit scope. This Committee meets with the independent public accountants in connection with their annual audit. This Committee met four (4) times during the year ended December 31, 2015. The Audit Committee was comprised of Directors Eishen, D. Frost, and Wiedlea during the year ended December 31, 2015. The Board of Directors has determined that the majority of Audit Committee members are independent, and satisfy the NASDAQ standard for independence for members of the Audit Committee, although the Company is not listed with NASDAQ. The Audit Committee Charter is available on request. Director Wiedlea is Chair of the Audit Committee.

COMPENSATION OF DIRECTORS AND EXECUTIVE OFFICERS

Executive Compensation

The following tables set forth certain information as to compensation received by executive officers during the periods indicated. These periods relate to compensation received from both the Bank and the Company.

Summary Compensation Table

		Annual Compensation	
Name and Principal Position	Year Paid	Salary, Directors Fees and other taxable benefits	Vested SERP benefit
Eric L. Eishen	2015	$270,866 (1) (2)	$ -
President and CEO	2014	$262,023 (1) (2)	$ -
Brian P. Hoggatt	2015	$182,445	$ -
CFO, Secretary/Treasurer	2014	$178,023	$ -
Ronald W. Scheske, V.P.,	2015	$152,450	$ 19,930
Exec. Vice President (Bank)	2014	$148,760	$ 28,801

(1) Includes taxable car allowance

(2) Includes Bancorp Director fees, paid in Company stock, worth $12,282 in 2015 and $10,200 in 2014.

There were no unexercised stock options for the Company at December 31, 2015. In addition, there is no long term compensation to the executives that is not otherwise reflected in this Proxy Statement.

The Company entered into three-year employment contracts with the Chief Executive Officer Eric L. Eishen, Bank Sr. Vice President Steven Gage, Chief Financial Officer Brian P. Hoggatt, Bank Sr. Vice President Tracey Parker, and Exec. Vice President Ronald W. Scheske, effective January 1, 2014. Each contract provides for annual salaries on the effective dates of the contracts, subject to increases or decreases as approved by the Board of Directors. These contracts provide, among other things, for participation in an equitable manner in employee benefits applicable to all employees of the Company. The Company may discharge Mr. E. Eishen, Mr. Gage, Mr. Hoggatt, Mrs. Parker and/or Mr. Scheske for cause at any time or upon the occurrence of certain events specified by State of Michigan Division of Financial Institutions of the Office of Financial and Insurance Services regulations. Upon termination of Mr. E. Eishen's, Mr. Gage's, Mr. Hoggatt's, Mrs. Parker's and/or Mr. Scheske's employment by the Company for reasons other than cause or in the event of termination of employment by Mr. E. Eishen, Mr. Gage, Mr. Hoggatt, Mrs. Parker or Mr. Scheske for good reason following a change of control, Mr. E. Eishen, Mr. Gage, Mr. Hoggatt, Mrs. Parker or Mr. Scheske will receive his or her base compensation (subject to IRS Code Sec. 280(G)) under the contract for an additional 2.99 years if the termination follows a change of control. If such terminations would have occurred at the end of 2015 under all five contracts, the aggregate payments would have been $2,623,319. The agreements provide the Bank with protection of its confidential business information and protection from competition by Mr. E. Eishen, Mr. Gage, Mr. Hoggatt, Mrs. Parker and/or Mr. Scheske should employment terminate pursuant to specified conditions.

The Board of Directors of the Bank implemented a Supplemental Executive Retirement Program

("SERP") for the same five senior executives of the Bank. The SERP provides a supplemental retirement benefit equal to a percentage of compensation, based on the average of the highest five consecutive years of employment prior to retirement and based upon years of service with the Bank. The SERP benefit is paid for fifteen years after retirement. Normal retirement age under the SERP is sixty-five (65) years old and the employee must have one year of SERP participation to receive a retirement benefit. The SERP also contains provisions for early retirement, benefits to the employee's beneficiaries upon death, and disability provisions. The SERP is fully paid by the Bank and is financed through life insurance coverage on Bank officers that is owned and paid for by the Bank. The SERP was effective December 31, 2001.

Directors' Compensation

The following table sets forth certain information as to compensation received by Directors for the year ended December 31, 2015. These amounts relate to compensation received from both the Bank and the Company.

Director Compensation

Name	Fees earned or paid in cash	Stock awards (1)	Total
John R. Dresser	$ 11,300	$ 12,282	$ 23,582
Eric L. Eishen	-	12,282	12,282
Donald L. Frost	17,275	18,423	35,698
Michael R. Frost	11,450	13,139	24,589
Jeffrey M. Mohney	11,500	12,282	23,782
John T. Wiedlea	15,750	12,282	28,032

(1) During 2015, 1,800 shares of stock were granted to Chairman Frost, and 1,200 shares of stock were granted to each of the other Directors. Michael R. Frost was also granted 100 shares in 2015, which had been underpaid in 2014.

Each Director received 300 shares of the Company's common stock per quarter for services as a Company Director. The Chairman of the Company also received 150 additional shares of the Company's common stock per quarter. Except for Mr. E. Eishen, each Director of the Bank also receives $8,700 per year for regular Board meetings and $425 for each special Board Meeting attended. The Chairman of the Audit Committee receives $400 for each Audit Committee meeting attended plus $100 per hour. Other members of the Audit Committee received $225 for each Audit Committee meeting attended plus $100 per hour. Members of the Strategic Planning Committee each receive $300 for each meeting attended, plus $100 per hour for each hour past the first 60 minutes. Members of the Community Reinvestment Act Committee of the Bank receive $250 per meeting attended. Members of the Compensation and Trust Committees receive $225 per meeting attended plus $100 per hour for each hour past the first 60 minutes. Members of the Directors' Loan Committee receive $225 per meeting attended plus $100 per hour. Members of the Executive Committee receive $125 per meeting attended plus $100 per hour for each hour after the first 60 minutes. The Chairman of the Bank receives an additional $3,300 per year.

PROPOSAL II -- RATIFICATION OF CROWE HORWATH LLP AS INDEPENDENT PUBLIC ACCOUNTANTS OF THE COMPANY FOR 2016

The Company occasionally requests bids from qualified accounting firms for services. The Board of Director's selection of the Crowe Horwath LLP accounting firm for the Company initially occurred after solicitation and receipt of bids from qualified accounting firms in 2005. Since then, Crowe Horwath LLP has consistently submitted favorable proposals to conduct the Company's independent accounting reports. The Board of Directors recommends the engagement of Crowe Horwath LLP, as independent public accountants, to be its independent public accountants for the 2016 fiscal year, subject to ratification by the Company's Stockholders.

The appointment of the independent public accountants must be approved by a majority of the votes cast by the Stockholders of the Company at the Meeting where a quorum is present. The Board of Directors recommends that Stockholders vote "FOR" the approval of the appointment of Crowe Horwath LLP as the Company's independent public accountants. Where no instructions are indicated on a returned proxy, proxies will be voted "FOR" the approval of the appointment of Crowe Horwath LLP. Any abstentions on the vote for the approval of Crowe Horwath LLP, as the Company's independent public accountants, will be treated as a "NO" vote. Such abstentions, however, will be counted toward determining a quorum, as will any proxies not containing instructions.

Principal Accounting Firm Fees

Accounting fees paid by the Company and its subsidiaries to Crowe Horwath LLP for the year ended December 31, 2015 were $177,040.

The Audit Committee's policy and procedure is to pre-approve all audit and non-audit services provided by the independent auditor. These services may include audit services, audit-related services, tax services, and other services. The Audit Committee regularly monitors the services provided by the independent auditors for both audit and non-audit services. For the year ended December 31, 2015, the Audit Committee pre-approved 100% of the services for audit fees described above.

OTHER MATTERS

The Board of Directors is not aware of any business to come before the Meeting other than those matters described above in this Proxy Statement. However, if any other matters should properly come before the Meeting, it is intended that Proxies in the accompanying form will be voted in accordance with the judgment of the person or persons voting the Proxies.

MISCELLANEOUS

The solicitation of proxies is being made by the Company. The cost of solicitation of proxies will be borne by the Company. In addition to solicitations by mail, directors, officers, regular employees of the Company, and its agent, may solicit proxies personally or by telegraph, telephone or other means without additional compensation.

The Company's Annual Report to Stockholders has been mailed to all Stockholders of record who owned Company stock at the close of business on March 15, 2016. Any Stockholder who has not received a copy of such Annual Report may obtain a copy by writing the Company. Such Annual Report is not to be treated as a part of the proxy solicitation material nor as having been incorporated herein by reference.

In order to be eligible for inclusion in the Company's proxy materials for next year's Annual Meeting of Stockholders, any Stockholder's proposal to take action at such Annual Meeting must be presented in writing and filed with the Secretary of the Company at least 60 days before the meeting at the Company’s home office at 125 East Chicago Road, Sturgis, Michigan 49091. In accordance with the Company By-laws, the Annual Meeting of Stockholders is typically held the fourth Tuesday of April in each year, if not a legal holiday. For any Stockholder proposal not received in accordance with the By-laws, such proposal shall be laid over for action at an adjourned, special or annual meeting of the Stockholders taking place 30 days or more thereafter. In most instances, any proposal not meeting the deadline for an Annual Meeting will not be heard until the next Annual Meeting. A shareholder may obtain a copy of the Company’s By-laws by sending a request to Sturgis Bancorp, Inc., 125 E. Chicago Road, P.O. Box 600, Sturgis, Michigan 49091.

IMPORTANT: THE PROMPT RETURN OF PROXIES WILL SAVE THE COMPANY THE EXPENSE OF FURTHER REQUESTS FOR PROXIES IN ORDER TO INSURE A QUORUM. A SELF-ADDRESSED ENVELOPE IS ENCLOSED FOR YOUR CONVENIENCE. NO POSTAGE IS REQUIRED IF MAILED IN THE UNITED STATES.