

**Sample 2007**  
**Defined Benefit Plan**

Actuarial Valuation  
Covering the Plan Year  
Beginning January 1, 2007  
Ending December 31, 2007

Prepared by  
Your Name Here  
on March 4, 2007

**Sample 2007  
Defined Benefit Plan**

Summary of Actuarial Assumptions and Method

**Actuarial Assumptions**

	<u><b>For Plan Costs</b></u>	<u><b>For Accrued Benefits</b></u>
<b>PreRetirement Interest</b>	Five percent(5%)	Five percent(5%)
<b>PreRetirement Load</b>	None	None
<b>PreRetirement Turnover</b>	None	None
<b>PreRetirement Mortality</b>	None	None
<b>Assumed Retirement Age</b>	Normal retirement age	Normal retirement age
<b>Future Salary Increases</b>	None	None
<b>PostRetirement Interest</b>	Five percent(5%)	Five percent(5%)
<b>PostRetirement Mortality</b>	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F

**Current Liability Assumptions**

	<u><b>For RPA '94</b></u>
<b>PreRetirement Interest</b>	Six percent(6%)
<b>PreRetirement Mortality</b>	None
<b>PostRetirement Interest</b>	Six percent(6%)
<b>PostRetirement Mortality</b>	Male-83 GROUP ANNUITY MORTALITY TABLE - MALE Female-83 GROUP ANNUITY MORTALITY TABLE - FEMALE

Assets are valued at market value except for Funding Standard Account purposes where they are valued at market value less any credit balance.

**Actuarial Cost Method**

The Individual Aggregate funding method was used. This method sets the accrued liability equal to the assets which is allocated for funding purposes in proportion to the sum of the prior accrued liability plus the prior normal cost. The balance of the present value of all future benefits is then funded as a level percentage of compensation for each participant.

**Sample 2007  
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Summary of Major Plan Provisions

**Plan Effective Date** January 1, 2007

**Plan Year** From January 1 to December 31

**Eligibility** All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service  
Minimum age 21

**Normal Retirement Age** All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 57  
Completion of 5 years of participation

**Normal Retirement Benefit** Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

Group 1: 10% of pay per year of service up to 10 years

Group 2: 1/2 percent of pay per year of participation

Maximum benefit is \$10,632 per month  
Maximum percent of salary is 100%

Benefit is based on average salary during the highest 3 consecutive years of employment

**Normal Form of Benefit** A benefit payable for the life of the participant

**Accrued Benefit** A fraction of the normal retirement benefit calculated based on the assumption that the average salary preceding termination equals the average salary at retirement such fraction being equal to the years to date divided by what the years at retirement would have been had employment continued until retirement

Credited years are plan years commencing with the year of entry and ending with the retirement year excluding the following:

Years with less than 1,000 hours

**Termination Benefit** Upon termination for any reason other than death, disability or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0

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Summary of Major Plan Provisions

Credited Years	Vested Percent
2	20
3	40
4	60
5	80
6	100

Credited years are plan years commencing with the year of hire and ending with the retirement year excluding the following:

Years with less than 1,000 hours

**Top-Heavy Minimum Benefit**

Top-heavy minimum benefits are provided under another plan of the employer.

**Top-Heavy Status**

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently top-heavy.

**Death Benefit**

Actuarial Equivalent of the accrued benefit earned to date of death

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Active Participant Census Data  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Date of Entry</u>	<u>Annual Compensation</u>
Jones, Tommy Lee	M	01/15/1949	01/01/1973	01/01/2007	225,000.00
Griffith, Melanie	F	01/05/1957	01/05/1982	01/01/2007	225,000.00
Turner, Kathleen	F	08/09/1959	11/06/1989	01/01/2007	75,000.00
Sils, Beverly	F	05/30/1956	04/01/1982	01/01/2007	80,000.00
Jordan, Michael	M	12/26/1960	04/01/1980	01/01/2007	55,000.00
Parker, Sarah	F	10/24/1964	07/14/1986	01/01/2007	45,000.00
Shields, Brooke	F	06/27/1963	05/19/1986	01/01/2007	58,000.00
Roddick, Andy	M	08/15/1967	06/01/1990	01/01/2007	39,000.00
Davenport, Linsey	F	11/12/1975	07/22/1999	01/01/2007	35,000.00
Kupets, Courtney	F	05/14/1982	05/12/1998	01/01/2007	38,877.00
Crow, Sheryl	F	12/21/1972	11/03/1991	01/01/2007	27,500.00
Hayes, Sean	M	02/18/1982	11/03/2000	01/01/2007	24,900.00
<b>Total (12 Participants):</b>					<b>928,277.00</b>

**Sample 2007  
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Estimated Retirement Benefits and Costs  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>Normal Retirement Date</u>	<u>Estimated Retirement Benefit</u>	<u>Estimated Cash at Retirement</u>	<u>Actuarial Liability</u>	<u>Normal Cost</u>
Jones, Tommy Lee	01/01/2012	7,500.00	1,114,867	0	201,763
Griffith, Melanie	01/05/2014	8,505.83	1,435,554	0	176,314
Turner, Kathleen	08/09/2016	312.50	52,741	0	4,193
Sils, Beverly	05/30/2013	200.00	33,754	0	4,962
Jordan, Michael	12/26/2017	252.08	42,544	0	2,995
Parker, Sarah	10/24/2021	281.25	47,467	0	2,200
Shields, Brooke	06/27/2020	314.17	53,023	0	2,993
Roddick, Andy	08/15/2024	292.50	49,366	0	1,755
Davenport, Linsey	11/12/2032	379.17	63,993	0	1,252
Kupets, Courtney	05/14/2039	518.36	87,485	0	1,162
Crow, Sheryl	12/21/2029	263.54	44,478	0	1,074
Hayes, Sean	02/18/2039	332.00	56,032	0	744
				<b>0</b>	<b>401,407</b>

**Sample 2007  
Defined Benefit Plan**

Present Benefits  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>Accrued Retirement Benefit</u>	<u>Vested Accrued Retirement Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>	<u>Vested Percent</u>
Jones, Tommy Lee	1,500.00	1,500.00	183,441.00	183,441.00	100
Griffith, Melanie	1,063.23	1,063.23	133,904.00	133,904.00	100
Turner, Kathleen	31.25	31.25	3,399.00	3,399.00	100
Sils, Beverly	33.33	33.33	4,407.00	4,407.00	100
Jordan, Michael	22.92	22.92	2,374.00	2,374.00	100
Parker, Sarah	18.75	18.75	1,598.00	1,598.00	100
Shields, Brooke	24.17	24.17	2,271.00	2,271.00	100
Roddick, Andy	16.25	16.25	1,196.00	1,196.00	100
Davenport, Linsey	14.58	14.58	726.00	726.00	100
Kupets, Courtney	16.20	16.20	602.00	602.00	100
Crow, Sheryl	11.46	11.46	661.00	661.00	100
Hayes, Sean	10.38	10.38	386.00	386.00	100
<b>Total</b>			<b>334,965.00</b>	<b>334,965.00</b>	

Benefits are based on current average compensation

**Sample 2007  
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Projected Retirement Benefits  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>Prior Projected Benefit</u>	<u>Increase Projected Benefit</u>	<u>Current Projected Benefit</u>	<u>Social Security Benefit</u>	<u>Total Benefit</u>	<u>% of Comp</u>
Jones, Tommy Lee	0.00	7,500.00	7,500.00	2,165.00	9,665.00	51%
Griffith, Melanie	0.00	8,505.83	8,505.83	2,203.60	10,709.43	57%
Turner, Kathleen	0.00	312.50	312.50	1,832.40	2,144.90	34%
Sils, Beverly	0.00	200.00	200.00	1,840.30	2,040.30	30%
Jordan, Michael	0.00	252.08	252.08	1,571.00	1,823.08	39%
Parker, Sarah	0.00	281.25	281.25	1,411.80	1,693.05	45%
Shields, Brooke	0.00	314.17	314.17	1,670.80	1,984.97	41%
Roddick, Andy	0.00	292.50	292.50	1,309.30	1,601.80	49%
Davenport, Linsey	0.00	379.17	379.17	1,280.40	1,659.57	56%
Kupets, Courtney	0.00	518.36	518.36	1,418.20	1,936.56	59%
Crow, Sheryl	0.00	263.54	263.54	1,074.30	1,337.84	58%
Hayes, Sean	0.00	332.00	332.00	1,050.20	1,382.20	66%

Projections are based on current compensation continuing until retirement

**Sample 2007**  
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Estimated Share of Contributions  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>Contribution</u>	
Jones, Tommy Lee	201,763	( 50%)
Griffith, Melanie	176,314	( 44%)
Turner, Kathleen	4,193	( 1%)
Sils, Beverly	4,962	( 1%)
Jordan, Michael	2,995	( 1%)
Parker, Sarah	2,200	( 1%)
Shields, Brooke	2,993	( 1%)
Roddick, Andy	1,755	(<1%)
Davenport, Linsey	1,252	(<1%)
Kupets, Courtney	1,162	(<1%)
Crow, Sheryl	1,074	( 1%)
Hayes, Sean	744	(<1%)
Total	401,407	(100%)

**Sample 2007  
Defined Benefit Plan**

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Case Number 0195 / Disk D14  
For Plan Year Ending December 31, 2007  
Valuation Printed on March 4, 2007

<u>Participant Name</u>	<u>Sex</u>	<u>SA</u>	<u>EA</u>	<u>AA</u>	<u>RA</u>	<u>Curr Annual Compensation</u>	<u>Proj Average Compensation</u>	<u>Current Benefit</u>	<u>% Chg Comp</u>
Jones, Tommy Lee	M		25	59	63	225,000.00	225,000.00	7,500.00	100
Griffith, Melanie	F		27	51	57	225,000.00	225,000.00	8,505.83	100
Turner, Kathleen	F		31	48	57	75,000.00	75,000.00	312.50	100
Sils, Beverly	F		28	52	57	80,000.00	80,000.04	200.00	100
Jordan, Michael	M		21	47	57	55,000.00	54,999.96	252.08	100
Parker, Sarah	F		23	43	57	45,000.00	45,000.00	281.25	100
Shields, Brooke	F		25	45	57	58,000.00	57,999.96	314.17	100
Roddick, Andy	M		24	40	57	39,000.00	39,000.00	292.50	100
Davenport, Linsey	F		25	32	57	35,000.00	35,000.04	379.17	100
Kupets, Courtney	F		22	26	57	38,877.00	38,877.00	518.36	100
Crow, Sheryl	F		21	35	57	27,500.00	27,500.04	263.54	100
Hayes, Sean	M		22	26	57	24,900.00	24,900.00	332.00	100
<b>Total</b>						<b>928,277.00</b>	<b>928,277.04</b>	<b>19,151.40</b>	

**Sample 2007**  
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Case Number 0195 / Disk D14  
For Plan Year Ending December 31, 2007  
Projected Benefit with Salary Scale

<u>Participant Name</u>	<u>Projected Benefit</u>	<u>Annuity Rate</u>	<u>Retire Reserve</u>	<u>Cash Val at Retire</u>	<u>Pres Val Fut Ben</u>
Jones, Tommy Lee	7,500.00	148.649	1,114,868	0	917,204
Griffith, Melanie	8,505.83	168.773	1,435,554	0	1,071,233
Turner, Kathleen	312.50	168.773	52,742	0	33,998
Sils, Beverly	200.00	168.773	33,755	0	26,448
Jordan, Michael	252.08	168.773	42,544	0	26,119
Parker, Sarah	281.25	168.773	47,467	0	23,974
Shields, Brooke	314.17	168.773	53,023	0	29,525
Roddick, Andy	292.50	168.773	49,366	0	21,538
Davenport, Linsey	379.17	168.773	63,994	0	18,898
Kupets, Courtney	518.36	168.773	87,485	0	19,278
Crow, Sheryl	263.54	168.773	44,478	0	15,205
Hayes, Sean	332.00	168.773	56,033	0	12,347
<b>Total</b>	<b>19,151.40</b>		<b>3,081,309</b>	<b>0</b>	<b>2,215,767</b>

**Sample 2007**  
**Defined Benefit Plan**

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Case Number 0195 / Disk D14  
For Plan Year Ending December 31, 2007

<u>Participant Name</u>	<u>AB Base Benefit</u>	<u>Years/ Years</u>	<u>Prior Acc Ben</u>	<u>Accrued Benefit</u>	<u>Vest Years</u>
Jones, Tommy Lee	18,750.00	1.00/ 5.00	0.00	1,500.00	35.00
Griffith, Melanie	18,750.00	1.00/ 7.00	0.00	1,063.23	26.00
Turner, Kathleen	312.50	1.00/ 10.00	0.00	31.25	18.00
Sils, Beverly	200.00	1.00/ 6.00	0.00	33.33	26.00
Jordan, Michael	252.08	1.00/ 11.00	0.00	22.92	28.00
Parker, Sarah	281.25	1.00/ 15.00	0.00	18.75	22.00
Shields, Brooke	314.17	1.00/ 13.00	0.00	24.17	22.00
Roddick, Andy	292.50	1.00/ 18.00	0.00	16.25	18.00
Davenport, Linsey	379.17	1.00/ 26.00	0.00	14.58	9.00
Kupets, Courtney	518.36	1.00/ 32.00	0.00	16.20	10.00
Crow, Sheryl	263.54	1.00/ 23.00	0.00	11.46	16.00
Hayes, Sean	332.00	1.00/ 32.00	0.00	10.38	7.00