



ASC DEFINED BENEFIT SYSTEM

SAMPLE REPORTS

Thank you for your interest in ASC's Defined Benefit Valuation System! ASC offers a fully iterative, comprehensive defined benefit system that administers, values and tests all types of defined benefit plans - including those with ancillary benefits on a multi decrement platform.

ASC has been an industry leader for more than 35 years and remains committed to helping you, the retirement plan professional, increase your efficiency and profitability. ASC clients are supported by 3 ERISA attorneys, 3 on-staff actuaries & a team of seasoned credentialed professionals

This package contains a sampling of the reports included with ASC's Defined Benefit Valuation System. Additional reports such as optional forms output, PBGC Premium information, SB Age/Service chart attachments are also available as well as a proprietary report writer that can be used create custom reports.

To learn more about ASC's Defined Benefit Valuation System and reporting options available please contact ASC sales at Sales@asc-net.com or (800) 950-2082, Extension 1.

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TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE PLAN FOR PPA REPORTS

Actuarial Valuation
Plan Year: January 1, 2020 to December 31, 2020
Valuation Date: January 1, 2020

February 15, 2020

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

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Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

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TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

This report has been prepared for the plan sponsor and his/her professional advisors in accordance with generally accepted actuarial principles and practices and, to the best of my knowledge, fairly reflects the actuarial condition of the TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS.

The purpose of this report is to communicate the minimum required and maximum deductible contributions for the plan year. Certain assumptions used in the determination of these values and related amounts such as the Adjusted Funding Target Attainment Percentage (AFTAP), are prescribed by the Internal Revenue Code, Regulations and other official guidance, including the Bipartisan Budget Act of 2015 (BBA). The prescribed mortality table and discount rates were applied in accordance with my understanding of the applicable law and regulations. In my opinion, each other assumption is reasonable both individually and in the aggregate, taking into account the experience of the plan and reasonable expectations and, in combination, offers my best estimate of anticipated experience under the plan. This report, and accompanying schedules describing the actuarial assumptions and methods employed and the principal document provisions on which the valuation is based, are complete and accurate to the best of my knowledge.

In preparing this report I have relied upon employee information provided by the Plan Sponsor and plan asset information provided by the Trustee, both as of the valuation date. In accordance with generally accepted actuarial principles and practices, I have reviewed, but not audited, this information and the data has been found to be of acceptable quality for purposes of this actuarial report.

Future actuarial measurements may differ significantly from the measurements presented in this report due to such factors as plan experience differing from that anticipated, changes in economic or demographic assumptions, and changes in plan provisions or applicable law. Due to the limited scope of this actuarial assignment, no analysis was performed of the potential range of such future measurements. In addition, determinations of the condition of the plan for other purposes, such as satisfying the reporting requirements of the Financial Accounting Standards Board, if any, and measuring the level of funding for plan termination, may require different assumptions and methods and the results may differ significantly from those presented here.

To the best of my knowledge, there is no conflict of interest which would impair, or appear to impair, the objectivity of my work on this assignment. If the information contained in this report is provided to others, the report should be provided in its entirety to limit the risk of misinterpretation. Please contact me if you require additional explanations for any item(s) contained in this report or for any other communications related to my engagement as actuary for the plan.

Certified by:

John Doe, EA, MSPA

17-12345

Enrollment Number

Date

Jane Doe, EA, MAAA, FSA

17-54321

Enrollment Number

Date

We meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS

Determination of Minimum Contribution

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

The Minimum Required Contribution to your pension plan is defined in Section 430 of the Internal Revenue Code. A funding deficiency should not be allowed to develop as it is subject to a penalty tax. To prevent a deficiency, your contribution should be at least equal to the minimum deposit shown below, adjusted by the effective interest rate to the date it is actually deposited. The application of the carryover balance and/or prefunding balance is not available if the prior year funding ratio is less than 80%.

<u>Charges</u>	<u>Valuation Date: 1/1/2020</u>
(a) Target Normal Cost	\$147,988
(b) Shortfall Amortization Payment (outstanding balance \$842,761 as of 1/1/2020)	\$190,711
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2020)	\$0
Total Charges	\$338,699
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$17,620
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$17,620
Minimum Balance of Contribution Due as of the beginning of the year	\$321,079
Interest at effective interest rate of 5.38%	\$17,226
Minimum Balance of Contribution Due as of the end of the year	\$338,305
Interest at effective interest rate to 8 1/2 months past the end of the year	\$12,769
Additional interest for quarterly payments made after the due date	\$16,596
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$367,670

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Determination of Maximum Deductible Contribution

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

(a)	Minimum contribution due as of the beginning of the year	\$338,699
(b)	Target Normal Cost	\$184,140
(c)	Funding Target	\$7,662,853
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$7,662,853
(3)	50% of Funding Target	\$3,831,427
(4)	Increase in Funding Target due to salary increases	\$511,054
(5)	Cushion Amount (d3) + (d4)	\$4,342,481
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$12,189,474
(f)	At Risk Target Normal Cost	\$0
(g)	At Risk Funding Target	\$0
(h)	At Risk Limit (f) + (g)	\$0
(i)	Greater of (e) and (h)	\$12,189,474
(j)	Actuarial Value of Assets	\$5,639,332
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$6,550,142

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS

Funded Status
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$5,781,953	\$6,464,473
(b) Actuarial Value of Assets	\$5,012,240	\$5,639,332
(c) Carryover Balance	\$0	\$0
(d) Prefunding Balance	\$0	\$17,620
(e) Funding Ratio [(b)-(d)]/(a), not less than 0% <i>Must be at least 80% in prior plan year to apply carryover and prefunding balances to current minimum contribution.</i>	86.68%	86.96%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	86.68%	86.96%
(g) Funding shortfall (a)-[(b)-(c)-(d)], not less than zero <i>(If greater than zero, quarterly contributions are required in next plan year. If equal to zero, there is no Shortfall Amortization Base for the current year and prior bases are reduced to zero.)</i>	\$769,713	\$842,761
(h) Was a portion of the prefunding balance used to satisfy the minimum contribution in the current plan year?		Yes
(i) Shortfall Exemption Asset Value <i>If (h)=Yes, (b)-(d). If (h)=No, (b)</i>		\$5,621,712
(j) Shortfall base required this plan year? <i>Yes if (a) greater than (i)</i>		Yes
<u>AFTAP Percentage Adjustment to Avoid Benefit Restrictions</u>		
(k) AFTAP percentage for current plan year		86.96%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE PLAN FOR PPA REPORTS**

Shortfall Amortization
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2014	7-year	1	\$6,587	\$6,587
01/01/2015	7-year	2	\$11,239	\$22,084
01/01/2016	7-year	3	\$36,159	\$104,713
01/01/2017	7-year	4	\$911	\$3,456
01/01/2018	7-year	5	\$79,726	\$371,595
01/01/2019	7-year	6	\$16,220	\$88,182
01/01/2020	7-year	7	<u>\$39,869</u>	<u>\$246,144</u>
Total			\$190,711	\$842,761
Shortfall Amortization Charge (sum of installments, no less than zero):			\$190,711	

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Quarterly Contributions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	86.68%
(b)	90% of minimum required contribution for the plan year	\$304,829
(c)	100% of minimum required contribution for prior plan year	\$427,092
(d)	Lesser of (b) and (c)	\$304,829
(e)	Amount of each installment payment	\$76,207

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2020	\$79,419
(g)	Installment Payment 2	7/15/2020	\$79,419
(h)	Installment Payment 3	10/15/2020	\$79,419
(i)	Installment Payment 4	1/15/2021	\$79,419

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2020 Plan Year
Valuation Date: 1/1/2020

Plan Effective Date: October 1, 1972

EIN: 123456789 PN: 001

1. Funding Target without regard to at-risk	\$6,464,473
2. Actuarial Value of Assets	5,639,332
3. Carryover Balance	0
4. Prefunding Balance	17,620
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	87.23%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage $(2-3-4+5)/(1+5)$	86.96%

Disclosures

IRC Section 436(f) Contributions Included in Assets	\$0
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Contributions allocated toward unpaid minimum required contribution from prior years included in Discounted Contributions made after valuation date	\$0
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Benefit Increase Amendments for HCEs in Prior Two Years?	No
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Based on information received from the Plan Administrator, I hereby certify that the above is true and accurate to the best of my knowledge.

Certified by:

John Doe, EA, MSPA

Date

17-12345

Enrollment Number

I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

	For Funding					
		<u>Min</u>	<u>Max</u>	<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>	
Interest Rates	Seg 1:	3.64%	2.78%	Seg 1:	2.04%	Pre-Retirement: 5.00%
	Seg 2:	5.21%	3.85%	Seg 2:	3.09%	Post-Retirement: 5.00%
	Seg 3:	5.94%	4.30%	Seg 3:	3.68%	
Applicable Date	12/2019	12/2019		11/2019		
Pre-Retirement						
Turnover	Male-INSULFAB MALES ULTIMATE TERMINATION RATES Female-INSULFAB FEMALE ULTIMATE TERMINATION RATES			None		None
Mortality	Male-2006 Base Table - Employee Male Female-2006 Base Table - Employee Female			2020 Applicable Mortality Table from Notice 2019-26		GAR 94 without loads projected to 2002 with scale AA 50%M/50%F
Generational Scale	Male-2018 Generational Mortality Improvement Scales - Male Female-2018 Generational Mortality Improvement Scales - Female			None		None
Assumed Ret Age	Normal retirement age 65 and 5 years of participation			Normal retirement age 65 and 5 years of participation		Normal retirement age 65 and 5 years of participation
Future Salary Incr	2% SALARY SCALE			None		None
Disability	DISABILITY RATES FOR INSULFAB... PRORATED FROM PREVIOUS REPORT			None		None

Post-Retirement

Mortality	Male-2006 Base Table - Annuitant Male Female-2006 Base Table - Annuitant Female	2020 Applicable Mortality Table from Notice 2019-26	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F
Generational Scale	Male-2018 Generational Mortality Improvement Scales - Male Female-2018 Generational Mortality Improvement Scales - Female	None	None

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Assumed Benefit Form For Funding

Normal Form

Assumed Spouse's Age Wives assumed to be 3 years younger than husbands

Wives assumed to be 3 years younger than husbands

Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known

Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known

Calculated Effective Interest Rate

5.38%

Actuarial Cost Method

The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Change in Actuarial Assumptions

The salary scale was increased from 1% to 2% to better reflect actual experience.

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE PLAN FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2020 to December 31, 2020
Short Plan Year	From October 1, 2002 to December 31, 2002
Eligibility	<p>All employees not excluded by class are eligible to enter on the beginning of the month coincident with or following the completion of the following requirements:</p> <p>1 year of service Minimum age 21</p>
Normal Retirement Age	<p>All participants are eligible to retire with their full retirement benefit on the later of the following:</p> <p>Attainment of age 65 Completion of 5 years of participation from beginning of entry year</p>
Normal Retirement Benefit	<p>Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:</p> <p>2% of average compensation plus 1% of compensation in excess of 2012 covered compensation per credited year of service with a maximum of 35 years. Credited years are plan years from date of hire excluding years with less than 1,000 hours.</p> <p>The maximum monthly benefit is the lesser of \$19,166.66 and 100% of the highest 3-year average salary, subject to service requirements.</p> <p>The benefit is based on average salary during the highest 5 consecutive years of service from date of hire.</p>
Early Retirement Age	<p>Attainment of age 55 Completion of 10 plan years of service</p>
Early Retirement Benefit	6% per year
Normal Form of Benefit	A benefit payable for the life of the participant
Accrued Benefit	<p>The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.</p> <p>Credited years are plan years from date of hire excluding the following:</p> <p>Years with less than 1,000 hours</p>
Termination Benefit	Upon termination for any reason other than death, disability or

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

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 not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Disability

Equal to accrued benefit payable immediately

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS

Schedule of Active Participant Data
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	2	0	0	0	0	0	0	0	2
Avg Mo Comp	0	0	4654	0	0	0	0	0	0	0	4654
40-44	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	1	0	1
Avg Mo Comp	0	0	0	0	0	0	0	0	5180	0	5180
55-59	0	0	0	0	0	0	1	0	0	0	1
Avg Mo Comp	0	0	0	0	0	0	14409	0	0	0	14409
60-64	0	0	0	0	0	1	0	0	1	3	5
Avg Mo Comp	0	0	0	0	0	4508	0	0	15752	6373	7876
65-69	0	0	0	0	0	0	0	1	0	1	2
Avg Mo Comp	0	0	0	0	0	0	0	3889	0	9573	6731
70+	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	2	0	0	1	1	1	2	4	11
Avg Mo Comp	0	0	4654	0	0	4508	14409	3889	10466	7173	7431

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 57.2

Average Service: 30

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Active Participant Census Data
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Date of Entry</u>	<u>Date of Retirement</u>	<u>Annual Compensation</u>
Adams, John Q	M	08/01/1955	08/02/1999	09/01/2000	08/01/2020	54,101.00
Buchanan, James	M	02/01/1967	07/02/1984	02/01/1988	02/01/2032	62,163.00
Clinton, William	M	11/19/1961	01/03/1995	02/01/1996	11/19/2026	172,910.00
Doe, Jane	F	07/08/1981	02/11/2015	03/01/2016	08/01/2046	52,191.00
Washington, Martha	M	12/13/1983	05/10/2014	06/01/2015	01/01/2049	59,511.00
Eisenhower, Dwight	M	09/05/1957	03/05/1979	04/01/1980	09/05/2022	73,726.00
Ford, Gerald	M	04/03/1958	03/17/1980	04/01/1981	04/03/2023	55,162.00
Grant, Ulysses	M	11/23/1957	04/30/1976	12/01/1978	11/23/2022	100,564.00
Harrison, Benjamin	M	05/18/1951	11/03/1975	12/01/1976	01/02/2020	114,885.00
Kennedy, John F	M	05/03/1959	06/07/1982	07/01/1983	05/03/2024	189,035.00
Lincoln, Abraham	M	12/02/1951	09/19/1988	10/01/1989	01/02/2020	46,675.00
Total (11 Participants):						980,923.00

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Inactive Employee Census Data
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Employee Name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Annual Compensation</u>	<u>Status</u>	<u>Date of Termination</u>	<u>Commencement Date</u>
Coolidge, Calvin	M	07/08/1980	03/15/2004	0.00	T=Terminated	12/09/2008	
Jefferson, Thomas	M	05/10/1940	07/04/1980	0.00	R=Retired	05/10/2005	06/01/2005
Johnson, Lyndon	M	08/21/1955	10/09/1986	49,866.00	M=Term >1000 Hrs	10/01/2019	
Total (3 Employees):				49,866.00			

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Actuarial Equivalence: Pre: 5.00% Post: 5.00% GA2002U

<u>Participant Name</u>	<u>Retirement Date</u>	<u>Estimated Retirement Benefit</u>	<u>Estimated Cash at Retirement</u>	<u>Minimum Funding Target</u>	<u>Minimum Target Normal Cost</u>
Adams, John Q	08/01/2020	1,775.00	251,214	240,699	0
Buchanan, James	02/01/2032	3,626.17	513,208	255,657	7,968
Clinton, William	11/19/2026	11,255.20	1,592,937	802,906	53,459
Doe, Jane	08/01/2046	2,783.52	393,949	14,020	3,029
Washington, Martha	01/01/2049	3,471.47	491,314	16,346	2,975
Eisenhower, Dwight	09/05/2022	4,218.29	597,010	493,661	10,863
Ford, Gerald	04/03/2023	3,193.03	451,906	366,037	10,813
Grant, Ulysses	11/23/2022	5,997.04	848,755	690,594	23,301
Harrison, Benjamin	01/02/2020	9,268.08	1,176,119	1,211,008	0
Kennedy, John F	05/03/2024	13,810.57	1,954,596	1,487,430	35,580
Lincoln, Abraham	01/02/2020	2,261.84	295,457	303,287	0
Total (11 Participants)		61,660.21	8,566,465	5,881,645	147,988

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Adams, John Q/100.00%	64	1,775.00	1,775.00	305,662	305,662
Buchanan, James/100.00%	53	3,409.41	3,409.41	376,604	376,604
Clinton, William/100.00%	58	8,272.75	8,272.75	1,114,292	1,114,292
Doe, Jane/80.00%	38	415.78	332.62	25,303	20,242
Washington, Martha/100.00%	36	569.58	569.58	32,222	32,222
Eisenhower, Dwight/100.00%	62	4,084.69	4,084.69	647,699	647,699
Ford, Gerald/100.00%	62	3,028.69	3,028.69	480,252	480,252
Grant, Ulysses/100.00%	62	5,714.17	5,714.17	906,081	906,081
Harrison, Benjamin/100.00%	69	9,268.08	9,268.08	1,481,710	1,481,710
Kennedy, John F/100.00%	61	13,037.48	13,037.48	1,982,426	1,982,426
Lincoln, Abraham/100.00%	68	2,261.84	2,261.84	372,900	372,900
Active Subtotal (11)		51,837.47	51,754.31	7,725,151	7,720,090

Present values are determined based on the rates shown in the report heading. Actual present values may be more or less than the amounts illustrated based on statutory requirements.

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Benefits for Term Vested and Inactive
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Name/Vesting</u>	<u>AA</u>	<u>Status</u>	<u>Termination Date</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Coolidge, Calvin/100.00%	39	T	12/09/2008	850.00	850.00	53,652	53,652
Johnson, Lyndon/100.00%	64	M	10/01/2019	2,891.32	2,891.32	497,899	497,899
Term Vested Subtotal (2)				3,741.32	3,741.32	551,551	551,551
Active/Term Subtotal (13)				55,578.79	55,495.63	8,276,702	8,271,641

Unless indicated otherwise, present values are determined based on the rates shown in the report heading.
Actual present values may be more or less than the amounts illustrated based on statutory requirements.

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Benefits for Retired
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>AA</u>	<u>SA</u>	<u>Status</u>	<u>Form of Benefit</u>	<u>Commencement Date</u>	<u>Monthly Benefit</u>	<u>Present Value of Monthly Benefit</u>
Jefferson, Thomas	80		R	J&S 50%	06/01/2005	1,776.00	214,883.00
Retired Subtotal (1)						1,776.00	214,883.00
Total Participants (14)							
Total Accrued Benefit/PVAB						57,354.79	8,491,585
Total Vested Accrued Benefit/PVVAB						57,271.63	8,486,524

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020
Proposed Distribution Date: 1/1/2020

<u>Active</u>	<u>Vest Pct</u>	<u>A g e s Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Adams, John Q	100.00	64	65	1,775.00	236,822	305,662	633,312	305,662	305,662
Buchanan, James	100.00	53	65	3,409.41	251,388	376,604	890,637	376,604	376,604
Clinton, William	100.00	58	65	8,272.75	791,368	1,114,292	2,304,450	1,114,292	1,114,292
Doe, Jane	80.00	38	65	415.78	14,453	25,303	344,830	25,303	20,242
Washington, Martha	100.00	36	65	569.58	17,933	32,222	389,761	32,222	32,222
Eisenhower, Dwight	100.00	62	65	4,084.69	486,045	647,699	904,981	647,699	647,699
Ford, Gerald	100.00	62	65	3,028.69	360,390	480,252	677,109	480,252	480,252
Grant, Ulysses	100.00	62	65	5,714.17	679,941	906,081	1,234,419	906,081	906,081
Harrison, Benjamin	100.00	69	65	9,268.08	1,176,121	1,481,710	1,176,121	1,176,121	1,176,121
Kennedy, John F	100.00	61	65	13,037.48	1,467,270	1,982,426	2,373,078	1,982,426	1,982,426
Lincoln, Abraham	100.00	68	65	2,261.84	295,456	372,900	491,864	372,900	372,900
Active Subtotal (11)				51,837.47	5,777,187	7,725,151	11,420,562	7,419,562	7,414,501

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020
Proposed Distribution Date: 1/1/2020

<u>Terminated Vested</u>	<u>Vest Pct</u>	<u>A g e s</u>		<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
		<u>Curr</u>	<u>Ret</u>						
Coolidge, Calvin	100.00	39	65	850.00	31,047	53,652		53,652	53,652
Johnson, Lyndon	100.00	64	65	2,891.32	385,763	497,899		497,899	497,899
Terminated Vested Subtotal (2)				3,741.32	416,810	551,551		551,551	551,551

SAMPLE

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020
Proposed Distribution Date: 1/1/2020

<u>Retired</u>	<u>Vest Pct</u>	<u>A g e s Curr Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Jefferson, Thomas	100.00	80 65	1,776.00	175,209	214,883		214,883	0
Retired Subtotal (1)			1,776.00	175,209	214,883		214,883	0
Total (14)			57,354.79	6,369,206	8,491,585	11,420,562	8,185,996	7,966,052

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Accrued Benefit Comparison Report

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u>		<u>Accrued Benefit</u>	<u>415 \$ Limit At Ret Age</u>	<u>415 % Limit</u>	<u>Final Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>415 \$ Limit At Curr Age</u>
Adams, John Q	100.00	64	65	1,775.00	19,166.66	4,364.47	1,775.00	1,775.00	19,166.66
Buchanan, James	100.00	53	65	3,409.41	19,166.66	5,014.86	3,409.41	3,409.41	9,764.35
Clinton, William	100.00	58	65	8,272.75	19,166.66	13,949.17	8,272.75	8,272.75	14,489.05
Doe, Jane	80.00	38	65	415.78	7,666.66	2,105.21	415.78	332.62	1,704.52
Washington, Martha	100.00	36	65	569.58	9,583.33	2,880.55	569.58	569.58	1,906.51
Eisenhower, Dwight	100.00	62	65	4,084.69	19,166.66	5,947.67	4,084.69	4,084.69	19,166.66
Ford, Gerald	100.00	62	65	3,028.69	19,166.66	4,450.06	3,028.69	3,028.69	17,848.71
Grant, Ulysses	100.00	62	65	5,714.17	19,166.66	8,112.78	5,714.17	5,714.17	19,166.66
Harrison, Benjamin	100.00	69	65	9,268.08	23,913.65	9,268.08	9,268.08	9,268.08	23,913.65
Kennedy, John F	100.00	61	65	13,037.48	19,166.66	15,249.97	13,037.48	13,037.48	16,635.53
Lincoln, Abraham	100.00	68	65	2,261.84	23,913.65	3,765.42	2,261.84	2,261.84	23,913.65
Total				51,837.47	199,243.91	75,108.24	51,837.47	51,754.31	167,675.95

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

Projected Benefit Comparison Report

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u> <u>Curr</u>	<u>Ret</u>	<u>Formula Benefit</u>	<u>415 \$ Limit</u>	<u>415 % Limit</u>	<u>Final Projected Benefit</u>	<u>415 Max Proj Lump Sum</u>
Adams, John Q	100.00	64	65	1,775.00	19,166.66	4,364.47	1,775.00	617,699
Buchanan, James	100.00	53	65	3,626.17	19,166.66	5,180.25	3,626.17	733,156
Clinton, William	100.00	58	65	11,255.20	19,166.66	14,409.17	11,255.20	2,039,316
Doe, Jane	80.00	38	65	2,783.52	19,166.66	4,349.25	2,783.52	615,545
Washington, Martha	100.00	36	65	3,471.47	19,166.66	4,959.25	3,471.47	701,878
Eisenhower, Dwight	100.00	62	65	4,218.29	19,166.66	6,143.83	4,218.29	869,530
Ford, Gerald	100.00	62	65	3,193.03	19,166.66	4,596.83	3,193.03	650,585
Grant, Ulysses	100.00	62	65	5,997.04	19,166.66	8,380.33	5,997.04	1,186,060
Harrison, Benjamin	100.00	69	65	9,268.08	23,913.65	9,268.08	9,268.08	1,176,119
Kennedy, John F	100.00	61	65	13,810.57	19,166.66	15,752.92	13,810.57	2,229,495
Lincoln, Abraham	100.00	68	65	2,261.84	23,913.65	3,765.42	2,261.84	491,862
Total				61,660.21	220,327.24	81,169.80	61,660.21	11,311,245

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

PPA Funding Values

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Minimum Present Value Factor</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
Adams, John Q / 64	1,775.00	0.00	135.605	240,699	240,699	0	A
Buchanan, James / 53	3,409.41	106.26	74.986	255,657	255,657	7,968	A
Clinton, William / 58	8,272.75	550.81	97.054	802,906	802,906	53,459	A
Doe, Jane / 38	415.78	89.84	33.719	14,020	11,216	3,029	A
Washington, Martha / 36	569.58	103.68	28.699	16,346	16,346	2,975	A
Eisenhower, Dwight / 62	4,084.69	89.89	120.856	493,661	493,661	10,863	A
Ford, Gerald / 62	3,028.69	89.47	120.856	366,037	366,037	10,813	A
Grant, Ulysses / 62	5,714.17	192.80	120.856	690,594	690,594	23,301	A
Harrison, Benjamin / 69	9,268.08	0.00	130.664	1,211,008	1,211,008	0	A
Kennedy, John F / 61	13,037.48	311.86	114.089	1,487,430	1,487,430	35,580	A
Lincoln, Abraham / 68	2,261.84	0.00	134.089	303,287	303,287	0	A
Active Subtotal	51,837.47	1,534.61		5,881,645	5,878,841	147,988	
<u>Retirees & Vesteds*</u>							
Coolidge, Calvin / 39	850.00	0.00	30.884	38,179	38,179	0	T
Jefferson, Thomas / 80	1,776.00	0.00	105.009	186,497	186,497	0	R
Johnson, Lyndon / 64	2,891.32	0.00	135.937	358,152	358,152	10,852	M
Vesteds Subtotal	3,741.32	0.00		396,331	396,331	10,852	
Retirees Subtotal	1,776.00	0.00		186,497	186,497	0	
Total	57,354.79	1,534.61		6,464,473	6,461,669	158,840	
Total Minimum Funding Values at Valuation Date						6,623,313	

+ Vested amounts shown in all columns for Terminated Vesteds

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

PPA Funding Values

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Maximum Present Value Factor</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
Adams, John Q / 64	1,775.00	0.00	155.563	276,125	276,125	0	A
Buchanan, James / 53	3,409.41	106.26	101.200	345,034	345,034	10,754	A
Clinton, William / 58	8,272.75	550.81	121.707	1,006,852	1,006,852	67,038	A
Doe, Jane / 38	415.78	89.84	58.565	24,350	19,480	5,261	A
Washington, Martha / 36	569.58	103.68	51.037	29,070	29,070	5,291	A
Eisenhower, Dwight / 62	4,084.69	89.89	142.735	583,029	583,029	12,830	A
Ford, Gerald / 62	3,028.69	89.47	142.735	432,300	432,300	12,770	A
Grant, Ulysses / 62	5,714.17	192.80	142.735	815,613	815,613	27,520	A
Harrison, Benjamin / 69	9,268.08	0.00	145.573	1,349,180	1,349,180	0	A
Kennedy, John F / 61	13,037.48	311.86	136.841	1,784,057	1,784,057	42,676	A
Lincoln, Abraham / 68	2,261.84	0.00	149.972	339,213	339,213	0	A
Active Subtotal	51,837.47	1,534.61		6,984,823	6,979,953	184,140	
<u>Retirees & Vesteds*</u>							
Coolidge, Calvin / 39	850.00	0.00	54.096	65,260	65,260	0	T
Jefferson, Thomas / 80	1,776.00	0.00	113.686	201,906	201,906	0	R
Johnson, Lyndon / 64	2,891.32	0.00	155.986	410,864	410,864	12,450	M
Vesteds Subtotal	3,741.32	0.00		476,124	476,124	12,450	
Retirees Subtotal	1,776.00	0.00		201,906	201,906	0	
Total	57,354.79	1,534.61		7,662,853	7,657,983	196,590	
Total Maximum Values at Valuation Date						7,859,443	

+ Vested amounts shown in all columns for Terminated Vesteds

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR PPA REPORTS**

PPA Funding Values

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

(a)	Values as of 1/1/2020	<u>Minimum</u>	<u>Maximum</u>	
(1)	Funding Target	6,464,473	7,662,853	
(2)	Target Normal Cost	147,988	184,140	
(b)	Minimum Funding Target as of 1/1/2020	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
(1)	Retirees Receiving Payments	1	186,497	186,497
(2)	Terminated Vesteds	2	396,331	396,331
(3)	Actives	11	5,878,841	5,881,645
(4)	Total	14	6,461,669	6,464,473

CASH BALANCE PLAN SAMPLE PLAN
FOR SAMPLE PPA REPORTS

Actuarial Valuation
Plan Year: January 1, 2019 to December 31, 2019
Valuation Date: December 31, 2019

Prepared by
Actuarial Systems Corporation
February 15, 2020

**CASH BALANCE PLAN SAMPLE PLAN
FOR SAMPLE PPA REPORTS**

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Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

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CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

This report has been prepared for the plan sponsor and his/her professional advisors in accordance with generally accepted actuarial principles and practices and, to the best of my knowledge, fairly reflects the actuarial condition of the CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS.

The purpose of this report is to communicate the minimum required and maximum deductible contributions for the plan year. Certain assumptions used in the determination of these values and related amounts such as the Adjusted Funding Target Attainment Percentage (AFTAP), are prescribed by the Internal Revenue Code, Regulations and other official guidance, including the Bipartisan Budget Act of 2015 (BBA). The prescribed mortality table and discount rates were applied in accordance with my understanding of the applicable law and regulations. In my opinion, each other assumption is reasonable both individually and in the aggregate, taking into account the experience of the plan and reasonable expectations and, in combination, offers my best estimate of anticipated experience under the plan. This report, and accompanying schedules describing the actuarial assumptions and methods employed and the principal document provisions on which the valuation is based, are complete and accurate to the best of my knowledge.

In preparing this report I have relied upon employee information provided by the Plan Sponsor and plan asset information provided by the Trustee, both as of the valuation date. In accordance with generally accepted actuarial principles and practices, I have reviewed, but not audited, this information and the data has been found to be of acceptable quality for purposes of this actuarial report.

Future actuarial measurements may differ significantly from the measurements presented in this report due to such factors as plan experience differing from that anticipated, changes in economic or demographic assumptions, and changes in plan provisions or applicable law. Due to the limited scope of this actuarial assignment, no analysis was performed of the potential range of such future measurements. In addition, determinations of the condition of the plan for other purposes, such as satisfying the reporting requirements of the Financial Accounting Standards Board, if any, and measuring the level of funding for plan termination, may require different assumptions and methods and the results may differ significantly from those presented here.

To the best of my knowledge, there is no conflict of interest which would impair, or appear to impair, the objectivity of my work on this assignment. If the information contained in this report is provided to others, the report should be provided in its entirety to limit the risk of misinterpretation. Please contact me if you require additional explanations for any item(s) contained in this report or for any other communications related to my engagement as actuary for the plan.

Certified by:

John Doe, EA, MSPA

17-12345

Enrollment Number

Date

Jane Doe, EA, MAAA, FSA

17-54321

Enrollment Number

Date

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Determination of Minimum Contribution

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

The Minimum Required Contribution to your pension plan is defined in Section 430 of the Internal Revenue Code. A funding deficiency should not be allowed to develop as it is subject to a penalty tax. To prevent a deficiency, your contribution should be at least equal to the minimum deposit shown below, adjusted by the effective interest rate to the date it is actually deposited. The application of the carryover balance and/or prefunding balance is not available if the prior year funding ratio is less than 80%.

<u>Charges</u>	<u>Valuation Date: 12/31/2019</u>
(a) Target Normal Cost	\$110,177
(b) Shortfall Amortization Payment (outstanding balance \$59,394 as of 12/31/2019)	\$10,608
(c) Waiver Amortization Payment (outstanding balance \$0 as of 12/31/2019)	\$0
Total Charges	\$120,785
<u>Credits</u>	
(d) Available carryover balance	\$0
Interest at effective interest rate of 5.43%	\$0
Total	\$0
(e) Available prefunding balance	\$12,448
Interest at effective interest rate of 5.43%	\$676
Total	\$13,124
(f) Pre-contributions \$0	
Pre-contributions adjusted to valuation date	\$0
Discounted contributions deposited after valuation date	\$0
Total (f)	\$0
Total Credits	\$13,124
Minimum Balance of Contribution Due as of the end of the year	\$107,661
Interest at effective interest rate to 8 1/2 months past the end of the year	\$4,101
Additional interest for quarterly payments made after the due date	\$4,604
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$116,366

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Determination of Maximum Deductible Contribution
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

(a)	Minimum contribution due as of the end of the year	\$120,785
(b)	Target Normal Cost	\$122,621
(c)	Funding Target	\$776,281
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$776,281
(3)	50% of Funding Target	\$388,141
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$388,141
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$1,287,043
(f)	Target Normal Cost with At Risk Loads	\$127,526
(g)	Funding Target with At Risk Loads	\$809,981
(h)	Total (f) + (g)	\$937,507
(i)	Greater of (e) and (h)	\$1,287,043
(j)	Actuarial Value of Assets	\$654,728
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$632,315

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Funded Status
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$400,361	\$700,998
(b) Actuarial Value of Assets	\$372,405	\$654,728
(c1) Carryover Balance Beginning of Year	\$0	\$0
(c2) Carryover Balance End of Year	\$0	\$0
(d1) Prefunding Balance Beginning of Year	\$0	\$12,448
(d2) Prefunding Balance End of Year	\$0	\$13,124
(e) Funding Ratio [(b)-(d2)]/(a), not less than 0% <i>Must be at least 80% in prior plan year to apply carryover and prefunding balances to current minimum contribution.</i>	93.01%	91.52%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c2)-(d2)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	93.01%	91.52%
(g) Funding shortfall (a)-[(b)-(c2)-(d2)], not less than zero <i>(If greater than zero, quarterly contributions are required in next plan year. If equal to zero, there is no Shortfall Amortization Base for the current year and prior bases are reduced to zero.)</i>	\$27,956	\$59,394
(h) Was a portion of the prefunding balance used to satisfy the minimum contribution in the current plan year?		Yes
(i) Shortfall Exemption Asset Value <i>If (h)=Yes, (b)-(d2). If (h)=No, (b)</i>		\$641,604
(j) Shortfall base required this plan year? <i>Yes if (a) greater than (i)</i>		Yes
<u>AFTAP Percentage Adjustment to Avoid Benefit Restrictions</u>		
(k) AFTAP percentage based on current plan year values		79.09%
(11) Credit balance reduction to increase AFTAP to 60% or 80% (BOY)		\$6,959 *
(12) Credit balance reduction to increase AFTAP to 60% or 80% (EOY)		\$7,336 *

*Assumes that Discounted Contributions made after the Valuation Date are included in assets

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Shortfall Amortization
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
12/31/2017	7-year	5	\$2,981	\$13,870
12/31/2018	7-year	6	\$1,935	\$10,494
12/31/2019	7-year	7	<u>\$5,692</u>	<u>\$35,030</u>
Total			\$10,608	\$59,394
Shortfall Amortization Charge (sum of installments, no less than zero):			\$10,608	

**CASH BALANCE PLAN SAMPLE PLAN
FOR SAMPLE PPA REPORTS**

Quarterly Contributions
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	93.01%
(b)	90% of minimum required contribution for the plan year	\$108,707
(c)	100% of minimum required contribution for prior plan year	\$87,239
(d)	Lesser of (b) and (c)	\$87,239
(e)	Amount of each installment payment	\$21,810

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2019	\$21,810
(g)	Installment Payment 2	7/15/2019	\$21,810
(h)	Installment Payment 3	10/15/2019	\$21,810
(i)	Installment Payment 4	1/15/2020	\$21,810

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2020 Plan Year
Valuation Date: 12/31/2019

Plan Effective Date: January 1, 2013

EIN: 68-0123456 PN: 002

1. Funding Target without regard to at-risk	\$700,998
2. Target Normal Cost without regard to at-risk	110,177
3. Actuarial Value of Assets	654,728
4. Pre-Contributions and Interest	0
5. Discounted Contributions made after Valuation Date	0
6. Carryover Balance	0
7. Prefunding Balance	13,124
8. Annuity Purchases for NHCEs in Prior Two Years	0
9. Funding Percentage for IRC Section 436(j)(3) $(3+4+5)/(1+2)$	80.71%
10. Item 9 at least 100%?	No
11. Certified Adjusted Funding Target Attainment Percentage $(3+4+5-6-7+8)/(1+2+8)$	79.09%

Disclosures

IRC Section 436(f) Contributions Included in Assets	\$0
Contributions allocated toward unpaid minimum required contribution from prior years included in Discounted Contributions made after valuation date	\$0
Benefit Increase Amendments for HCEs in Prior Two Years?	No

Based on information received from the Plan Administrator, I hereby certify that the above is true and accurate to the best of my knowledge.

Certified by:

John Doe, EA, MSPA

Date

17-12345

Enrollment Number

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

	For Funding		For 417(e)	For Actuarial Equiv.
	Min	Max		
Interest Rates	Seg 1:	3.74% 2.78%	Seg 1:	3.38% Pre-Retirement: 5.00%
	Seg 2:	5.35% 3.85%	Seg 2:	4.32% Post-Retirement: 5.00%
	Seg 3:	6.11% 4.30%	Seg 3:	4.69%
Applicable Date	12/2019	12/2019	12/2018	
Pre-Retirement				
Turnover	None		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 62 and 5 years of participation			Normal retirement age 62 and 5 years of participation
Post-Retirement				
Mortality	Male-2019 Static Table - Combined Male Female-2019 Static Table - Combined Female		2019 Applicable Mortality Table from Notice 2018-02	2019 Applicable Mortality Table from Notice 2018-02
Assumed Benefit Form For Funding			95% Lump Sum / 5% Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant			Spouse assumed to be the same age as participant
	Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.43%	
Cash Balance Projected Interest Crediting Rate			4.00% annual rate	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	
Maximum Deduction Limit				
Loading factor for plans eligible to use the special rule under IRC 404(o)(2)(B):				
Percent Load:	4.00%			
\$ per Partic Load	\$700.00			

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Change in Actuarial Assumptions

The projected interest crediting rate was reduced from 4.5% to 4.0% to reflect expected experience.

SAMPLE

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

Plan Effective Date	January 1, 2013
Plan Year	From January 1, 2019 to December 31, 2019
Eligibility	<p>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:</p> <p style="padding-left: 40px;">1 year of service</p>
Normal Retirement Age	<p>All participants are eligible to retire with their full retirement benefit on the later of the following:</p> <p style="padding-left: 40px;">Attainment of age 62 Completion of 5 years of participation from entry date</p>
Cash Balance Contribution Credit	<p>The plan provides the following cash balance contribution credits to participants based on their group classification:</p> <p style="padding-left: 40px;">Group 1: Officers 40% of compensation</p> <p style="padding-left: 40px;">Group 2: Interns No contribution</p> <p style="padding-left: 40px;">Group 3: Managers 3% of compensation</p> <p style="padding-left: 40px;">Group 4: Staff 2% of compensation</p> <p>The maximum monthly benefit is the lesser of \$18,750 and 100% of the highest 3-year average salary, subject to service requirements.</p> <p>Salary based contribution credits are applied to current compensation.</p>
Normal Form of Benefit	A benefit payable for the life of the participant
Accrued Benefit	<p>The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.</p> <p>Credited years are plan years from the first day of the plan year containing date of entry excluding the following:</p> <p style="padding-left: 40px;">Years with less than 1,000 hours</p>
Termination Benefit	Upon termination for any reason other than death 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:

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	0
3	100

Credited years are plan years from date of hire excluding the following:

Years before the effective date
Years before age 18
Years with less than 1,000 hours

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 not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Cash Balance

The annual Interest Crediting Rate for this plan year is 5.00%

Change in Plan Provisions

Previously Managers were in the Staff 2% benefit group.
Effective 1/1/2017, Managers are in a separate 3% benefit group.

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Schedule of Active Participant Data
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	1	0	0	0	0	0	0	0	1
25-29	0	1	0	0	0	0	0	0	0	0	1
30-34	0	0	2	0	0	0	0	0	0	0	2
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	2	0	0	0	0	0	0	0	2
50-54	0	0	1	0	0	0	0	0	0	0	1
55-59	0	1	2	0	0	0	0	0	0	0	3
60-64	0	0	1	0	0	0	0	0	0	0	1
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	9	0	0	0	0	0	0	0	11

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 44.5

Average Service: 5

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Active Participant Census Data
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

<u>Participant Name/Group</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Date of Entry</u>	<u>Date of Retirement</u>	<u>Annual Compensation</u>
Angelou, Maya/4	F	09/13/1993	08/13/2016	01/01/2018	09/13/2055	41,012.00
Adams, John Q/1	M	10/20/1963	01/01/2005	01/01/2013	10/20/2025	294,786.00
Clinton, William/4	M	03/14/1995	09/04/2012	01/01/2013	03/14/2057	28,496.00
Coolidge, Calvin/4	M	03/17/1988	10/06/2011	01/01/2013	03/17/2050	41,925.00
Buchanan, James/4	M	08/12/1955	06/15/2006	01/01/2013	01/02/2020	42,799.00
Eisenhower, Dwight/3	M	10/26/1974	10/27/2010	01/01/2013	10/26/2036	41,379.00
Ford, Gerald/3	F	01/27/1971	11/03/2006	01/01/2013	01/27/2033	44,764.00
Jefferson, Thomas/4	F	01/22/1963	03/16/2007	01/01/2013	01/22/2025	29,260.00
Johnson, Lyndon/4	M	07/26/1961	07/16/2016	01/01/2018	07/26/2023	48,017.00
Kennedy, John F/4	M	05/13/1988	09/03/2013	01/01/2015	05/13/2050	43,563.00
Lincoln, Abraham/2	M	11/18/1969	01/01/2005	01/01/2013	11/18/2031	41,707.00
Total (11 Participants):						697,708.00

**CASH BALANCE PLAN SAMPLE PLAN
FOR SAMPLE PPA REPORTS**

Inactive Employee Census Data
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

<u>Employee Name/Group</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Annual Compensation</u>	<u>Status</u>	<u>Date of Termination</u>	<u>Commencement Date</u>
Grant, Ulysses/4	M	04/01/1975	10/15/2013	37,776.00	M=Term >1000 Hrs	11/01/2019	
Harrison, Benjamin/4	F	01/23/1991	12/04/2012	36,357.00	M=Term >1000 Hrs	12/02/2019	
Total (2 Employees):				74,133.00			

SAMPLE

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP19C U

<u>Participant Name</u>	<u>Retirement Date</u>	<u>Estimated Retirement Benefit</u>	<u>Estimated Cash at Retirement</u>	<u>Minimum Funding Target</u>	<u>Minimum Target Normal Cost</u>
Angelou, Maya	09/13/2055	435.64	70,349	392	396
Adams, John Q	10/20/2025	11,205.28	1,809,485	673,178	103,149
Clinton, William	03/14/2057	360.15	58,159	1,015	269
Coolidge, Calvin	03/17/2050	403.21	65,112	2,578	456
Buchanan, James	01/02/2020	38.45	5,948	5,076	854
Eisenhower, Dwight	10/26/2036	265.62	42,894	4,515	987
Ford, Gerald	01/27/2033	229.28	37,025	6,293	1,130
Jefferson, Thomas	01/22/2025	40.94	6,611	2,098	548
Johnson, Lyndon	07/26/2023	39.10	6,314	954	963
Kennedy, John F	05/13/2050	390.25	63,020	1,901	474
Lincoln, Abraham	11/18/2031	0.00	0	0	0
Total (11 Participants)		13,407.92	2,164,917	698,000	109,226

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Present Benefits for Actives
Actuarial Equivalence Rates
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Angelou, Maya/100.00%	26	41.49	41.49	1,157	1,157
Adams, John Q/100.00%	56	6,604.89	6,604.89	795,905	795,905
Clinton, William/100.00%	25	71.80	71.80	1,907	1,907
Coolidge, Calvin/100.00%	32	111.99	111.99	4,184	4,184
Buchanan, James/100.00%	64	38.45	38.45	5,948	5,948
Eisenhower, Dwight/100.00%	45	83.45	83.45	5,879	5,879
Ford, Gerald/100.00%	49	91.01	91.01	7,794	7,794
Jefferson, Thomas/100.00%	57	21.31	21.31	2,696	2,696
Johnson, Lyndon/100.00%	58	13.85	13.85	1,840	1,840
Kennedy, John F/100.00%	32	87.66	87.66	3,275	3,275
Lincoln, Abraham/100.00%	50	0.00	0.00	0	0
Active Subtotal (11)		7,165.90	7,165.90	830,585	830,585

Present values are determined based on the rates shown in the report heading. Actual present values may be more or less than the amounts illustrated based on statutory requirements.

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Present Benefits for Term Vested and Inactive
Actuarial Equivalence Rates
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019

<u>Name/Vesting</u>	<u>AA</u>	<u>Status</u>	<u>Termination Date</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Grant, Ulysses*/100.00%	45	M	11/01/2019	24.22	24.22	1,706	1,706
Harrison, Benjamin/100.00%	29	M	12/02/2019	106.32	106.32	3,431	3,431
Term Vested Subtotal (2)				130.54	130.54	5,137	5,137
Total Participants (13)				7,296.44	7,296.44	835,722	835,722

* Amounts adjusted for a distribution from the cash balance account

Unless indicated otherwise, present values are determined based on the rates shown in the report heading.
Actual present values may be more or less than the amounts illustrated based on statutory requirements.

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP19C U
417(e) Segment Rates for 12/2018: (1) 3.38% (2) 4.32% (3) 4.69%
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019
Proposed Distribution Date: 12/31/2019

<u>Active</u>	<u>Vest</u> <u>Pct</u>	<u>A g e s</u>		<u>Accrued</u> <u>Benefit</u>	<u>Actuarial</u> <u>Equiv</u>	<u>417(e)</u> <u>Minimum</u>	<u>415</u> <u>Maximum</u>	<u>Present</u> <u>Value of</u> <u>Accr. Benefit</u>	<u>Vested</u> <u>Present</u> <u>Value of</u> <u>Accr. Benefit</u>
		<u>Curr</u>	<u>Ret</u>						
Angelou, Maya	100.00	26	62	41.49	1,157	1,326	97,974	1,326	1,326
Adams, John Q	100.00	56	62	6,604.89	795,905	860,762	1,511,095	860,762	860,762
Clinton, William	100.00	25	62	71.80	1,907	2,192	227,470	2,192	2,192
Coolidge, Calvin	100.00	32	62	111.99	4,184	4,713	449,866	4,713	4,713
Buchanan, James	100.00	64	62	38.45	5,948	6,319	499,034	6,319	6,319
Eisenhower, Dwight	100.00	45	62	83.45	5,879	6,459	570,329	6,459	6,459
Ford, Gerald	100.00	49	62	91.01	7,794	8,557	662,261	8,557	8,557
Jefferson, Thomas	100.00	57	62	21.31	2,696	2,906	391,001	2,906	2,906
Johnson, Lyndon	100.00	58	62	13.85	1,840	1,982	250,575	1,982	1,982
Kennedy, John F	100.00	32	62	87.66	3,275	3,689	318,699	3,689	3,689
Lincoln, Abraham	100.00	50	62	0.00	0	0	609,502	0	0
Active Subtotal (11)				7,165.90	830,585	898,905	5,587,806	898,905	898,905

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP19C U
417(e) Segment Rates for 12/2018: (1) 3.38% (2) 4.32% (3) 4.69%
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019
Proposed Distribution Date: 12/31/2019

<u>Terminated Vested</u>	<u>Vest Pct</u>	<u>A g e s Curr Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Grant, Ulysses*	100.00	45 62	24.22	1,706	1,875		1,875	1,875
Harrison, Benjamin	100.00	29 62	106.32	3,431	3,900		3,900	3,900
Terminated Vested Subtotal (2)			130.54	5,137	5,775		5,775	5,775
Total (13)			7,296.44	835,722	904,680	5,587,806	904,680	904,680

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Accrued Benefit Comparison Report

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s Curr Ret</u>	<u>Accrued Benefit</u>	<u>415 \$ Limit At Ret Age</u>	<u>415 % Limit</u>	<u>Final Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>415 \$ Limit At Curr Age</u>
Angelou, Maya	100.00	26 62	41.49	3,750.00	1,302.96	41.49	41.49	461.19
Adams, John Q	100.00	56 62	6,604.89	13,124.99	22,916.67	6,604.89	6,604.89	8,880.35
Clinton, William	100.00	25 62	71.80	9,375.00	1,357.99	71.80	71.80	1,066.30
Coolidge, Calvin	100.00	32 62	111.99	13,124.99	2,996.93	111.99	111.99	2,157.58
Buchanan, James	100.00	64 62	38.45	13,124.99	3,399.31	38.45	38.45	13,125.00
Eisenhower, Dwight	100.00	45 62	83.45	11,250.00	2,957.90	83.45	83.45	3,886.67
Ford, Gerald	100.00	49 62	91.01	13,124.99	3,555.39	91.01	91.01	5,655.05
Jefferson, Thomas	100.00	57 62	21.31	9,375.00	2,324.00	21.31	21.31	6,659.68
Johnson, Lyndon	100.00	58 62	13.85	3,750.00	1,525.52	13.85	13.85	2,940.40
Kennedy, John F	100.00	32 62	87.66	9,375.00	2,076.00	87.66	87.66	1,527.51
Lincoln, Abraham	100.00	50 62	0.00	13,124.99	3,312.58	0.00	0.00	6,066.84
Total			7,165.90	112,499.95	47,725.25	7,165.90	7,165.90	52,426.57

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Projected Benefit Comparison Report

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u>		<u>Formula Benefit</u>	<u>415 \$ Limit</u>	<u>415 % Limit</u>	<u>Final Projected Benefit</u>	<u>415 Max Proj Lump Sum</u>
		<u>Curr</u>	<u>Ret</u>					
Angelou, Maya	100.00	26	62	435.64	18,750.00	3,417.67	435.64	526,321
Adams, John Q	100.00	56	62	11,205.28	18,750.00	23,333.33	11,205.28	2,887,500
Clinton, William	100.00	25	62	360.15	18,750.00	2,374.67	360.15	365,699
Coolidge, Calvin	100.00	32	62	403.21	18,750.00	3,493.75	403.21	538,038
Buchanan, James	100.00	64	62	38.45	13,124.99	3,399.31	38.45	499,036
Eisenhower, Dwight	100.00	45	62	265.62	18,750.00	3,448.25	265.62	531,031
Ford, Gerald	100.00	49	62	229.28	18,750.00	3,730.33	229.28	574,471
Jefferson, Thomas	100.00	57	62	40.94	18,750.00	2,438.33	40.94	375,503
Johnson, Lyndon	100.00	58	62	39.10	11,250.00	3,201.14	39.10	492,976
Kennedy, John F	100.00	32	62	390.25	18,750.00	3,630.25	390.25	559,059
Lincoln, Abraham	100.00	50	62	0.00	18,750.00	3,475.58	0.00	535,239
Total				13,407.92	193,124.99	55,942.61	13,407.92	7,884,873

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

Cash Balance Summary
Plan Year: 1/1/2019 to 12/31/2019
Valuation Date: 12/31/2019
Interest Crediting Rate: Current: 5.00% Future: 4.00%

<u>Participant Name/Group</u>	<u>Prior Balance</u>	<u>Contribution Credit</u>	<u>Distributions</u>	<u>Interest Credit</u>	<u>Ending Balance</u>	<u>Vested Percent</u>	<u>Vested Ending Balance</u>
Angelou, Maya/4	773.82	820.24	0.00	38.69	1,632.75	100	1,632.75
Adams, John Q/1	696,134.10	112,000.00	0.00	34,806.71	842,940.81	100	842,940.81
Clinton, William/4	2,044.39	569.92	0.00	102.22	2,716.53	100	2,716.53
Coolidge, Calvin/4	4,511.65	838.50	0.00	225.58	5,575.73	100	5,575.73
Buchanan, James/4	4,849.22	855.98	0.00	242.46	5,947.66	100	5,947.66
Eisenhower, Dwight/3	5,406.62	1,241.37	0.00	270.33	6,918.32	100	6,918.32
Ford, Gerald/3	7,127.03	1,342.92	0.00	356.35	8,826.30	100	8,826.30
Jefferson, Thomas/4	2,136.90	585.20	0.00	106.85	2,828.95	100	2,828.95
Johnson, Lyndon/4	905.99	960.34	0.00	45.30	1,911.63	100	1,911.63
Kennedy, John F/4	3,326.82	871.26	0.00	166.34	4,364.42	100	4,364.42
Lincoln, Abraham/2	0.00	0.00	0.00	0.00	0.00	100	0.00
Active Subtotal	727,216.54	120,085.73	0.00	36,360.83	883,663.10		883,663.10
<u>Retirees and Vesteds</u>							
Grant, Ulysses/4	2,814.18	755.52	1,695.84	134.02	2,007.88	100	2,007.88
Harrison, Benjamin/4	3,789.48	727.14	0.00	189.47	4,706.09	100	4,706.09
Vesteds Subtotal	6,603.66	1,482.66	1,695.84	323.49	6,713.97		6,713.97
Retired Subtotal	0.00	0.00	0.00	0.00	0.00		0.00
Totals	733,820.20	121,568.39	1,695.84	36,684.32	890,377.07		890,377.07

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

PPA Funding Values

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

Minimum Funding Segment Rates for 12/2019: 3.74% / 5.35% / 6.11%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at EOY</u>	<u>Vested Pres Val of (1) at EOY</u>	<u>Present Value of (2) at EOY</u>	<u>Stat</u>
Angelou, Maya / 26	20.65	20.84	392	392	396	A
Adams, John Q / 56	5,727.31	877.58	673,178	673,178	103,149	A
Clinton, William / 25	56.74	15.06	1,015	1,015	269	A
Coolidge, Calvin / 32	95.15	16.84	2,578	2,578	456	A
Buchanan, James / 64	32.91	5.54	5,076	5,076	854	A
Eisenhower, Dwight / 45	68.48	14.97	4,515	4,515	987	A
Ford, Gerald / 49	77.16	13.85	6,293	6,293	1,130	A
Jefferson, Thomas / 57	16.90	4.41	2,098	2,098	548	A
Johnson, Lyndon / 58	6.89	6.96	954	954	963	A
Kennedy, John F / 32	70.16	17.50	1,901	1,901	474	A
Lincoln, Abraham / 50	0.00	0.00	0	0	0	A
Active Subtotal	6,172.35	993.55	698,000	698,000	109,226	
<u>Retirees & Vesteds*</u>						
Grant, Ulysses* / 45	35.64	-11.42	956	956	577	M
Harrison, Benjamin / 29	89.90	16.42	2,042	2,042	374	M
Vesteds Subtotal	125.54	5.00	2,998	2,998	951	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	6,297.89	998.55	700,998	700,998	110,177	
Total Minimum Funding Values at Valuation Date					811,175	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

* Amounts adjusted for a distribution from the cash balance account

+ Vested amounts shown in all columns for Terminated Vesteds

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

PPA Funding Values

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

Minimum Funding Segment Rates for 12/2019: 3.74% / 5.35% / 6.11%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at EOY</u>	<u>Vested Pres Val of (1) at EOY</u>	<u>Present Value of (2) at EOY</u>	<u>Stat</u>
Angelou, Maya / 26	20.65	20.84	737	737	743	A
Adams, John Q / 56	5,727.31	877.58	739,341	739,341	113,287	A
Clinton, William / 25	56.74	15.06	1,934	1,934	513	A
Coolidge, Calvin / 32	95.15	16.84	4,354	4,354	771	A
Buchanan, James / 64	32.91	5.54	5,111	5,111	860	A
Eisenhower, Dwight / 45	68.48	14.97	5,814	5,814	1,271	A
Ford, Gerald / 49	77.16	13.85	7,653	7,653	1,374	A
Jefferson, Thomas / 57	16.90	4.41	2,272	2,272	593	A
Johnson, Lyndon / 58	6.89	6.96	998	998	1,008	A
Kennedy, John F / 32	70.16	17.50	3,211	3,211	801	A
Lincoln, Abraham / 50	0.00	0.00	0	0	0	A
Active Subtotal	6,172.35	993.55	771,425	771,425	121,221	
<u>Retirees & Vesteds*</u>						
Grant, Ulysses* / 45	35.64	-11.42	1,219	1,219	736	M
Harrison, Benjamin / 29	89.90	16.42	3,637	3,637	664	M
Vesteds Subtotal	125.54	5.00	4,856	4,856	1,400	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	6,297.89	998.55	776,281	776,281	122,621	
Total Maximum Values at Valuation Date					898,902	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

* Amounts adjusted for a distribution from the cash balance account

+ Vested amounts shown in all columns for Terminated Vesteds

CASH BALANCE PLAN SAMPLE PLAN FOR SAMPLE PPA REPORTS

PPA Funding Values

Plan Year: 1/1/2019 to 12/31/2019

Valuation Date: 12/31/2019

Minimum Funding Segment Rates for 12/2019: 3.74% / 5.35% / 6.11%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

(a)	Values as of 12/31/2019		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	700,998	776,281	
	(2)	Target Normal Cost	110,177	122,621	
(b)	Minimum Funding Target as of 12/31/2019		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	0	0	0
	(2)	Terminated Vesteds	2	2,998	2,998
	(3)	Actives	11	698,000	698,000
	(4)	Total	13	700,998	700,998

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

Estimated Share of Contributions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>Alternate Contribution</u>		<u>Minimum Contribution</u>	
Employee 12	18,163	(4%)	14,319	(4%)
Employee 10	21,435	(4%)	16,898	(4%)
Employee 7	69,217	(14%)	54,566	(14%)
Employee 5	1,287	(<1%)	1,014	(<1%)
Employee 1	1,458	(<1%)	1,149	(<1%)
Employee 4	38,071	(8%)	30,013	(8%)
Employee 6	30,249	(6%)	23,847	(6%)
Employee 11	53,870	(11%)	42,468	(11%)
Employee 3	91,382	(18%)	72,040	(18%)
Employee 9	29,469	(6%)	23,232	(6%)
Employee 8	122,513	(24%)	96,580	(24%)
Employee 2	22,886	(5%)	18,042	(5%)
Total (12 Participants)	500,000	(100%)	394,168	(100%)

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

PBGC Premium Alternative Funding Target
Premium Payment Year: 1/1/2020 to 12/31/2020
UVB Valuation Date: 1/1/2020
Funding Segment Rates: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>Accrued Benefit</u>	<u>Premium Funding Target</u>	<u>Vested Percent</u>	<u>Vested Premium Funding Target</u>	<u>12/31/2019 Flat</u>			<u>T O</u>	<u>1/1/2020 Variable</u>			<u>T O</u>
					<u>A</u>	<u>T</u>	<u>R</u>	<u>L</u>	<u>A</u>	<u>T</u>	<u>R</u>	<u>L</u>
Employee 12 / 64	1,690.47	262,975	100	262,975	X				X			
Employee 10 / 53	3,409.41	374,416	100	374,416	X				X			
Employee 7 / 58	8,272.75	1,087,112	100	1,087,112	X				X			
Employee 5 / 38	415.78	24,350	80	19,480	X				X			
Employee 1 / 36	569.58	29,070	100	29,070	X				X			
Employee 4 / 62	4,084.69	583,029	100	583,029	X				X			
Employee 6 / 62	3,028.69	463,695	100	463,695	X				X			
Employee 11 / 62	5,714.17	815,613	100	815,613	X				X			
Employee 3 / 69	9,268.08	1,349,180	100	1,349,180	X				X			
Employee 9 / 64	2,641.14	438,427	100	438,427	X				X			
Employee 8 / 61	13,037.48	1,917,629	100	1,917,629	X				X			
Employee 2 / 68	2,261.84	339,213	100	339,213	X				X			
Active Subtotal	54,394.08	7,684,709		7,679,839	12			12	12			12
Terminated 1 / 39	850.00	0	100	0		X				X		
Term Vested Subtotal	850.00	0		0	1			1	1			1
Retired 1 / 80	1,776.00	201,906	100	201,906		X				X		
Retiree Subtotal	1,776.00	201,906		201,906		1	1			1	1	
Total	57,020.08	7,886,615		7,881,745	12	1	1	14	12	1	1	14

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS
PBGC Comprehensive Premium Filing

Premium Payment Year: 1/1/2020 to 12/31/2020

EIN: 123456789 PN: 001

Plan Effective Date: 10/1/1972

Flat Rate Premium

5a	Participant count date	12/31/2019
5b	Flat-rate premium calculation	
(1)	Applicable rate	\$83.00
(2)	Participant count	
	Active	12
	Terminated vested	1
	Retirees and beneficiaries	1
	Total	14
(3)	Flat rate premium (5b(1) * 5b(2))	\$1,162.00

Variable Rate Premium

7	Variable-rate premium (VRP)	
	Exemptions	
a	New or newly covered small plan	No
	No vested participants	No
b	Does plan qualify for VRP Small Employer cap?	No
c	Assumptions and methods used to determine premium funding target	
(1)	Method	Alternative
(2)	Discount rate(s) for the Applicable Month of 12/2019	2.78% / 3.85% / 4.30%
(3)	UVB valuation date	1/1/2020
d	Premium funding target as of UVB valuation date	
(1)	Active participants	\$7,679,839
(2)	Terminated vested participants	\$0
(3)	Retirees and beneficiaries receiving payment	\$201,906
(4)	Total (7d(1) + 7d(2) + 7d(3))	\$7,881,745
e	Market value of assets as of UVB valuation date	\$5,654,265
f	Unfunded vested benefits (7d(4) - 7e rounded up to next \$1,000)	\$2,228,000
g	Uncapped variable-rate premium (7f x 0.045)	\$100,260
h	Maximum VRP	
(1)	MAP-21 cap (\$561 x 5b(2))	\$7,854
(2)	Small employer cap (\$5 x 5b(2) x 5b(2))	
(3)	Maximum variable-rate premium	
	If 7b = Yes, lesser of 7h(1) and 7h(2). Otherwise, 7h(1)	\$7,854
i	Variable-rate premium	
	Lesser of 7g and 7h(3)	\$7,854

Total Premium

9	Total premium 5b(3) + 7i	\$9,016.00
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DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS
EIN: 123456789 PN: 001

Schedule SB Information
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Part I

Line 2a: Market Value of Assets \$5,654,265
Line 2b: Actuarial Value of Assets \$5,654,265

Line 3: Funding Target/Participant Count Breakdown	Number	Vested Funding Target	Total Funding Target
a: Retired, Beneficiary receiving payment	1	\$186,497	\$186,497
b: Terminated Vested	1	\$0	\$0
c: Active	12	\$6,444,851	\$6,447,655
d: Total	14	\$6,631,348	\$6,634,152

Line 5: Effective Interest Rate 5.37%

Line 6: Target Normal Cost \$178,393

Part II

Line 7(a): Carryover balance at beginning of prior plan year \$0
Line 7(b): Prefunding balance at beginning of prior plan year \$0
Line 10: Prior year actual rate of return 17.22%
Line 11b(1): Prior year's effective rate 5.56%
Line 13(a): Carryover balance at beginning of current plan year \$0
Line 13(b): Prefunding balance at beginning of current plan year \$17,620

Part III

Line 14: Funding target attainment percentage 84.96%
Line 15: Adjusted funding target attainment percentage 84.96%
Line 16: Prior year's funding percentage for purposes of 430(f)(3) 86.68%
Line 17: Value of assets as a percentage of funding target N/A

Part IV

Line 19a: Adjusted contributions allocated to prior years \$0
Line 19b: Adjusted contributions made to avoid restrictions \$0
Line 19c: Adjusted contributions allocated to current year minimum \$290,687
Line 20a: Did the plan have a "funding shortfall" for the prior year? Yes

Part V

Line 21a: Funding segment rates 3.64% 5.21% 5.94%
Line 21b: Applicable month December (1)
Line 22: Weighted average retirement age 61 (Input)

Part VII

Line 28: Unpaid minimum required contributions for all prior years \$0
Line 29: Adjusted contributions allocated to prior years \$0
Line 30: Remaining amount of unpaid minimum required contributions \$0

Part VIII

Line 31a: Target normal cost \$178,393
Line 31b: Excess assets, if applicable \$0

	<u>Outstanding Balance</u>	<u>Net Charges</u>
Line 32a: Shortfall amortization charge	\$997,507	\$215,775

Line 34: Minimum funding requirement (without regard to waivers and waiver charges, not less than zero) \$394,168

Part IX

N/A

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

Weighted Average Retirement Age
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Assumed Retirement Age - 100% of the participants are assumed to retire at the date the plan's normal retirement age is attained, which is defined as:

The later of:

Attainment of age 65

Completion of 5 years of participation from beginning of entry year

Participants who have passed their Normal Retirement Date as defined above are assumed to retire on the valuation date.

Weighted average retirement age 61 (Input)

SAMPLE

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

Funding Comp
Case Number 0007 / Disk D23
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020
Valuation Printed on 1/2/2020

<u>Participant Name</u>	<u>Sex</u>	<u>SA</u>	<u>EA</u>	<u>AA</u>	<u>RA</u>	<u>Curr Annual Compensation Rate</u>	<u>Fund Average Compensation</u>	<u>Current Projected Benefit</u>	<u>% Chg Comp</u>
Employee 12	M		44	64	65	54,101.00	50,714.16	1,775.00	104
Employee 10	F		21	53	65	62,163.00	75,804.96	3,626.17	104
Employee 7	F		34	58	65	172,910.00	187,225.80	11,255.20	104
Employee 5	F		34	38	65	52,191.00	83,972.40	2,783.52	104
Employee 1	M		31	36	65	59,511.00	100,597.20	3,471.47	104
Employee 4	M		22	62	65	73,726.00	73,205.52	4,218.29	104
Employee 6	F		23	62	65	55,162.00	56,080.56	3,193.03	104
Employee 11	M		20	62	65	100,564.00	100,000.92	5,997.04	104
Employee 3	M		25	69	65	114,885.00	109,298.16	9,268.08	104
Employee 9	F		31	64	65	51,237.00	48,020.64	2,721.17	104
Employee 8	F		24	61	65	189,035.00	196,757.64	13,810.57	104
Employee 2	M		37	68	65	46,675.00	43,503.00	2,261.84	104
Total (12 Participants)						1,032,160.00	1,125,180.96	64,381.38	

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

Integration
Projected Benefit with Salary Scale
Case Number 0007 / Disk D23
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>Funding Benefit Base</u>	<u>Red for Integrate</u>	<u>Inc for Minimum</u>	<u>Red for Maximum</u>	<u>Covered Compensation</u>
Employee 12	1,775.00	0.00	0.00	0.00	72,220.00
Employee 10	4,421.96	0.00	0.00	0.00	86,970.00
Employee 7	14,978.07	2,577.60	0.00	0.00	80,550.00
Employee 5	4,478.53	0.00	0.00	0.00	91,750.00
Employee 1	5,868.17	0.00	0.00	0.00	91,750.00
Employee 4	4,270.32	0.00	0.00	0.00	75,250.00
Employee 6	3,271.37	0.00	0.00	0.00	76,650.00
Employee 11	8,750.04	2,633.71	0.00	0.00	75,250.00
Employee 3	9,292.04	0.00	0.00	23.96	63,850.00
Employee 9	2,721.17	0.00	0.00	0.00	72,220.00
Employee 8	17,216.28	2,729.99	0.00	0.00	78,000.00
Employee 2	2,261.84	0.00	0.00	0.00	63,850.00
Total (12 Participants)	79,304.79	7,941.30	0.00	23.96	928,310.00

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

AB/Vest
Case Number 0007 / Disk D23
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>AB Avg Comp</u>	<u>AB Base Benefit</u>	<u>Years/ Years</u>	<u>Prior Acc Ben</u>	<u>Accrued Benefit</u>	<u>Vest Years</u>	<u>Vest Pct</u>
Employee 12	4,226.18	1,690.47	21.00 /21.41	1,619.80	1,690.47	20.00	100.00%
Employee 10	4,870.58	3,409.40	36.00 /47.49	3,300.17	3,409.41	36.00	100.00%
Employee 7	13,715.33	8,272.74	25.00 /31.99	7,754.52	8,272.75	25.00	100.00%
Employee 5	4,157.81	415.78	5.00 /32.00	327.52	415.78	5.00	80.00%
Employee 1	4,746.52	569.58	6.00 /35.00	467.56	569.58	6.00	100.00%
Employee 4	5,835.27	4,084.68	41.00 /43.82	3,994.55	4,084.69	41.00	100.00%
Employee 6	4,326.70	3,028.68	40.00 /42.79	2,935.80	3,028.69	40.00	100.00%
Employee 11	7,950.40	5,714.16	44.00 /46.67	4,958.24	5,714.17	44.00	100.00%
Employee 3	9,108.18	9,268.08	44.16 /44.16	8,462.88	9,268.08	44.00	100.00%
Employee 9	4,001.72	2,641.13	34.00 /34.22	2,535.13	2,641.14	33.00	100.00%
Employee 8	15,016.65	13,037.48	38.00 /41.56	12,686.87	13,037.48	38.00	100.00%
Employee 2	3,625.25	2,261.84	31.28 /31.28	2,065.40	2,261.84	31.00	100.00%
Total (12 Participants)	81,580.59	54,394.02		51,108.44	54,394.08		
Average:			30.45 /37.70				

DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0007 / Disk D23
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>Val Date</u>	<u>Comp</u>	<u>Funding Benefit</u>	<u>Accrued Benefit</u>	<u>Face</u>	<u>Premium</u>	<u>Hours</u>
Employee 12	1/1/2020	54,101.00	1,775.00	1,690.47	0	0.00	>1000
Employee 12	1/1/2019	52,020.00	1,767.70	1,619.80	0	0.00	>1000
Employee 12	1/1/2018	51,000.00	1,767.75	1,448.56	0	0.00	>1000
Employee 12	1/1/2017	49,600.00	1,759.03	1,276.15	0	0.00	>1000
Employee 12	1/1/2016	46,850.00	1,706.70	1,114.74	0	0.00	>1000
Employee 12	1/1/2015	43,500.00	1,616.25	950.26	0	0.00	>1000
Employee 12	1/1/2014	37,770.09	1,431.40	711.45	0	0.00	>1000
Employee 12	1/1/2013	34,972.31	1,351.93	653.32	0	0.00	>1000
Employee 12	1/1/2012	33,627.22	1,325.87	600.85	0	0.00	>1000
Employee 12	1/1/2010	0.00	50.87	50.87	0	0.00	>1000
Employee 12	1/1/2009	0.00	50.87	50.87	0	0.00	>1000
Employee 12	1/1/2008	0.00	50.87	50.87	0	0.00	>1000
Employee 12	1/1/2007	0.00	50.87	50.87	0	0.00	>1000
Employee 12	1/1/2006	0.00	50.87	50.87	0	0.00	>1000
Employee 12	1/1/2005	0.00	50.87	50.00	0	0.00	>1000
Employee 12	1/1/2004	0.00	50.87	50.00	0	0.00	>1000
Employee 12	1/1/2003	38,608.00	675.64	50.00	0	0.00	>1000
Employee 12	1/1/2002	34,753.04	0.00	0.00	0	0.00	>1000
Employee 12	1/1/2001	33,627.22	0.00	0.00	0	0.00	>1000
Employee 12	1/1/2000	15,087.51	0.00	0.00	0	0.00	>1000
Total (20)		525,516.39	15,533.36	10,469.95	0	0.00	
Employee 10	1/1/2020	62,163.00	4,421.96	3,409.41	0	0.00	>1000
Employee 10	1/1/2019	59,772.00	4,337.13	3,300.17	0	0.00	>1000
Employee 10	1/1/2018	58,600.00	4,336.81	3,108.18	0	0.00	>1000
Employee 10	1/1/2017	57,400.00	4,333.18	2,893.14	0	0.00	>1000
Employee 10	1/1/2016	54,300.00	4,181.32	2,678.97	0	0.00	>1000
Employee 10	1/1/2015	52,800.00	4,146.66	2,538.19	0	0.00	>1000
Employee 10	1/1/2014	51,151.02	4,097.48	2,163.75	0	0.00	>1000
Employee 10	1/1/2013	47,362.06	3,870.24	2,069.57	0	0.00	>1000
Employee 10	1/1/2012	45,540.44	3,795.48	1,991.20	0	0.00	>1000
Employee 10	1/1/2010	0.00	693.66	693.66	0	0.00	>1000
Employee 10	1/1/2009	0.00	693.66	693.66	0	0.00	>1000
Employee 10	1/1/2008	0.00	693.66	693.66	0	0.00	>1000
Employee 10	1/1/2007	0.00	693.66	693.66	0	0.00	>1000
Employee 10	1/1/2006	0.00	693.66	693.66	0	0.00	>1000
Employee 10	1/1/2005	0.00	693.66	693.00	0	0.00	>1000
Employee 10	1/1/2004	0.00	693.66	693.00	0	0.00	>1000
Employee 10	1/1/2003	44,747.00	1,305.12	693.00	0	0.00	>1000
Employee 10	1/1/2002	43,208.26	0.00	0.00	0	0.00	>1000
Employee 10	1/1/2001	45,540.44	0.00	0.00	0	0.00	>1000
Employee 10	1/1/2000	41,743.47	0.00	0.00	0	0.00	>1000
Total (20)		664,327.69	43,681.00	29,699.88	0	0.00	
Employee 7	1/1/2020	172,910.00	12,400.47	8,272.75	0	0.00	>1000
Employee 7	1/1/2019	166,260.00	12,112.96	7,754.52	0	0.00	>1000

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<u>Participant Name</u>	<u>Val Date</u>	<u>Comp</u>	<u>Funding Benefit</u>	<u>Accrued Benefit</u>	<u>Face</u>	<u>Premium</u>	<u>Hours</u>
Employee 7	1/1/2018	163,000.00	12,112.35	7,166.66	0	0.00	>1000
Employee 7	1/1/2017	161,300.00	12,251.54	6,520.98	0	0.00	>1000
Employee 7	1/1/2016	159,450.00	12,373.08	5,869.95	0	0.00	>1000
Employee 7	1/1/2015	157,300.00	12,467.02	5,449.04	0	0.00	>1000
Employee 7	1/1/2014	143,238.21	11,396.82	4,156.70	0	0.00	>1000
Employee 7	1/1/2013	132,627.97	10,619.47	3,880.26	0	0.00	>1000
Employee 7	1/1/2012	127,526.89	10,366.36	3,646.95	0	0.00	>1000
Employee 7	1/1/2010	0.00	932.97	932.97	0	0.00	>1000
Employee 7	1/1/2009	0.00	932.97	932.97	0	0.00	>1000
Employee 7	1/1/2008	0.00	932.97	932.97	0	0.00	>1000
Employee 7	1/1/2007	0.00	932.97	932.97	0	0.00	>1000
Employee 7	1/1/2006	0.00	932.97	932.97	0	0.00	>1000
Employee 7	1/1/2005	0.00	932.97	932.00	0	0.00	>1000
Employee 7	1/1/2004	0.00	932.97	932.00	0	0.00	>1000
Employee 7	1/1/2003	146,270.00	4,748.24	932.00	0	0.00	>1000
Employee 7	1/1/2002	126,833.05	0.00	0.00	0	0.00	>1000
Employee 7	1/1/2001	127,526.89	0.00	0.00	0	0.00	>1000
Employee 7	1/1/2000	82,815.75	0.00	0.00	0	0.00	>1000
Total (20)		1,867,058.76	117,379.10	60,178.66	0	0.00	
Employee 5	1/1/2020	52,191.00	4,478.53	415.78	0	0.00	>1000
Employee 5	1/1/2019	50,184.00	4,392.52	327.52	0	0.00	>1000
Employee 5	1/1/2018	49,200.00	4,392.81	243.00	0	0.00	>1000
Employee 5	1/1/2017	48,000.00	4,371.06	160.00	0	0.00	>1000
Total (4)		199,575.00	17,634.92	1,146.30	0	0.00	
Employee 1	1/1/2020	59,511.00	5,868.17	569.58	0	0.00	>1000
Employee 1	1/1/2019	57,222.00	5,754.88	467.56	0	0.00	>1000
Employee 1	1/1/2018	56,100.00	5,755.67	370.33	0	0.00	>1000
Employee 1	1/1/2017	55,000.00	5,755.55	275.00	0	0.00	>1000
Total (4)		227,833.00	23,134.27	1,682.47	0	0.00	
Employee 4	1/1/2020	73,726.00	4,270.32	4,084.69	0	0.00	>1000
Employee 4	1/1/2019	70,890.00	4,219.75	3,994.55	0	0.00	>1000
Employee 4	1/1/2018	69,500.00	4,219.70	3,898.10	0	0.00	>1000
Employee 4	1/1/2017	68,500.00	4,241.88	3,763.76	0	0.00	>1000
Employee 4	1/1/2016	67,500.00	4,263.50	3,615.06	0	0.00	>1000
Employee 4	1/1/2015	66,000.00	4,252.28	3,538.92	0	0.00	>1000
Employee 4	1/1/2014	62,623.39	4,115.25	3,138.70	0	0.00	>1000
Employee 4	1/1/2013	57,984.62	3,887.06	3,017.37	0	0.00	>1000
Employee 4	1/1/2012	55,754.44	3,811.91	2,918.51	0	0.00	>1000
Employee 4	1/1/2010	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee 4	1/1/2009	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee 4	1/1/2008	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee 4	1/1/2007	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee 4	1/1/2006	0.00	1,093.33	1,093.33	0	0.00	>1000

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<u>Participant Name</u>	<u>Val Date</u>	<u>Comp</u>	<u>Funding Benefit</u>	<u>Accrued Benefit</u>	<u>Face</u>	<u>Premium</u>	<u>Hours</u>
Employee 4	1/1/2005	0.00	1,093.33	1,093.00	0	0.00	>1000
Employee 4	1/1/2004	0.00	1,093.33	1,093.00	0	0.00	>1000
Employee 4	1/1/2003	56,333.00	1,643.05	1,093.00	0	0.00	>1000
Employee 4	1/1/2002	53,969.28	0.00	0.00	0	0.00	>1000
Employee 4	1/1/2001	55,754.44	0.00	0.00	0	0.00	>1000
Employee 4	1/1/2000	52,609.71	0.00	0.00	0	0.00	>1000
Total (20)		811,144.88	46,578.01	40,715.31	0	0.00	
Employee 6	1/1/2020	55,162.00	3,271.37	3,028.69	0	0.00	>1000
Employee 6	1/1/2019	53,040.00	3,220.40	2,935.80	0	0.00	>1000
Employee 6	1/1/2018	52,000.00	3,220.35	2,825.89	0	0.00	>1000
Employee 6	1/1/2017	50,800.00	3,208.74	2,690.43	0	0.00	>1000
Employee 6	1/1/2016	48,600.00	3,131.13	2,550.83	0	0.00	>1000
Employee 6	1/1/2015	47,200.00	3,101.86	2,492.57	0	0.00	>1000
Employee 6	1/1/2014	43,619.58	2,923.77	2,175.25	0	0.00	>1000
Employee 6	1/1/2013	40,388.50	2,761.65	2,089.88	0	0.00	>1000
Employee 6	1/1/2012	38,835.10	2,708.26	2,019.71	0	0.00	>1000
Employee 6	1/1/2010	0.00	751.59	751.59	0	0.00	>1000
Employee 6	1/1/2009	0.00	751.59	751.59	0	0.00	>1000
Employee 6	1/1/2008	0.00	751.59	751.59	0	0.00	>1000
Employee 6	1/1/2007	0.00	751.59	751.59	0	0.00	>1000
Employee 6	1/1/2006	0.00	751.59	751.59	0	0.00	>1000
Employee 6	1/1/2005	0.00	751.59	751.00	0	0.00	>1000
Employee 6	1/1/2004	0.00	751.59	751.00	0	0.00	>1000
Employee 6	1/1/2003	39,039.00	1,142.70	751.00	0	0.00	>1000
Employee 6	1/1/2002	39,067.54	0.00	0.00	0	0.00	>1000
Employee 6	1/1/2001	38,835.10	0.00	0.00	0	0.00	>1000
Employee 6	1/1/2000	39,911.05	0.00	0.00	0	0.00	>1000
Total (20)		586,497.87	33,951.36	28,820.00	0	0.00	
Employee 11	1/1/2020	100,564.00	6,116.33	5,714.17	0	0.00	>1000
Employee 11	1/1/2019	96,696.00	6,000.04	4,958.24	0	0.00	>1000
Employee 11	1/1/2018	94,800.00	5,999.94	4,363.31	0	0.00	>1000
Employee 11	1/1/2017	93,400.00	6,041.98	3,751.00	0	0.00	>1000
Employee 11	1/1/2016	91,564.00	6,041.44	3,136.03	0	0.00	>1000
Employee 11	1/1/2015	48,532.00	3,126.84	2,590.87	0	0.00	>1000
Employee 11	1/1/2014	45,701.76	3,003.26	2,322.52	0	0.00	>1000
Employee 11	1/1/2013	42,316.44	2,836.73	2,298.74	0	0.00	>1000
Employee 11	1/1/2012	40,688.88	2,781.88	2,290.91	0	0.00	>1000
Employee 11	1/1/2010	0.00	913.03	913.03	0	0.00	>1000
Employee 11	1/1/2009	0.00	913.03	913.03	0	0.00	>1000
Employee 11	1/1/2008	0.00	913.03	913.03	0	0.00	>1000
Employee 11	1/1/2007	0.00	913.03	913.03	0	0.00	>1000
Employee 11	1/1/2006	0.00	913.03	913.03	0	0.00	>1000
Employee 11	1/1/2005	0.00	913.03	913.00	0	0.00	>1000
Employee 11	1/1/2004	0.00	913.03	913.00	0	0.00	>1000

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Employee 11	1/1/2003	44,236.00	1,290.21	913.00	0	0.00	>1000
Employee 11	1/1/2002	43,484.19	0.00	0.00	0	0.00	>1000
Employee 11	1/1/2001	40,688.88	0.00	0.00	0	0.00	>1000
Employee 11	1/1/2000	33,907.94	0.00	0.00	0	0.00	>1000
Total (20)		816,580.09	49,629.86	38,729.94	0	0.00	
Employee 3	1/1/2020	114,885.00	9,268.08	9,268.08	0	0.00	>1000
Employee 3	1/1/2019	110,466.00	8,462.88	8,462.88	0	0.00	>1000
Employee 3	1/1/2018	108,300.00	7,727.88	7,727.88	0	0.00	>1000
Employee 3	1/1/2017	107,630.00	7,073.96	7,073.96	0	0.00	>1000
Employee 3	1/1/2016	105,210.00	6,490.26	6,490.26	0	0.00	>1000
Employee 3	1/1/2015	103,950.00	6,504.58	6,329.61	0	0.00	>1000
Employee 3	1/1/2014	102,765.38	6,535.26	5,366.65	0	0.00	>1000
Employee 3	1/1/2013	95,153.13	6,229.79	5,286.38	0	0.00	>1000
Employee 3	1/1/2012	91,493.39	6,097.98	5,260.14	0	0.00	>1000
Employee 3	1/1/2010	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee 3	1/1/2009	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee 3	1/1/2008	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee 3	1/1/2007	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee 3	1/1/2006	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee 3	1/1/2005	0.00	2,100.36	2,100.00	0	0.00	>1000
Employee 3	1/1/2004	0.00	2,100.36	2,100.00	0	0.00	>1000
Employee 3	1/1/2003	88,021.00	2,904.61	2,100.00	0	0.00	>1000
Employee 3	1/1/2002	92,918.89	0.00	0.00	0	0.00	>1000
Employee 3	1/1/2001	91,493.39	0.00	0.00	0	0.00	>1000
Employee 3	1/1/2000	79,288.13	0.00	0.00	0	0.00	>1000
Total (20)		1,291,574.31	81,997.80	78,067.64	0	0.00	
Employee 9	1/1/2020	51,237.00	2,721.17	2,641.14	0	0.00	>1000
Employee 9	1/1/2019	49,266.00	2,709.98	2,535.13	0	0.00	>1000
Employee 9	1/1/2018	48,300.00	2,710.04	2,353.86	0	0.00	>1000
Employee 9	1/1/2017	47,000.00	2,697.60	2,158.90	0	0.00	>1000
Employee 9	1/1/2016	44,300.00	2,612.83	1,970.71	0	0.00	>1000
Employee 9	1/1/2015	41,600.00	2,502.49	1,784.52	0	0.00	>1000
Employee 9	1/1/2014	39,474.80	2,422.11	1,554.47	0	0.00	>1000
Employee 9	1/1/2013	36,550.74	2,287.62	1,481.62	0	0.00	>1000
Employee 9	1/1/2012	35,144.94	2,243.54	1,419.82	0	0.00	>1000
Employee 9	1/1/2010	0.00	440.53	440.53	0	0.00	>1000
Employee 9	1/1/2009	0.00	440.53	440.53	0	0.00	>1000
Employee 9	1/1/2008	0.00	440.53	440.53	0	0.00	>1000
Employee 9	1/1/2007	0.00	440.53	440.53	0	0.00	>1000
Employee 9	1/1/2006	0.00	440.53	440.53	0	0.00	>1000
Employee 9	1/1/2005	0.00	440.53	440.00	0	0.00	>1000
Employee 9	1/1/2004	0.00	440.53	440.00	0	0.00	>1000
Employee 9	1/1/2003	35,719.00	1,012.04	440.00	0	0.00	>1000
Employee 9	1/1/2002	33,336.90	0.00	0.00	0	0.00	>1000

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Employee 9	1/1/2001	35,144.94	0.00	0.00	0	0.00	>1000
Employee 9	1/1/2000	36,769.87	0.00	0.00	0	0.00	>1000
Total (20)		533,844.19	27,003.13	21,422.82	0	0.00	
Employee 8	1/1/2020	189,035.00	14,486.29	13,037.48	0	0.00	>1000
Employee 8	1/1/2019	181,764.00	14,154.91	12,686.87	0	0.00	>1000
Employee 8	1/1/2018	178,200.00	14,153.80	11,326.69	0	0.00	>1000
Employee 8	1/1/2017	177,000.00	14,375.28	9,894.00	0	0.00	>1000
Employee 8	1/1/2016	175,000.00	14,520.83	8,176.99	0	0.00	>1000
Employee 8	1/1/2015	169,000.00	14,261.85	7,624.89	0	0.00	>1000
Employee 8	1/1/2014	104,039.23	7,940.87	4,529.47	0	0.00	>1000
Employee 8	1/1/2013	96,332.62	7,346.99	4,339.79	0	0.00	>1000
Employee 8	1/1/2012	92,627.52	7,153.56	4,184.63	0	0.00	>1000
Employee 8	1/1/2010	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee 8	1/1/2009	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee 8	1/1/2008	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee 8	1/1/2007	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee 8	1/1/2006	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee 8	1/1/2005	0.00	1,529.18	1,529.00	0	0.00	>1000
Employee 8	1/1/2004	0.00	1,529.18	1,529.00	0	0.00	>1000
Employee 8	1/1/2003	72,553.00	2,437.64	1,529.00	0	0.00	>1000
Employee 8	1/1/2002	83,858.52	0.00	0.00	0	0.00	>1000
Employee 8	1/1/2001	92,627.52	0.00	0.00	0	0.00	>1000
Employee 8	1/1/2000	91,915.25	0.00	0.00	0	0.00	>1000
Total (20)		1,703,952.66	121,536.28	88,033.71	0	0.00	
Employee 2	1/1/2020	46,675.00	2,261.84	2,261.84	0	0.00	>1000
Employee 2	1/1/2019	44,880.00	2,065.40	2,065.40	0	0.00	>1000
Employee 2	1/1/2018	44,000.00	1,851.81	1,851.81	0	0.00	>1000
Employee 2	1/1/2017	42,500.00	1,635.75	1,635.75	0	0.00	>1000
Employee 2	1/1/2016	39,460.00	1,585.46	1,487.60	0	0.00	>1000
Employee 2	1/1/2015	35,700.00	1,529.34	1,325.19	0	0.00	>1000
Employee 2	1/1/2014	29,907.09	1,385.08	1,028.90	0	0.00	>1000
Employee 2	1/1/2013	27,691.75	1,322.51	977.05	0	0.00	>1000
Employee 2	1/1/2012	26,626.68	1,297.06	932.99	0	0.00	>1000
Employee 2	1/1/2010	0.00	269.24	269.24	0	0.00	>1000
Employee 2	1/1/2009	0.00	269.24	269.24	0	0.00	>1000
Employee 2	1/1/2008	0.00	269.24	269.24	0	0.00	>1000
Employee 2	1/1/2007	0.00	269.24	269.24	0	0.00	>1000
Employee 2	1/1/2006	0.00	269.24	269.24	0	0.00	>1000
Employee 2	1/1/2005	0.00	269.24	269.00	0	0.00	>1000
Employee 2	1/1/2004	0.00	269.24	269.00	0	0.00	>1000
Employee 2	1/1/2003	25,415.00	605.11	269.00	0	0.00	>1000
Employee 2	1/1/2002	26,794.93	0.00	0.00	0	0.00	>1000
Employee 2	1/1/2001	26,626.68	0.00	0.00	0	0.00	>1000

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Employee 2	1/1/2000	20,576.52	0.00	0.00	0	0.00	>1000
Total (20)		436,853.65	17,424.04	15,719.73	0	0.00	

SAMPLE

DEFINED BENEFIT SAMPLE PLAN

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Receivable Contributions

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Valuation Date: 1/1/2020

<u>Date</u>	<u>Amount</u>	<u>Ctb Year</u>	<u>Rate</u>	<u>Rec'ble Ctb on Val Date</u>
02-01-2020	15,000.00	2019	5.56%	14,932.51
Totals:	15,000.00			14,932.51

SAMPLE

DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR ADDITIONAL OPTIONAL REPORTS

Quarterly Installment Payment: \$88,688.00

Target Contribution Report

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Valuation Date: 1/1/2020

<u>Date</u>	<u>Amount</u>	<u>Period</u>	<u>Rate</u>	<u>Adj Ctb</u>
07-15-2020	88,688.00	07-15-2020 to 04-15-2020	10.37%	
		04-15-2020 to 01-01-2020	5.37%	85,234.99
	88,688.00	07-15-2020 to 01-01-2020	5.37%	86,228.62
	88,688.00	07-15-2020 to 01-01-2020	5.37%	86,228.62
	33,936.00	07-15-2020 to 01-01-2020	5.37%	32,994.93
Subtotal:	300,000.00			290,687.16
<u>Target Date</u>				
08-15-2020	106,897.23			103,480.84
Total:	406,897.23			394,168.00

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Actuarial Valuation
Short Plan Year: January 1, 2020 to August 31, 2020
Valuation Date: January 1, 2020

Prepared by
Actuarial Systems Corporation
February 15, 2020

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Determination of Minimum Contribution
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

The Minimum Required Contribution to your pension plan is defined in Section 430 of the Internal Revenue Code. A funding deficiency should not be allowed to develop as it is subject to a penalty tax. To prevent a deficiency, your contribution should be at least equal to the minimum deposit shown below, adjusted by the effective interest rate to the date it is actually deposited. The application of the carryover balance and/or prefunding balance is not available if the prior year funding ratio is less than 80%.

<u>Charges</u>	<u>Valuation Date: 1/1/2020</u>
(a) Target Normal Cost	\$42,949
(b) Shortfall Amortization Payment (outstanding balance \$908,843 as of 1/1/2020)	\$121,176
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2020)	\$0
Total Charges	\$164,125
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$0
(f) Discounted contributions deposited after valuation date	\$153,686
Total Credits	\$153,686
Minimum Balance of Contribution Due as of the beginning of the year	\$10,439
Interest at effective interest rate of 5.39%	\$370
Minimum Balance of Contribution Due as of the end of the year	\$10,809
Interest at effective interest rate to 8 1/2 months past the end of the year	\$409
Additional interest for quarterly payments made after the due date	\$0
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$11,218

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Determination of Maximum Deductible Contribution
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

(a)	Minimum contribution due as of the beginning of the year	\$164,125
(b)	Target Normal Cost	\$55,316
(c)	Funding Target	\$4,132,923
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$4,132,923
(3)	50% of Funding Target	\$2,066,462
(4)	Increase in Funding Target due to salary increases	\$3
(5)	Cushion Amount (d3) + (d4)	\$2,066,465
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$6,254,704
(f)	At Risk Target Normal Cost	\$0
(g)	At Risk Funding Target	\$0
(h)	At Risk Limit (f) + (g)	\$0
(i)	Greater of (e) and (h)	\$6,254,704
(j)	Actuarial Value of Assets	\$2,560,787
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$3,693,917

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

Short Plan Year Bases
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

When a plan has a short plan year, the payments for shortfall bases in effect during the short plan year are prorated, and the difference between the full 12-month payment and the prorated short plan year payment is made in the year following the year in which the base was scheduled to be fully amortized.

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Number of Future Installments</u>	<u>Final Payment Val Date</u>	<u>Short Plan Year Installment</u>	<u>Final Plan Year Installment</u>	<u>Full Plan Year Installment</u>
01/01/2014	7-year	2	09/01/2020	\$(31,271)	\$(15,635)	\$(46,906)
01/01/2015	7-year	3	09/01/2021	\$(28,720)	\$(14,360)	\$(43,080)
01/01/2016	7-year	4	09/01/2022	\$52,642	\$26,321	\$78,963
01/01/2017	7-year	5	09/01/2023	\$50,261	\$25,131	\$75,392
01/01/2018	7-year	6	09/01/2024	\$129,975	\$64,988	\$194,963
01/01/2019	7-year	7	09/01/2025	\$(86,695)	\$(43,348)	\$(130,043)
01/01/2020	7-year	8	09/01/2026	<u>\$34,983</u>	<u>\$17,491</u>	<u>\$52,474</u>
Total				\$121,175	\$60,588	\$181,763

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Quarterly Contributions
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	84.30%
(b)	90% of current plan year minimum contribution	\$147,713
(c)	100% of prior year minimum contribution adjusted for short plan year	\$26,726
(d)	Lesser of (b) and (c)	\$26,726
(e)	Number of required installment payments	3
(f)	Amount of each installment payment	\$8,909

Installment Due Dates and Amounts

(g)	Installment Payment 1	4/15/2020	\$8,909
(h)	Installment Payment 2	7/15/2020	\$8,909
(i)	Installment Payment 3	9/15/2020	\$8,909

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2020 to 8/31/2020

Valuation Date: 1/1/2020

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 3.64%	2.78%	Seg 1: 2.04%	Pre-Retirement: 6.00%
	Seg 2: 5.21%	3.85%	Seg 2: 3.09%	Post-Retirement: 6.00%
	Seg 3: 5.94%	4.30%	Seg 3: 3.68%	
Applicable Date	12/2019	12/2019	11/2019	
Pre-Retirement				
Turnover	None		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 65		Normal retirement age 65	Normal retirement age 65
Post-Retirement				
Mortality	Male-2020 Static Table - Combined Male Female-2020 Static Table - Combined Female		2020 Applicable Mortality Table from Notice 2019-26	2020 Applicable Mortality Table from Notice 2019-26
Assumed Benefit Form For Funding	100% Lump Sum / 0% Normal Form			
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known	
Calculated Effective Interest Rate	5.39%			
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.			

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

Plan Effective Date	January 1, 2005
Short Plan Year	From January 1, 2020 to August 31, 2020
Eligibility	All employees not excluded by class are eligible to enter on the January 1 nearest 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 attainment of age 65
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: 2% of average compensation per credited year of service with a maximum of 30 years. Credited years are plan years from the first day of the plan year containing date of entry excluding years with less than 1,000 hours. The maximum monthly benefit is the lesser of \$19,166.66 and 100% of the highest 3-year average salary, subject to service requirements.
Early Retirement Age	Attainment of age 55 Completion of 10 years of service from hire date
Early Retirement Benefit	Actuarial Equivalence
Normal Form of Benefit	A benefit payable for the life of the participant
Optional Forms of Benefit	The following forms of benefit payment are also available: Life Only - Payable for the life of the participant. Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop. Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both. Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary. Joint and 66.67% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 66.67% of the benefit will continue for the life of the beneficiary.

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Single Lump Sum - This is a one-time payment of the lump sum equivalent of the plan's normal form of benefit.

Accrued Benefit

The normal retirement benefit described above calculated based on service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from the first day of the plan year containing date of entry excluding the following:

Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death 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:

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	0
3	0
4	0
5	100

Credited years are 12-month periods from date of hire to the anniversaries of date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from the first day of the plan year containing date of entry excluding the following:

Years with less than 1,000 hours

Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

Top-Heavy Vesting

In any year the plan is top-heavy the participants will vest in accordance with the following vesting schedule:

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

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 not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Present Benefits for Actives
 Greater of Actuarial Equivalence and 417(e) Rates
 417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
 Short Plan Year: 1/1/2020 to 8/31/2020
 Valuation Date: 1/1/2020

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee 32/100.00%	40	739.67	739.67	51,215	51,215
Employee 22/100.00%	64	2,796.67	2,796.67	485,046	485,046
Employee 23/100.00%	59	1,520.00	1,520.00	219,868	219,868
Employee 25/100.00%	55	1,313.33	1,313.33	163,989	163,989
Employee 21/100.00%	60	2,663.33	2,663.33	399,218	399,218
Employee 28/100.00%	53	2,092.83	2,092.83	242,046	242,046
Employee 27/100.00%	47	2,138.56	2,138.56	193,629	193,629
Employee 26/100.00%	63	5,436.67	5,436.67	910,762	910,762
Employee 24/100.00%	63	2,797.08	2,797.08	468,573	468,573
Employee 30/100.00%	59	1,447.50	1,447.50	209,381	209,381
Employee 31/100.00%	61	1,408.33	1,408.33	219,345	219,345
Employee 29/100.00%	38	973.72	973.72	62,720	62,720
Active Subtotal (12)		25,327.69	25,327.69	3,625,792	3,625,792

Present values are determined based on the rates shown in the report heading. Actual present values may be more or less than the amounts illustrated based on statutory requirements.

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Term Vested and Inactive
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

<u>Name/Vesting</u>	<u>AA</u>	<u>Status</u>	<u>Termination Date</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Terminated 12/100.00%	68	T	06/29/2001	429.81	429.81	70,862	70,862
Terminated 11/100.00%	62	T	12/31/2009	833.61	833.61	134,732	134,732
Terminated 14/100.00%	55	T	11/11/1994	176.64	176.64	22,056	22,056
Terminated 13/100.00%	65	T	12/15/2009	1,383.00	1,383.00	248,065	248,065
Term Vested Subtotal (4)				2,823.06	2,823.06	475,715	475,715
Active/Term Subtotal (16)				28,150.75	28,150.75	4,101,507	4,101,507

Unless indicated otherwise, present values are determined based on the rates shown in the report heading. Actual present values may be more or less than the amounts illustrated based on statutory requirements.

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Retired
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2019: (1) 2.04% (2) 3.09% (3) 3.68%
Short Plan Year: 1/1/2020 to 8/31/2020
Valuation Date: 1/1/2020

<u>Participant Name</u>	<u>AA</u>	<u>SA</u>	<u>Status</u>	<u>Form of Benefit</u>	<u>Commencement Date</u>	<u>Monthly Benefit</u>	<u>Present Value of Monthly Benefit</u>
Retired 11	76	74	R	J&S 100%	06/01/2011	714.97	114,414.00
Beneficiary 11	69	67	D	Life Annuity	02/01/2013	74.43	11,899.00
Retired 12	86	86	R	J&S 50%	04/01/1999	3,547.58	298,198.00
Retired Subtotal (3)						4,336.98	424,511.00
Total Participants (19)							
Total Accrued Benefit/PVAB						32,487.73	4,526,018
Total Vested Accrued Benefit/PVVAB						32,487.73	4,526,018

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values

Short Plan Year: 1/1/2020 to 8/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
Employee 32 / 40	739.67	52.83	24,334	24,334	1,738	A
Employee 22 / 64	2,796.67	0.00	391,874	391,874	0	A
Employee 23 / 59	1,520.00	0.00	159,526	159,526	0	A
Employee 25 / 55	1,313.33	54.72	109,467	109,467	4,561	A
Employee 21 / 60	2,663.33	0.00	295,685	295,685	0	A
Employee 28 / 53	2,092.83	72.17	157,591	157,591	5,434	A
Employee 27 / 47	2,138.56	112.55	118,734	118,734	6,249	A
Employee 26 / 63	5,436.67	0.00	720,822	720,822	0	A
Employee 24 / 63	2,797.08	133.20	370,851	370,851	17,661	A
Employee 30 / 59	1,447.50	53.61	151,917	151,917	5,627	A
Employee 31 / 61	1,408.33	0.00	169,074	169,074	0	A
Employee 29 / 38	973.72	57.28	28,542	28,542	1,679	A
Active Subtotal	25,327.69	536.36	2,698,417	2,698,417	42,949	
<u>Retirees & Vesteds*</u>						
Terminated 12 / 68	429.81	0.00	59,361	59,361	0	T
Terminated 11 / 62	833.61	0.00	104,389	104,389	0	T
Retired 11 / 76	714.97	0.00	97,548	97,548	0	R
Beneficiary 11 / 69	74.43	0.00	10,338	10,338	0	D
Terminated 14 / 55	176.64	0.00	14,723	14,723	0	T
Terminated 13 / 65	1,383.00	0.00	204,459	204,459	0	T
Retired 12 / 86	3,547.58	0.00	280,395	280,395	0	R
Vesteds Subtotal	2,823.06	0.00	382,932	382,932	0	
Retirees Subtotal	4,336.98	0.00	388,281	388,281	0	
Total	32,487.73	536.36	3,469,630	3,469,630	42,949	
Total Minimum Funding Values at Valuation Date					3,512,579	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values

Short Plan Year: 1/1/2020 to 8/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
Employee 32 / 40	739.67	52.83	41,585	41,585	2,970	A
Employee 22 / 64	2,796.67	0.00	449,765	449,765	0	A
Employee 23 / 59	1,520.00	0.00	197,612	197,612	0	A
Employee 25 / 55	1,313.33	54.72	144,065	144,065	6,002	A
Employee 21 / 60	2,663.33	0.00	360,950	360,950	0	A
Employee 28 / 53	2,092.83	72.17	210,358	210,358	7,254	A
Employee 27 / 47	2,138.56	112.55	163,396	163,396	8,599	A
Employee 26 / 63	5,436.67	0.00	839,177	839,177	0	A
Employee 24 / 63	2,797.08	133.20	431,743	431,743	20,560	A
Employee 30 / 59	1,447.50	53.61	188,187	188,187	6,970	A
Employee 31 / 61	1,408.33	0.00	199,571	199,571	0	A
Employee 29 / 38	973.72	57.28	50,322	50,322	2,961	A
Active Subtotal	25,327.69	536.36	3,276,731	3,276,731	55,316	
<u>Retirees & Vesteds*</u>						
Terminated 12 / 68	429.81	0.00	66,447	66,447	0	T
Terminated 11 / 62	833.61	0.00	123,361	123,361	0	T
Retired 11 / 76	714.97	0.00	107,785	107,785	0	R
Beneficiary 11 / 69	74.43	0.00	11,574	11,574	0	D
Terminated 14 / 55	176.64	0.00	19,376	19,376	0	T
Terminated 13 / 65	1,383.00	0.00	231,492	231,492	0	T
Retired 12 / 86	3,547.58	0.00	296,157	296,157	0	R
Vesteds Subtotal	2,823.06	0.00	440,676	440,676	0	
Retirees Subtotal	4,336.98	0.00	415,516	415,516	0	
Total	32,487.73	536.36	4,132,923	4,132,923	55,316	
Total Maximum Values at Valuation Date					4,188,239	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

+ Vested amounts shown in all columns for Terminated Vesteds

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

PPA Funding Values

Short Plan Year: 1/1/2020 to 8/31/2020

Valuation Date: 1/1/2020

Minimum Funding Segment Rates for 12/2019: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2019: 2.78% / 3.85% / 4.30%

(a)	Values as of 1/1/2020		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	3,469,630	4,132,923	
	(2)	Target Normal Cost	42,949	55,316	
(b)	Minimum Funding Target as of 1/1/2020		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	3	388,281	388,281
	(2)	Terminated Vesteds	4	382,932	382,932
	(3)	Actives	12	2,698,417	2,698,417
	(4)	Total	19	3,469,630	3,469,630

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

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Valuation Date: 1/1/2020

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SAMPLE

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

	For Funding					
		<u>Min</u>	<u>Max</u>	<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>	
Interest Rates	Seg 1:	3.64%	2.78%	Seg 1:	2.04%	Pre-Retirement: 6.00%
	Seg 2:	5.21%	3.85%	Seg 2:	3.09%	Post-Retirement: 6.00%
	Seg 3:	5.94%	4.30%	Seg 3:	3.68%	
Applicable Date	12/2019	12/2019		11/2019		
Pre-Retirement						
Turnover	Male-INSULFAB MALES ULTIMATE TERMINATION RATES Female-INSULFAB FEMALE ULTIMATE TERMINATION RATES			None		None
Mortality	Male-2006 Base Table - Employee Male Female-2006 Base Table - Employee Female			None		None
Generational Scale	Male-2018 Generational Mortality Improvement Scales - Male Female-2018 Generational Mortality Improvement Scales - Female			None		None
Assumed Ret Age	Normal retirement age 65			Normal retirement age 65		Normal retirement age 65
Future Salary Incr	2% SALARY SCALE			None		None
Disability	DISABILITY RATES FOR INSULFAB... PRORATED FROM PREVIOUS REPORT			None		None
Post-Retirement						
Mortality	Male-2006 Base Table - Annuitant Male Female-2006 Base Table - Annuitant Female			2020 Applicable Mortality Table from Notice 2019-26		2020 Applicable Mortality Table from Notice 2019-26
Generational Scale	Male-2018 Generational Mortality Improvement Scales - Male Female-2018 Generational Mortality Improvement Scales - Female			None		None

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN **SAMPLE PLAN FOR SB ATTACHMENTS**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Assumed Benefit Form For Funding

100% Lump Sum / 0% Normal Form

Assumed Spouse's Age

Spouse assumed to be the same age as participant

Spouse assumed to be the same age as participant

Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known

Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known

Calculated Effective Interest Rate

5.36%

Actuarial Cost Method

The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Summary of Plan Provisions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Plan Effective Date	January 1, 2005
Plan Year	From January 1, 2020 to December 31, 2020
Eligibility	All employees not excluded by class are eligible to enter on the January 1 nearest 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 attainment of age 65
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: 2% of average compensation per credited year of service with a maximum of 30 years. Credited years are plan years from the first day of the plan year containing date of entry excluding years with less than 1,000 hours. The maximum monthly benefit is the lesser of \$19,166.66 and 100% of the highest 3-year average salary, subject to service requirements.
Early Retirement Age	Attainment of age 55 Completion of 10 years of service from hire date
Early Retirement Benefit	Actuarial Equivalence
Normal Form of Benefit	A benefit payable for the life of the participant
Optional Forms of Benefit	The following forms of benefit payment are also available: Life Only - Payable for the life of the participant. Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop. Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both. Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary. Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR SB ATTACHMENTS

Summary of Plan Provisions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Single Lump Sum - This is a one-time payment of the lump sum equivalent of the plan's normal form of benefit.

Accrued Benefit

The normal retirement benefit described above calculated based on service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from the first day of the plan year containing date of entry excluding the following:

Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death 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:

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	0
3	0
4	0
5	100

Credited years are 12-month periods from date of hire to the anniversaries of date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from the first day of the plan year containing date of entry excluding the following:

Years with less than 1,000 hours

Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Vesting

In any year the plan is top-heavy the participants will vest in accordance with the following vesting schedule:

<u>Credited Years</u>	<u>Vested Percent</u>
-----------------------	-----------------------

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS**

Summary of Plan Provisions
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

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 not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS**

Shortfall Amortization
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2014	7-year	1	\$(46,906)	\$(46,906)
01/01/2015	7-year	2	\$(43,080)	\$(84,647)
01/01/2016	7-year	3	\$78,963	\$228,666
01/01/2017	7-year	4	\$75,392	\$286,051
01/01/2018	7-year	5	\$194,963	\$908,706
01/01/2019	7-year	6	\$(130,043)	\$(706,995)
01/01/2020	7-year	7	<u>\$(36,949)</u>	<u>\$(228,126)</u>
Total			\$92,340	\$356,749
Shortfall Amortization Charge (sum of installments, no less than zero):			\$92,340	

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Schedule of Active Participant Data

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	1	1	0	0	0	0	0	2
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	1	0	0	0	0	0	1
50-54	0	0	0	0	0	0	1	0	0	0	1
55-59	0	0	0	0	0	1	1	1	0	0	3
60-64	0	0	0	0	0	1	0	2	2	0	5
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	2	2	2	3	2	0	12

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 54.5

Average Service: 27

**TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS**

Weighted Average Retirement Age
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 1/1/2020

Assumed Retirement Age - 100% of the participants are assumed to retire at the date the plan's normal retirement age is attained, which is defined as:

Attainment of age 65

Participants who have passed their Normal Retirement Date as defined above are assumed to retire on the valuation date.

Weighted average retirement age 62 (Input)

SAMPLE

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Employer ID# 123456789: Plan No. 002

Quarterly Installment Payment: \$10,022.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

<u>Date</u>	<u>Amount</u>	<u>Year</u>	<u>Rate</u>	<u>Period</u>	<u>Adj Ctb</u>
04-15-2021	10,022.00	2020	10.36%	04-15-2021 to 04-15-2020	
			5.36%	04-15-2020 to 01-01-2020	8,945.82
	10,022.00	2020	10.36%	04-15-2021 to 07-15-2020	
			5.36%	07-15-2020 to 01-01-2020	9,050.12
	10,022.00	2020	10.36%	04-15-2021 to 10-15-2020	
			5.36%	10-15-2020 to 01-01-2020	9,155.63
	10,022.00	2020	10.36%	04-15-2021 to 01-15-2021	
			5.36%	01-15-2021 to 01-01-2020	9,262.37
	119,912.00	2020	5.36%	04-15-2021 to 01-01-2020	112,115.21
Totals:	160,000.00				148,529.15

19	Discounted employer contributions -- see instructions for small plan with a valuation date after the beginning of the year				
a	Contributions allocated toward unpaid minimum required contribution from prior years	19a		0.00	
b	Contributions made to avoid benefit restrictions adjusted to valuation date	19b		0.00	
c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	19c		148,529.15	

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE PLAN FOR BASIC STATEMENT

Personal Statement for John Q Adams
Social Security Number: xxx-xx-0001
As of January 1, 2020

Personal Information

Date of Birth:	8/1/1955
Date of Hire:	8/2/1999
Date of Entry:	9/1/2000
Normal Retirement Date:	8/1/2020

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$1,775.00*
From Social Security	\$1,459.00**
Total Monthly Retirement Income	\$3,234.00

Accrued Benefit and Vesting

Accrued Benefit as of 1/1/2020	\$1,690.47*
Vested Percent	100%
Vested Accrued Benefit as of 1/1/2020	\$1,690.47*

* Plan benefits are payable for your lifetime beginning on your Normal Retirement Date.

** The Social Security benefit estimate is calculated assuming that your current salary continues until your Normal Retirement Date and that the benefit begins on your full Social Security Retirement Date. Contact the Social Security Administration for complete details about your Social Security benefits.

The Estimated Monthly Benefit at Normal Retirement Date assumes continued employment at the same rate of pay to Normal Retirement Date. The Accrued Benefit is the amount of benefit you have earned as of the date shown.

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE PLAN FOR FLEXIBLE STATEMENT**

**Personal Statement For John Q Adams
Social Security Number: xxx-xx-0001
As of January 1, 2020**

Personal Information

Date of Birth:	8/1/1955
Date of Hire:	8/2/1999
Date of Entry:	9/1/2000
Early Retirement Date:	1/1/2020
Normal Retirement Date:	8/1/2020
Accrual Start Date:	8/2/1999
Current Compensation:	\$54,101

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$1,775.00*
-----------------------	-------------

* Estimated plan benefit assuming that employment and current compensation continue until Normal Retirement Date. Benefits are payable starting at normal retirement and continuing for your lifetime.

<u>Accrued Benefit and Vesting</u>	<u>Monthly Benefit</u>	<u>Estimated Lump Sum</u>
Accrued Benefit as of 1/1/2020	\$1,690.47	\$291,107
Vested Percent	100%	100%
Vested Accrued Benefit as of 1/1/2020	\$1,690.47	\$291,107

Disclaimer from Plan Sponsor: The Estimated Monthly Benefit at Normal Retirement Date assumes continued employment at the same rate of pay to Normal Retirement Date. The Accrued Benefit is the amount of benefit you have earned as of the date shown.

Prepared By: Actuarial Systems Corporation
Date: 2/15/2020

**CASH BALANCE PLAN SAMPLE PLAN
SAMPLE PLAN FOR CB PARTICIPANT STATEMENT**

**Personal Statement for John Q Adams
Social Security Number: xxx-xx-7800**

As of December 31, 2019

Date of Birth:	10/20/1963
Date of Hire:	1/1/2005
Date of Entry:	1/1/2013
Normal Retirement Date:	10/20/2025
Accrual Start Date:	1/1/2013

Cash Balance Benefit

Prior Balance as of December 31, 2018	\$696,134.10
Changes during Plan Year	
Contribution Credit	112,000.00
Withdrawal as of 10/31/2019	50,000.00
Interest Credit on Prior Balance	<u>34,398.47</u>
Current Balance as of December 31, 2019	\$792,532.57
Vested Percent	100%
Vested Balance as of December 31, 2019	\$792,532.57
Vested Accrued Benefit based on Vested Balance as of December 31, 2019	\$6,076.90

Additional Benefits Earned

Your benefit is composed of both a cash balance amount and an additional annuity amount. In addition to the Vested Balance shown above, you have earned a monthly benefit beginning at your Normal Retirement Date and continuing for your lifetime as follows:

Additional Benefit	\$250.00
Vested Percent	100%
Vested Additional Benefit	\$250.00

The benefit information illustrated above is based on information provided by the plan sponsor, and has been relied on in the preparation of this report. The amount you receive when you terminate employment may be more or less than the values shown due to the application of IRS minimum and maximum limits. For additional information about your benefits, please contact the Plan Administrator.

Date: 2/15/2020

DC & CB SAMPLE PLAN SAMPLE PLAN FOR DC & CB STATEMENT

Personal Statement for John Doe as of 12/31/2019
Social Security Number: xxx-xx-0002

	<u>401(k)</u>	<u>DB Plan</u>
Date of Birth:	1/18/1996	
Age:	24	
Date of Hire:	9/12/2014	
Current Compensation:	\$41,530	
Date of Entry:	7/1/2014	7/1/2014
Retirement Date:	1/18/2058	2/1/2058
Retirement Age:	62	62
Vesting:	80.00%	100.00%

Account Balances from 1/1/2019 to 12/31/2019

<u>Source</u>	<u>Beg Bal</u>	<u>Contrib</u>	<u>Forfeit</u>	<u>Earnings</u>	<u>Distrib</u>	<u>End Bal</u>	<u>Vest Bal</u>
Employee Deferral	\$7,591.81	\$2,415.00	\$0.00	\$531.43	\$0.00	\$10,538.24	\$10,538.24
Employer Discretionary	8,247.16	2,707.00	0.00	577.30	0.00	11,531.46	9,225.17
Total	\$15,838.97	\$5,122.00	\$0.00	\$1,108.73	\$0.00	\$22,069.70	\$19,763.41

Defined Benefit Plan

Estimated Projected Monthly Life Annuity Benefit payable at Retirement Date	\$2,422.58
Estimated Vested Monthly Accrued Life Annuity Benefit earned to date payable at Retirement Date	\$328.88
Estimated Lump Sum value of Vested Monthly Accrued Benefit as of 12/31/2019	\$6,255.00
Estimated IRS Maximum Allowable Lump Sum as of 12/31/2019	\$177,509.00

Combined Plans

Estimated Life Annuity Benefit earned to date from 401(k) plan*	\$933.98
Estimated Life Annuity Benefit earned to date from Defined Benefit plan	\$328.88
Total Estimated Life Annuity benefit payable at Age 65	\$1,262.86
401(k) Total Account Balance as of 12/31/2019	\$19,763.41
Estimated 12/31/2019 Lump Sum value of Vested Monthly Accrued Benefit	\$6,255.00
Total Estimated Lump Sum Value as of 12/31/2019	\$26,018.41

* Your current balance in sources except Employee Deferral is projected to Retirement Age assuming you will continue in employment until that date with no future contributions. Your account balance is projected at 6% interest and converted to a life annuity using the RP17C U unisex table and 6% interest.

Prepared By: Actuarial Systems Corporation

DC & CB SAMPLE PLAN FOR COMBINED DC & CB Statement

Personal Statement for John Q Adams as of 12/31/2019
Social Security Number: xxx-xx-0010

	<u>401(k)</u>	<u>Cash Balance</u>
Date of Birth:	10/2/1982	
Age:	37	
Date of Hire:	2/5/2005	
Date of Termination:	10/31/2019	
Date of Entry:	1/1/2014	1/1/2014
Retirement Date:	10/2/2044	11/1/2044
Retirement Age:	62	62
Vesting:	100.00%	100.00%

Account Balances from 1/1/2019 to 12/31/2019

<u>Source</u>	<u>Beg Bal</u>	<u>Contrib</u>	<u>Forfeit</u>	<u>Earnings</u>	<u>Distrib</u>	<u>End Bal</u>	<u>Vest Bal</u>
Employee Deferral	\$22,145.95	\$6,887.00	\$0.00	\$1,771.68	\$0.00	\$30,804.63	\$30,804.63
Employer Discretionary	18,639.21	4,894.21	0.00	1,491.14	0.00	25,024.56	25,024.56
Subtotal 401(k)	\$40,785.16	\$11,781.21	\$0.00	\$3,262.82	\$0.00	\$55,829.19	\$55,829.19
Cash Balance	9,052.42	1,804.65	0.00	362.10	0.00	11,219.17	11,219.17
Total	\$49,837.58	\$13,585.86	\$0.00	\$3,624.92	\$0.00	\$67,048.36	\$67,048.36

Cash Balance Plan

Current Interest Crediting Rate	4.00%
Additional Frozen Annuity Benefit	\$55.00
Estimated Lump Sum value of Additional Frozen Benefit as of 12/31/2019	\$2,098.00

Combined Plans

Total Estimated Life Annuity benefit earned to date from both plans payable at Age 62	\$260.60
Total Estimated Lump Sum Value as of 12/31/2019	\$69,146.36

DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT

SAMPLE

Combined Plan Valuation
For the Plan Year Ending December 31, 2019

Prepared By
Actuarial Systems Corporation
February 15, 2020

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Plan Specifications
For Plan Year Ending December 31, 2019**

		<u>DC Plan</u>	<u>DB Plan</u>
Primary Eligibility	Age:	21	21
	Service:	1 year	1 year
	Exclusions:	UNION AND NON-RESIDENT ALIENS	None
	Entry Date(s):	Jan 1 and Jul 1	Jan 1 and Jul 1
	Source(s):	Employee Deferral, Employer Discretionary, QUALIFIED NON-ELECTIVE	
Normal Retirement	Age:	62	62
	Participation:	5	5
Contributions		A separate discretionary Employer Contribution may be made to each Participant of the Employer (i.e. each Participant belongs to their own allocation group)	
Benefits	Group 1: Owners	4% of average compensation per credited year of service with a maximum of 25 years. Credited years are plan years from the first day of the plan year containing date of entry excluding years with less than 1,000 hours.	
	Group 2: Managers	2.00% of the Participant's average compensation multiplied by his or her Years of Benefit Service as a Participant at Normal Retirement Date or earlier Termination of Employment.	
	Group 3: Staff	0.5% of average compensation per credited year of service with a maximum of 35 years. Credited years are plan years from date of hire excluding years with less than 1,000 hours.	
415 Maximum Benefit		\$56,000	Lesser of \$18,750 and 100% of the highest 3-year average salary, subject to service requirements.
Compensation			Total Compensation

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Plan Specifications
For Plan Year Ending December 31, 2019**

Vesting	<u>DC Plan</u>		<u>DB Plan</u>	
	<u>Plan Years</u>	<u>Vested Percent</u>	<u>Plan Years</u>	<u>Vested Percent</u>
	1	0	1	0
	2	20	2	0
	3	40	3	100
	4	60		
	5	80		
	6	100		

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Employee Census
For Plan Year Ending December 31, 2019**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Hours</u>	<u>Defined Contribution Plan</u>				<u>Defined Benefit Plan</u>			
							<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>	<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>
HCE Owner	100.00	Y	Y	04/09/1966	11/02/1998	2080	A	01/01/2014	1	239,295.00	A	01/01/2014	1	239,295.00
Subtotal (1 Participant):										239,295.00				239,295.00
Doe, John		Y	Y	01/18/1996	09/12/2014	2080	A	07/01/2014	3	41,530.00	A	07/01/2014	3	41,530.00
HCE Three		Y	Y	07/19/1994	07/12/2012	2080	A	07/01/2014	5	52,318.00	A	07/01/2014	2	52,318.00
HCE Two		Y	Y	05/28/1991	08/06/2009	2080	A	01/01/2014	4	55,455.00	A	01/01/2014	2	55,455.00
Current Term One		N	N	11/27/1987	09/10/2007	1000	M	01/01/2014	2	36,204.00	M	01/01/2014	3	36,204.00
Current Term Two		N	N	10/02/1982	02/05/2005	1000	M	01/01/2014	2	74,282.00	M	01/01/2014	3	74,282.00
Ineligible Four		N	N	10/01/1988	07/30/2014	418	S	01/01/2021	N	8,747.00	S	01/01/2021	3	8,747.00
Ineligible One		N	N	06/16/1994	08/12/2015	448	S	01/01/2021	3	9,856.00	S	01/01/2021	3	9,856.00
Ineligible Three		N	N	09/07/1966	09/09/2016	744	S	01/01/2021	N	13,479.00	S	01/01/2021	3	13,479.00
Ineligible Two		N	N	05/02/1973	10/03/2016	744	S	01/01/2021	N	12,750.00	S	01/01/2021	3	12,750.00
NHCE Eight		N	N	05/03/1974	08/13/2007	2080	A	01/01/2014	2	71,544.00	A	01/01/2014	3	71,544.00
NHCE Five		N	N	07/25/1972	04/13/2007	2080	A	01/01/2014	2	29,190.00	A	01/01/2014	3	29,190.00
NHCE Four		N	N	12/05/1947	06/05/2014	2080	A	11/26/2015	2	15,026.00	A	07/01/2014	3	15,026.00
NHCE Nine		N	N	05/31/1991	02/17/2016	2080	A	07/01/2017	2	31,409.00	A	07/01/2017	3	31,409.00
NHCE One		N	N	10/05/1980	06/07/2012	2080	A	01/01/2014	2	65,957.00	A	01/01/2014	3	65,957.00
NHCE Seven		N	N	05/26/1991	05/09/2013	2080	A	07/01/2014	2	49,748.00	A	07/01/2014	3	49,748.00
NHCE Six		N	N	09/07/1969	05/28/2015	2080	A	07/01/2016	2	35,847.00	A	07/01/2016	3	35,847.00
NHCE Three		N	N	05/16/1969	05/09/2013	2080	A	07/01/2014	2	63,441.00	A	07/01/2014	3	63,441.00
NHCE Two		N	N	02/19/1995	10/01/2015	2080	A	01/01/2017	2	31,577.00	A	01/01/2017	3	31,577.00
Term Eight		N	N	02/05/1966	04/03/2014	0	T	07/01/2014	N	0.00	T	07/01/2014	3	0.00
Term Five		N	N	01/31/1983	06/15/2005	0	T	01/01/2014	N	0.00	T	01/01/2014	3	0.00
Term Four		N	N	09/15/1972	08/07/2014	0	T	12/31/2014	N	0.00	T	01/01/2016	3	0.00
Term One		N	N	03/23/1949	03/30/2005	0	T	01/01/2014	N	0.00	T	01/01/2014	3	0.00
Term Seven		N	N	01/08/1994	07/25/2013	0	T	07/01/2014	N	0.00	T	07/01/2014	3	0.00
Term Six		N	N	04/01/1971	11/25/2013	0	T	07/01/2014	N	0.00	T	07/01/2014	3	0.00
Term Three		N	N	11/09/1983	05/16/2013	0	T	07/01/2014	N	0.00	T	07/01/2014	3	0.00
Term Two		N	N	02/02/1971	11/02/1998	0	T	01/01/2014	N	0.00	T	07/01/2014	3	0.00
Subtotal (26 Participants):										698,360.00				698,360.00
Total (27 Participants):										937,655.00				937,655.00

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
DC Plan Contributions
For Plan Year Ending December 31, 2019**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Annual Comp</u>	<u>Employer Contrib</u>	<u>Employer Safe Hrbr</u>	<u>Employee Deferral</u>	<u>Catchup</u>	<u>Total Contrib</u>	<u>Pct of Comp</u>
HCE Owner	100.00	Y	Y	239,295.00	36,000.00	0.00	18,900.00	0.00	54,900.00	22.94
Subtotal				239,295.00	36,000.00	0.00	18,900.00	0.00	54,900.00	
Doe, John		Y	Y	41,530.00	2,707.00	0.00	2,415.00	0.00	5,122.00	12.33
HCE Three		Y	Y	52,318.00	3,362.00	0.00	2,935.00	0.00	6,297.00	12.04
HCE Two		Y	Y	55,455.00	3,448.00	0.00	3,100.00	0.00	6,548.00	11.81
Current Term One		N	N	36,204.00	2,534.28	0.00	1,496.00	0.00	4,030.28	11.13
Current Term Two		N	N	74,282.00	5,199.74	0.00	6,321.00	0.00	11,520.74	15.51
Ineligible Four		N	N	8,747.00	0.00	0.00	0.00	0.00	0.00	0.00
Ineligible One		N	N	9,856.00	0.00	0.00	0.00	0.00	0.00	0.00
Ineligible Three		N	N	13,479.00	0.00	0.00	0.00	0.00	0.00	0.00
Ineligible Two		N	N	12,750.00	0.00	0.00	0.00	0.00	0.00	0.00
NHCE Eight		N	N	71,544.00	5,008.08	0.00	0.00	0.00	5,008.08	7.00
NHCE Five		N	N	29,190.00	2,043.30	0.00	1,601.00	0.00	3,644.30	12.48
NHCE Four		N	N	15,026.00	1,051.82	0.00	0.00	0.00	1,051.82	7.00
NHCE Nine		N	N	31,409.00	2,198.63	0.00	0.00	0.00	2,198.63	7.00
NHCE One		N	N	65,957.00	4,616.99	0.00	2,730.00	0.00	7,346.99	11.14
NHCE Seven		N	N	49,748.00	3,482.36	0.00	4,435.00	0.00	7,917.36	15.91
NHCE Six		N	N	35,847.00	2,509.29	0.00	1,523.00	0.00	4,032.29	11.25
NHCE Three		N	N	63,441.00	4,440.87	0.00	2,730.00	0.00	7,170.87	11.30
NHCE Two		N	N	31,577.00	2,210.39	0.00	1,700.00	0.00	3,910.39	12.38
Term Eight		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Five		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Four		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term One		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Seven		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Six		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Three		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Term Two		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal				698,360.00	44,812.75	0.00	30,986.00	0.00	75,798.75	
Total				937,655.00	80,812.75	0.00	49,886.00	0.00	130,698.75	

DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2019

<u>Participant Name</u>	<u>Owner</u> <u>Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Comp</u>	<u>Total</u> <u>DC Plan</u> <u>Contrib</u>	<u>Pct of</u> <u>Comp</u>	<u>DB Plan</u> <u>Cost</u> <u>Estimate</u>	<u>Pct of</u> <u>Comp</u>	<u>Total</u> <u>Both</u> <u>Plans</u>	<u>Pct of</u> <u>Comp</u>	<u>Pct of</u> <u>Total</u> <u>Plan</u> <u>Cost</u>	<u>DB Plan</u> <u>Target</u> <u>Normal</u> <u>Cost</u>	<u>Pct of</u> <u>Total</u> <u>Plan</u> <u>Cost</u>
HCE Owner	100.00	Y	Y	239,295.00	54,900.00	22.94	162,431.00	67.88	217,331.00	90.82	57.09	107,420.00	
Subtotal				239,295.00	54,900.00		162,431.00		217,331.00		57.09	107,420.00	80.26
Doe, John		Y	Y	41,530.00	5,122.00	12.33	801.00	1.93	5,923.00	14.26	1.56	648.00	
HCE Three		Y	Y	52,318.00	6,297.00	12.04	5,049.00	9.65	11,346.00	21.69	2.98	3,679.00	
HCE Two		Y	Y	55,455.00	6,548.00	11.81	6,334.00	11.42	12,882.00	23.23	3.38	4,060.00	
Current Term One		N	N	36,204.00	4,030.28	11.13	9,447.00	26.09	13,477.28	37.23	3.54	0.00	
Current Term Two		N	N	74,282.00	11,520.74	15.51	26,650.00	35.88	38,170.74	51.39	10.03	2,710.00	
Ineligible Four		N	N	8,747.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Ineligible One		N	N	9,856.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Ineligible Three		N	N	13,479.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Ineligible Two		N	N	12,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
NHCE Eight		N	N	71,544.00	5,008.08	7.00	8,528.00	11.92	13,536.08	18.92	3.56	3,409.00	
NHCE Five		N	N	29,190.00	3,644.30	12.48	3,946.00	13.52	7,590.30	26.00	1.99	1,528.00	
NHCE Four		N	N	15,026.00	1,051.82	7.00	1,238.00	8.24	2,289.82	15.24	0.60	367.00	
NHCE Nine		N	N	31,409.00	2,198.63	7.00	598.00	1.90	2,796.63	8.90	0.73	726.00	
NHCE One		N	N	65,957.00	7,346.99	11.14	3,826.00	5.80	11,172.99	16.94	2.93	2,283.00	
NHCE Seven		N	N	49,748.00	7,917.36	15.91	1,657.00	3.33	9,574.36	19.25	2.51	1,117.00	
NHCE Six		N	N	35,847.00	4,032.29	11.25	2,132.00	5.95	6,164.29	17.20	1.62	1,388.00	
NHCE Three		N	N	63,441.00	7,170.87	11.30	5,518.00	8.70	12,688.87	20.00	3.33	3,938.00	
NHCE Two		N	N	31,577.00	3,910.39	12.38	508.00	1.61	4,418.39	13.99	1.16	561.00	
Term Eight		N	N	0.00	0.00	0.00	2,635.00	0.00	2,635.00	0.00	0.69	0.00	
Term Five		N	N	0.00	0.00	0.00	4,772.00	0.00	4,772.00	0.00	1.25	0.00	
Term Four		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Term One		N	N	0.00	0.00	0.00	3,930.00	0.00	3,930.00	0.00	1.03	0.00	
Term Seven		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Term Six		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Term Three		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Term Two		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal				698,360.00	75,798.75		87,569.00		163,367.75		42.91	26,414.00	19.74
Total				937,655.00	130,698.75		250,000.00		380,698.75		100.00	133,834.00	100.00

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2019**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>AA</u>	<u>TA</u>	<u>HCE</u>	<u>Annual Comp</u>	<u>Total DC Plan Contrib</u>	<u>Projected Account Balance</u>	<u>Monthly DC Plan Benefit</u>	<u>Monthly DB Plan Benefit</u>	<u>Social Security Benefit</u>	<u>Total Benefit</u>	<u>Pct of Monthly Comp</u>
HCE Owner	100.00	54	65	Y	239,295.00	54,900.00	1,363,303.87	10,127.58	11,167.10	3,064.30	24,358.98	122.15
Subtotal					239,295.00	54,900.00		10,127.58	11,167.10	3,064.30	24,358.98	
Doe, John		24	65	Y	41,530.00	5,122.00	1,085,995.32	8,067.54	605.65	1,644.70	10,317.89	298.13
HCE Three		25	65	Y	52,318.00	6,297.00	1,267,866.90	9,418.61	3,188.38	1,932.40	14,539.39	333.48
HCE Two		29	65	Y	55,455.00	6,548.00	1,028,370.21	7,639.46	3,604.57	2,013.70	13,257.73	286.89
Current Term One		32	65	N	36,204.00	4,030.28	175,399.32	1,302.99	501.73	1,573.20	3,377.92	111.96
Current Term Two		37	65	N	74,282.00	11,520.74	279,372.22	2,075.37	1,029.42	2,419.20	5,523.99	89.24
Ineligible Four		31	65	N	8,747.00	0.00	0.00	0.00	0.00	668.70	668.70	91.74
Ineligible One		26	65	N	9,856.00	0.00	0.00	0.00	0.00	759.10	759.10	92.42
Ineligible Three		53	65	N	13,479.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Ineligible Two		47	65	N	12,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NHCE Eight		46	65	N	71,544.00	5,008.08	258,016.92	1,916.73	834.68	2,525.20	5,276.61	88.50
NHCE Five		47	65	N	29,190.00	3,644.30	167,457.33	1,243.99	291.42	1,752.90	3,288.31	135.18
NHCE Four		72	72	N	15,026.00	1,051.82	5,622.05	50.49	32.58	2,055.10	2,138.17	170.76
NHCE Nine		29	65	N	31,409.00	2,198.63	315,254.48	2,341.93	458.05	1,371.30	4,171.28	159.37
NHCE One		39	65	N	65,957.00	7,346.99	611,950.36	4,546.00	784.77	2,345.30	7,676.07	139.66
NHCE Seven		29	65	N	49,748.00	7,917.36	1,254,342.76	9,318.14	725.49	1,858.20	11,901.83	287.09
NHCE Six		50	65	N	35,847.00	4,032.29	134,608.98	999.97	227.30	1,552.50	2,779.77	93.05
NHCE Three		51	65	N	63,441.00	7,170.87	231,535.08	1,720.01	475.81	1,869.40	4,065.22	76.89
NHCE Two		25	65	N	31,577.00	3,910.39	727,170.21	5,401.93	460.50	1,379.30	7,241.73	275.20
Term Eight		54	65	N	0.00	0.00	10,438.81	77.55	20.56	1,770.10	1,868.21	0.00
Term Five		37	65	N	0.00	0.00	66,888.11	496.89	78.99	1,594.20	2,170.08	0.00
Term Four		47	65	N	0.00	0.00	0.00	0.00	0.00	1,344.40	1,344.40	0.00
Term One		71	71	N	0.00	0.00	16,684.40	145.16	25.60	2,343.80	2,514.56	0.00
Term Seven		26	65	N	0.00	0.00	32,853.29	244.06	0.00	192.80	436.86	0.00
Term Six		49	65	N	0.00	0.00	0.00	0.00	0.00	907.20	907.20	0.00
Term Three		36	65	N	0.00	0.00	0.00	0.00	0.00	762.60	762.60	0.00
Term Two		49	65	N	0.00	0.00	0.00	0.00	0.00	2,206.60	2,206.60	0.00
Subtotal					698,360.00	75,798.75		57,006.82	13,345.50	38,841.90	109,194.22	

Projected Account Balance assumes level current contributions until Age TA. An interest rate of 6% was used to project the account balance to Age TA, and the RP17C U mortality table and 6% interest were used to convert the projected balance to a monthly benefit.

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2019**

<u>Participant Name</u>	<u>Owner</u> <u>Pct</u>	<u>AA</u>	<u>TA</u>	<u>HCE</u>	<u>Annual</u> <u>Comp</u>	<u>Total</u> <u>DC Plan</u> <u>Contrib</u>	<u>Projected</u> <u>Account</u> <u>Balance</u>	<u>Monthly</u> <u>DC Plan</u> <u>Benefit</u>	<u>Monthly</u> <u>DB Plan</u> <u>Benefit</u>	<u>Social</u> <u>Security</u> <u>Benefit</u>	<u>Total</u> <u>Benefit</u>	<u>Pct of</u> <u>Monthly</u> <u>Comp</u>
Total					937,655.00	130,698.75		67,134.40	24,512.60	41,906.20	133,553.20	

SAMPLE

Projected Account Balance assumes level current contributions until Age TA. An interest rate of 6% was used to project the account balance to Age TA, and the RP17C U mortality table and 6% interest were used to convert the projected balance to a monthly benefit.

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Maximum Deduction Limit**

DC Plan Year: 1/1/2019 to 12/31/2019
DB Plan Year: 1/1/2019 to 12/31/2019
DB Valuation Date: 12/31/2019
Fiscal Year End: 12/31

This report is for a DC/DB combo plan in which at least one participant benefits in both plans.
The employer's fiscal year and the compensation year are assumed to be the same.

(a)	Compensation of DC plan beneficiaries:	892,823
(b)	6% of (a):	53,569
(c)	25% of (a):	223,206
(d)	DC Plan Employer Contributions:	80,813
(e)	DC Employer Contributions / DC Compensation ((d) / (a)):	9.05%
(f)	Compensation of DC/DB plan beneficiaries:	937,655
(g)	25% of (f):	234,414
(h)	DB Minimum Contribution on Val Date:	112,121
(i)	DB Maximum Contribution on Val Date (404(o)):	665,314
(j)	DB Plan Employer Contribution:	250,000
(k)	DB Plan Covered by PBGC?	Yes
(l)	Item (e) greater than 6.00%?	Yes
(m)	DB Maximum Contribution on Val Date (404(o)):	665,314
(n)	25% of (a):	223,206
(o)	Total Deduction Available ((m) + (n)):	888,520
(p)	Total Contribution ((d) + (j)):	330,813
(q)	Excess Contribution:	0

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Percentage to Owner Employees
For Plan Year Ending December 31, 2019**

	<u>DC Plan Contribution</u>	<u>DB Plan Contribution</u>	<u>Total Contribution</u>	<u>Percent of Total</u>	<u>Employer Contribution</u>
Owner Employees	54,900.00	162,431.00	217,331.00	57.09%	198,431.00
Other Employees	75,798.75	87,569.00	163,367.75	42.91%	132,381.75
Total	130,698.75	250,000.00	380,698.75	100.00%	330,812.75

Tax Savings Summary

Tax Bracket	40%
Employer Contribution	330,812.75
Estimated Tax Savings	132,325.10
Net Cost after Estimated Tax Savings	198,487.65
Contribution for Owners	198,431.00
Owner Contribution as a Percentage of Net Cost	99.97%
Net Plan Cost (after Owner Contribution & Tax Savings)	56.65

DC & DB SAMPLE PLAN
SAMPLE PLAN FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
Report Parameters
For the Plan Year Ending December 31, 2019

Primary plan:	D23:0018
Current date (time):	12/23/2019 (16:32:52)
Run for multiple plans?	N
Run Meaningful Benefit Test?	Y
Meaningful Benefit Percentage:	0.50%
Meaningful Benefit Test method:	Annual Accrual
Mortality table for actuarial equivalence:	GA2002U
Pre-retirement interest rate:	5.50%
Post-retirement interest rate:	5.50%
Restructured test?	N
Exception:	None
The 401(a)(26) test is being performed for the entire plan	

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2019

SSN	Employee Name	Excluded from Count		Excludable Because				Non-Excludable EEs	
		Term<BOY	Hire>EOY	Age/Svc	Union	Alien	Hours	Benefit	Don't Benefit
xxx-xx-0009	Current Term One	-	-	-	-	-	-	X	-
xxx-xx-0010	Current Term Two	-	-	-	-	-	-	X	-
xxx-xx-0002	Doe, John	-	-	-	-	-	-	X	-
xxx-xx-0005	HCE Owner	-	-	-	-	-	-	X	-
xxx-xx-0004	HCE Three	-	-	-	-	-	-	X	-
xxx-xx-0003	HCE Two	-	-	-	-	-	-	X	-
xxx-xx-0027	NHCE Nine	-	-	-	-	-	-	X	-
xxx-xx-0020	Ineligible Four	-	-	X	-	-	-	-	-
xxx-xx-0024	Ineligible One	-	-	X	-	-	-	-	-
xxx-xx-0025	Ineligible Three	-	-	X	-	-	-	-	-
xxx-xx-0026	Ineligible Two	X	-	-	-	-	-	-	-
xxx-xx-0019	NHCE Eight	-	-	-	-	-	-	X	-
xxx-xx-0013	NHCE Five	-	-	-	-	-	-	X	-
xxx-xx-0011	NHCE Four	-	-	-	-	-	-	X	-
xxx-xx-0001	NHCE One	-	-	-	-	-	-	X	-
xxx-xx-0018	NHCE Seven	-	-	-	-	-	-	X	-
xxx-xx-0023	NHCE Six	-	-	-	-	-	-	X	-
xxx-xx-0007	NHCE Three	-	-	-	-	-	-	X	-
xxx-xx-0022	NHCE Two	-	-	-	-	-	-	X	-
xxx-xx-0021	Term Eight	X	-	-	-	-	-	-	-
xxx-xx-0014	Term Five	X	-	-	-	-	-	-	-
xxx-xx-0017	Term Four	X	-	-	-	-	-	-	-
xxx-xx-0006	Term One	X	-	-	-	-	-	-	-
xxx-xx-0016	Term Seven	X	-	-	-	-	-	-	-
xxx-xx-0015	Term Six	X	-	-	-	-	-	-	-
xxx-xx-0012	Term Three	X	-	-	-	-	-	-	-
xxx-xx-0008	Term Two	X	-	-	-	-	-	-	-
Totals		9	0	3	0	0	0	15	0

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test

Meaningful Benefit Support Page

Meaningful Benefit Percentage: 0.50%

Annual Accrual Rates

For the Plan Year Ending December 31, 2019

<u>SSN</u>	<u>Employee Name</u>	<u>Age</u>	<u>NRA</u>	<u>Current Salary</u>	<u>Current Accrued Benefit</u>	<u>Prior Accrued Benefit</u>	<u>Normal Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Meaningful</u>	<u>Not Meaningful</u>
xxx-xx-0009	Current Term One	32	62	2,867.01	344.04	280.77	1.00000	2.21	X	-
xxx-xx-0010	Current Term Two	37	62	5,882.42	705.89	452.93	1.00000	4.30	X	-
xxx-xx-0002	Doe, John	24	62	3,288.77	328.88	254.75	1.00000	2.25	X	-
xxx-xx-0005	HCE Owner	54	62	18,949.86	2,273.98	1,854.93	1.00000	2.21	X	-
xxx-xx-0004	HCE Three	25	62	4,143.11	497.17	396.24	1.00000	2.44	X	-
xxx-xx-0003	HCE Two	29	62	4,391.50	526.98	432.86	1.00000	2.14	X	-
xxx-xx-0027	NHCE Nine	29	62	2,487.28	149.24	87.83	1.00000	2.47	X	-
xxx-xx-0020	Ineligible Four	31	62	943.56	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0024	Ineligible One	26	62	1,079.22	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0025	Ineligible Three	53	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0026	Ineligible Two	47	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0019	NHCE Eight	46	62	5,665.58	679.87	549.22	1.00000	2.31	X	-
xxx-xx-0013	NHCE Five	47	62	2,311.56	277.39	223.39	1.00000	2.34	X	-
xxx-xx-0011	NHCE Four	72	72	1,189.89	130.32	119.58	1.00000	0.90	X	-
xxx-xx-0001	NHCE One	39	62	5,223.16	626.78	497.66	1.00000	2.47	X	-
xxx-xx-0018	NHCE Seven	29	62	3,939.57	472.75	373.25	1.00000	2.53	X	-
xxx-xx-0023	NHCE Six	50	62	2,838.75	227.10	174.30	1.00000	1.86	X	-
xxx-xx-0007	NHCE Three	51	62	5,023.92	602.87	469.61	1.00000	2.65	X	-
xxx-xx-0022	NHCE Two	25	62	2,500.57	150.03	92.33	1.00000	2.31	X	-
xxx-xx-0021	Term Eight	54	62	430.92	20.56	20.56	1.00000	0.00	-	-
xxx-xx-0014	Term Five	37	62	2,846.33	78.99	78.99	1.00000	0.00	-	-
xxx-xx-0017	Term Four	47	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0006	Term One	71	71	1,802.00	27.85	25.60	1.00000	0.12	-	-
xxx-xx-0016	Term Seven	26	62	160.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0015	Term Six	49	62	2,070.00	0.00	0.00	1.00000	0.00	-	-

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
 Meaningful Benefit Support Page
 Meaningful Benefit Percentage: 0.50%
 Annual Accrual Rates
 For the Plan Year Ending December 31, 2019

<u>SSN</u>	<u>Employee Name</u>	<u>Age</u>	<u>NRA</u>	<u>Current Salary</u>	<u>Current Accrued Benefit</u>	<u>Prior Accrued Benefit</u>	<u>Normal Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Meaningful</u>	<u>Not Meaningful</u>
xxx-xx-0012	Term Three	36	62	817.08	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0008	Term Two	49	62	873.14	0.00	0.00	1.00000	0.00	-	-
Totals									15	0

DC & DB SAMPLE PLAN
SAMPLE PLAN FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
For the Plan Year Ending December 31, 2019

A. Total number of employees of the employer:	18
B. Excludable because of:	
(1) Minimum age or years of service	3
(2) Collective bargaining agreement	0
(3) Non-resident aliens	0
(4) Terms with less than 500 hours of service	0
Total excludable employees:	3
C. Total non-excludable employees:	15
D. Total non-excludable employees who benefit from plan:	15
E. Total benefiting employees with meaningful benefits based on 0.50%:	15
F. 40% test (E/C):	100.00%
G. 50 employee test (E):	15
Test results:	Pass

DC & DB SAMPLE PLAN
SAMPLE PLAN FOR COMPLIANCE REPORTS

410(b) Ratio Percentage Test
Report Parameters
For the Plan Year Ending December 31, 2019

Primary plan: D23:0019
Current date (time): 12/23/2019 (16:40:15)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D23:0018 (EEs don't benefit)

Employees participate in multiple plans

Test type: Standard test

Sources included in test:
Employer Discretionary

Participants only eligible for top-heavy contribution are considered as benefitting

This report does not test forfeitures only

Test is not being run on a restructured basis

Values were not entered for non-ASC cases

The test is being run for the entire plan

SAMPLE

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

410(b) Ratio Percentage Test
Standard Test Version Support Page
For the Plan Year Ending December 31, 2019

<u>SSN</u>	<u>Employee Name</u>	<u>Excludable Because</u>				<u>Hours</u>	<u>Non-Excludable EEs</u>		<u>HCE</u>
		<u>Age/Svc</u>	<u>Union</u>	<u>Alien</u>	<u>Other</u>		<u>Benefit</u>	<u>Don't Benefit</u>	
xxx-xx-0009	Current Term One	-	-	-	-	-	X	-	-
xxx-xx-0010	Current Term Two	-	-	-	-	-	X	-	-
xxx-xx-0002	Doe, John	-	-	-	-	-	X	-	X
xxx-xx-0005	HCE Owner	-	-	-	-	-	X	-	X
xxx-xx-0004	HCE Three	-	-	-	-	-	X	-	X
xxx-xx-0003	HCE Two	-	-	-	-	-	X	-	X
xxx-xx-0020	Ineligible Four	X	-	-	-	-	-	-	-
xxx-xx-0024	Ineligible One	X	-	-	-	-	-	-	-
xxx-xx-0025	Ineligible Three	X	-	-	-	-	-	-	-
xxx-xx-0026	Ineligible Two	X	-	-	-	-	-	-	-
xxx-xx-0019	NHCE Eight	-	-	-	-	-	X	-	-
xxx-xx-0013	NHCE Five	-	-	-	-	-	X	-	-
xxx-xx-0011	NHCE Four	-	-	-	-	-	X	-	-
xxx-xx-0027	NHCE Nine	-	-	-	-	-	X	-	-
xxx-xx-0001	NHCE One	-	-	-	-	-	X	-	-
xxx-xx-0018	NHCE Seven	-	-	-	-	-	X	-	-
xxx-xx-0023	NHCE Six	-	-	-	-	-	X	-	-
xxx-xx-0007	NHCE Three	-	-	-	-	-	X	-	-
xxx-xx-0022	NHCE Two	-	-	-	-	-	X	-	-
Totals		4	0	0	0	0	15	0	4

DC & DB SAMPLE PLAN
SAMPLE PLAN FOR COMPLIANCE REPORTS

410(b) Ratio Percentage Test
Standard Test Version
For the Plan Year Ending December 31, 2019

Total number of employees of the employer:	19
Excludable because of:	
(1) Minimum age or years of service	4
(2) Collective bargaining agreement	0
(3) Non-resident aliens	0
(4) Excludable employees	0
(5) Terms with 500 or less hours of service	0
Total excludable employees:	4
Total non-excludable employees:	15
Total non-excludable employees who are highly compensated:	4
Total benefitting employees who are highly compensated:	4
Percentage of highly compensated employees who benefit:	100.00%
Total non-excludable employees who are non-highly compensated:	11
Total benefitting employees who are non-highly compensated:	11
Percentage of non-highly compensated employees who benefit:	100.00%
Ratio Percentage:	100.00%

This plan passes 410(b) under the Ratio Percentage Test.

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Summary of Questions For the Plan Year ending December 31, 2019

Primary plan:	D23:0019
Current date (time):	12/30/2019 (12:26:13)
Run for multiple plans? Disk D23 Case 0018	Y
Do employees participate in multiple plans?	Y
Use primary plan's eligibility for secondary plans?	N
Select common index:	Social Security number
Status codes for Average Benefits Percentage test:	ABCHMNIPF
Status codes for Average Benefits test:	ABCHMNIPF
Is this a Davis/Bacon (prevailing wage) plan?	N
Mortality table for actuarial equivalence:	UP-84
Pre-retirement interest rate:	8.50%
Post-retirement interest rate:	8.50%
Normalization factor for most valuable benefit:	Qualified J&S @ curr age
Exclude non-terminees with less than 500 hours?	Y
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary	
Include "extra" compensation?	Y
Use post-entry compensation?	N
Use net compensation?	N
Include terminees with <501 hours?	Y
Include terms with <501 hours for concentration test?	N
Sources included in Minimum Allocation Gateway test: Employer Discretionary	

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Summary of Questions
For the Plan Year ending December 31, 2019

Status codes to include for Minimum Allocation Gateway Test	BACMHN
Hours required for Minimum Allocation Gateway Test	1
Eligibility to use for Gateway test	Primary
5% Threshold	
Use post-entry compensation?	Y
1/3 Threshold	
Include "extra" compensation?	Y
Use post-entry compensation?	Y
Use net compensation?	N
Age used to normalize benefits:	65
Restructured test?	N
Use actual months for monthly comp?	N
Limit post-NRA APRs to age 65?	N
Use additional counts?	N
Rate methods calculated:	
Annual Accrual (Current Comp)	
Accrued to Date (Current Comp)	
Rate method used for rate restructuring:	
Annual Accrual (Current Comp)	
Rate banding:	None
The 401(a)(4) test is being performed for the entire plan	

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Allocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2019

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>A c t u a l</u>		<u>A v e r a g e</u>	
			<u>5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-0002	Doe, John	Y	10.71%	10.71%	10.71%	10.71%
xxx-xx-0005	HCE Owner	Y	24.32%	24.32%	24.32%	24.32%
xxx-xx-0004	HCE Three	Y	7.39%	7.39%	7.39%	7.39%
xxx-xx-0003	HCE Two	Y	7.39%	7.39%	7.39%	7.39%
xxx-xx-0009	Current Term One	N	8.32%	8.32%	10.72%	10.72%
xxx-xx-0010	Current Term Two	N	11.29%	11.29%	10.72%	10.72%
xxx-xx-0019	NHCE Eight	N	11.82%	11.82%	10.72%	10.72%
xxx-xx-0013	NHCE Five	N	12.32%	12.32%	10.72%	10.72%
xxx-xx-0011	NHCE Four	N	12.44%	12.44%	10.72%	10.72%
xxx-xx-0027	NHCE Nine	N	8.13%	8.13%	10.72%	10.72%
xxx-xx-0001	NHCE One	N	9.83%	9.83%	10.72%	10.72%
xxx-xx-0018	NHCE Seven	N	8.16%	8.16%	10.72%	10.72%
xxx-xx-0023	NHCE Six	N	12.42%	12.42%	10.72%	10.72%
xxx-xx-0007	NHCE Three	N	15.50%	15.50%	10.72%	10.72%
xxx-xx-0022	NHCE Two	N	7.69%	7.69%	10.72%	10.72%
Highest HCE Rate			24.32%	24.32%	24.32%	24.32%
Minimum NHCE Rate Needed to Pass			5.00%	8.11%	5.00%	8.11%
Lowest NHCE Rate			7.69%	7.69%	10.72%	10.72%
Minimum Allocation Gateway Test:			Pass	Fail	Pass	Pass

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Annual Accrual Rates using Current Compensation
For the Plan Year ending December 31, 2019

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Normal Rates</u>	<u>Normal Rates*</u>	<u>Most Valuable Rates</u>	<u>Most Valuable Rates*</u>
xxx-xx-0002	Doe, John	Y	7.47%	11.53%	9.31%	13.37%
xxx-xx-0005	HCE Owner	Y	7.51%	9.95%	8.21%	10.65%
xxx-xx-0004	HCE Three	Y	24.28%	42.72%	29.71%	48.15%
xxx-xx-0003	HCE Two	Y	17.53%	30.79%	21.53%	34.79%
xxx-xx-0009	Current Term One	N	15.45%	23.12%	19.03%	26.70%
xxx-xx-0010	Current Term Two	N	13.95%	24.46%	19.34%	29.85%
xxx-xx-0019	NHCE Eight	N	7.01%	7.01%	8.63%	8.63%
xxx-xx-0013	NHCE Five	N	6.73%	9.73%	8.25%	11.25%
xxx-xx-0011	NHCE Four	N	1.88%	1.88%	1.89%	1.89%
xxx-xx-0027	NHCE Nine	N	19.28%	19.28%	23.90%	23.90%
xxx-xx-0001	NHCE One	N	10.32%	14.66%	13.08%	17.42%
xxx-xx-0018	NHCE Seven	N	19.36%	40.51%	24.08%	45.23%
xxx-xx-0023	NHCE Six	N	5.31%	7.13%	6.24%	8.06%
xxx-xx-0007	NHCE Three	N	6.11%	7.81%	7.31%	9.01%
xxx-xx-0022	NHCE Two	N	25.28%	42.98%	30.42%	48.12%
	Total HCEs		4	4	4	4
	100% HCE Average		14.20%	23.75%	17.19%	26.74%
	70% HCE Average		9.94%	16.62%	12.03%	18.72%
	Total NHCEs		11	11	11	11
	100% NHCE Average		11.88%	18.05%	14.74%	20.91%
	Average Benefit Percentage Test:			Pass		Pass
	(To pass the ABPT, the "100% NHCE Average" must be greater than or equal to the "70% HCE Average")					
	Number of HCEs for Concentration Test:		4			
	Number of NHCEs for Concentration Test:		11			
	Concentration Percentage:		73.00%			
	Safe Harbor Ratio:		40.25%			
	Midpoint Ratio:		35.25%			
	Unsafe Harbor Ratio:		30.25%			

* Average Benefits Percentage Test (ABPT) rates

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Accrued to Date Rates using Current Compensation
For the Plan Year ending December 31, 2019

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Normal Rates</u>	<u>Normal Rates*</u>	<u>Most Valuable Rates</u>	<u>Most Valuable Rates*</u>
xxx-xx-0002	Doe, John	Y	5.39%	8.34%	6.75%	9.70%
xxx-xx-0005	HCE Owner	Y	7.36%	8.72%	8.00%	9.36%
xxx-xx-0004	HCE Three	Y	18.96%	32.46%	23.42%	36.92%
xxx-xx-0003	HCE Two	Y	14.41%	24.32%	18.15%	28.06%
xxx-xx-0009	Current Term One	N	15.91%	24.45%	19.15%	27.69%
xxx-xx-0010	Current Term Two	N	9.54%	17.70%	12.04%	20.20%
xxx-xx-0019	NHCE Eight	N	6.63%	6.63%	8.04%	8.04%
xxx-xx-0013	NHCE Five	N	6.44%	8.56%	7.74%	9.86%
xxx-xx-0011	NHCE Four	N	3.21%	3.21%	3.23%	3.23%
xxx-xx-0027	NHCE Nine	N	18.91%	18.91%	22.64%	22.64%
xxx-xx-0001	NHCE One	N	9.67%	12.89%	11.91%	15.13%
xxx-xx-0018	NHCE Seven	N	17.54%	32.87%	21.27%	36.60%
xxx-xx-0023	NHCE Six	N	5.78%	7.64%	6.78%	8.64%
xxx-xx-0007	NHCE Three	N	5.02%	6.28%	5.93%	7.19%
xxx-xx-0022	NHCE Two	N	25.20%	43.51%	29.66%	47.97%
	Total HCEs		4	4	4	4
	100% HCE Average		11.53%	18.46%	14.08%	21.01%
	70% HCE Average		8.07%	12.92%	9.86%	14.71%
	Total NHCEs		11	11	11	11
	100% NHCE Average		11.26%	16.60%	13.49%	18.84%
	Average Benefit Percentage Test:			Pass		Pass
	(To pass the ABPT, the "100% NHCE Average" must be greater than or equal to the "70% HCE Average")					
	Number of HCEs for Concentration Test:		4			
	Number of NHCEs for Concentration Test:		11			
	Concentration Percentage:		73.00%			
	Safe Harbor Ratio:		40.25%			
	Midpoint Ratio:		35.25%			
	Unsafe Harbor Ratio:		30.25%			

* Average Benefits Percentage Test (ABPT) rates

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

General Test - Accrual Rates Annual Accrual (Current Comp)

<u>Normal Rate</u>	<u>Most Valuable Rate</u>	<u>HCEs</u>	<u>NHCEs</u>	<u>HCE %</u>	<u>NHCE %</u>	<u>Ratio</u>	<u>70% HCE Average Rate</u>	<u>NHCE Average Rate</u>
7.47%	9.31%	3	6	75.00%	54.55%	72.73%	N/A	N/A
7.51%	8.21%	3	6	75.00%	54.55%	72.73%	N/A	N/A
17.53%	21.53%	2	3	50.00%	27.27%	54.55%	12.92%	16.60%
24.28%	29.71%	1	1	25.00%	9.09%	36.36%	12.92%	16.60%
Average Benefit Percentage Test:							12.92%	16.60%
Number of HCEs for Concentration Test:				4				
Number of NHCEs for Concentration Test:				11				
Concentration Percentage:				73.00%				
Safe Harbor Ratio:				40.25%				
Midpoint Ratio:				35.25%				
Unsafe Harbor Ratio:				30.25%				
Total Highly Compensated Employees				4				
Total Non-highly Compensated Employees				11				

This plan passes 401(a)(4).

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Gateway Allocation Rates Plan Year Ending December 31, 2019

Name	Att Age	Ret Age	Current Alloc	Defined Contribution				Current Accrual	APR	PV Factor	Defined Benefit			
				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate
Doe, John	44	62	2,707.00	41,530.00	41,530.00	6.52	6.52	74.13	101.829	4.34245	41,530.00	41,530.00	4.19	4.19
HCE Owner	54	62	36,000.00	239,295.00	239,295.00	15.04	15.04	419.05	101.829	1.92060	239,295.00	239,295.00	9.28	9.28
HCE Three	25	62	3,362.00	52,318.00	52,318.00	6.43	6.43	100.93	101.829	20.45975	52,318.00	52,318.00	0.96	0.96
HCE Two	29	62	3,448.00	55,455.00	55,455.00	6.22	6.22	94.12	101.829	14.76323	55,455.00	55,455.00	1.17	1.17
Current Term One	32	62	2,454.63	36,204.00	36,204.00	6.78	6.78	63.27	101.829	11.55825	36,204.00	36,204.00	1.54	1.54
Current Term Two	37	62	5,036.32	74,282.00	74,282.00	6.78	6.78	252.96	101.829	7.68676	74,282.00	74,282.00	4.51	4.51
NHCE Eight	46	62	4,850.68	71,544.00	71,544.00	6.78	6.78	130.65	101.829	3.68872	71,544.00	71,544.00	5.04	5.04
NHCE Five	47	62	1,979.08	29,190.00	29,190.00	6.78	6.78	54.00	101.829	3.39974	29,190.00	29,190.00	5.54	5.54
NHCE Four	72	72	1,018.76	15,026.00	15,026.00	6.78	6.78	10.74	79.233	1.00000	15,026.00	15,026.00	5.66	5.66
NHCE Nine	29	62	2,129.53	31,409.00	31,409.00	6.78	6.78	61.41	101.829	14.76323	31,409.00	31,409.00	1.35	1.35
NHCE One	39	62	4,471.88	65,957.00	65,957.00	6.78	6.78	129.12	101.829	6.52956	65,957.00	65,957.00	3.05	3.05
NHCE Seven	29	62	3,372.91	49,748.00	49,748.00	6.78	6.78	99.50	101.829	14.76323	49,748.00	49,748.00	1.38	1.38
NHCE Six	50	62	2,430.43	35,847.00	35,847.00	6.78	6.78	52.80	101.829	2.66169	35,847.00	35,847.00	5.64	5.64
NHCE Three	51	62	4,301.30	63,441.00	63,441.00	6.78	6.78	133.26	101.829	2.45317	63,441.00	63,441.00	8.72	8.72
NHCE Two	25	62	2,140.92	31,577.00	31,577.00	6.78	6.78	57.70	101.829	20.45975	31,577.00	31,577.00	0.91	0.91

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Average Benefit Test
Annual Accrual (Current Comp) Rates
Mortality Table: UP-84
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2019

Name	Att Age	Ret Age	Current Salary	Total Contrib	APR	Accum Factor	Current Accrual	Normal Form Factor	Most Val Form Factor	Normal Accrual Rate	Most Val Accrual Rate
Doc, John	44	65	3,460.83	2,707.00	95.382	5.54657	74.13	1.36362	1.62874	7.47	9.31
HCE Owner	54	65	19,941.25	36,000.00	95.382	2.45317	419.05	1.36362	1.24627	7.51	8.21
HCE Three	25	65	4,359.83	3,362.00	95.382	26.13301	100.93	1.36362	2.71991	24.28	29.71
HCE Two	29	65	4,621.25	3,448.00	95.382	18.85691	94.12	1.36362	2.44164	17.53	21.53
Current Term One	32	65	3,017.00	2,454.63	95.382	14.76323	63.27	1.36362	2.25163	15.45	19.03
Current Term Two	37	65	6,190.17	5,036.32	95.382	9.81822	252.96	1.36362	1.96718	13.95	19.34
NHCE Eight	46	65	5,962.00	4,850.68	95.382	4.71156	130.65	1.36362	1.54335	7.01	8.63
NHCE Five	47	65	2,432.50	1,979.08	95.382	4.34245	54.00	1.36362	1.50241	6.73	8.25
NHCE Four	72	72	1,252.17	1,018.76	79.232	1.00000	10.74	1.00000	1.01077	1.88	1.89
NHCE Nine	29	65	2,617.42	2,129.53	95.382	18.85691	61.41	1.36362	2.44164	19.28	23.90
NHCE One	39	65	5,496.42	4,471.88	95.382	8.34014	129.12	1.36362	1.86386	10.32	13.08
NHCE Seven	29	65	4,145.67	3,372.91	95.382	18.85691	99.50	1.36362	2.44164	19.36	24.08
NHCE Six	50	65	2,987.25	2,430.43	95.382	3.39974	52.80	1.36362	1.38636	5.31	6.24
NHCE Three	51	65	5,286.75	4,301.30	95.382	3.13340	133.26	1.36362	1.34981	6.11	7.31
NHCE Two	25	65	2,631.42	2,140.92	95.382	26.13301	57.70	1.36362	2.71991	25.28	30.42

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Average Benefit Percentage Test
Annual Accrual (Current Comp) Rates
Mortality Table: UP-84
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2019

Name	Att Age	Ret Age	Current Salary	Total Contrib	APR	Accum Factor	Current Accrual	Normal Form Factor	Most Val Form Factor	Normal Accrual Rate	Most Val Accrual Rate
Doe, John	44	65	3,460.83	5,122.00	95.382	5.54657	74.13	1.36362	1.62874	11.53	13.37
HCE Owner	54	65	19,941.25	54,900.00	95.382	2.45317	419.05	1.36362	1.24627	9.95	10.65
HCE Three	25	65	4,359.83	6,297.00	95.382	26.13301	100.93	1.36362	2.71991	42.72	48.15
HCE Two	29	65	4,621.25	6,548.00	95.382	18.85691	94.12	1.36362	2.44164	30.79	34.79
Current Term One	32	65	3,017.00	3,950.63	95.382	14.76323	63.27	1.36362	2.25163	23.12	26.70
Current Term Two	37	65	6,190.17	11,357.32	95.382	9.81822	252.96	1.36362	1.96718	24.46	29.85
NHCE Eight	46	65	5,962.00	4,850.68	95.382	4.71156	130.65	1.36362	1.54335	7.01	8.63
NHCE Five	47	65	2,432.50	3,580.08	95.382	4.34245	54.00	1.36362	1.50241	9.73	11.25
NHCE Four	72	72	1,252.17	1,018.76	79.232	1.00000	10.74	1.00000	1.01077	1.88	1.89
NHCE Nine	29	65	2,617.42	2,129.53	95.382	18.85691	61.41	1.36362	2.44164	19.28	23.90
NHCE One	39	65	5,496.42	7,201.88	95.382	8.34014	129.12	1.36362	1.86386	14.66	17.42
NHCE Seven	29	65	4,145.67	7,807.91	95.382	18.85691	99.50	1.36362	2.44164	40.51	45.23
NHCE Six	50	65	2,987.25	3,953.43	95.382	3.39974	52.80	1.36362	1.38636	7.13	8.06
NHCE Three	51	65	5,286.75	7,031.30	95.382	3.13340	133.26	1.36362	1.34981	7.81	9.01
NHCE Two	25	65	2,631.42	3,840.92	95.382	26.13301	57.70	1.36362	2.71991	42.98	48.12

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Top Heavy Illustration

Determination Date: December 31, 2019

<u>Participant Name</u>	<u>SS Number</u>	<u>Top Heavy Balance</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Current Term One	xxx-xx-0009	25,561.36		25,561.36
Current Term Two	xxx-xx-0010	54,490.29		54,490.29
Doe, John	xxx-xx-0002	22,069.70	22,069.70	
HCE Owner	xxx-xx-0005	285,182.36	285,182.36	
HCE Three	xxx-xx-0004	28,518.46	28,518.46	
HCE Two	xxx-xx-0003	30,484.91	30,484.91	
NHCE Eight	xxx-xx-0019	29,239.87		29,239.87
NHCE Five	xxx-xx-0013	19,144.42		19,144.42
NHCE Four	xxx-xx-0011	5,588.99		5,588.99
NHCE Nine	xxx-xx-0027	6,479.39		6,479.39
NHCE One	xxx-xx-0001	38,833.72		38,833.72
NHCE Seven	xxx-xx-0018	38,090.15		38,090.15
NHCE Six	xxx-xx-0023	16,926.19		16,926.19
NHCE Three	xxx-xx-0007	35,615.55		35,615.55
NHCE Two	xxx-xx-0022	11,790.83		11,790.83
Sub-total		648,016.19	366,255.43	281,760.76
Count			4	11

The total value of the key employees' account balances is 56.5195% of the total value of account balances for all participants.

If the total of all the key employees' account balances is greater than 60% of the total account balances for all participants, the plan is top heavy.

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Top Heavy Illustration
Determination Date: December 31, 2019

<u>Participant Name</u>	<u>SS Number</u>	<u>Value of Accrued Benefit</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Current Term One	xxx-xx-0009	10,041.00		10,041.00
Current Term Two	xxx-xx-0010	26,927.00		26,927.00
Doe, John	xxx-xx-0002	6,254.00	6,254.00	
HCE Owner	xxx-xx-0005	215,547.00	215,547.00	
HCE Three	xxx-xx-0004	9,975.00	9,975.00	
HCE Two	xxx-xx-0003	13,099.00	13,099.00	
NHCE Nine	xxx-xx-0027	3,709.00		3,709.00
NHCE Eight	xxx-xx-0019	41,991.00		41,991.00
NHCE Five	xxx-xx-0013	18,074.00		18,074.00
NHCE Four	xxx-xx-0011	14,527.00		14,527.00
NHCE One	xxx-xx-0001	26,612.00		26,612.00
NHCE Seven	xxx-xx-0018	11,750.00		11,750.00
NHCE Six	xxx-xx-0023	17,376.00		17,376.00
NHCE Three	xxx-xx-0007	48,665.00		48,665.00
NHCE Two	xxx-xx-0022	3,010.00		3,010.00
Sub-total		467,557.00	244,875.00	222,682.00
Count			4	11

The total value of the key employees' present values is 52.3733% of the total value of present values for all participants.

If the total of all the key employees' present values is greater than 60% of the total present values for all participants, the plan is top heavy.

Top Heavy Illustration - Totals

<u>Plan Name</u>	<u>Balance</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
DC & DB SAMPLE PLAN SAMPLE PLAN FOR COMPLIANCE REPORTS	648,016.19	366,255.43	281,760.76
DC & DB SAMPLE PLAN SAMPLE PLAN FOR COMPLIANCE REPORTS	467,557.00	244,875.00	222,682.00
<u>Other Plans</u>			
Balances	125,520.00	125,520.00	0.00
Distributions	7,800.00	0.00	7,800.00
Grand Total	1,248,893.19	736,650.43	512,242.76

The total value of the key employees' account balances is 59% of the total value of account balances for all participants.

If the total of all the key employees' account balances is greater than 60% of the total account balances for all participants, the plan is top heavy.

DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR MULTIPLE DECREMENT SUPPORT

Case: D23:0005
December 30, 2019 (12:10:51)

Compensations and Benefits (PPA) - Adams, John Q

<u>Age</u>	<u>Plan Comp</u>	<u>Minimum Comp</u>	<u>Maximum Comp</u>	<u>Cov Comp/ PIA</u>	<u>415 Limit</u>	<u>Projected Benefit</u>	<u>Accr Bnft</u>	<u>Ser v i c e</u>			
								<u>415 \$</u>	<u>415 %</u>	<u>Flat Bnft</u>	<u>Unit Bnft</u>
41 ¹	1,257.29	1,257.29	1,257.29	7,665.00	0.00	0.00					
42 ²	2,029.78	2,029.78	2,029.78	7,665.00	202.98	81.19					
43	2,318.55	2,318.55	2,318.55	7,665.00	463.71	139.11					
44	2,543.25	2,543.25	2,971.90	7,665.00	891.57	203.46					
45	2,543.25	2,543.25	2,971.90	7,665.00	1,188.76	254.32					
46	2,543.25	2,543.25	2,971.90	7,665.00	1,485.95	305.19					
47	2,543.25	2,543.25	2,971.90	7,665.00	1,783.14	356.05					
48	2,543.25	2,543.25	2,971.90	7,665.00	2,080.33	406.92					
49	2,543.25	2,543.25	2,971.90	7,665.00	2,377.52	457.78					
50	2,543.25	2,543.25	2,971.90	7,665.00	2,674.71	508.65					
51	2,543.25	2,543.25	2,971.90	7,665.00	2,971.90	559.51					
52	2,543.25	2,543.25	2,971.90	7,665.00	2,971.90	610.38					
53	2,034.60	2,034.60	2,971.90	7,665.00	2,971.90	610.38					
54	2,034.60	2,034.60	2,971.90	7,665.00	2,971.90	610.38					
55	2,034.60	2,034.60	2,971.90	7,665.00	2,971.90	610.38					
56	2,497.83	2,497.83	3,228.96	7,665.00	3,228.96	799.31					
57	3,278.66	3,278.66	3,558.89	7,665.00	3,558.89	1,114.74					
58	3,544.87	3,544.87	3,887.50	7,665.00	3,887.50	1,276.15					
59	3,812.00	3,812.00	4,095.83	7,665.00	4,095.83	1,448.56					
60	4,049.50	4,049.50	4,239.44	7,665.00	4,239.44	1,619.80					
61 ³	4,226.18	4,226.18	4,364.47	7,665.00	4,364.47	1,775.00	21.00	20.00	20.00	21.00	21.00
62	4,365.09	4,365.09	4,480.71	7,665.00	4,480.71	1,920.64					
63	4,476.61	4,476.61	4,599.35	7,665.00	4,599.35	2,059.24					
64	4,583.54	4,583.54	4,691.43	7,665.00	4,691.43	2,200.10					
65 ⁴	4,583.54	4,692.60	4,691.43	7,665.00	4,691.43	2,200.10	25.00	24.00	24.00	25.00	24.00

¹ Entry age for EAN

² Entry age

³ Current age

⁴ Normal retirement age

DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR MULTIPLE DECREMENT SUPPORT

Case: D23:0005
December 30, 2019 (12:10:51)

Present Values (PPA) - Adams, John Q

<u>Description @ Age</u>	<u>61</u> ³	<u>62</u>	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	2.78%	2.78%	2.78%	2.78%	2.78%
2. Mortality	0.005611	0.006300	0.007048	0.007864	0.000000
3. Turnover	0.000000	0.000000	0.000000	0.000000	0.000000
4. Disability	0.017330	0.018650	0.019980	0.021300	0.000000
5. Early retirement	0.000000	0.000000	0.000000	0.000000	0.000000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.977156	0.952891	0.927271	0.900383
8. Probability of survival (mort only)	0.973445	0.978938	0.985144	0.992136	1.000000
9. Interest discount	1.000000	0.972952	0.946635	0.921031	0.896119
10. Present value factor	138.984	138.984	138.984	138.984	138.984
11. Actuarial equivalence APR	155.612	152.157	148.650	145.106	141.529
<u>Normal Retirement</u>					
12. Accrued benefit	1,775.00	1,920.64	2,059.24	2,200.10	2,200.10
13. Present value factor	0.00000	0.00000	0.00000	0.00000	125.13923
14. Present value EOY benefit	0.00	0.00	0.00	0.00	240,347.35
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Expected contrib	0.00	0.00	0.00	0.00	0.00
19. Present value EOY contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.760000	0.820000	0.880000	0.940000	1.000000
21. Benefit [12x20]	1,349.00	1,574.92	1,812.13	2,068.09	2,200.10
22. Pres val factor ERA to val	178.285	167.971	157.992	148.334	138.984
23. Present value factor [5x6x7x20x22]	0.00000	0.00000	0.00000	0.00000	0.00000
24. Present value EOY benefit [12x23]	0.00	0.00	0.00	0.00	0.00
<u>Termination</u>					
25. Present value factor [3x6x7x8x10]	0.00000	0.00000	0.00000	0.00000	0.00000
26. Present value EOY benefit [12x25]	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>					
27. Reduction	0.348006	0.374073	0.399919	0.425561	0.451000
28. Benefit [6x12x27]	617.71	718.46	823.53	936.28	992.25
29. Spouse's PVF	197.965	187.051	176.496	166.296	156.407
30. Present value factor [2x7x27x29]	0.38657	0.43071	0.47404	0.51603	0.00000
31. Present value EOY benefit [12x30]	742.46	827.24	910.47	991.11	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
32. Benefit	0.00	0.00	0.00	0.00	0.00
33. Present value factor [2x7x9x32/12]	0.00000	0.00000	0.00000	0.00000	0.00000
34. Present value EOY benefit [12x33]	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
35. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
36. Benefit [12x35]	1,775.00	1,920.64	2,059.24	2,200.10	2,200.10
37. Present value factor	148.135	138.201	128.638	119.448	110.627
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	2.56717	5.08573	7.53485	9.89405	9.89405
39. Present value EOY benefit [12x38]	4,930.62	9,767.86	14,471.74	19,002.91	19,002.91
<u>Compensations</u>					
40. Compensation	54,101.04	55,184.40	56,291.28	57,415.68	0.00
41. PVComp	54,101.04	102,903.73	143,999.52	179,710.73	179,710.73
42. PVComp @ entry	242,931.31	255,201.62	265,534.20	274,512.96	274,512.96
43. PV \$10K/year	10,000.00	18,843.57	26,144.13	32,363.89	32,363.89
44. PV \$10K/year @ entry	114,296.38	116,519.89	118,355.44	119,919.26	119,919.26

DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR MULTIPLE DECREMENT SUPPORT

Case: D23:0005
December 30, 2019 (12:11:53)

Compensations and Benefits (FAS) - Adams, John Q

<u>Age</u>	<u>Plan Comp</u>	<u>Minimum Comp</u>	<u>Maximum Comp</u>	<u>Cov Comp/ PIA</u>	<u>415 Limit</u>	<u>Projected Benefit</u>	<u>Accr Bnft</u>	<u>Service</u>			
								<u>415 \$</u>	<u>415 %</u>	<u>Flat Bnft</u>	<u>Unit Bnft</u>
41 ¹	1,257.29	1,257.29	1,257.29	0.00	0.00	0.00					
42 ²	2,029.78	2,029.78	2,029.78	0.00	202.98	0.00					
43	2,318.55	2,318.55	2,318.55	0.00	463.71	0.00					
44	2,543.25	2,543.25	2,971.90	0.00	891.57	0.00					
45	2,543.25	2,543.25	2,971.90	0.00	1,188.76	0.00					
46	2,543.25	2,543.25	2,971.90	0.00	1,485.95	0.00					
47	2,543.25	2,543.25	2,971.90	0.00	1,783.14	0.00					
48	2,543.25	2,543.25	2,971.90	0.00	2,080.33	0.00					
49	2,543.25	2,543.25	2,971.90	0.00	2,377.52	0.00					
50	2,543.25	2,543.25	2,971.90	0.00	2,674.71	0.00					
51	2,543.25	2,543.25	2,971.90	0.00	2,971.90	0.00					
52	2,543.25	2,543.25	2,971.90	0.00	2,971.90	0.00					
53	2,034.60	2,034.60	2,971.90	0.00	2,971.90	0.00					
54	2,034.60	2,034.60	2,971.90	0.00	2,971.90	0.00					
55	2,034.60	2,034.60	2,971.90	0.00	2,971.90	0.00					
56	2,497.83	2,497.83	3,228.96	0.00	3,228.96	0.00					
57	3,278.66	3,278.66	3,558.89	0.00	3,558.89	0.00					
58	3,544.87	3,544.87	3,887.50	0.00	3,887.50	0.00					
59	3,812.00	3,812.00	4,095.83	0.00	4,095.83	0.00					
60	4,049.50	4,049.50	4,239.44	0.00	4,239.44	0.00					
61 ³	4,226.18	4,226.18	4,364.47	0.00	4,364.47	1,775.00	21.00	20.00	20.00	21.00	21.00
62	4,347.03	4,347.03	4,450.61	0.00	4,584.13	1,912.69					
63	4,422.05	4,422.05	4,508.42	0.00	4,782.98	2,034.14					
64	4,473.73	4,473.73	4,508.42	0.00	4,926.47	2,147.39					
65 ⁴	4,473.73	4,508.42	4,508.42	0.00	5,074.27	2,147.39	25.00	24.00	24.00	25.00	24.00

¹ Entry age for EAN

² Entry age

³ Current age

⁴ Normal retirement age

DEFINED BENEFIT SAMPLE PLAN

SAMPLE PLAN FOR MULTIPLE DECUREMENT SUPPORT

Case: D23:0005
December 30, 2019 (12:11:53)

Present Values (FAS) - Adams, John Q

<u>Description @ Age</u>	<u>61</u> ³	<u>62</u>	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	4.00%	4.00%	4.00%	4.00%	4.00%
2. Mortality	0.004206	0.004598	0.004985	0.005381	0.000000
3. Turnover	0.000000	0.000000	0.000000	0.000000	0.000000
4. Disability	0.017330	0.018650	0.019980	0.021300	0.000000
5. Early retirement	0.070000	0.130000	0.100000	0.080000	0.000000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.910039	0.773396	0.678749	0.607860
8. Probability of survival (mort only)	0.980968	0.985111	0.989662	0.994619	1.000000
9. Interest discount	1.000000	0.961538	0.924556	0.888996	0.854804
10. Present value factor	138.736	138.736	138.736	138.736	0.000
<u>Normal Retirement</u>					
11. Accrued benefit	1,775.00	1,912.69	2,034.14	2,147.39	2,147.39
12. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	149,689.67
13. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	155,770.50
14. Service cost	0.00	0.00	0.00	0.00	7,417.64
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Present value of contrib	0.00	0.00	0.00	0.00	0.00
19. Expected contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.760000	0.820000	0.880000	0.940000	1.000000
21. Benefit	1,349.00	1,574.92	1,812.13	2,068.09	2,200.10
22. Pres val factor ERA to val	177.117	166.908	157.118	147.731	138.736
23. Present value of benefit (ABO)	16,725.07	45,465.44	64,446.05	77,830.42	0.00
24. Present value of benefit (PBO)	16,725.07	45,465.44	64,446.05	77,830.42	0.00
25. Service cost	16,725.07	18,132.79	19,078.52	19,753.20	0.00
<u>Termination</u>					
26. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
27. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
28. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>					
29. Reduction	0.348006	0.374073	0.399919	0.425561	0.451000
30. Benefit	617.71	718.46	823.53	936.28	992.25
31. Present value of benefit (ABO)	513.19	518.67	482.49	459.03	0.00
32. Present value of benefit (PBO)	513.19	533.50	504.85	485.92	0.00
33. Service cost	513.19	25.40	24.04	23.14	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
34. Benefit	0.00	0.00	0.00	0.00	0.00
35. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
36. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
37. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
38. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
39. Benefit	1,775.00	1,912.69	2,034.14	2,147.39	0.00
40. Pres val factor NRA to val	166.908	157.118	147.731	138.736	0.000
41. Present value of benefit (ABO)	5,134.20	9,867.50	13,919.49	17,479.72	0.00
42. Present value of benefit (PBO)	5,134.20	10,002.84	14,242.62	18,011.37	0.00
43. Service cost	5,134.20	5,366.04	5,567.93	5,747.39	0.00
<u>Compensations</u>					
44. Compensation	54,101.04	55,184.40	56,291.28	57,415.68	0.00

CASH BALANCE PLAN SAMPLE PLAN FOR PARTICIPANT SUPPORT PAGE

PPA Actuarial Data - EOY Cash Balance
Val Date: 12/31/2019

12/24/2019 8:16:21 AM

John Q Adams
000-00-7800

EE#: Loc: 0

Personal Information

Officer: Y Key: Y HCE: Y
Sex: M Stat Code: A
Form: 0 #YrsCC 0 J&S%: 0

Spouse's DOB: None
Primary beneficiary: None

Formula Group: 1
Elig Unitized? Y

History

Dates and Values

Plan Year	Elig Comp	Tot Comp Hours	Date	Age	Years	----	415 Years----
12/31/2013	255,469.31	255,469.31 1,000	DOB 10/20/1963	56	Acc Yr	7.00	VD-prt 7.00
12/31/2014	265,000.00	265,000.00 1,000	DOH 01/01/2005	41	Max Acc	13.00	VD-svc 15.00
12/31/2015	265,000.00	265,000.00 1,000	DOE 01/01/2013	49	Vest Yr	7.00	RD-prt 13.00
12/31/2016	265,000.00	265,000.00 1,000	NRD 10/20/2025	62	Vest Pct	100.00	RD-svc 21.00
12/31/2017	270,000.00	270,000.00 1,000	ERD 10/20/2025	62	Vst Strt	01/01/2013	
12/31/2018	278,100.00	278,100.00 1,000	SSRA	67	Acc Strt	01/01/2013	
12/31/2019	294,786.00	294,786.00 0	DOT		Exp Fut Svc	6.000	
			REH				

-----Average Comp for-----					
	Benefits	Top Heavy	415	Benefits	Max Ben
Projected	23,333.33	23,333.33	23,333.33	11,205.28	18,750.00
Funding	23,333.33	23,333.33	23,333.33	11,205.28	18,750.00
Accrued	23,333.33	22,583.33	22,916.67	6,604.89	13,124.99
Prior			22,500.00	5,727.31	10,999.99
Cert PIA	3,060.90	End of Yr Accrued		6,604.89	

----- Benefit Adjustments -----				-----APRs-----		
	Forced Max	Offsets	Add ons	Int Lvl	AEQ	161.485
Projected	0.00	0.00	0.00	0	TH	161.485
Funding	0.00	0.00	0.00	0	417e	130.322
Accrued	0.00	0.00	0.00	0	PBGC	130.322

---- PVABs for ----		----- 430 MIN -----		----- 404 MAX -----	
AEQ	795,905	Fdg Tgt	673,178.00	Fdg Tgt	739,341.00
TH	795,905	Tgt NC	103,149.00	Tgt NC	113,287.00
417(e)	860,762	PVFund	118.12037	PVFund	139.45684
PBGC	718,102	EIR %	5.43%		

---EOY Cash Bal---		----- PVFBs -----		----- Ins. Policy -----	
Beg Bal	696,134.10	PVFB	702,639.11	Face Amount	0
Int Cred	34,806.71	PVER	0.00	Curr CSV	0
Exp Ctb	112,000.00	PV Term	0.00	CSV @ NRD	0
Dst Dt		PV Dis	0.00	Premium	0.00
Distrib	0.00	PV Dth	0.00	-- FASB dx	5.00% ---
Dst Int	0.00	PVFCom	1,839,550.02	ABO	795,905
Curr Bal	842,940.81			PBO	690,155
Basis	617,640.00			PBO SC	112,522
				PVFAS	120.50241

-----ASSUMPTIONS-----			
Lump Sum	Y	Curr Int	5.00%
Disregard Prior	Y	Future Int	4.00%
Ctb Input	N	Unitized	1