



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 FOR PPA REPORTS

Actuarial Valuation
Plan Year: January 1, 2021 to December 31, 2021
Valuation Date: January 1, 2021

Prepared by
Actuarial Systems Corporation
February 15, 2021

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

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Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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 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 FOR PPA REPORTS**

Determination of Minimum Contribution

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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: 1/1/2021</u>
(a) Target Normal Cost	\$161,657
(b) Shortfall Amortization Payment (outstanding balance \$1,149,879 as of 1/1/2021)	\$259,378
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2021)	\$0
Total Charges	\$421,035
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$18,501
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$18,501
Minimum Balance of Contribution Due as of the beginning of the year	\$402,534
Interest at effective interest rate of 4.94%	\$19,830
Minimum Balance of Contribution Due as of the end of the year	\$422,364
Interest at effective interest rate to 8 1/2 months past the end of the year	\$14,647
Additional interest for quarterly payments made after the due date	\$15,332
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$452,343

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

Determination of Maximum Deductible Contribution

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

(a)	Minimum contribution due as of the beginning of the year	\$421,035
(b)	Target Normal Cost	\$206,561
(c)	Funding Target	\$8,806,926
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$8,806,926
(3)	50% of Funding Target	\$4,403,463
(4)	Increase in Funding Target due to salary increases	\$493,005
(5)	Cushion Amount (d3) + (d4)	\$4,896,468
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$13,909,955
(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)	\$13,909,955
(j)	Actuarial Value of Assets	\$6,120,444
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$7,789,511

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

Funded Status
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$6,487,432	\$7,251,822
(b) Actuarial Value of Assets	\$5,639,332	\$6,120,444
(c) Carryover Balance	\$0	\$0
(d) Prefunding Balance	\$17,620	\$18,501
(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>	86.65%	84.14%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	86.65%	84.14%
(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>	\$865,720	\$1,149,879
(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>		\$6,101,943
(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		84.14%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Shortfall Amortization
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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>
01/01/2015	7-year	1	\$11,239	\$11,239
01/01/2016	7-year	2	\$36,159	\$71,157
01/01/2017	7-year	3	\$911	\$2,646
01/01/2018	7-year	4	\$79,726	\$303,859
01/01/2019	7-year	5	\$16,220	\$76,052
01/01/2020	7-year	6	\$43,587	\$238,867
01/01/2021	7-year	7	<u>\$71,536</u>	<u>\$446,059</u>
Total			\$259,378	\$1,149,879
Shortfall Amortization Charge (sum of installments, no less than zero):			\$259,378	

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

Quarterly Contributions
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	86.65%
(b)	90% of minimum required contribution for the plan year	\$378,932
(c)	100% of minimum required contribution for prior plan year	\$342,417
(d)	Lesser of (b) and (c)	\$342,417
(e)	Amount of each installment payment	\$85,604

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2021	\$81,125
(g)	Installment Payment 2	7/15/2021	\$81,125
(h)	Installment Payment 3	10/15/2021	\$81,125
(i)	Installment Payment 4	1/15/2022	\$81,125

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2021 Plan Year
Valuation Date: 1/1/2021

Plan Effective Date: October 1, 1972

EIN: 123456789 PN: 001

1. Funding Target without regard to at-risk	\$7,251,822
2. Actuarial Value of Assets	6,120,444
3. Carryover Balance	0
4. Prefunding Balance	18,501
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	84.39%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage (2-3-4+5)/(1+5)	84.14%

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

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

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1:	3.32% 1.87%	Seg 1:	0.53% Pre-Retirement: 5.00%
	Seg 2:	4.79% 3.12%	Seg 2:	2.31% Post-Retirement: 5.00%
	Seg 3:	5.47% 3.72%	Seg 3:	3.09%
Applicable Date	12/2020	12/2020	11/2020	
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		2021 Applicable Mortality Table from Notice 2019-67	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F
Generational Scale	Male-2019 Generational Mortality Improvement Scales - Male Female-2019 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	2021 Applicable Mortality Table from Notice 2019-67	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F
Generational Scale	Male-2019 Generational Mortality Improvement Scales - Male Female-2019 Generational Mortality Improvement Scales - Female	None	None

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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

4.94%

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 decreased from 3% to 2% to reflect the plan experience.

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2021 to December 31, 2021
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 FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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 FOR PPA REPORTS

Schedule of Active Participant Data
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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	1	1	0	0	0	0	0	0	0	2
Avg Mo Comp	0	5651	5013	0	0	0	0	0	0	0	5332
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	5237	0	5237
55-59	0	0	0	0	0	0	1	0	0	0	1
Avg Mo Comp	0	0	0	0	0	0	14567	0	0	0	14567
60-64	0	0	0	0	0	0	0	0	1	3	4
Avg Mo Comp	0	0	0	0	0	0	0	0	15926	6443	8814
65-69	0	0	0	0	0	1	0	1	0	1	3
Avg Mo Comp	0	0	0	0	0	4558	0	3932	0	9679	6056
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	1	1	0	0	1	1	1	2	4	11
Avg Mo Comp	0	5651	5013	0	0	4558	14567	3932	10581	7252	7627

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

Average Age: 58.2

Average Service: 31

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

Active Participant Census Data
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	01/02/2021	54,696.11
Buchanan, James	M	02/01/1967	07/02/1984	02/01/1988	02/01/2032	62,846.79
Clinton, William	M	11/19/1961	01/03/1995	02/01/1996	11/19/2026	174,812.01
Washington, Martha	M	12/13/1983	05/10/2014	06/01/2015	01/01/2049	60,165.62
Eisenhower, Dwight	M	09/05/1957	03/05/1979	04/01/1980	09/05/2022	74,536.99
Ford, Gerald	M	04/03/1958	03/17/1980	04/01/1981	04/03/2023	55,768.78
Grant, Ulysses	M	11/23/1957	04/30/1976	12/01/1978	11/23/2022	101,670.20
Harrison, Benjamin	M	05/18/1951	11/03/1975	12/01/1976	01/02/2021	116,148.73
Kennedy, John F	M	05/03/1959	06/07/1982	07/01/1983	05/03/2024	191,114.38
Lincoln, Abraham	M	12/02/1951	09/19/1988	10/01/1989	01/02/2021	47,188.42
Taylor, Zachary	M	08/16/1981	06/21/2019	07/01/2020	09/01/2046	67,817.88
Total (11 Participants):						1,006,765.91

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

Inactive Employee Census Data
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	
Doe, Jane	F	07/08/1981	02/11/2015	42,655.10	M=Term >1000 Hrs	09/02/2020	
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	0.00	T=Terminated	10/01/2019	
Fillmore, Millard	M	02/09/1978	04/15/2020	38,782.50	S=Min. Service		
Total (5 Employees):				81,437.60			

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

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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	01/02/2021	1,829.92	258,987	272,598	0
Buchanan, James	02/01/2032	3,666.06	518,854	300,242	6,685
Clinton, William	11/19/2026	11,407.36	1,614,472	955,641	61,663
Washington, Martha	01/01/2049	3,509.66	496,719	23,813	4,004
Eisenhower, Dwight	09/05/2022	4,237.22	599,690	557,324	11,744
Ford, Gerald	04/03/2023	3,214.27	454,912	416,287	9,492
Grant, Ulysses	11/23/2022	6,035.75	854,234	787,950	24,111
Harrison, Benjamin	01/02/2021	9,486.10	1,167,796	1,242,744	0
Kennedy, John F	05/03/2024	13,956.12	1,975,196	1,688,962	39,828
Lincoln, Abraham	01/02/2021	2,483.45	315,150	334,812	0
Taylor, Zachary	09/01/2046	3,164.83	447,915	6,052	4,130
Total (11 Participants)		62,990.74	8,703,925	6,586,425	161,657

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

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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%	65	1,829.92	1,829.92	354,442	354,442
Buchanan, James/100.00%	54	3,509.12	3,509.12	461,156	461,156
Clinton, William/100.00%	59	8,803.37	8,803.37	1,373,248	1,373,248
Washington, Martha/100.00%	37	672.00	672.00	48,942	48,942
Eisenhower, Dwight/100.00%	63	4,166.78	4,166.78	752,505	752,505
Ford, Gerald/100.00%	63	3,112.33	3,112.33	562,074	562,074
Grant, Ulysses/100.00%	63	5,891.03	5,891.03	1,063,898	1,063,898
Harrison, Benjamin/100.00%	70	9,486.10	9,486.10	1,573,154	1,573,154
Kennedy, John F/100.00%	62	13,319.48	13,319.48	2,319,497	2,319,497
Lincoln, Abraham/100.00%	69	2,483.45	2,483.45	426,068	426,068
Taylor, Zachary/20.00%	39	168.93	33.79	13,087	2,618
Active Subtotal (11)		53,442.51	53,307.37	8,948,071	8,937,602

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 FOR PPA REPORTS**

Present Benefits for Term Vested and Inactive
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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%	40	T	12/09/2008	850.00	850.00	67,913	67,913
Doe, Jane/100.00%	39	M	09/02/2020	526.09	526.09	40,755	40,755
Johnson, Lyndon/100.00%	65	T	10/01/2019	2,891.32	2,891.32	560,028	560,028
Term Vested Subtotal (3)				4,267.41	4,267.41	668,696	668,696
Active/Term Subtotal (14)				57,709.92	57,574.78	9,616,767	9,606,298

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 FOR PPA REPORTS**

Present Benefits for Retired
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	81		R	J&S 50%	06/01/2005	1,776.00	216,124.00
Retired Subtotal (1)						1,776.00	216,124.00
Total Participants (15)							
Total Accrued Benefit/PVAB						59,485.92	9,832,891
Total Vested Accrued Benefit/PVVAB						59,350.78	9,822,422

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

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021
Proposed Distribution Date: 1/1/2021

<u>Active</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>						
Adams, John Q	100.00	65	65	1,829.92	258,987	354,442	632,230	354,442	354,442
Buchanan, James	100.00	54	65	3,509.12	272,377	461,156	899,161	461,156	461,156
Clinton, William	100.00	59	65	8,803.37	888,420	1,373,248	2,317,754	1,373,248	1,373,248
Washington, Martha	100.00	37	65	672.00	22,231	48,942	491,500	48,942	48,942
Eisenhower, Dwight	100.00	63	65	4,166.78	524,722	752,505	904,916	752,505	752,505
Ford, Gerald	100.00	63	65	3,112.33	391,934	562,074	677,060	562,074	562,074
Grant, Ulysses	100.00	63	65	5,891.03	741,856	1,063,898	1,234,330	1,063,898	1,063,898
Harrison, Benjamin	100.00	70	65	9,486.10	1,167,800	1,573,154	1,167,801	1,167,801	1,167,801
Kennedy, John F	100.00	62	65	13,319.48	1,584,912	2,319,497	2,374,979	2,319,497	2,319,497
Lincoln, Abraham	100.00	69	65	2,483.45	315,150	426,068	489,071	426,068	426,068
Taylor, Zachary	20.00	39	65	168.93	6,170	13,087	90,604	13,087	2,618
Active Subtotal (11)				53,442.51	6,174,559	8,948,071	11,279,406	8,542,718	8,532,249

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

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021
Proposed Distribution Date: 1/1/2021

<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	40	65	850.00	32,626	67,913		67,913	67,913
Doe, Jane	100.00	39	65	526.09	19,216	40,755		40,755	40,755
Johnson, Lyndon	100.00	65	65	2,891.32	409,205	560,028		560,028	560,028
Terminated Vested Subtotal (3)				4,267.41	461,047	668,696		668,696	668,696

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

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021
Proposed Distribution Date: 1/1/2021

<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	81 65	1,776.00	167,860	216,124		216,124	0
Retired Subtotal (1)			1,776.00	167,860	216,124		216,124	0
Total (15)			59,485.92	6,803,466	9,832,891	11,279,406	9,427,538	9,200,945

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

Accrued Benefit Comparison Report

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

<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	65	65	1,829.92	19,166.66	4,467.14	1,829.92	1,829.92	19,166.66
Buchanan, James	100.00	54	65	3,509.12	19,166.66	5,132.83	3,509.12	3,509.12	10,407.44
Clinton, William	100.00	59	65	8,803.37	19,166.66	14,277.28	8,803.37	8,803.37	15,518.49
Washington, Martha	100.00	37	65	672.00	11,499.99	3,439.69	672.00	672.00	2,418.14
Eisenhower, Dwight	100.00	63	65	4,166.78	19,166.66	6,087.58	4,166.78	4,166.78	19,166.66
Ford, Gerald	100.00	63	65	3,112.33	19,166.66	4,554.74	3,112.33	3,112.33	19,166.66
Grant, Ulysses	100.00	63	65	5,891.03	19,166.66	8,303.62	5,891.03	5,891.03	19,166.66
Harrison, Benjamin	100.00	70	65	9,486.10	25,816.37	9,486.10	9,486.10	9,486.10	25,816.37
Kennedy, John F	100.00	62	65	13,319.48	19,166.66	15,608.71	13,319.48	13,319.48	17,848.71
Lincoln, Abraham	100.00	69	65	2,483.45	25,816.37	3,853.98	2,483.45	2,483.45	25,816.37
Taylor, Zachary	20.00	39	65	168.93	1,916.66	844.65	168.93	33.79	450.73
Total				53,442.51	199,216.01	76,056.32	53,442.51	53,307.37	174,942.89

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

Projected Benefit Comparison Report

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

<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>					
Adams, John Q	100.00	65	65	1,829.92	19,166.66	4,467.14	1,829.92	632,230
Buchanan, James	100.00	54	65	3,666.06	19,166.66	5,237.23	3,666.06	741,220
Clinton, William	100.00	59	65	11,407.36	19,166.66	14,567.67	11,407.36	2,061,748
Washington, Martha	100.00	37	65	3,509.66	19,166.66	5,013.80	3,509.66	709,598
Eisenhower, Dwight	100.00	63	65	4,237.22	19,166.66	6,188.89	4,237.22	875,907
Ford, Gerald	100.00	63	65	3,214.27	19,166.66	4,647.40	3,214.27	657,742
Grant, Ulysses	100.00	63	65	6,035.75	19,166.66	8,441.79	6,035.75	1,194,758
Harrison, Benjamin	100.00	70	65	9,486.10	25,816.37	9,486.10	9,486.10	1,167,805
Kennedy, John F	100.00	62	65	13,956.12	19,166.66	15,926.20	13,956.12	2,254,019
Lincoln, Abraham	100.00	69	65	2,483.45	25,816.37	3,853.98	2,483.45	489,070
Taylor, Zachary	20.00	39	65	3,164.83	19,166.66	5,651.49	3,164.83	799,850
Total				62,990.74	224,132.68	83,481.69	62,990.74	11,583,947

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

PPA Funding Values

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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 / 65	1,829.92	0.00	148.967	272,598	272,598	0	A
Buchanan, James / 54	3,509.12	78.13	85.560	300,242	300,242	6,685	A
Clinton, William / 59	8,803.37	568.04	108.554	955,641	955,641	61,663	A
Washington, Martha / 37	672.00	112.98	35.436	23,813	23,813	4,004	A
Eisenhower, Dwight / 63	4,166.78	87.81	133.754	557,324	557,324	11,744	A
Ford, Gerald / 63	3,112.33	70.96	133.754	416,287	416,287	9,492	A
Grant, Ulysses / 63	5,891.03	180.27	133.754	787,950	787,950	24,111	A
Harrison, Benjamin / 70	9,486.10	0.00	131.007	1,242,744	1,242,744	0	A
Kennedy, John F / 62	13,319.48	314.09	126.804	1,688,962	1,688,962	39,828	A
Lincoln, Abraham / 69	2,483.45	0.00	134.817	334,812	334,812	0	A
Taylor, Zachary / 39	168.93	115.28	35.826	6,052	1,210	4,130	B
Active Subtotal	53,442.51	1,527.56		6,586,425	6,581,583	161,657	
<u>Retirees & Vesteds*</u>							
Coolidge, Calvin / 40	850.00	0.00	38.027	32,322	32,322	0	T
Doe, Jane / 39	526.09	0.00	38.276	20,137	20,137	0	M
Jefferson, Thomas / 81	1,776.00	0.00	102.605	182,226	182,226	0	R
Johnson, Lyndon / 65	2,891.32	0.00	148.967	430,712	430,712	0	T
Vesteds Subtotal	4,267.41	0.00		483,171	483,171	0	
Retirees Subtotal	1,776.00	0.00		182,226	182,226	0	
Total	59,485.92	1,527.56		7,251,822	7,246,980	161,657	
Total Minimum Funding Values at Valuation Date						7,413,479	

+ Vested amounts shown in all columns for Terminated Vesteds

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

PPA Funding Values

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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 / 65	1,829.92	0.00	173.776	317,996	317,996	0	A
Buchanan, James / 54	3,509.12	78.13	118.778	416,806	416,806	9,281	A
Clinton, William / 59	8,803.37	568.04	139.500	1,228,073	1,228,073	79,242	A
Washington, Martha / 37	672.00	112.98	65.157	43,785	43,785	7,362	A
Eisenhower, Dwight / 63	4,166.78	87.81	161.074	671,160	671,160	14,143	A
Ford, Gerald / 63	3,112.33	70.96	161.074	501,315	501,315	11,430	A
Grant, Ulysses / 63	5,891.03	180.27	161.074	948,891	948,891	29,036	A
Harrison, Benjamin / 70	9,486.10	0.00	149.501	1,418,179	1,418,179	0	A
Kennedy, John F / 62	13,319.48	314.09	155.201	2,067,196	2,067,196	48,747	A
Lincoln, Abraham / 69	2,483.45	0.00	154.536	383,782	383,782	0	A
Taylor, Zachary / 39	168.93	115.28	63.497	10,727	2,145	7,320	B
Active Subtotal	53,442.51	1,527.56		8,007,910	7,999,328	206,561	
<u>Retirees & Vesteds*</u>							
Coolidge, Calvin / 40	850.00	0.00	68.532	58,252	58,252	0	T
Doe, Jane / 39	526.09	0.00	70.715	37,203	37,203	0	M
Jefferson, Thomas / 81	1,776.00	0.00	113.243	201,120	201,120	0	R
Johnson, Lyndon / 65	2,891.32	0.00	173.776	502,441	502,441	0	T
Vesteds Subtotal	4,267.41	0.00		597,896	597,896	0	
Retirees Subtotal	1,776.00	0.00		201,120	201,120	0	
Total	59,485.92	1,527.56		8,806,926	8,798,344	206,561	
Total Maximum Values at Valuation Date						9,013,487	

+ Vested amounts shown in all columns for Terminated Vesteds

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

PPA Funding Values

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

(a) Values as of 1/1/2021		<u>Minimum</u>	<u>Maximum</u>
(1)	Funding Target	7,251,822	8,806,926
(2)	Target Normal Cost	161,657	206,561

(b) Minimum Funding Target as of 1/1/2021		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
(1)	Retirees Receiving Payments	1	182,226	182,226
(2)	Terminated Vesteds	3	483,171	483,171
(3)	Actives	11	6,581,583	6,586,425
(4)	Total	15	7,246,980	7,251,822

CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS

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

Prepared by
Actuarial Systems Corporation
February 15, 2021

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS
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Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020**

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CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

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 CASH BALANCE PLAN SAMPLE 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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Minimum Contribution

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

Valuation Date: 12/31/2020

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: 12/31/2020</u>
(a) Target Normal Cost	\$115,067
(b) Shortfall Amortization Payment (outstanding balance \$119,260 as of 12/31/2020)	\$21,621
(c) Waiver Amortization Payment (outstanding balance \$0 as of 12/31/2020)	\$0
Total Charges	\$136,688
<u>Credits</u>	
(d) Available carryover balance	\$0
Interest at effective interest rate of 5.29%	\$0
Total	\$0
(e) Available prefunding balance	\$13,070
Interest at effective interest rate of 5.29%	\$691
Total	\$13,761
(f) Pre-contributions \$0	
Pre-contributions adjusted to valuation date	\$0
Discounted contributions deposited after valuation date	\$0
Total (f)	\$0
Total Credits	\$13,761
Minimum Balance of Contribution Due as of the end of the year	\$122,927
Interest at effective interest rate to 8 1/2 months past the end of the year	\$4,563
Additional interest for quarterly payments made after the due date	\$6,145
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$133,634

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution

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

Valuation Date: 12/31/2020

(a)	Minimum contribution due as of the end of the year	\$136,688
(b)	Target Normal Cost	\$131,178
(c)	Funding Target	\$984,030
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$984,030
(3)	50% of Funding Target	\$492,015
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$492,015
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$1,607,223
(f)	Target Normal Cost with At Risk Loads	\$136,425
(g)	Funding Target with At Risk Loads	\$1,017,744
(h)	Total (f) + (g)	\$1,154,169
(i)	Greater of (e) and (h)	\$1,607,223
(j)	Actuarial Value of Assets	\$764,617
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$842,606

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$701,038	\$870,115
(b) Actuarial Value of Assets	\$654,728	\$764,617
(c1) Carryover Balance Beginning of Year	\$0	\$0
(c2) Carryover Balance End of Year	\$0	\$0
(d1) Prefunding Balance Beginning of Year	\$12,448	\$13,070
(d2) Prefunding Balance End of Year	\$13,124	\$13,762
(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>	91.52%	86.29%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c2)-(d2)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	91.52%	86.29%
(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>	\$59,434	\$119,260
(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>		\$750,855
(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		76.21%
(l1) Credit balance reduction to increase AFTAP to 60% or 80% (BOY)		\$13,071 *
(l2) Credit balance reduction to increase AFTAP to 60% or 80% (EOY)		\$13,762 *

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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

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>
12/31/2017	7-year	4	\$2,981	\$11,311
12/31/2018	7-year	5	\$1,935	\$9,019
12/31/2019	7-year	6	\$5,699	\$30,981
12/31/2020	7-year	7	<u>\$11,006</u>	<u>\$67,949</u>
Total			\$21,621	\$119,260
Shortfall Amortization Charge (sum of installments, no less than zero):			\$21,621	

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

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

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	91.52%
(b)	90% of minimum required contribution for the plan year	\$123,019
(c)	100% of minimum required contribution for prior plan year	\$120,816
(d)	Lesser of (b) and (c)	\$120,816
(e)	Amount of each installment payment	\$30,204

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2020	\$29,907
(g)	Installment Payment 2	7/15/2020	\$29,907
(h)	Installment Payment 3	10/15/2020	\$29,907
(i)	Installment Payment 4	1/15/2021	\$29,907

Due to the Coronavirus Aid, Relief and Economic Security (CARES) Act, any quarterly payment deadlines occurring during the 2020 calendar year (without regard to the plan year) have been extended to January 1, 2021.

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Adjusted Funding Target Attainment Percentage (AFTAP)

Certification for 2021 Plan Year

Valuation Date: 12/31/2020

Plan Effective Date: January 1, 2013

EIN: 68-0123456 PN: 002

1. Funding Target without regard to at-risk	\$870,115
2. Target Normal Cost without regard to at-risk	115,067
3. Actuarial Value of Assets	764,617
4. Pre-Contributions and Interest	0
5. Discounted Contributions made after Valuation Date	0
6. Carryover Balance	0
7. Prefunding Balance	13,762
8. Annuity Purchases for NHCEs in Prior Two Years	0
9. Funding Percentage for IRC Section 436(j)(3) $(3+4+5)/(1+2)$	77.61%
10. Item 9 at least 100%?	No
11. Certified Adjusted Funding Target Attainment Percentage $(3+4+5-6-7+8)/(1+2+8)$	76.21%

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 FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020

	For Funding		For 417(e)	For Actuarial Equiv.	
	<u>Min</u>	<u>Max</u>			
Interest Rates	Seg 1:	3.64%	1.87%	Seg 1: 0.53%	Pre-Retirement: 5.00%
	Seg 2:	5.21%	3.12%	Seg 2: 2.31%	Post-Retirement: 5.00%
	Seg 3:	5.94%	3.72%	Seg 3: 3.09%	
Applicable Date	12/2020	12/2020	11/2020		
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	Normal retirement age 62 and 5 years of participation	
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			95% Lump Sum / 5% 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			5.29%		
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 FOR PPA REPORTS**

Summary of Actuarial Assumptions and Method

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

Valuation Date: 12/31/2020

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 FOR PPA REPORTS

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

Plan Effective Date	January 1, 2013
Plan Year	From January 1, 2020 to December 31, 2020
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 \$19,166.66 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 FOR PPA REPORTS

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

<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 FOR PPA REPORTS

Schedule of Active Participant Data

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

Valuation Date: 12/31/2020

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	1	1	0	0	0	0	0	0	0	2
30-34	0	0	1	0	0	0	0	0	0	0	1
35-39	0	1	0	0	0	0	0	0	0	0	1
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	0	0	0	0	0	0	0	0	0
65-69	0	0	1	0	0	0	0	0	0	0	1
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	3	8	0	0	0	0	0	0	0	11

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

Average Age: 46.1

Average Service: 6

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

<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	41,422.12
Adams, John Q/1	M	10/20/1963	01/01/2005	01/01/2013	10/20/2025	297,733.86
Clinton, William/4	M	03/14/1995	09/04/2012	01/01/2013	03/14/2057	28,780.96
Coolidge, Calvin/4	M	03/17/1988	10/06/2011	01/01/2013	03/17/2050	42,344.25
Buchanan, James/4	M	08/12/1955	06/15/2006	01/01/2013	01/02/2021	43,226.99
Eisenhower, Dwight/3	M	10/26/1974	10/27/2010	01/01/2013	10/26/2036	41,792.79
Ford, Gerald/3	F	01/27/1971	11/03/2006	01/01/2013	01/27/2033	45,211.64
Jefferson, Thomas/4	F	01/22/1963	03/16/2007	01/01/2013	01/22/2025	29,552.60
Johnson, Lyndon/4	M	07/26/1961	07/16/2016	01/01/2018	07/26/2023	48,497.17
Lincoln, Abraham/2	M	11/18/1969	01/01/2005	01/01/2013	11/18/2031	42,124.07
Taylor, Zachary/3	M	08/16/1981	06/21/2019	07/01/2020	08/16/2043	78,816.89
Total (11 Participants):						739,503.34

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

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

<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	0.00	T=Terminated	11/01/2019	
Harrison, Benjamin/4	F	01/23/1991	12/04/2012	0.00	T=Terminated	12/02/2019	
Kennedy, John F/4	M	05/13/1988	09/03/2013	43,998.63	M=Term >1000 Hrs	10/29/2020	
Total (3 Employees):				43,998.63			

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Estimated Retirement Benefits and Current Plan Costs

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

Valuation Date: 12/31/2020

Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP20C 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	440.47	71,051	895	433
Adams, John Q	10/20/2025	11,363.45	1,833,004	831,959	107,156
Clinton, William	03/14/2057	364.12	58,735	1,458	294
Coolidge, Calvin	03/17/2050	407.65	65,757	3,407	493
Buchanan, James	01/02/2021	47.06	7,109	6,231	862
Eisenhower, Dwight	10/26/2036	268.54	43,317	5,986	1,033
Ford, Gerald	01/27/2033	231.79	37,389	8,031	1,176
Jefferson, Thomas	01/22/2025	41.39	6,676	2,999	596
Johnson, Lyndon	07/26/2023	39.53	6,376	2,018	974
Lincoln, Abraham	11/18/2031	0.00	0	0	0
Taylor, Zachary	08/16/2043	572.89	92,411	0	1,538
Total (11 Participants)		13,776.89	2,221,825	862,984	114,555

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Present Benefits for Actives
Actuarial Equivalence Rates
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020

<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>
Angelou, Maya/100.00%	27	62.21	62.21	1,819	1,819
Adams, John Q/100.00%	57	7,535.59	7,535.59	952,410	952,410
Clinton, William/100.00%	26	87.21	87.21	2,429	2,429
Coolidge, Calvin/100.00%	33	129.56	129.56	5,077	5,077
Buchanan, James/100.00%	65	47.06	47.06	7,109	7,109
Eisenhower, Dwight/100.00%	46	98.91	98.91	7,309	7,309
Ford, Gerald/100.00%	50	105.45	105.45	9,472	9,472
Jefferson, Thomas/100.00%	58	25.83	25.83	3,428	3,428
Johnson, Lyndon/100.00%	59	20.76	20.76	2,893	2,893
Lincoln, Abraham/100.00%	51	0.00	0.00	0	0
Taylor, Zachary/0.00%	39	36.13	0.00	1,897	0
Active Subtotal (11)		8,148.71	8,112.58	993,843	991,946

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 FOR PPA REPORTS

Present Benefits for Term Vested and Inactive
Actuarial Equivalence Rates
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020

<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>
Grant, Ulysses*/100.00%	46	T	11/01/2019	24.48	24.48	1,808	1,808
Harrison, Benjamin/100.00%	30	T	12/02/2019	107.46	107.46	3,637	3,637
Kennedy, John F/100.00%	33	M	10/29/2020	105.61	105.61	4,138	4,138
Term Vested Subtotal (3)				237.55	237.55	9,583	9,583
Total Participants (14)				8,386.26	8,350.13	1,003,426	1,001,529

* 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 FOR PPA REPORTS

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP20C U
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020
Proposed Distribution Date: 12/31/2020

<u>Active</u>	<u>Vest</u> <u>Pct</u>	<u>A g e s</u> <u>Curr</u>	<u>Ret</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>
Angelou, Maya	100.00	27	62	62.21	1,819	4,212	157,657	4,212	4,212
Adams, John Q	100.00	57	62	7,535.59	952,410	1,353,104	1,853,549	1,353,104	1,353,104
Clinton, William	100.00	26	62	87.21	2,429	5,728	292,827	5,728	5,728
Coolidge, Calvin	100.00	33	62	129.56	5,077	10,530	551,604	10,530	10,530
Buchanan, James	100.00	65	62	47.06	7,109	9,124	503,748	9,124	9,124
Eisenhower, Dwight	100.00	46	62	98.91	7,309	12,336	648,366	12,336	12,336
Ford, Gerald	100.00	50	62	105.45	9,472	15,150	676,246	15,150	15,150
Jefferson, Thomas	100.00	58	62	25.83	3,428	4,801	397,092	4,801	4,801
Johnson, Lyndon	100.00	59	62	20.76	2,893	3,986	317,725	3,986	3,986
Lincoln, Abraham	100.00	51	62	0.00	0	0	621,937	0	0
Taylor, Zachary	0.00	39	62	36.13	1,897	3,525	95,502	3,525	0
Active Subtotal (11)				8,148.71	993,843	1,422,496	6,116,253	1,422,496	1,418,971

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP20C U
417(e) Segment Rates for 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020
Proposed Distribution Date: 12/31/2020

<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>						
Grant, Ulysses*	100.00	46	62	24.48	1,808	3,053		3,053	3,053
Harrison, Benjamin	100.00	30	62	107.46	3,637	7,971		7,971	7,971
Kennedy, John F	100.00	33	62	105.61	4,138	8,583		8,583	8,583
Terminated Vested Subtotal (3)				237.55	9,583	19,607		19,607	19,607
Total (14)				8,386.26	1,003,426	1,442,103	6,116,253	1,442,103	1,438,578

* Amounts adjusted for a distribution from the cash balance account

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Accrued Benefit Comparison Report
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020

<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>
Angelou, Maya	100.00	27	62	62.21	5,749.99	1,682.29	62.21	62.21	745.01
Adams, John Q	100.00	57	62	7,535.59	15,333.32	23,333.33	7,535.59	7,535.59	11,072.40
Clinton, William	100.00	26	62	87.21	11,499.99	1,636.45	87.21	87.21	1,377.62
Coolidge, Calvin	100.00	33	62	129.56	15,333.32	3,439.48	129.56	129.56	2,658.70
Buchanan, James	100.00	65	62	47.06	15,708.12	3,511.17	47.06	47.06	15,708.12
Eisenhower, Dwight	100.00	46	62	98.91	13,416.66	3,394.69	98.91	98.91	4,912.45
Ford, Gerald	100.00	50	62	105.45	15,333.32	3,672.38	105.45	105.45	7,016.02
Jefferson, Thomas	100.00	58	62	25.83	11,499.99	2,400.46	25.83	25.83	8,723.77
Johnson, Lyndon	100.00	59	62	20.76	5,749.99	1,969.64	20.76	20.76	4,820.42
Lincoln, Abraham	100.00	51	62	0.00	15,333.32	3,421.59	0.00	0.00	7,532.36
Taylor, Zachary	0.00	39	62	36.13	1,916.66	1,221.96	36.13	0.00	475.73
Total				8,148.71	126,874.68	49,683.44	8,148.71	8,112.58	65,042.60

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Projected Benefit Comparison Report
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020

<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>
Angelou, Maya	100.00	27	62	440.47	19,166.66	3,451.84	440.47	531,003
Adams, John Q	100.00	57	62	11,363.45	19,166.66	23,750.00	11,363.45	2,948,446
Clinton, William	100.00	26	62	364.12	19,166.66	2,398.41	364.12	368,952
Coolidge, Calvin	100.00	33	62	407.65	19,166.66	3,528.69	407.65	542,825
Buchanan, James	100.00	65	62	47.06	15,708.12	3,511.17	47.06	503,748
Eisenhower, Dwight	100.00	46	62	268.54	19,166.66	3,482.73	268.54	535,755
Ford, Gerald	100.00	50	62	231.79	19,166.66	3,767.64	231.79	579,584
Jefferson, Thomas	100.00	58	62	41.39	19,166.66	2,462.72	41.39	378,845
Johnson, Lyndon	100.00	59	62	39.53	11,499.99	3,233.14	39.53	497,360
Lincoln, Abraham	100.00	51	62	0.00	19,166.66	3,510.34	0.00	540,003
Taylor, Zachary	0.00	39	62	572.89	19,166.66	6,568.07	572.89	1,010,379
Total				13,776.89	199,708.05	59,664.75	13,776.89	8,436,900

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Cash Balance Summary
Plan Year: 1/1/2020 to 12/31/2020
Valuation Date: 12/31/2020
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	1,632.75	828.44	0.00	81.64	2,542.83	100	2,542.83
Adams, John Q/1	842,940.81	114,000.00	0.00	42,147.04	999,087.85	100	999,087.85
Clinton, William/4	2,716.53	575.62	0.00	135.83	3,427.98	100	3,427.98
Coolidge, Calvin/4	5,575.73	846.89	0.00	278.79	6,701.41	100	6,701.41
Buchanan, James/4	5,947.66	864.54	0.00	297.38	7,109.58	100	7,109.58
Eisenhower, Dwight/3	6,918.32	1,253.78	0.00	345.92	8,518.02	100	8,518.02
Ford, Gerald/3	8,826.30	1,356.35	0.00	441.32	10,623.97	100	10,623.97
Jefferson, Thomas/4	2,828.95	591.05	0.00	141.45	3,561.45	100	3,561.45
Johnson, Lyndon/4	1,911.63	969.94	0.00	95.58	2,977.15	100	2,977.15
Lincoln, Abraham/2	0.00	0.00	0.00	0.00	0.00	100	0.00
Taylor, Zachary/3	0.00	2,364.51	0.00	0.00	2,364.51	0	0.00
Active Subtotal	879,298.68	123,651.12	0.00	43,964.95	1,046,914.75		1,044,550.24
<u>Retirees and Vesteds</u>							
Grant, Ulysses/4	2,007.88	0.00	2,108.27	100.39	0.00	100	0.00
Harrison, Benjamin/4	4,706.09	0.00	0.00	235.30	4,941.39	100	4,941.39
Kennedy, John F/4	4,364.42	879.97	0.00	218.22	5,462.61	100	5,462.61
Vesteds Subtotal	11,078.39	879.97	2,108.27	553.91	10,404.00		10,404.00
Retired Subtotal	0.00	0.00	0.00	0.00	0.00		0.00
Totals	890,377.07	124,531.09	2,108.27	44,518.86	1,057,318.75		1,054,954.24

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values

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

Valuation Date: 12/31/2020

Minimum Funding Segment Rates for 12/2020: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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 / 27	41.94	20.27	895	895	433	A
Adams, John Q / 57	6,675.75	859.84	831,959	831,959	107,156	A
Clinton, William / 26	72.57	14.64	1,458	1,458	294	A
Coolidge, Calvin / 33	113.19	16.37	3,407	3,407	493	A
Buchanan, James / 65	41.34	5.72	6,231	6,231	862	A
Eisenhower, Dwight / 46	84.35	14.56	5,986	5,986	1,033	A
Ford, Gerald / 50	91.98	13.47	8,031	8,031	1,176	A
Jefferson, Thomas / 58	21.54	4.29	2,999	2,999	596	A
Johnson, Lyndon / 59	14.00	6.76	2,018	2,018	974	A
Lincoln, Abraham / 51	0.00	0.00	0	0	0	A
Taylor, Zachary / 39	0.00	36.13	0	0	1,538	B
Active Subtotal	7,156.66	992.05	862,984	862,984	114,555	
<u>Retirees & Vesteds*</u>						
Grant, Ulysses* / 46	24.48	0.00	1,737	1,737	0	T
Harrison, Benjamin / 30	107.46	0.00	2,727	2,727	0	T
Kennedy, John F / 33	88.60	17.01	2,667	2,667	512	M
Vesteds Subtotal	220.54	17.01	7,131	7,131	512	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	7,377.20	1,009.06	870,115	870,115	115,067	
Total Minimum Funding Values at Valuation Date					985,182	

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 FOR PPA REPORTS

PPA Funding Values

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

Valuation Date: 12/31/2020

Minimum Funding Segment Rates for 12/2020: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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 / 27	41.94	20.27	1,900	1,900	919	A
Adams, John Q / 57	6,675.75	859.84	929,413	929,413	119,709	A
Clinton, William / 26	72.57	14.64	3,160	3,160	637	A
Coolidge, Calvin / 33	113.19	16.37	6,364	6,364	920	A
Buchanan, James / 65	41.34	5.72	6,292	6,292	870	A
Eisenhower, Dwight / 46	84.35	14.56	8,337	8,337	1,440	A
Ford, Gerald / 50	91.98	13.47	10,333	10,333	1,513	A
Jefferson, Thomas / 58	21.54	4.29	3,250	3,250	648	A
Johnson, Lyndon / 59	14.00	6.76	2,147	2,147	1,037	A
Lincoln, Abraham / 51	0.00	0.00	0	0	0	A
Taylor, Zachary / 39	0.00	36.13	0	0	2,529	B
Active Subtotal	7,156.66	992.05	971,196	971,196	130,222	
<u>Retirees & Vesteds*</u>						
Grant, Ulysses* / 46	24.48	0.00	2,419	2,419	0	T
Harrison, Benjamin / 30	107.46	0.00	5,433	5,433	0	T
Kennedy, John F / 33	88.60	17.01	4,982	4,982	956	M
Vesteds Subtotal	220.54	17.01	12,834	12,834	956	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	7,377.20	1,009.06	984,030	984,030	131,178	
Total Maximum Values at Valuation Date					1,115,208	

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 FOR PPA REPORTS

PPA Funding Values

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

Valuation Date: 12/31/2020

Minimum Funding Segment Rates for 12/2020: 3.64% / 5.21% / 5.94%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

(a)	Values as of 12/31/2020	<u>Minimum</u>	<u>Maximum</u>	
(1)	Funding Target	870,115	984,030	
(2)	Target Normal Cost	115,067	131,178	
(b)	Minimum Funding Target as of 12/31/2020	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
(1)	Retirees Receiving Payments	0	0	0
(2)	Terminated Vesteds	3	7,131	7,131
(3)	Actives	11	862,984	862,984
(4)	Total	14	870,115	870,115

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 FOR ADDITIONAL OPTIONAL REPORTS

Estimated Share of Contributions
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<u>Participant Name</u>	<u>Alternate Contribution</u>		<u>Minimum Contribution</u>	
Employee 12	19,047	(4%)	19,554	(4%)
Employee 10	23,224	(5%)	23,842	(5%)
Employee 7	76,611	(15%)	78,647	(15%)
Employee 5	1,784	(<1%)	1,831	(<1%)
Employee 1	1,951	(<1%)	2,003	(<1%)
Employee 4	39,914	(8%)	40,975	(8%)
Employee 6	31,744	(6%)	32,588	(6%)
Employee 11	57,148	(12%)	58,667	(12%)
Employee 3	87,048	(18%)	89,361	(18%)
Employee 9	30,867	(6%)	31,688	(6%)
Employee 8	129,408	(26%)	132,847	(26%)
Employee 13	1,254	(<1%)	1,288	(<1%)
Total (12 Participants)	500,000	(100%)	513,291	(100%)

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

PBGC Premium Alternative Funding Target
Premium Payment Year: 1/1/2021 to 12/31/2021
UVB Valuation Date: 1/1/2021
Funding Segment Rates: 1.87% / 3.12% / 3.72%

<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>12/31/2020 Flat</u>			<u>T</u>	<u>1/1/2021 Variable</u>			<u>T</u>
					<u>A</u>	<u>T</u>	<u>R</u>	<u>A</u>	<u>T</u>	<u>R</u>	<u>A</u>	
Employee 12 / 65	1,837.11	319,245	100	319,245	X					X		
Employee 10 / 54	3,522.90	454,974	100	454,974	X					X		
Employee 7 / 59	8,846.07	1,334,249	100	1,334,249	X					X		
Employee 5 / 39	506.66	38,372	100	38,372	X					X		
Employee 1 / 37	674.63	43,957	100	43,957	X					X		
Employee 4 / 63	4,183.13	673,793	100	673,793	X					X		
Employee 6 / 63	3,124.55	539,876	100	539,876	X					X		
Employee 11 / 63	5,924.46	954,276	100	954,276	X					X		
Employee 3 / 70	9,546.74	1,427,244	100	1,427,244	X					X		
Employee 9 / 65	2,817.21	522,064	100	522,064	X					X		
Employee 8 / 62	13,382.33	2,233,350	100	2,233,350	X					X		
Employee 13 / 65	109.50	14,554	20	2,911	X					X		
Active Subtotal	54,475.29	8,555,954		8,544,311	12			12		12		12
Terminated 1 / 40	850.00	58,252	100	58,252	X					X		
Terminated 2 / 69	2,483.45	383,782	100	383,782	X					X		
Term Vested Subtotal	3,333.45	442,034		442,034	2			2		2		2
Retired 1 / 81	1,776.00	201,120	100	201,120		X					X	
Retiree Subtotal	1,776.00	201,120		201,120		1		1			1	1
Total	59,584.74	9,199,108		9,187,465	12	2	1	15		12	2	15

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

Premium Payment Year: 1/1/2021 to 12/31/2021

EIN: 123456789 PN: 001

Plan Effective Date: 10/1/1972

Flat Rate Premium

5a	Participant count date	12/31/2020
5b	Flat-rate premium calculation	
(1)	Applicable rate	\$83.00
(2)	Participant count	
	Active	12
	Terminated vested	2
	Retirees and beneficiaries	1
	Total	15
(3)	Flat rate premium (5b(1) * 5b(2))	\$1,245.00

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 12/2020	1.87% / 3.12% / 3.72%
(3)	UVB valuation date	1/1/2021
d	Premium funding target as of UVB valuation date	
(1)	Active participants	\$8,544,311
(2)	Terminated vested participants	\$442,034
(3)	Retirees and beneficiaries receiving payment	\$201,120
(4)	Total (7d(1) + 7d(2) + 7d(3))	\$9,187,465
e	Market value of assets as of UVB valuation date	\$6,069,365
f	Unfunded vested benefits (7d(4) - 7e rounded up to next \$1,000)	\$3,119,000
g	Uncapped variable-rate premium (7f x 0.045)	\$140,355
h	Maximum VRP	
(1)	MAP-21 cap (\$561 x 5b(2))	\$8,415
(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)	\$8,415
i	Variable-rate premium	
	Lesser of 7g and 7h(3)	\$8,415

Total Premium

9	Total premium 5b(3) + 7i	\$9,660.00
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**DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

EIN: 123456789 PN: 001

Schedule SB Information
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

Part I

Line 2a: Market Value of Assets	\$6,069,365
Line 2b: Actuarial Value of Assets	\$6,069,365

Line 3: Funding Target/Participant Count Breakdown	Number	Vested Funding Target	Total Funding Target
a: Retired, Beneficiary receiving payment	1	\$182,226	\$182,226
b: Terminated Vested	2	\$367,134	\$367,134
c: Active	12	\$6,974,270	\$6,983,772
d: Total	15	\$7,523,630	\$7,533,132

Line 5: Effective Interest Rate	4.96%
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Line 6: Target Normal Cost	\$200,177
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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	\$17,620
Line 10: Prior year actual rate of return	17.22%
Line 11b(1): Prior year's effective rate	5.37%
Line 13(a): Carryover balance at beginning of current plan year	\$0
Line 13(b): Prefunding balance at beginning of current plan year	\$1,848

Part III

Line 14: Funding target attainment percentage	80.54%
Line 15: Adjusted funding target attainment percentage	80.54%
Line 16: Prior year's funding percentage for purposes of 430(f)(3)	84.62%
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	\$387,792
Line 20a: Did the plan have a "funding shortfall" for the prior year?	Yes

Part V

Line 21a: Funding segment rates	3.32%	4.79%	5.47%
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	\$200,177
Line 31b: Excess assets, if applicable	\$0

	<u>Outstanding Balance</u>	<u>Net Charges</u>
Line 32a: Shortfall amortization charge	\$1,465,615	\$313,114

Line 34: Minimum funding requirement (without regard to waivers and waiver charges, not less than zero)	\$513,291
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Part IX

N/A

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

Weighted Average Retirement Age
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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 FOR ADDITIONAL OPTIONAL REPORTS

Funding Comp
Case Number 0003 / Disk D28
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021
Valuation Printed on 12/19/2020

<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	65	65	55,724.03	52,488.96	1,837.11	103
Employee 10	F		21	54	65	64,027.89	76,545.24	3,734.96	103
Employee 7	F		34	59	65	178,097.30	189,063.96	11,670.18	103
Employee 5	F		34	39	65	53,756.73	84,798.24	2,867.03	103
Employee 1	M		31	37	65	61,296.33	101,576.76	3,575.62	103
Employee 4	M		22	63	65	75,937.78	73,501.68	4,269.90	103
Employee 6	F		23	63	65	56,816.86	56,416.20	3,250.95	103
Employee 11	M		20	63	65	103,580.92	100,591.08	6,102.63	103
Employee 3	M		25	70	65	118,331.55	111,922.56	9,546.74	103
Employee 9	F		31	65	65	52,774.11	49,715.40	2,817.21	103
Employee 8	F		24	62	65	194,706.05	198,311.88	14,207.54	103
Employee 13	M		64	65	69	33,334.22	34,694.28	333.34	103
Total (12 Participants)						1,048,383.77	1,129,626.24	64,213.21	

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

Integration
Projected Benefit with Salary Scale
Case Number 0003 / Disk D28
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	1,837.11	0.00	0.00	0.00	7,222.00
Employee 10	4,465.14	0.00	0.00	0.00	8,697.00
Employee 7	15,125.12	2,577.60	0.00	0.00	8,055.00
Employee 5	4,522.57	0.00	0.00	0.00	9,175.00
Employee 1	5,925.31	0.00	0.00	0.00	9,175.00
Employee 4	4,287.60	0.00	0.00	0.00	7,525.00
Employee 6	3,290.94	0.00	0.00	0.00	7,665.00
Employee 11	8,801.75	2,633.78	0.00	0.00	7,525.00
Employee 3	10,204.85	0.00	0.00	658.11	6,385.00
Employee 9	2,817.21	0.00	0.00	0.00	7,222.00
Employee 8	17,352.29	2,730.00	0.00	0.00	7,800.00
Employee 13	346.94	0.00	0.00	0.00	7,222.00
Total (12 Participants)	78,976.83	7,941.38	0.00	658.11	93,668.00

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

AB/Vest
Case Number 0003 / Disk D28
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	4,374.08	1,837.11	21.41 /21.41	1,690.47	1,837.11	21.00	100.00%
Employee 10	5,032.71	3,522.89	37.00 /47.49	3,409.41	3,522.90	37.00	100.00%
Employee 7	14,026.12	8,846.07	26.00 /31.99	8,272.75	8,846.07	26.00	100.00%
Employee 5	4,222.20	506.66	6.00 /32.00	415.78	506.66	6.00	100.00%
Employee 1	4,818.82	674.63	7.00 /35.00	569.58	674.63	7.00	100.00%
Employee 4	5,975.90	4,183.12	42.00 /43.82	4,084.69	4,183.13	42.00	100.00%
Employee 6	4,463.65	3,124.55	41.00 /42.79	3,028.69	3,124.55	41.00	100.00%
Employee 11	8,150.68	5,924.46	45.00 /46.67	5,714.17	5,924.46	45.00	100.00%
Employee 3	9,326.88	9,546.74	45.16 /45.16	9,268.08	9,546.74	45.00	100.00%
Employee 9	4,142.95	2,817.21	34.22 /34.22	2,641.14	2,817.21	34.00	100.00%
Employee 8	15,345.08	13,382.33	39.00 /41.56	13,037.48	13,382.33	39.00	100.00%
Employee 13	2,737.40	109.49	2.00 / 6.00	0.00	109.50	2.00	20.00%
Total (12 Participants)	82,616.47	54,475.26		52,132.24	54,475.29		
Average:			28.82 /35.68				

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	1/1/2021	55,724.03	1,837.11	1,837.11	0	0.00	>1000
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 (21)		581,240.42	17,370.47	12,307.06	0	0.00	
Employee 10	1/1/2021	64,027.89	4,465.14	3,522.90	0	0.00	>1000
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 (21)		728,355.58	48,146.14	33,222.78	0	0.00	

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

<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	1/1/2021	178,097.30	12,547.52	8,846.07	0	0.00	>1000
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
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 (21)		2,045,156.06	129,926.62	69,024.73	0	0.00	
Employee 5	1/1/2021	53,756.73	4,522.57	506.66	0	0.00	>1000
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 (5)		253,331.73	22,157.49	1,652.96	0	0.00	
Employee 1	1/1/2021	61,296.33	5,925.31	674.63	0	0.00	>1000
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 (5)		289,129.33	29,059.58	2,357.10	0	0.00	
Employee 4	1/1/2021	75,937.78	4,287.60	4,183.13	0	0.00	>1000
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

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
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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	1/1/2012	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
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 (21)		887,082.66	50,865.61	44,898.44	0	0.00	
Employee 6	1/1/2021	56,816.86	3,290.94	3,124.55	0	0.00	>1000
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 (21)		643,314.73	37,242.30	31,944.55	0	0.00	
Employee 11	1/1/2021	103,580.92	6,167.97	5,924.46	0	0.00	>1000
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

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
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Plan Year: 1/1/2021 to 12/31/2021
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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 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
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 (21)		920,161.01	55,797.83	44,654.40	0	0.00	
Employee 3	1/1/2021	118,331.55	9,546.74	9,546.74	0	0.00	>1000
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 (21)		1,409,905.86	91,544.54	87,614.38	0	0.00	
Employee 9	1/1/2021	52,774.11	2,817.21	2,817.21	0	0.00	>1000
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

DEFINED BENEFIT SAMPLE PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
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Plan Year: 1/1/2021 to 12/31/2021
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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 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
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 (21)		586,618.30	29,820.34	24,240.03	0	0.00	
Employee 8	1/1/2021	194,706.05	14,622.29	13,382.33	0	0.00	>1000
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 (21)		1,898,658.71	136,158.57	101,416.04	0	0.00	
Employee 13	1/1/2021	33,334.22	346.94	109.50	0	0.00	>1000
Employee 13	1/1/2020	32,363.32	0.00	0.00	0	0.00	>1000
Total (2)		65,697.54	346.94	109.50	0	0.00	

DEFINED BENEFIT SAMPLE PLAN

SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

Receivable Contributions

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

<u>Date</u>	<u>Amount</u>	<u>Ctb Year</u>	<u>Rate</u>	<u>Rec'ble Ctb on Val Date</u>
02-01-2021	15,000.00	2020	5.37%	14,934.76
Totals:	15,000.00			14,934.76

SAMPLE

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Actuarial Valuation
Short Plan Year: January 1, 2021 to August 31, 2021
Valuation Date: January 1, 2021

Prepared by
Actuarial Systems Corporation
February 15, 2021

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

Table of Contents

Short Plan Year: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

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

Determination of Minimum Contribution
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

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: 1/1/2021</u>
(a) Target Normal Cost	\$26,011
(b) Shortfall Amortization Payment (outstanding balance \$1,083,326 as of 1/1/2021)	\$187,289
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2021)	\$0
Total Charges	\$213,300
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$0
(f) Discounted contributions deposited after valuation date	\$174,566
Total Credits	\$174,566
Minimum Balance of Contribution Due as of the beginning of the year	\$38,734
Interest at effective interest rate of 4.98%	\$1,270
Minimum Balance of Contribution Due as of the end of the year	\$40,004
Interest at effective interest rate to 8 1/2 months past the end of the year	\$1,399
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	\$41,403

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Determination of Maximum Deductible Contribution

Short Plan Year: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

(a)	Minimum contribution due as of the beginning of the year	\$213,300
(b)	Target Normal Cost	\$38,585
(c)	Funding Target	\$4,717,556
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$4,717,556
(3)	50% of Funding Target	\$2,358,778
(4)	Increase in Funding Target due to salary increases	\$61
(5)	Cushion Amount (d3) + (d4)	\$2,358,839
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$7,114,980
(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)	\$7,114,980
(j)	Actuarial Value of Assets	\$2,762,788
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$4,352,192

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Short Plan Year Bases
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

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>
09/01/2014	7-year	2	09/01/2020	\$(28,720)	\$(14,360)	\$(43,080)
09/01/2015	7-year	3	09/01/2021	\$52,642	\$26,321	\$78,963
09/01/2016	7-year	4	09/01/2022	\$50,261	\$25,131	\$75,392
09/01/2017	7-year	5	09/01/2023	\$129,975	\$64,988	\$194,963
09/01/2018	7-year	6	09/01/2024	\$(86,695)	\$(43,348)	\$(130,043)
09/01/2019	7-year	7	09/01/2025	\$30,345	\$15,172	\$45,517
09/01/2020	7-year	8	09/01/2026	<u>\$39,481</u>	<u>\$19,741</u>	<u>\$59,222</u>
Total				\$187,289	\$93,645	\$280,934

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

Quarterly Contributions
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	74.73%
(b)	90% of current plan year minimum contribution	\$191,970
(c)	100% of prior year minimum contribution adjusted for short plan year	\$124,864
(d)	Lesser of (b) and (c)	\$124,864
(e)	Number of required installment payments	3
(f)	Amount of each installment payment	\$41,621

Installment Due Dates and Amounts

(g)	Installment Payment 1	4/15/2021	\$41,621
(h)	Installment Payment 2	7/15/2021	\$41,621
(i)	Installment Payment 3	9/15/2021	\$41,621

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1:	3.32% 1.87%	Seg 1:	0.53% Pre-Retirement: 6.00%
	Seg 2:	4.79% 3.12%	Seg 2:	2.31% Post-Retirement: 6.00%
	Seg 3:	5.47% 3.72%	Seg 3:	3.09%
Applicable Date	12/2020	12/2020	11/2020	
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-2021 Static Table - Combined Male Female-2021 Static Table - Combined Female		2021 Applicable Mortality Table from Notice 2019-67	2021 Applicable Mortality Table from Notice 2019-67
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	4.98%			
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: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

Plan Effective Date	January 1, 2005
Short Plan Year	From January 1, 2021 to August 31, 2021
Eligibility	<p>All employees not excluded by class are eligible to enter on the January 1 nearest the completion of the following requirements:</p> <p>1 year of service Minimum age 21</p>
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on attainment of age 65
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 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.</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>
Early Retirement Age	<p>Attainment of age 55 Completion of 10 years of service from hire date</p>
Early Retirement Benefit	Actuarial Equivalence
Normal Form of Benefit	A benefit payable for the life of the participant
Optional Forms of Benefit	<p>The following forms of benefit payment are also available:</p> <p>Life Only - Payable for the life of the participant.</p> <p>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.</p> <p>Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.</p> <p>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.</p> <p>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.</p>

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN

SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

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: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

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 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

<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>
Terminated 13/100.00%	41	792.50	792.50	69,111	69,111
Employee 22/100.00%	65	2,796.67	2,796.67	541,694	541,694
Employee 23/100.00%	60	1,520.00	1,520.00	252,332	252,332
Employee 25/100.00%	56	1,368.05	1,368.05	200,758	200,758
Employee 28/100.00%	54	2,165.00	2,165.00	297,587	297,587
Employee 27/100.00%	48	2,251.11	2,251.11	249,781	249,781
Employee 26/100.00%	64	5,436.67	5,436.67	1,024,590	1,024,590
Employee 24/100.00%	64	2,930.28	2,930.28	552,238	552,238
Employee 30/100.00%	60	1,501.11	1,501.11	249,197	249,197
Employee 31/100.00%	62	1,408.33	1,408.33	250,017	250,017
Employee 29/100.00%	39	1,031.00	1,031.00	84,601	84,601
Employee 33/0.00%	43	72.04	0.00	6,676	0
Active Subtotal (12)		23,272.76	23,200.72	3,778,582	3,771,906

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 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

<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>
Employee 21/100.00%	61	M	11/20/2020	2,663.33	2,663.33	457,663	457,663
Terminated 12/100.00%	69	T	06/29/2001	467.26	467.26	80,165	80,165
Terminated 11/100.00%	63	T	12/31/2009	833.61	833.61	152,608	152,608
Terminated 14/100.00%	56	T	11/11/1994	176.64	176.64	25,921	25,921
Terminated 13/100.00%	66	T	12/15/2009	1,498.06	1,498.06	282,040	282,040
Term Vested Subtotal (5)				5,638.90	5,638.90	998,397	998,397
Active/Term Subtotal (17)				28,911.66	28,839.62	4,776,979	4,770,303

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 11/2020: (1) 0.53% (2) 2.31% (3) 3.09%
Short Plan Year: 1/1/2021 to 8/31/2021
Valuation Date: 1/1/2021

<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	77	75	R	J&S 100%	06/01/2011	714.97	117,623.00
Beneficiary 11	70	68	D	Life Annuity	02/01/2013	74.43	12,343.00
Retired 12	87	87	R	J&S 50%	04/01/1999	3,547.58	291,598.00
Retired Subtotal (3)						4,336.98	421,564.00
Total Participants (20)							
Total Accrued Benefit/PVAB						33,248.64	5,198,543
Total Vested Accrued Benefit/PVVAB						33,176.60	5,191,867

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values

Short Plan Year: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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>
Terminated 13 / 41	792.50	52.83	31,972	31,972	2,131	A
Employee 22 / 65	2,796.67	0.00	428,565	428,565	0	A
Employee 23 / 60	1,520.00	0.00	178,733	178,733	0	A
Employee 25 / 56	1,368.05	54.73	130,205	130,205	5,209	A
Employee 28 / 54	2,165.00	0.00	184,695	184,695	0	A
Employee 27 / 48	2,251.11	112.56	140,662	140,662	7,034	A
Employee 26 / 64	5,436.67	0.00	792,801	792,801	0	A
Employee 24 / 64	2,930.28	0.00	427,307	427,307	0	A
Employee 30 / 60	1,501.11	53.61	176,513	176,513	6,304	A
Employee 31 / 62	1,408.33	0.00	185,088	185,088	0	A
Employee 29 / 39	1,031.00	57.28	37,391	37,391	2,077	A
Employee 33 / 43	72.04	72.55	3,233	0	3,256	B
Active Subtotal	23,272.76	403.56	2,717,165	2,713,932	26,011	
<u>Retirees & Vesteds*</u>						
Employee 21 / 61	2,663.33	0.00	331,413	331,413	0	M
Terminated 12 / 69	467.26	0.00	64,940	64,940	0	T
Terminated 11 / 63	833.61	0.00	115,499	115,499	0	T
Retired 11 / 77	714.97	0.00	97,207	97,207	0	R
Beneficiary 11 / 70	74.43	0.00	10,398	10,398	0	D
Terminated 14 / 56	176.64	0.00	16,812	16,812	0	T
Terminated 13 / 66	1,498.06	0.00	224,442	224,442	0	T
Retired 12 / 87	3,547.58	0.00	268,238	268,238	0	R
Vesteds Subtotal	5,638.90	0.00	753,106	753,106	0	
Retirees Subtotal	4,336.98	0.00	375,843	375,843	0	
Total	33,248.64	403.56	3,846,114	3,842,881	26,011	
Total Minimum Funding Values at Valuation Date					3,872,125	

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: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

<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>
Terminated 13 / 41	792.50	52.83	56,097	56,097	3,740	A
Employee 22 / 65	2,796.67	0.00	500,307	500,307	0	A
Employee 23 / 60	1,520.00	0.00	226,514	226,514	0	A
Employee 25 / 56	1,368.05	54.73	176,053	176,053	7,043	A
Employee 28 / 54	2,165.00	0.00	258,129	258,129	0	A
Employee 27 / 48	2,251.11	112.56	210,370	210,370	10,519	A
Employee 26 / 64	5,436.67	0.00	940,131	940,131	0	A
Employee 24 / 64	2,930.28	0.00	506,716	506,716	0	A
Employee 30 / 60	1,501.11	53.61	223,699	223,699	7,990	A
Employee 31 / 62	1,408.33	0.00	226,702	226,702	0	A
Employee 29 / 39	1,031.00	57.28	67,838	67,838	3,769	A
Employee 33 / 43	72.04	72.55	5,486	0	5,524	B
Active Subtotal	23,272.76	403.56	3,398,042	3,392,556	38,585	
<u>Retirees & Vesteds*</u>						
Employee 21 / 61	2,663.33	0.00	412,803	412,803	0	M
Terminated 12 / 69	467.26	0.00	74,522	74,522	0	T
Terminated 11 / 63	833.61	0.00	139,170	139,170	0	T
Retired 11 / 77	714.97	0.00	109,885	109,885	0	R
Beneficiary 11 / 70	74.43	0.00	11,935	11,935	0	D
Terminated 14 / 56	176.64	0.00	22,732	22,732	0	T
Terminated 13 / 66	1,498.06	0.00	260,905	260,905	0	T
Retired 12 / 87	3,547.58	0.00	287,562	287,562	0	R
Vesteds Subtotal	5,638.90	0.00	910,132	910,132	0	
Retirees Subtotal	4,336.98	0.00	409,382	409,382	0	
Total	33,248.64	403.56	4,717,556	4,712,070	38,585	
Total Maximum Values at Valuation Date					4,756,141	

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: 1/1/2021 to 8/31/2021

Valuation Date: 1/1/2021

Minimum Funding Segment Rates for 12/2020: 3.32% / 4.79% / 5.47%

Maximum Deductible Segment Rates for 12/2020: 1.87% / 3.12% / 3.72%

(a)	Values as of 1/1/2021	<u>Minimum</u>	<u>Maximum</u>	
	(1) Funding Target	3,846,114	4,717,556	
	(2) Target Normal Cost	26,011	38,585	
(b)	Minimum Funding Target as of 1/1/2021	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1) Retirees Receiving Payments	3	375,843	375,843
	(2) Terminated Vesteds	5	753,106	753,106
	(3) Actives	12	2,713,932	2,717,165
	(4) Total	20	3,842,881	3,846,114

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 PLAN FOR SB ATTACHMENTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

	For Funding					
		<u>Min</u>	<u>Max</u>	<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>	
Interest Rates	Seg 1:	3.32%	1.87%	Seg 1:	0.53%	Pre-Retirement: 6.00%
	Seg 2:	4.79%	3.12%	Seg 2:	2.31%	Post-Retirement: 6.00%
	Seg 3:	5.47%	3.72%	Seg 3:	3.09%	
Applicable Date	12/2020	12/2020		11/2020		
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-2019 Generational Mortality Improvement Scales - Male Female-2019 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			2021 Applicable Mortality Table from Notice 2019-67		2021 Applicable Mortality Table from Notice 2019-67
Generational Scale	Male-2019 Generational Mortality Improvement Scales - Male Female-2019 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: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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

4.94%

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: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

Plan Effective Date	January 1, 2005
Plan Year	From January 1, 2021 to December 31, 2021
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: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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**

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

Change in Actuarial Assumptions

The one nonstatutory required change in assumptions was a change in the salary scale. The salary scale assumption was decreased from 3% to 2% to reflect a lower expectation of future salary increases for participants.

SAMPLE

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

Shortfall Amortization
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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>
01/01/2015	7-year	1	\$(43,080)	\$(43,080)
01/01/2016	7-year	2	\$78,963	\$155,388
01/01/2017	7-year	3	\$75,392	\$218,987
01/01/2018	7-year	4	\$194,963	\$743,064
01/01/2019	7-year	5	\$(130,043)	\$(609,747)
01/01/2020	7-year	6	\$(36,950)	\$(202,493)
01/01/2021	7-year	7	<u>\$45,787</u>	<u>\$285,494</u>
Total			\$185,032	\$547,613
Shortfall Amortization Charge (sum of installments, no less than zero):			\$185,032	

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Schedule of Active Participant Data

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

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	1	0	0	1	0	0	0	0	0	2
40-44	0	0	0	0	1	0	0	0	0	0	1
45-49	0	0	0	0	0	1	0	0	0	0	1
50-54	0	0	0	0	0	0	0	1	0	0	1
55-59	0	0	0	0	0	0	2	1	0	0	3
60-64	0	0	0	0	0	1	0	1	2	0	4
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	1	0	0	2	2	2	3	2	0	12

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

Average Age: 53.7

Average Service: 25

TRADITIONAL DEFINED BENEFIT SAMPLE PLAN
SAMPLE PLAN FOR SB ATTACHMENTS

Weighted Average Retirement Age
Plan Year: 1/1/2021 to 12/31/2021
Valuation Date: 1/1/2021

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: \$25,077.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2021 to 12/31/2021

Valuation Date: 1/1/2021

<u>Date</u>	<u>Amount</u>	<u>Year</u>	<u>Rate</u>	<u>Period</u>	<u>Adj Ctb</u>
08-20-2022	25,077.00	2021	9.94%	08-20-2022 to 04-15-2021	
			4.94%	04-15-2021 to 01-01-2021	21,768.31
	25,077.00	2021	9.94%	08-20-2022 to 07-15-2021	
			4.94%	07-15-2021 to 01-01-2021	22,023.10
	25,077.00	2021	9.94%	08-20-2022 to 10-15-2021	
			4.94%	10-15-2021 to 01-01-2021	22,280.87
	25,077.00	2021	9.94%	08-20-2022 to 01-15-2022	
			4.94%	01-15-2022 to 01-01-2021	22,541.65
	139,692.00	2021	4.94%	08-20-2022 to 01-01-2021	129,105.66
Totals:	240,000.00				217,719.59

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		217,719.59	

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR BASIC STATEMENT

Personal Statement for John Q Adams
Social Security Number: xxx-xx-0001
As of January 1, 2021

Personal Information

Date of Birth:	8/1/1955
Date of Hire:	8/2/1999
Date of Entry:	9/1/2000
Normal Retirement Date:	1/2/2021

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$1,840.90*
From Social Security	\$1,473.00**
Total Monthly Retirement Income	\$3,313.90

Accrued Benefit and Vesting

Accrued Benefit as of 1/1/2021	\$1,840.90*
Vested Percent	100%
Vested Accrued Benefit as of 1/1/2021	\$1,840.90*

* 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 FOR FLEXIBLE STATEMENT**

**Personal Statement For John Q Adams
Social Security Number: xxx-xx-0001
As of January 1, 2021**

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
Late Retirement Date:	1/1/2021
Current Compensation:	\$56,265

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$1,840.90*
From Social Security	\$1,473.00**
Total Monthly Retirement Income	\$3,313.90

* 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.

** Estimated Social Security benefit payable at full Social Security Retirement Age, assuming that current compensation continues until Normal Retirement Date. Contact the Social Security Administration for complete details about your Social Security benefits.

<u>Accrued Benefit and Vesting</u>	<u>Monthly Benefit</u>	<u>Estimated Lump Sum</u>
Accrued Benefit as of 1/1/2021	\$1,840.90	\$329,901
Vested Percent	100%	100%
Vested Accrued Benefit as of 1/1/2021	\$1,840.90	\$329,901

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: 2/15/2021

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

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

As of December 31, 2020

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, 2019	\$792,532.57
Changes during Plan Year	
Contribution Credit	114,000.00
Withdrawal as of 11/15/2020	50,000.00
Interest Credit on Prior Balance	<u>39,317.46</u>
Current Balance as of December 31, 2020	\$895,850.03
Vested Percent	100%
Vested Balance as of December 31, 2020	\$895,850.03
Vested Accrued Benefit based on Vested Balance as of December 31, 2020	\$6,588.09

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 above information represents the plan administrator's best estimate of your benefit payable under the plan as of the end of the most recent plan year. Your final benefit will be determined at the time of payment and will be based on a number of factors including your age, pay history, hours history, date of hire, and date of termination or retirement.

Date: 2/15/2021

DC & DB SAMPLE PLAN

SAMPLE FOR DC & DB STATEMENT

Personal Statement for John Doe as of 12/31/2020
Social Security Number: xxx-xx-0002

	<u>401(k)</u>	<u>DB Plan</u>
Date of Birth:	1/18/1996	
Age:	25	
Date of Hire:	9/12/2014	
Current Compensation:	\$43,191	
Date of Entry:	7/1/2014	7/1/2014
Retirement Date:	1/18/2058	2/1/2058
Retirement Age:	62	62
Vesting:	100.00%	100.00%

Account Balances from 1/1/2020 to 12/31/2020

<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	\$10,538.24	\$2,512.00	\$0.00	\$526.92	\$0.00	\$13,577.16	\$13,577.16
Employer Discretionary	11,531.46	2,707.00	0.00	576.58	0.00	14,815.04	14,815.04
Safe Harbor Non-Elective	0.00	1,295.74	0.00	0.00	0.00	1,295.74	1,295.74
Total	\$22,069.70	\$6,514.74	\$0.00	\$1,103.50	\$0.00	\$29,687.94	\$29,687.94

Defined Benefit Plan

Estimated Projected Monthly Life Annuity Benefit payable at Retirement Date	\$2,574
Estimated Vested Monthly Accrued Life Annuity Benefit earned to date payable at Retirement Date	\$469
Estimated Lump Sum value of Vested Monthly Accrued Benefit as of 12/31/2020	\$9,415
Estimated IRS Maximum Allowable Lump Sum as of 12/31/2020	\$229,717

Combined Plans

Estimated Life Annuity Benefit earned to date from 401(k) plan*	\$1,196
Estimated Life Annuity Benefit earned to date from Defined Benefit plan	\$469
Total Estimated Life Annuity benefit payable at Age 65	\$1,666
401(k) Total Account Balance as of 12/31/2020	\$29,688
Estimated 12/31/2020 Lump Sum value of Vested Monthly Accrued Benefit	\$9,415
Total Estimated Lump Sum Value as of 12/31/2020	\$39,103

* 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 RP20C U unisex table and 6% interest.

DISCLAIMER

The Estimated Monthly Benefit is shown based on assumptions about continued employment. If you have questions about the statement or need to request changes to the information shown, contact Jane Smith, HR Administrator, ABC, Inc. at 123 General Street, Smithtown, PA 12345. Additional information, including definition of plan terms can be found on www.abc123.com.

Prepared By: Actuarial Systems Corporation

DC & CB SAMPLE PLAN FOR COMBINED DC & CB Statement

Personal Statement for John Q Adams as of 12/31/2020
Social Security Number: xxx-xx-0010

	<u>401(k)</u>	<u>Cash Balance</u>
Date of Birth:	10/2/1982	
Age:	38	
Date of Hire:	2/5/2005	
Date of Termination:	10/31/2020	
Current Compensation:	\$74,568	
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 1/1/2020 to 12/31/2020

<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	\$30,804.63	\$7,114.27	\$0.00	\$1,540.23	\$0.00	\$39,459.13	\$39,459.13
Employer Discretionary	25,024.56	5,055.72	0.00	1,251.23	0.00	31,331.51	31,331.51
Safe Harbor Nonelective	0.00	2,237.04	0.00	0.00	0.00	2,237.04	2,237.04
Subtotal 401(k)	\$55,829.19	\$14,407.03	\$0.00	\$2,791.46	\$0.00	\$73,027.68	\$73,027.68
Cash Balance	11,219.17	0.00	0.00	448.77	0.00	11,667.94	11,667.94
Total	\$67,048.36	\$14,407.03	\$0.00	\$3,240.23	\$0.00	\$84,695.62	\$84,695.62

Cash Balance Plan

Current Interest Crediting Rate	4.00%
Estimated Life Annuity Benefit payable at Cash Balance Retirement Date based on your current Cash Balance account and the Current Interest Crediting Rate*	\$205.60
Additional Frozen Annuity Benefit	\$55.00

* The Annuity Benefit at Retirement Date will be based on actual future Interest Crediting Rates, which may be more or less than the current rate.

Combined Plans

Estimated 401(k) plan balance projected to Age 62 and converted to a Life Annuity Benefit payable at Age 62**	\$3,731.57
Total Estimated Life Annuity benefit earned to date from both plans payable at Age 62	\$3,992.17
Total Estimated Lump Sum Value as of 12/31/2020	\$86,908.62

** Your current balance is projected to Age 62 assuming you will continue in employment until that date with no future contributions.
Your account balance is projected at 8% interest and converted to a life annuity using the RP20C U unisex table and 8% interest.

DISCLAIMER

The Estimated Monthly Benefit is shown based on assumptions about continued employment. If any data is incorrect, results presented here are likely to change. No guarantee is implied or warranted by providing this statement. For additional information, contact Jane Q. Smith at Human Resources.

Prepared By: Actuarial Systems Corporation

DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT

Combined Plan Valuation
For the Plan Year Ending December 31, 2020

Prepared By
Actuarial Systems Corporation
February 15, 2021

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Plan Specifications
For Plan Year Ending December 31, 2020**

		<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, Employer Safe Harbor	
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)	
Employer Safe Harbor Contribution		3% of compensation	
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 10 years. Credited years are plan years from date of hire excluding years with less than 1,000 hours.
415 Maximum Benefit		\$57,000	Lesser of \$19,166.66 and 100% of the highest 3-year average salary, subject to service requirements.
Compensation			Total Compensation

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Plan Specifications
For Plan Year Ending December 31, 2020**

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 REPORT
Employee Census**
For Plan Year Ending December 31, 2020

<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>	Defined Contribution Plan				Defined Benefit Plan			
							<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	246,473.85	A	01/01/2014	1	246,473.85
Subtotal (1 Participant):										246,473.85				246,473.85
Doe, John		Y	Y	01/18/1996	09/12/2014	2080	A	07/01/2014	3	42,775.90	A	07/01/2014	3	42,775.90
HCE Three		Y	Y	07/19/1994	07/12/2012	2080	A	07/01/2014	5	53,887.54	A	07/01/2014	2	53,887.54
HCE Two		Y	Y	05/28/1991	08/06/2009	2080	A	01/01/2014	4	57,118.65	A	01/01/2014	2	57,118.65
Current Term One		N	N	11/27/1987	09/10/2007	1000	M	01/01/2014	2	37,290.12	M	01/01/2014	3	37,290.12
Current Term Two		N	N	10/02/1982	02/05/2005	1000	M	01/01/2014	2	76,510.46	M	01/01/2014	3	76,510.46
NHCE Eight		N	N	05/03/1974	08/13/2007	2080	A	01/01/2014	2	73,690.32	A	01/01/2014	3	73,690.32
NHCE Five		N	N	07/25/1972	04/13/2007	2080	A	01/01/2014	2	30,065.70	A	01/01/2014	3	30,065.70
NHCE Four		N	N	12/05/1947	06/05/2014	2080	A	11/26/2015	2	15,476.78	A	07/01/2014	3	15,476.78
NHCE Nine		N	N	05/31/1991	02/17/2016	2080	A	07/01/2017	2	32,351.27	A	07/01/2017	3	32,351.27
NHCE One		N	N	10/05/1980	06/07/2012	2080	A	01/01/2014	2	67,935.71	A	01/01/2014	3	67,935.71
NHCE Seven		N	N	05/26/1991	05/09/2013	2080	A	07/01/2014	2	51,240.44	A	07/01/2014	3	51,240.44
NHCE Six		N	N	09/07/1969	05/28/2015	2080	A	07/01/2016	2	36,922.41	A	07/01/2016	3	36,922.41
NHCE Three		N	N	05/16/1969	05/09/2013	2080	A	07/01/2014	2	65,344.23	A	07/01/2014	3	65,344.23
NHCE Two		N	N	02/19/1995	10/01/2015	2080	A	01/01/2017	2	32,524.31	A	01/01/2017	3	32,524.31
NHCE Ten		N	N	08/18/1992	04/18/2019	2080	B	07/01/2020	2	20,744.20	B	07/01/2020	3	20,744.20
Subtotal (15 Participants):										693,878.04				693,878.04
Total (16 Participants):										940,351.89				940,351.89

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
DC Plan Contributions**
For Plan Year Ending December 31, 2020

<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	246,473.85	36,000.00	0.00	19,467.00	0.00	55,467.00	22.50
Subtotal				246,473.85	36,000.00	0.00	19,467.00	0.00	55,467.00	
Doe, John		Y	Y	42,775.90	2,707.00	0.00	2,487.45	0.00	5,194.45	12.14
HCE Three		Y	Y	53,887.54	3,362.00	0.00	3,023.05	0.00	6,385.05	11.85
HCE Two		Y	Y	57,118.65	3,448.00	0.00	3,193.00	0.00	6,641.00	11.63
Current Term One		N	N	37,290.12	2,610.31	1,118.70	1,540.88	0.00	5,269.89	14.13
Current Term Two		N	N	76,510.46	5,355.73	2,295.31	6,510.63	0.00	14,161.67	18.51
NHCE Eight		N	N	73,690.32	5,158.32	2,210.71	0.00	0.00	7,369.03	10.00
NHCE Five		N	N	30,065.70	2,104.60	901.97	1,649.03	0.00	4,655.60	15.48
NHCE Four		N	N	15,476.78	1,083.37	464.30	0.00	0.00	1,547.67	10.00
NHCE Nine		N	N	32,351.27	2,264.59	970.54	0.00	0.00	3,235.13	10.00
NHCE One		N	N	67,935.71	4,755.50	2,038.07	2,811.90	0.00	9,605.47	14.14
NHCE Seven		N	N	51,240.44	3,586.83	1,537.21	4,568.05	0.00	9,692.09	18.91
NHCE Six		N	N	36,922.41	2,584.57	1,107.67	1,568.69	0.00	5,260.93	14.25
NHCE Three		N	N	65,344.23	4,574.10	1,960.33	2,811.90	0.00	9,346.33	14.30
NHCE Two		N	N	32,524.31	2,276.70	975.73	1,751.00	0.00	5,003.43	15.38
NHCE Ten		N	N	20,744.20	1,452.09	622.33	0.00	0.00	2,074.42	10.00
Subtotal				693,878.04	47,323.71	16,202.87	31,915.58	0.00	95,442.16	
Total				940,351.89	83,323.71	16,202.87	51,382.58	0.00	150,909.16	

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2020**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Comp</u>	<u>Total DC Plan Contrib</u>	<u>Pct of Comp</u>	<u>DB Plan Cost Estimate</u>	<u>Pct of Comp</u>	<u>Total Both Plans</u>	<u>Pct of Comp</u>	<u>Pct of Total Plan Cost</u>	<u>DB Plan Target Normal Cost</u>	<u>Pct of Total Plan Cost</u>
HCE Owner	100.00	Y	Y	246,473.85	55,467.00	22.50	163,074.00	66.16	218,541.00	88.67	54.51	149,619.00	
Subtotal				246,473.85	55,467.00		163,074.00		218,541.00		54.51	149,619.00	73.97
Doe, John		Y	Y	42,775.90	5,194.45	12.14	966.00	2.26	6,160.45	14.40	1.54	998.00	
HCE Three		Y	Y	53,887.54	6,385.05	11.85	5,888.00	10.93	12,273.05	22.78	3.06	5,402.00	
HCE Two		Y	Y	57,118.65	6,641.00	11.63	7,223.00	12.65	13,864.00	24.27	3.46	6,627.00	
Current Term One		N	N	37,290.12	5,269.89	14.13	12,284.00	32.94	17,553.89	47.07	4.38	3,162.00	
Current Term Two		N	N	76,510.46	14,161.67	18.51	33,702.00	44.05	47,863.67	62.56	11.94	11,234.00	
NHCE Eight		N	N	73,690.32	7,369.03	10.00	7,325.00	9.94	14,694.03	19.94	3.67	6,200.00	
NHCE Five		N	N	30,065.70	4,655.60	15.48	3,372.00	11.22	8,027.60	26.70	2.00	3,953.00	
NHCE Four		N	N	15,476.78	1,547.67	10.00	1,023.00	6.61	2,570.67	16.61	0.64	1,057.00	
NHCE Nine		N	N	32,351.27	3,235.13	10.00	730.00	2.26	3,965.13	12.26	0.99	873.00	
NHCE One		N	N	67,935.71	9,605.47	14.14	3,979.00	5.86	13,584.47	20.00	3.39	3,038.00	
NHCE Seven		N	N	51,240.44	9,692.09	18.91	1,851.00	3.61	11,543.09	22.53	2.88	1,538.00	
NHCE Six		N	N	36,922.41	5,260.93	14.25	2,251.00	6.10	7,511.93	20.35	1.87	2,326.00	
NHCE Three		N	N	65,344.23	9,346.33	14.30	5,520.00	8.45	14,866.33	22.75	3.71	4,586.00	
NHCE Two		N	N	32,524.31	5,003.43	15.38	634.00	1.95	5,637.43	17.33	1.41	758.00	
NHCE Ten		N	N	20,744.20	2,074.42	10.00	178.00	0.86	2,252.42	10.86	0.56	903.00	
Subtotal				693,878.04	95,442.16		86,926.00		182,368.16		45.49	52,655.00	26.03
Total				940,351.89	150,909.16		250,000.00		400,909.16		100.00	202,274.00	100.00

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2020**

<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	55	65	Y	246,473.85	55,467.00	1,366,685.65	9,867.05	11,502.11	3,171.90	24,541.06	119.48
Subtotal					246,473.85	55,467.00		9,867.05	11,502.11	3,171.90	24,541.06	
Doe, John		25	65	Y	42,775.90	5,194.45	1,095,682.95	7,910.50	178.23	1,697.40	9,786.13	274.53
HCE Three		26	65	Y	53,887.54	6,385.05	1,278,726.47	9,232.02	3,284.03	1,993.70	14,509.75	323.11
HCE Two		30	65	Y	57,118.65	6,641.00	1,037,105.39	7,487.59	3,712.71	2,075.30	13,275.60	278.91
Current Term One		33	65	N	37,290.12	5,269.89	207,753.20	1,499.91	193.03	1,625.60	3,318.54	106.79
Current Term Two		38	65	N	76,510.46	14,161.67	345,029.04	2,491.00	441.18	2,501.20	5,433.38	85.22
NHCE Eight		47	65	N	73,690.32	7,369.03	336,883.42	2,432.20	339.93	2,613.80	5,385.93	87.71
NHCE Five		48	65	N	30,065.70	4,655.60	198,194.95	1,430.91	150.25	1,814.60	3,395.76	135.53
NHCE Four		73	73	N	15,476.78	1,547.67	7,450.82	66.27	37.34	2,088.00	2,191.61	169.93
NHCE Nine		30	65	N	32,351.27	3,235.13	438,219.74	3,163.81	134.80	1,414.50	4,713.11	174.82
NHCE One		40	65	N	67,935.71	9,605.47	743,880.84	5,370.59	260.74	2,426.50	8,057.83	142.33
NHCE Seven		30	65	N	51,240.44	9,692.09	1,462,813.84	10,561.07	213.50	1,915.30	12,689.87	297.18
NHCE Six		51	65	N	36,922.41	5,260.93	162,822.30	1,175.53	137.71	1,605.00	2,918.24	94.84
NHCE Three		52	65	N	65,344.23	9,346.33	276,489.86	1,996.17	272.27	1,930.70	4,199.14	77.11
NHCE Two		26	65	N	32,524.31	5,003.43	895,180.18	6,462.93	135.52	1,424.00	8,022.45	295.99
NHCE Ten		28	65	N	20,744.20	2,074.42	281,922.02	2,035.39	86.43	1,112.90	3,234.72	187.12
Subtotal					693,878.04	95,442.16		63,315.89	9,577.67	28,238.50	101,132.06	
Total					940,351.89	150,909.16		73,182.94	21,079.78	31,410.40	125,673.12	

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 RP20C 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 REPORT
Maximum Deduction Limit**

DC Plan Year: 1/1/2020 to 12/31/2020
DB Plan Year: 1/1/2020 to 12/31/2020
DB Valuation Date: 12/31/2020
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:	940,352
(b)	6% of (a):	56,421
(c)	25% of (a):	235,088
(d)	DC Plan Employer Contributions:	99,527
(e)	DC Employer Contributions / DC Compensation ((d) / (a)):	10.58%
(f)	Compensation of DC/DB plan beneficiaries:	940,352
(g)	25% of (f):	235,088
(h)	DB Minimum Contribution on Val Date:	149,529
(i)	DB Maximum Contribution on Val Date (404(o)):	977,769
(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)):	977,769
(n)	25% of (a):	235,088
(o)	Total Deduction Available ((m) + (n)):	1,212,857
(p)	Total Contribution ((d) + (j)):	349,527
(q)	Excess Contribution:	0

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Percentage to Owner Employees
For Plan Year Ending December 31, 2020**

	<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	55,467.00	163,074.00	218,541.00	54.51%	199,074.00
Other Employees	95,442.16	86,926.00	182,368.16	45.49%	150,452.58
Total	150,909.16	250,000.00	400,909.16	100.00%	349,526.58

Tax Savings Summary

Tax Bracket	40%
Employer Contribution	349,526.58
Estimated Tax Savings	139,810.63
Net Cost after Estimated Tax Savings	209,715.95
Contribution for Owners	199,074.00
Owner Contribution as a Percentage of Net Cost	94.93%
Net Plan Cost (after Owner Contribution & Tax Savings)	10,641.95

DC & DB SAMPLE PLAN

SAMPLE FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test Report Parameters For the Plan Year Ending December 31, 2020

Primary plan:	D28:0015
Current date (time):	12/22/2020 (08:34:28)
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 FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2020

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	-	-	-	-	-	-	-
xxx-xx-0028	NHCE Ten	-	-	-	-	-	-	X	-

DC & DB SAMPLE PLAN **SAMPLE FOR COMPLIANCE REPORTS**

401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2020

<u>SSN</u>	<u>Employee Name</u>	Excluded from Count		Excludable Because				Non-Excludable EEs	
		<u>Term<BOY</u>	<u>Hire>EOY</u>	<u>Age/Svc</u>	<u>Union</u>	<u>Alien</u>	<u>Hours</u>	<u>Benefit</u>	<u>Don't Benefit</u>
	Totals	8	0	4	0	0	0	16	0

SAMPLE

DC & DB SAMPLE PLAN

SAMPLE 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, 2020

<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	33	62	2,999.28	419.90	344.04	1.00000	2.53	X	-
xxx-xx-0010	Current Term Two	38	62	6,153.82	861.53	705.89	1.00000	2.53	X	-
xxx-xx-0002	Doe, John	45	62	3,440.50	412.86	328.88	1.00000	2.44	X	-
xxx-xx-0005	HCE Owner	55	62	19,824.13	2,775.38	2,273.98	1.00000	2.53	X	-
xxx-xx-0004	HCE Three	26	62	4,334.24	606.79	497.17	1.00000	2.53	X	-
xxx-xx-0003	HCE Two	30	62	4,594.10	643.17	526.98	1.00000	2.53	X	-
xxx-xx-0027	NHCE Nine	30	62	2,602.04	208.16	149.24	1.00000	2.26	X	-
xxx-xx-0020	Ineligible Four	32	62	943.56	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0024	Ineligible One	27	62	1,079.22	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0025	Ineligible Three	54	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0026	Ineligible Two	48	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0019	NHCE Eight	47	62	5,926.98	829.78	679.87	1.00000	2.53	X	-
xxx-xx-0013	NHCE Five	48	62	2,418.21	338.55	277.39	1.00000	2.53	X	-
xxx-xx-0011	NHCE Four	73	73	1,244.80	149.38	130.32	1.00000	1.53	X	-
xxx-xx-0001	NHCE One	40	62	5,464.13	764.98	626.78	1.00000	2.53	X	-
xxx-xx-0018	NHCE Seven	30	62	4,121.32	576.98	472.75	1.00000	2.53	X	-
xxx-xx-0023	NHCE Six	51	62	2,969.71	296.97	227.10	1.00000	2.35	X	-
xxx-xx-0007	NHCE Three	52	62	5,255.70	735.80	602.87	1.00000	2.53	X	-
xxx-xx-0022	NHCE Two	26	62	2,615.95	209.28	150.03	1.00000	2.26	X	-
xxx-xx-0021	Term Eight	55	62	430.92	20.56	20.56	1.00000	0.00	-	-
xxx-xx-0014	Term Five	38	62	2,846.33	78.99	78.99	1.00000	0.00	-	-
xxx-xx-0017	Term Four	48	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0006	Term One	72	72	1,802.00	30.35	27.85	1.00000	0.14	-	-
xxx-xx-0016	Term Seven	27	62	160.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0015	Term Six	50	62	2,070.00	0.00	0.00	1.00000	0.00	-	-

DC & DB SAMPLE PLAN

SAMPLE 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, 2020

<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	37	62	817.08	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0008	Term Two	50	62	873.14	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0028	NHCE Ten	26	62	1,887.48	37.75	0.00	1.00000	2.00	X	-
Totals									16	0

DC & DB SAMPLE PLAN
SAMPLE FOR COMPLIANCE REPORTS

401(a)(26) Minimum Participation Test
For the Plan Year Ending December 31, 2020

A. Total number of employees of the employer:		20
B. Excludable because of:		
(1) Minimum age or years of service	4	
(2) Collective bargaining agreement	0	
(3) Non-resident aliens	0	
(4) Terms with less than 500 hours of service	0	
Total excludable employees:		4
C. Total non-excludable employees:		16
D. Total non-excludable employees who benefit from plan:		16
E. Total benefiting employees with meaningful benefits based on 0.50%:		16
F. 40% test (E/C):		100.00%
G. 50 employee test (E):		16
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, 2020

Primary plan: D28:0014
Current date (time): 01/27/2021 (14:15:30)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D28:0015 (EEs don't benefit)

Employees participate in multiple plans

Test type: Standard test

Sources included in test:
Employer Discretionary
Employer Safe Harbor

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

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, 2020

<u>SSN</u>	<u>Employee Name</u>	<u>Age/Svc</u>	<u>Excludable Because</u>			<u>Hours</u>	<u>Non-Excludable EEs</u>		<u>HCE</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	-	-
xxx-xx-0028	NHCE Ten	-	-	-	-	-	X	-	-
Totals		4	0	0	0	0	16	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, 2020

Total number of employees of the employer:	20
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:	16
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:	12
Total benefitting employees who are non-highly compensated:	12
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, 2020

Primary plan:	D28:0014
Current date (time):	01/27/2021 (14:17:21)
Run for multiple plans? Disk D28 Case 0015	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-termines with less than 500 hours?	Y
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary Employer Safe Harbor	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary Employer Safe Harbor	
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?	Y

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Summary of Questions
For the Plan Year ending December 31, 2020

Sources included in Minimum Allocation Gateway test:

Employer Discretionary
Employer Safe Harbor

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)	
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, 2020

<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>6% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>6% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-0002	Doe, John	Y	11.33%	11.33%	11.33%	11.33%
xxx-xx-0005	HCE Owner	Y	26.31%	26.31%	26.31%	26.31%
xxx-xx-0004	HCE Three	Y	7.34%	7.34%	7.34%	7.34%
xxx-xx-0003	HCE Two	Y	7.56%	7.56%	7.56%	7.56%
xxx-xx-0009	Current Term One	N	6.78%	6.78%	6.78%	6.78%
xxx-xx-0010	Current Term Two	N	6.78%	6.78%	6.78%	6.78%
xxx-xx-0019	NHCE Eight	N	14.09%	14.09%	12.74%	12.74%
xxx-xx-0013	NHCE Five	N	14.61%	14.61%	12.74%	12.74%
xxx-xx-0011	NHCE Four	N	17.46%	17.46%	12.74%	12.74%
xxx-xx-0027	NHCE Nine	N	9.36%	9.36%	12.74%	12.74%
xxx-xx-0001	NHCE One	N	11.44%	11.44%	12.74%	12.74%
xxx-xx-0018	NHCE Seven	N	9.52%	9.52%	12.74%	12.74%
xxx-xx-0023	NHCE Six	N	15.86%	15.86%	12.74%	12.74%
xxx-xx-0007	NHCE Three	N	17.16%	17.16%	12.74%	12.74%
xxx-xx-0022	NHCE Two	N	8.98%	8.98%	12.74%	12.74%
xxx-xx-0028	NHCE Ten	N	8.89%	8.89%	12.74%	12.74%
	Highest HCE Rate		26.31%	26.31%	26.31%	26.31%
	Minimum NHCE Rate Needed to Pass		6.00%	8.77%	6.00%	8.77%
	Lowest NHCE Rate		6.78%	6.78%	6.78%	6.78%
	Minimum Allocation Gateway Test:		Pass	Fail	Pass	Fail

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Annual Accrual Rates using Current Compensation
For the Plan Year ending December 31, 2020

<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	7.28%	11.02%	9.16%	12.90%
xxx-xx-0005	HCE Owner	Y	7.48%	9.73%	8.19%	10.44%
xxx-xx-0004	HCE Three	Y	22.23%	39.23%	27.72%	44.72%
xxx-xx-0003	HCE Two	Y	16.53%	28.75%	21.11%	33.33%
xxx-xx-0009	Current Term One	N	14.94%	22.01%	18.91%	25.98%
xxx-xx-0010	Current Term Two	N	11.05%	20.73%	14.10%	23.78%
xxx-xx-0019	NHCE Eight	N	7.70%	7.70%	9.37%	9.37%
xxx-xx-0013	NHCE Five	N	7.36%	10.12%	8.90%	11.66%
xxx-xx-0011	NHCE Four	N	2.73%	2.73%	2.75%	2.75%
xxx-xx-0027	NHCE Nine	N	20.47%	20.47%	24.58%	24.58%
xxx-xx-0001	NHCE One	N	11.06%	15.06%	13.77%	17.77%
xxx-xx-0018	NHCE Seven	N	20.82%	40.31%	25.40%	44.89%
xxx-xx-0023	NHCE Six	N	6.25%	7.93%	7.33%	9.01%
xxx-xx-0007	NHCE Three	N	6.24%	7.80%	7.28%	8.84%
xxx-xx-0022	NHCE Two	N	27.22%	43.53%	32.13%	48.44%
xxx-xx-0028	NHCE Ten	N	26.93%	26.93%	31.36%	31.36%
	Total HCEs		4	4	4	4
	100% HCE Average		13.38%	22.18%	16.55%	25.35%
	70% HCE Average		9.37%	15.53%	11.58%	17.74%
	Total NHCEs		12	12	12	12
	100% NHCE Average		13.56%	18.78%	16.32%	21.54%
	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:		12			
	Concentration Percentage:		75.00%			
	Safe Harbor Ratio:		38.75%			
	Midpoint Ratio:		33.75%			
	Unsafe Harbor Ratio:		28.75%			

* 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>
7.28%	9.16%	3	8	75.00%	66.67%	88.89%	N/A	N/A
7.48%	8.19%	3	8	75.00%	66.67%	88.89%	N/A	N/A
16.53%	21.11%	2	4	50.00%	33.33%	66.67%	15.53%	18.78%
22.23%	27.72%	1	2	25.00%	16.67%	66.67%	15.53%	18.78%
Average Benefit Percentage Test:							15.53%	18.78%
Number of HCEs for Concentration Test:				4				
Number of NHCEs for Concentration Test:				12				
Concentration Percentage:				75.00%				
Safe Harbor Ratio:				38.75%				
Midpoint Ratio:				33.75%				
Unsafe Harbor Ratio:				28.75%				
Total Highly Compensated Employees				4				
Total Non-highly Compensated Employees				12				

This plan passes 401(a)(4).

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Gateway Allocation Rates Plan Year Ending December 31, 2020

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				6% Threshold Comp	1/3 Threshold Comp	6% Threshold Rate	1/3 Threshold Rate
Doe, John	45	62	2,707.00	42,775.90	42,775.90	6.33	6.33	83.98	101.829	4.00226	42,775.90	42,775.90	5.00	5.00
HCE Owner	55	62	36,000.00	246,473.85	246,473.85	14.61	14.61	501.40	101.829	1.77014	246,473.85	246,473.85	11.70	11.70
HCE Three	26	62	3,362.00	53,887.54	53,887.54	6.24	6.24	109.62	101.829	18.85691	53,887.54	53,887.54	1.10	1.10
HCE Two	30	62	3,448.00	57,118.65	57,118.65	6.04	6.04	116.19	101.829	13.60666	57,118.65	57,118.65	1.52	1.52
Current Term One	33	N/A	2,528.27	37,290.12	37,290.12	6.78	6.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Current Term Two	38	N/A	5,187.41	76,510.46	76,510.46	6.78	6.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Eight	47	62	5,895.23	73,690.32	73,690.32	8.00	8.00	149.91	101.829	3.39974	73,690.32	73,690.32	6.09	6.09
NHCE Five	48	62	2,405.25	30,065.70	30,065.70	8.00	8.00	61.16	101.829	3.13340	30,065.70	30,065.70	6.61	6.61
NHCE Four	73	73	1,238.14	15,476.78	15,476.78	8.00	8.00	19.06	76.778	1.00000	15,476.78	15,476.78	9.46	9.46
NHCE Nine	30	62	2,588.10	32,351.27	32,351.27	8.00	8.00	58.92	101.829	13.60666	32,351.27	32,351.27	1.36	1.36
NHCE One	40	62	5,434.86	67,935.71	67,935.71	8.00	8.00	138.20	101.829	6.01803	67,935.71	67,935.71	3.44	3.44
NHCE Seven	30	62	4,099.23	51,240.44	51,240.44	8.00	8.00	104.23	101.829	13.60666	51,240.44	51,240.44	1.52	1.52
NHCE Six	51	62	2,953.79	36,922.41	36,922.41	8.00	8.00	69.87	101.829	2.45317	36,922.41	36,922.41	7.86	7.86
NHCE Three	52	62	5,227.54	65,344.23	65,344.23	8.00	8.00	132.93	101.829	2.26098	65,344.23	65,344.23	9.16	9.16
NHCE Two	26	62	2,601.95	32,524.31	32,524.31	8.00	8.00	59.25	101.829	18.85691	32,524.31	32,524.31	0.98	0.98
NHCE Ten	26	62	1,838.75	22,984.45	22,984.45	8.00	8.00	37.75	101.829	18.85691	22,984.45	22,984.45	0.89	0.89

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, 2020

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	45	65	3,564.66	2,707.00	95.382	5.11205	83.98	1.36362	1.58545	7.28	9.16
HCE Owner	55	65	20,539.49	36,000.00	95.382	2.26098	501.40	1.36362	1.21371	7.48	8.19
HCE Three	26	65	4,490.63	3,362.00	95.382	24.08573	109.62	1.36362	2.64755	22.23	27.72
HCE Two	30	65	4,759.89	3,448.00	95.382	17.37964	116.19	1.36362	2.37660	16.53	21.11
Current Term One	33	65	3,107.51	2,528.27	95.382	13.60666	75.86	1.36362	2.19161	14.94	18.91
Current Term Two	38	65	6,375.87	5,187.41	95.382	9.04905	155.64	1.36362	1.91482	11.05	14.10
NHCE Eight	47	65	6,140.86	5,895.23	95.382	4.34245	149.91	1.36362	1.50241	7.70	9.37
NHCE Five	48	65	2,505.48	2,405.25	95.382	4.00226	61.16	1.36362	1.46262	7.36	8.90
NHCE Four	73	73	1,289.73	1,238.14	76.777	1.00000	19.06	1.00000	1.01074	2.73	2.75
NHCE Nine	30	65	2,695.94	2,588.10	95.382	17.37964	58.92	1.36362	2.37660	20.47	24.58
NHCE One	40	65	5,661.31	5,434.86	95.382	7.68676	138.20	1.36362	1.81426	11.06	13.77
NHCE Seven	30	65	4,270.04	4,099.23	95.382	17.37964	104.23	1.36362	2.37660	20.82	25.40
NHCE Six	51	65	3,076.87	2,953.79	95.382	3.13340	69.87	1.36362	1.34981	6.25	7.33
NHCE Three	52	65	5,445.35	5,227.54	95.382	2.88793	132.93	1.36362	1.31429	6.24	7.28
NHCE Two	26	65	2,710.36	2,601.95	95.382	24.08573	59.25	1.36362	2.64755	27.22	32.13
NHCE Ten	26	65	1,915.37	1,838.75	95.382	24.08573	37.75	1.36362	2.64755	26.93	31.36

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, 2020

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	45	65	3,564.66	5,194.45	95.382	5.11205	83.98	1.36362	1.58545	11.02	12.90
HCE Owner	55	65	20,539.49	55,467.00	95.382	2.26098	501.40	1.36362	1.21371	9.73	10.44
HCE Three	26	65	4,490.63	6,385.05	95.382	24.08573	109.62	1.36362	2.64755	39.23	44.72
HCE Two	30	65	4,759.89	6,641.00	95.382	17.37964	116.19	1.36362	2.37660	28.75	33.33
Current Term One	33	65	3,107.51	4,069.15	95.382	13.60666	75.86	1.36362	2.19161	22.01	25.98
Current Term Two	38	65	6,375.87	11,698.04	95.382	9.04905	155.64	1.36362	1.91482	20.73	23.78
NHCE Eight	47	65	6,140.86	5,895.23	95.382	4.34245	149.91	1.36362	1.50241	7.70	9.37
NHCE Five	48	65	2,505.48	4,054.28	95.382	4.00226	61.16	1.36362	1.46262	10.12	11.66
NHCE Four	73	73	1,289.73	1,238.14	76.777	1.00000	19.06	1.00000	1.01074	2.73	2.75
NHCE Nine	30	65	2,695.94	2,588.10	95.382	17.37964	58.92	1.36362	2.37660	20.47	24.58
NHCE One	40	65	5,661.31	8,246.76	95.382	7.68676	138.20	1.36362	1.81426	15.06	17.77
NHCE Seven	30	65	4,270.04	8,667.28	95.382	17.37964	104.23	1.36362	2.37660	40.31	44.89
NHCE Six	51	65	3,076.87	4,522.48	95.382	3.13340	69.87	1.36362	1.34981	7.93	9.01
NHCE Three	52	65	5,445.35	8,039.44	95.382	2.88793	132.93	1.36362	1.31429	7.80	8.84
NHCE Two	26	65	2,710.36	4,352.95	95.382	24.08573	59.25	1.36362	2.64755	43.53	48.44
NHCE Ten	26	65	1,915.37	1,838.75	95.382	24.08573	37.75	1.36362	2.64755	26.93	31.36

DC & DB SAMPLE PLAN

SAMPLE PLAN FOR COMPLIANCE REPORTS

Top Heavy Illustration

Determination Date: December 31, 2020

<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	30,908.58		30,908.58
Current Term Two	xxx-xx-0010	68,912.85		68,912.85
Doe, John	xxx-xx-0002	28,367.63	28,367.63	
HCE Owner	xxx-xx-0005	354,908.48	354,908.48	
HCE Three	xxx-xx-0004	36,329.44	36,329.44	
HCE Two	xxx-xx-0003	38,650.16	38,650.16	
NHCE Eight	xxx-xx-0019	36,597.09		36,597.09
NHCE Five	xxx-xx-0013	24,155.92		24,155.92
NHCE Four	xxx-xx-0011	7,106.58		7,106.58
NHCE Nine	xxx-xx-0027	9,391.46		9,391.46
NHCE One	xxx-xx-0001	49,022.16		49,022.16
NHCE Seven	xxx-xx-0018	48,661.94		48,661.94
NHCE Six	xxx-xx-0023	22,294.98		22,294.98
NHCE Three	xxx-xx-0007	45,435.77		45,435.77
NHCE Two	xxx-xx-0022	16,733.32		16,733.32
NHCE Ten	xxx-xx-0028	1,838.75		1,838.75
Sub-total		819,315.11	458,255.71	361,059.40
Count			4	12

The total value of the key employees' account balances is 55.9316% 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 FOR COMPLIANCE REPORTS

Top Heavy Illustration
Determination Date: December 31, 2020

<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	12,930.00		12,930.00
Current Term Two	xxx-xx-0010	34,672.00		34,672.00
Doe, John	xxx-xx-0002	24,170.00	24,170.00	
HCE Owner	xxx-xx-0005	277,543.00	277,543.00	
HCE Three	xxx-xx-0004	12,844.00	12,844.00	
HCE Two	xxx-xx-0003	16,866.00	16,866.00	
NHCE Nine	xxx-xx-0027	5,458.00		5,458.00
NHCE Eight	xxx-xx-0019	54,069.00		54,069.00
NHCE Five	xxx-xx-0013	23,273.00		23,273.00
NHCE Four	xxx-xx-0011	16,093.00		16,093.00
NHCE One	xxx-xx-0001	34,266.00		34,266.00
NHCE Seven	xxx-xx-0018	15,130.00		15,130.00
NHCE Six	xxx-xx-0023	23,972.00		23,972.00
NHCE Three	xxx-xx-0007	62,662.00		62,662.00
NHCE Two	xxx-xx-0022	4,430.00		4,430.00
NHCE Ten	xxx-xx-0028	799.00		799.00
Sub-total		619,177.00	331,423.00	287,754.00
Count			4	12

The total value of the key employees' present values is 53.5264% 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	819,315.11	458,255.71	361,059.40
DC & DB SAMPLE PLAN SAMPLE FOR COMPLIANCE REPORTS	619,177.00	331,423.00	287,754.00
<u>Other Plans</u>			
Balances	132,540.00	132,540.00	0.00
Distributions	5,648.00	0.00	5,648.00
Grand Total	1,576,680.11	922,218.71	654,461.40

The total value of the key employees' account balances is 58.5% 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 FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0016
December 22, 2020 (10:30:15)

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>Unit</u>
								<u>415 \$</u>	<u>415 %</u>	<u>Flat Bnft</u>		<u>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	4,226.18	4,226.18	4,364.47	7,665.00	4,364.47	1,775.00						
62 ³	4,374.08	4,374.08	4,495.70	7,665.00	4,495.70	1,924.60	22.00	21.00	21.00	22.00	22.00	
63	4,494.78	4,494.78	4,629.63	7,665.00	4,629.63	2,067.60						
64	4,611.06	4,611.06	4,737.30	7,665.00	4,737.30	2,213.31						
65 ⁴	4,611.06	4,729.67	4,737.30	7,665.00	4,737.30	2,213.31	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 FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0016
December 22, 2020 (10:30:16)

Present Values (PPA) - Adams, John Q

<u>Description @ Age</u>	<u>62</u> ³	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	1.87%	1.87%	1.87%	1.87%
2. Mortality	0.006353	0.007113	0.007930	0.000000
3. Turnover	0.000000	0.000000	0.000000	0.000000
4. Disability	0.018650	0.019980	0.021300	0.000000
5. Early retirement	0.000000	0.000000	0.000000	0.000000
6. Vested percent	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.975115	0.948835	0.921261
8. Probability of survival (mort only)	0.978755	0.985013	0.992070	1.000000
9. Interest discount	1.000000	0.981643	0.963623	0.945935
10. Present value factor	157.539	157.539	157.539	157.539
11. Actuarial equivalence APR	152.157	148.650	145.106	141.529
<u>Normal Retirement</u>				
12. Accrued benefit	1,924.60	2,067.60	2,213.31	2,213.31
13. Present value factor	0.00000	0.00000	0.00000	145.13423
14. Present value EOY benefit	0.00	0.00	0.00	300,079.36
<u>Employee Mandatory</u>				
15. Contribution	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00
18. Expected contrib	0.00	0.00	0.00	0.00
19. Present value EOY contrib	0.00	0.00	0.00	0.00
<u>Early Retirement</u>				
20. Reduction	0.820000	0.880000	0.940000	1.000000
21. Benefit [12x20]	1,578.17	1,819.49	2,080.51	2,213.31
22. Pres val factor ERA to val	187.277	177.128	167.219	157.539
23. Present value factor [5x6x7x20x22]	0.00000	0.00000	0.00000	0.00000
24. Present value EOY benefit [12x23]	0.00	0.00	0.00	0.00
<u>Termination</u>				
25. Present value factor [3x6x7x8x10]	0.00000	0.00000	0.00000	0.00000
26. Present value EOY benefit [12x25]	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>				
27. Reduction	0.374073	0.399919	0.425561	0.451000
28. Benefit [6x12x27]	719.94	826.87	941.90	998.20
29. Spouse's PVF	210.089	199.289	188.762	178.505
30. Present value factor [2x7x27x29]	0.49930	0.55283	0.60439	0.00000
31. Present value EOY benefit [12x30]	1,032.36	1,143.03	1,249.63	0.00
<u>Pre-retirement Death (Lump Sum)</u>				
32. Benefit	0.00	0.00	0.00	0.00
33. Present value factor [2x7x9x32/12]	0.00000	0.00000	0.00000	0.00000
34. Present value EOY benefit [12x33]	0.00	0.00	0.00	0.00
<u>Disability</u>				
35. Reduction	1.000000	1.000000	1.000000	1.000000
36. Benefit [12x35]	1,924.60	2,067.60	2,213.31	2,213.31
37. Present value factor	154.136	144.309	134.785	125.566
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	2.87464	5.68619	8.41021	8.41021
39. Present value EOY benefit [12x38]	5,943.61	11,756.77	17,388.95	17,388.95
<u>Compensations</u>				
40. Compensation	55,724.04	56,841.72	57,977.16	0.00
41. PVComp	55,724.04	103,094.99	144,661.26	144,661.26
42. PVComp @ entry	280,939.82	293,691.10	304,879.89	304,879.89
43. PV \$10K/year	10,000.00	18,333.83	25,503.26	25,503.26
44. PV \$10K/year @ entry	125,403.34	127,646.63	129,576.49	129,576.49

DEFINED BENEFIT SAMPLE PLAN SAMPLE FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0016
December 22, 2020 (10:30:58)

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>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	4,226.18	4,226.18	4,364.47	0.00	4,364.47	0.00					
62 ³	4,374.08	4,374.08	4,495.70	0.00	4,495.70	1,924.60	22.00	21.00	21.00	22.00	22.00
63	4,476.15	4,476.15	4,598.59	0.00	4,736.55	2,059.03					
64	4,554.88	4,554.88	4,643.67	0.00	4,926.47	2,186.34					
65 ⁴	4,554.88	4,616.62	4,643.67	0.00	5,074.26	2,186.34	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 FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0016
December 22, 2020 (10:30:58)

Present Values (FAS) - Adams, John Q

<u>Description @ Age</u>	<u>62</u> ³	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	4.00%	4.00%	4.00%	4.00%
2. Mortality	0.004613	0.005007	0.005407	0.000000
3. Turnover	0.000000	0.000000	0.000000	0.000000
4. Disability	0.018650	0.019980	0.021300	0.000000
5. Early retirement	0.130000	0.100000	0.080000	0.000000
6. Vested percent	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.849836	0.745817	0.667906
8. Probability of survival (mort only)	0.985048	0.989613	0.994593	1.000000
9. Interest discount	1.000000	0.961538	0.924556	0.888996
10. Present value factor	143.411	143.411	143.411	0.000
<u>Normal Retirement</u>				
11. Accrued benefit	1,924.60	2,059.03	2,186.34	2,186.34
12. Present value of benefit (ABO)	0.00	0.00	0.00	184,347.58
13. Present value of benefit (PBO)	0.00	0.00	0.00	188,711.89
14. Service cost	0.00	0.00	0.00	8,577.81
<u>Employee Mandatory</u>				
15. Contribution	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00
18. Present value of contrib	0.00	0.00	0.00	0.00
19. Expected contrib	0.00	0.00	0.00	0.00
<u>Early Retirement</u>				
20. Reduction	0.820000	0.880000	0.940000	1.000000
21. Benefit	1,578.17	1,819.49	2,080.51	2,213.31
22. Pres val factor ERA to val	172.715	162.531	152.767	143.411
23. Present value of benefit (ABO)	35,434.58	58,828.09	75,318.10	0.00
24. Present value of benefit (PBO)	35,434.58	58,828.09	75,318.10	0.00
25. Service cost	35,434.58	36,522.73	37,303.26	0.00
<u>Termination</u>				
26. Present value of benefit (ABO)	0.00	0.00	0.00	0.00
27. Present value of benefit (PBO)	0.00	0.00	0.00	0.00
28. Service cost	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>				
29. Reduction	0.374073	0.399919	0.425561	0.451000
30. Benefit	719.94	826.87	941.90	998.20
31. Present value of benefit (ABO)	642.78	598.53	569.52	0.00
32. Present value of benefit (PBO)	642.78	612.49	593.06	0.00
33. Service cost	642.78	27.84	26.96	0.00
<u>Pre-retirement Death (Lump Sum)</u>				
34. Benefit	0.00	0.00	0.00	0.00
35. Present value of benefit (ABO)	0.00	0.00	0.00	0.00
36. Present value of benefit (PBO)	0.00	0.00	0.00	0.00
37. Service cost	0.00	0.00	0.00	0.00
<u>Disability</u>				
38. Reduction	1.000000	1.000000	1.000000	1.000000
39. Benefit	1,924.60	2,059.03	2,186.34	0.00
40. Pres val factor NRA to val	162.531	152.767	143.411	0.000
41. Present value of benefit (ABO)	5,833.85	10,826.16	15,210.80	0.00
42. Present value of benefit (PBO)	5,833.85	10,942.64	15,508.51	0.00
43. Service cost	5,833.85	6,066.07	6,273.61	0.00
<u>Compensations</u>				
44. Compensation	55,724.04	56,841.72	57,977.16	0.00

CASH BALANCE SAMPLE PLAN FOR PARTICIPANT SUPPORT PAGE

PPA Actuarial Data - EOY Cash Balance
Val Date: 12/31/2020

12/22/2020 10:35:19 AM

John Q Adams

xxx-xx-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	57	Acc Yr	8.00	VD-prt 8.00
12/31/2014	265,000.00	265,000.00 1,000	DOH 01/01/2005	41	Max Acc	13.00	VD-svc 16.00
12/31/2015	265,000.00	265,000.00 1,000	DOE 01/01/2013	49	Vest Yr	8.00	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 1,000	DOT		Exp Fut Svc	5.000	
12/31/2020	303,629.58	303,629.58 0	REH				

-----Average Comp for-----

	Benefits	Top Heavy	415	Benefits	Max Ben
Projected	23,750.00	23,750.00	23,750.00	11,363.45	19,166.66
Funding	23,750.00	23,750.00	23,750.00	11,363.45	19,166.66
Accrued	23,750.00	22,916.67	23,333.33	7,535.59	15,333.32
Prior			22,916.67	6,604.89	13,124.99
Cert PIA	3,168.40	End of Yr Accrued		7,535.59	

----- Benefit Adjustments -----

	Forced Max	Offsets	Add ons	Int Lvl	-----APRs-----
Projected	0.00	0.00	0.00	0	AEQ 161.307
Funding	0.00	0.00	0.00	0	TH 161.307
Accrued	0.00	0.00	0.00	0	417e 162.762
				0	PBGC 162.762

---- PVABs for ----

AEQ	952,410
TH	952,409
417(e)	1,226,509
PBGC	932,694

----- 430 MIN -----

Fdg Tgt	831,959.00
Tgt NC	107,156.00
PVFund	125.13196
EIR %	5.29%

----- 404 MAX -----

Fdg Tgt	929,413.00
Tgt NC	119,709.00
PVFund	138.33708

---EOY Cash Bal---

Beg Bal	842,940.81
Int Cred	42,147.04
Exp Ctb	114,000.00
Dst Dt	
Distrib	0.00
Dst Int	0.00
Curr Bal	999,087.85
Basis	729,640.00

----- PVFBs -----

PVFB	954,772.69
PVER	0.00
PV Term	0.00
PV Dis	0.00
PV Dth	0.00
PVFCom	1,667,250.14

----- Ins. Policy -----

Face Amount	0
Curr CSV	0
CSV @ NRD	0
Premium	0.00
-- FASB dx	5.00% --
ABO	952,410
PBO	834,780
PBO SC	119,684
PVFAS	126.38820

-----ASSUMPTIONS-----

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