



Actuarial Systems Corporation

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 40 years and remains committed to helping you, the retirement plan professional, increase your efficiency and profitability. ASC clients are supported by ERISA attorneys, 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, 2024 to December 31, 2024
Valuation Date: January 1, 2024

Prepared by
Actuarial Systems Corporation
February 15, 2024

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS
Table of Contents
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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 American Rescue Plan of 2021 and the Infrastructure Investment and Jobs Act of 2021. 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

23-12345

Enrollment Number

Date

Jane Doe, EA, MAAA, FSA

23-54321

Enrollment Number

Date

As members of the American Academy of Actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein for Actuaries Issuing Statements of Actuarial Opinion in the United States.

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Supplement to Actuarial Certification

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

Additional Disclosure

If more information or explanation is needed regarding this valuation (definitions, methods, assumptions, rationale, data sources, results, or other supporting information/documents), please contact us for the information. Similarly, contact us if additional services are needed to analyze the comparative financial status of the Plan or provide a hypothetical analysis of scenario testing, assumption sensitivity testing, potential impacts of changes in plan provisions, and projections of future liabilities.

Disclosure of Pension Risk Assessment

A plan's financial risk, in general, is the monetary ability to pay participants' benefits when due in the future. Benefits may include single lump sums of their entire benefit, monthly payments over a participant's lifetime, death benefits, and other types of benefits. It is expected that investments of the plan will grow, be liquidated, and distributed to satisfy these future benefit payments. Although this valuation, implicitly, projects the growth of plan assets and estimates future benefit payments, these future events may differ from our assumptions. As required by law for qualified defined benefit plans, annual valuations are required. Annual valuations help the trajectory of the plan to meet its benefit obligations over the years. Even as such, unknown future events, like a plan termination, may require additional funding to meet the Plan's benefit obligations.

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Determination of Minimum Contribution

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

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: 1/1/2024</u>
(a) Target Normal Cost	\$136,650
Plan-related expenses	\$2,200
Total, not less than zero	\$138,850
(b) Shortfall Amortization Payment (outstanding balance \$1,052,058 as of 1/1/2024)	\$99,659
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2024)	\$0
Total Charges	\$238,509
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$2,142
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$2,142
Minimum Balance of Contribution Due as of the beginning of the year	\$236,367
Interest at effective interest rate of 5.06%	\$11,927
Minimum Balance of Contribution Due as of the end of the year	\$248,294
Interest at effective interest rate to 8 1/2 months past the end of the year	\$8,818
Additional interest for quarterly payments made after the due date	\$10,131
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$267,243

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

(a)	Minimum contribution due as of the beginning of the year	\$238,509
(b)	Target Normal Cost	\$144,680
	Plan-related expenses	\$2,200
	Total, not less than zero	\$146,880
(c)	Funding Target	\$8,957,734
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$8,957,734
(3)	50% of Funding Target	\$4,478,867
(4)	Increase in Funding Target due to salary increases	\$100,012
(5)	Cushion Amount (d3) + (d4)	\$4,578,879
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$13,683,493
(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)	\$13,683,493
(j)	Actuarial Value of Assets	\$7,699,384
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$5,984,109

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Funded Status
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$8,064,191	\$8,749,300
(b) Actuarial Value of Assets	\$7,848,182	\$7,699,384
(c) Carryover Balance	\$0	\$0
(d) Prefunding Balance	\$20,797	\$2,142
(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>	97.06%	87.97%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	97.06%	87.97%
(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>	\$236,806	\$1,052,058
(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>		\$7,697,242
(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		87.97%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Shortfall Amortization
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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 fifteen year period.

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2022	15-year	13	\$53,027	\$527,009
01/01/2023	15-year	14	\$(24,317)	\$(254,783)
01/01/2024	15-year	15	<u>\$70,949</u>	<u>\$779,832</u>
Total			\$99,659	\$1,052,058

Shortfall Amortization Charge (sum of installments, no less than zero): \$99,659

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

Quarterly Contributions
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	96.44%
(b)	90% of minimum required contribution for the plan year	\$214,658
(c)	100% of minimum required contribution for prior plan year	\$217,783
(d)	Lesser of (b) and (c)	\$214,658
(e)	Amount of each installment payment	\$53,665

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2024	\$53,665
(g)	Installment Payment 2	7/15/2024	\$53,665
(h)	Installment Payment 3	10/15/2024	\$53,665
(i)	Installment Payment 4	1/15/2025	\$53,665

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2024 Plan Year
Valuation Date: 1/1/2024

Plan Effective Date: October 1, 1972

EIN: 123456789 PN: 001

1. Funding Target without regard to at-risk	\$8,749,300
2. Actuarial Value of Assets	7,699,384
3. Carryover Balance	0
4. Prefunding Balance	2,142
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	88.00%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage $(2-3-4+5)/(1+5)$	87.97%

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

23-12345

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: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 4.75%	4.21%	Seg 1: 5.50%	Pre-Retirement: 5.00%
	Seg 2: 4.87%	4.86%	Seg 2: 5.76%	Post-Retirement: 5.00%
	Seg 3: 5.59%	4.87%	Seg 3: 5.83%	
Applicable Date	12/2023	12/2023	11/2023	
Pre-Retirement				
Turnover	Male-INSULFAB Males Ultimate Termination Rates Female-INSULFAB Female Ultimate Termination Rates		None	None
Mortality	Male-Pri-2012 Base Table Non-Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Non-Annuitant Female Final Regs 10/20/2023		2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - 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
Pln-reltd expenses	\$2,200.00			
Future Salary Incr	2% Salary Scale		None	None
Disability	Disability Rates For INSULFAB... Prorated From Previous Report		None	None

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

Post-Retirement

Mortality	Male-Pri-2012 Base Table Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Annuitant Female Final Regs 10/20/2023	2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Female	None	None
Assumed Benefit Form For Funding	Normal Form		
Assumed Spouse's Age	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		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
Calculated Effective Interest Rate	5.06%		
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: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2024 to December 31, 2024
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 T2 2012 Covered Compensation Table 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 \$22,916.66 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
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>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 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the</p>

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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 salary and/or service on the calculation date, and payable on the normal retirement date.

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

Years with less than 1,000 hours

Termination Benefit

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

<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: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	1	1	0	0	0	0	0	0	2
Avg Mo Comp	0	0	6478	5747	0	0	0	0	0	0	6113
45-49	0	1	0	0	0	0	0	0	0	0	1
Avg Mo Comp	0	3704	0	0	0	0	0	0	0	0	3704
50-54	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
55-59	0	0	0	0	0	0	0	0	0	1	1
Avg Mo Comp	0	0	0	0	0	0	0	0	0	6003	6003
60-64	0	0	0	0	0	0	1	0	0	1	2
Avg Mo Comp	0	0	0	0	0	0	16700	0	0	18257	17478
65-69	0	0	0	0	0	1	0	0	0	3	4
Avg Mo Comp	0	0	0	0	0	5225	0	0	0	7387	6846
70+	0	0	0	0	0	0	0	0	1	1	2
Avg Mo Comp	0	0	0	0	0	0	0	0	4508	11095	7802
Total	0	1	1	1	0	1	1	0	1	6	12
Avg Mo Comp	0	3704	6478	5747	0	5225	16700	0	4508	9586	8323

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

Average Age: 59.8

Average Service: 31

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2024	491,435	45,241	21,738	558,414
2025	541,793	44,600	21,247	607,640
2026	543,228	43,902	20,608	607,738
2027	645,892	43,143	19,809	708,844
2028	634,114	42,317	18,848	695,279
2029	621,363	41,420	17,725	680,508
2030	607,558	40,445	16,451	664,454
2031	592,623	39,388	15,046	647,057
2032	611,440	38,244	13,541	663,225
2033	596,819	37,007	11,979	645,805
2034	577,701	35,673	10,403	623,777
2035	557,230	34,237	8,863	600,330
2036	535,388	32,695	7,404	575,487
2037	512,183	31,045	6,061	549,289
2038	487,638	29,289	4,862	521,789
2039	461,818	27,431	3,819	493,068
2040	434,826	25,480	2,938	463,244
2041	406,816	23,447	2,211	432,474
2042	377,985	21,350	1,628	400,963
2043	349,421	19,208	1,172	369,801
2044	319,894	17,047	825	337,766
2045	290,203	18,951	566	309,720
2046	261,891	25,898	379	288,168
2047	235,218	28,560	247	264,025
2048	207,239	26,480	157	233,876
2049	186,078	24,556	97	210,731
2050	160,725	22,811	59	183,595
2051	137,181	21,260	34	158,475
2052	115,699	19,900	20	135,619
2053	96,449	18,720	11	115,180
2054	79,524	17,700	6	97,230
2055	64,922	16,813	3	81,738
2056	52,552	16,032	2	68,586
2057	42,255	15,329	1	57,585
2058	33,834	14,677	0	48,511
2059	27,052	14,053	0	41,105
2060	21,676	13,436	0	35,112
2061	17,470	12,812	0	30,282
2062	14,215	12,169	0	26,384
2063	11,713	11,498	0	23,211
2064	9,787	10,796	0	20,583
2065	8,299	10,064	0	18,363
2066	7,128	9,298	0	16,426
2067	6,190	8,510	0	14,700
2068	5,412	7,700	0	13,112
2069	4,746	6,878	0	11,624

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

Schedule of Projection of Expected Benefit Payments
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2070	4,156	6,057	0	10,213
2071	3,622	5,249	0	8,871
2072	3,128	4,467	0	7,595
2073	2,671	3,728	0	6,399

SAMPLE

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Active Participant Census Data
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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>	
Employee_1	M	08/01/1955	08/02/1999	09/01/2000	01/02/2024	62,703.07	
Employee_4	M	02/01/1967	07/02/1984	02/01/1988	02/01/2032	72,046.93	
Employee_9	M	11/19/1961	01/03/1995	02/01/1996	11/19/2026	200,402.74	
Employee_25	M	12/13/1983	05/10/2014	06/01/2015	01/01/2049	68,973.27	
Employee_10	M	09/05/1957	03/05/1979	04/01/1980	01/02/2024	85,448.46	
Employee_11	M	04/03/1958	03/17/1980	04/01/1981	01/02/2024	63,932.77	
Employee_12	M	11/23/1957	04/30/1976	12/01/1978	01/02/2024	116,553.71	
Employee_13	M	05/18/1951	11/03/1975	12/01/1976	01/02/2024	133,151.74	*
Employee_18	M	05/03/1959	06/07/1982	07/01/1983	05/03/2024	219,091.61	
Employee_22	M	12/02/1951	09/19/1988	10/01/1989	01/02/2024	54,096.33	*
Employee_28	M	08/16/1981	06/21/2019	07/01/2020	09/01/2046	77,745.75	
Employee_29	M	02/09/1978	04/15/2022	05/01/2022	03/01/2043	44,459.88	
Total (12 Participants):						1,198,606.26	

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

Inactive Employee Census Data
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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>
Employee_23	M	07/08/1980	03/15/2004	0.00	T=Terminated	12/09/2008	
Employee_26	M	07/08/1981	02/11/2015	0.00	T=Terminated	09/02/2023	
Employee_24	M	05/10/1940	07/04/1980	0.00	R=Retired	05/10/2005	06/01/2005
Employee_14	M	08/21/1955	10/09/1986	0.00	T=Terminated	10/01/2010	
Total (4 Employees):				0.00			

SAMPLE

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

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>
Employee_1	01/02/2024	2,386.09	311,688	322,994	0
Employee_4	02/01/2032	4,202.74	594,810	370,724	12,861
Employee_9	11/19/2026	12,803.54	1,812,072	1,349,417	105,410
Employee_25	01/01/2049	4,023.44	569,433	41,599	5,747
Employee_10	01/02/2024	4,739.20	653,635	675,691	0
Employee_11	01/02/2024	3,545.89	489,053	505,555	0
Employee_12	01/02/2024	6,825.98	941,446	973,214	0
Employee_13	01/02/2024	10,344.95	1,151,383	1,193,901	0
Employee_18	05/03/2024	14,646.39	2,072,889	2,138,210	0
Employee_22	01/02/2024	3,346.59	385,818	400,249	0
Employee_28	09/01/2046	3,628.13	513,486	23,391	8,706
Employee_29	03/01/2043	1,556.10	220,233	7,307	3,926
Total (12 Participants)		72,049.04	9,715,946	8,002,252	136,650

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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee_1/100.00%	68	2,386.09	2,386.09	312,906	312,906
Employee_4/100.00%	57	3,809.41	3,809.41	345,623	345,623
Employee_9/100.00%	62	10,833.49	10,833.49	1,289,099	1,289,099
Employee_25/100.00%	40	1,041.97	1,041.97	39,995	39,995
Employee_10/100.00%	66	4,739.20	4,739.20	653,637	653,637
Employee_11/100.00%	66	3,545.89	3,545.89	489,054	489,054
Employee_12/100.00%	66	6,825.98	6,825.98	941,449	941,449
Employee_13/100.00%	73	10,344.95	10,344.95	1,168,253	1,168,253
Employee_18/100.00%	65	14,646.39	14,646.39	2,072,889	2,072,889
Employee_22/100.00%	72	3,346.59	3,346.59	390,682	390,682
Employee_28/80.00%	42	531.35	425.08	22,527	18,022
Employee_29/20.00%	46	140.68	28.14	7,282	1,457
Active Subtotal (12)		62,191.99	61,973.18	7,733,396	7,723,066

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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_23/100.00%	43	T	12/09/2008	850.00	850.00	37,876	37,876
Employee_26/100.00%	42	T	09/02/2023	728.70	728.70	30,894	30,894
Employee_14/100.00%	68	T	10/01/2010	3,770.09	3,770.09	494,400	494,400
Term Vested Subtotal (3)				5,348.79	5,348.79	563,170	563,170
Active/Term Subtotal (15)				67,540.78	67,321.97	8,296,566	8,286,236

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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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>
Employee_24	84		R	J&S 50%, 2% COLA	06/01/2005	1,811.52	167,426.00
Retired Subtotal (1)						1,811.52	167,426.00
Total Participants (16)							
Total Accrued Benefit/PVAB						69,352.30	8,463,992
Total Vested Accrued Benefit/PVVAB						69,133.49	8,453,662

**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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Proposed Distribution Date: 1/1/2024

<u>Active</u>	<u>Vest Pct</u>	<u>A g e s Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_1	100.00	68	65	2,386.09	311,687	312,906	636,357	312,906	312,906
Employee_4	100.00	57	65	3,809.41	345,623	329,522	940,128	345,623	345,623
Employee_9	100.00	62	65	10,833.49	1,289,099	1,266,199	2,369,069	1,289,099	1,289,099
Employee_25	100.00	40	65	1,041.97	39,995	33,634	1,026,807	39,995	39,995
Employee_10	100.00	66	65	4,739.20	653,637	652,860	915,624	653,637	653,637
Employee_11	100.00	66	65	3,545.89	489,054	488,472	685,072	489,054	489,054
Employee_12	100.00	66	65	6,825.98	941,449	940,329	1,248,933	941,449	941,449
Employee_13	100.00	73	65	10,344.95	1,151,379	1,168,253	1,151,378	1,151,378	1,151,378
Employee_18	100.00	65	65	14,646.39	2,072,889	2,064,204	2,409,090	2,072,889	2,072,889
Employee_22	100.00	72	65	3,346.59	385,817	390,682	484,538	390,682	390,682
Employee_28	80.00	42	65	531.35	22,527	19,231	505,057	22,527	18,022
Employee_29	20.00	46	65	140.68	7,282	6,410	134,756	7,282	1,457
Active Subtotal (12)				62,191.99	7,710,438	7,672,702	12,506,809	7,716,521	7,706,191

**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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Proposed Distribution Date: 1/1/2024

<u>Terminated Vested</u>	<u>Vest Pct</u>	<u>A g e s</u> <u>Curr</u> <u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_23	100.00	43 65	850.00	37,876	32,577		37,876	37,876
Employee_26	100.00	42 65	728.70	30,894	26,374		30,894	30,894
Employee_14	100.00	68 65	3,770.09	492,474	494,400		494,400	494,400
Terminated Vested Subtotal (3)			5,348.79	561,244	553,351		563,170	563,170

**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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Proposed Distribution Date: 1/1/2024

<u>Retired</u>	<u>Vest Pct</u>	<u>A g e s Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_24	100.00	84	65	1,811.52	165,321	167,426		167,426	0
Retired Subtotal (1)				1,811.52	165,321	167,426		167,426	0
Total (16)				69,352.30	8,437,003	8,393,479	12,506,809	8,447,117	8,269,361

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

Accrued Benefit Comparison Report

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>415 \$ Limit At Ret Age</u>	<u>415 % Limit</u>	<u>Final Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>415 \$ Limit At Curr Age</u>
Employee_1	100.00	68	65	2,386.09	28,678.94	4,871.58	2,386.09	2,386.09	28,678.94
Employee_4	100.00	57	65	3,809.41	22,916.66	5,597.54	3,809.41	3,809.41	15,138.93
Employee_9	100.00	62	65	10,833.49	22,916.66	15,569.87	10,833.49	10,833.49	22,916.66
Employee_25	100.00	40	65	1,041.97	20,624.99	5,358.73	1,041.97	1,041.97	5,132.11
Employee_10	100.00	66	65	4,739.20	24,665.63	6,638.74	4,739.20	4,739.20	24,665.63
Employee_11	100.00	66	65	3,545.89	22,916.66	4,967.12	3,545.89	3,545.89	22,916.66
Employee_12	100.00	66	65	6,825.98	24,665.63	9,055.40	6,825.98	6,825.98	24,665.63
Employee_13	100.00	73	65	10,344.95	39,469.58	10,344.95	10,344.95	10,344.95	39,469.58
Employee_18	100.00	65	65	14,646.39	22,916.66	17,021.87	14,646.39	14,646.39	22,916.66
Employee_22	100.00	72	65	3,346.59	39,469.58	4,202.90	3,346.59	3,346.59	39,469.58
Employee_28	80.00	42	65	531.35	9,166.66	3,020.15	531.35	425.08	2,556.86
Employee_29	20.00	46	65	140.68	4,583.33	703.38	140.68	28.14	1,522.46
Total				62,191.99	282,990.98	87,352.23	62,191.99	61,973.18	250,049.70

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

Projected Benefit Comparison Report

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s 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>
Employee_1	100.00	68	65	2,386.09	28,678.94	4,871.58	2,386.09	636,355
Employee_4	100.00	57	65	4,202.74	22,916.66	6,003.91	4,202.74	849,727
Employee_9	100.00	62	65	12,803.54	22,916.66	16,700.23	12,803.54	2,363,567
Employee_25	100.00	40	65	4,023.44	22,916.66	5,747.77	4,023.44	813,476
Employee_10	100.00	66	65	4,739.20	24,665.63	6,638.74	4,739.20	915,622
Employee_11	100.00	66	65	3,545.89	22,916.66	4,967.12	3,545.89	685,070
Employee_12	100.00	66	65	6,825.98	24,665.63	9,055.40	6,825.98	1,248,930
Employee_13	100.00	73	65	10,344.95	39,469.58	10,344.95	10,344.95	1,151,383
Employee_18	100.00	65	65	14,646.39	22,916.66	17,021.87	14,646.39	2,409,088
Employee_22	100.00	72	65	3,346.59	39,469.58	4,202.90	3,346.59	484,540
Employee_28	80.00	42	65	3,628.13	22,916.66	6,478.81	3,628.13	916,940
Employee_29	20.00	46	65	1,556.10	22,916.66	3,704.99	1,556.10	524,364
Total				72,049.04	317,365.98	95,738.27	72,049.04	12,999,062

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Minimum Funding Segment Rates for 12/2023: 4.75% / 4.87% / 5.59%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Minimum Present Value Factor</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 68	2,386.09	0.00	135.365	322,994	322,994	0	A
Employee_4 / 57	3,809.41	132.16	97.318	370,724	370,724	12,861	A
Employee_9 / 62	10,833.49	846.26	124.560	1,349,417	1,349,417	105,410	A
Employee_25 / 40	1,041.97	143.96	39.923	41,599	41,599	5,747	A
Employee_10 / 66	4,739.20	0.00	142.575	675,691	675,691	0	A
Employee_11 / 66	3,545.89	0.00	142.575	505,555	505,555	0	A
Employee_12 / 66	6,825.98	0.00	142.575	973,214	973,214	0	A
Employee_13 / 73	10,344.95	0.00	115.409	1,193,901	1,193,901	0	A
Employee_18 / 65	14,646.39	0.00	145.989	2,138,210	2,138,210	0	A
Employee_22 / 72	3,346.59	0.00	119.599	400,249	400,249	0	A
Employee_28 / 42	531.35	197.77	44.022	23,391	18,713	8,706	A
Employee_29 / 46	140.68	75.59	51.943	7,307	1,461	3,926	A
Active Subtotal	62,191.99	1,395.74		8,002,252	7,991,728	136,650	
<u>Retireds & Vesteds*</u>							
Employee_23 / 43	850.00	0.00	42.514	36,137	36,137	0	T
Employee_26 / 42	728.70	0.00	40.310	29,374	29,374	0	T
Employee_24 / 84	1,811.52	0.00	94.504	171,197	171,197	0	R
Employee_14 / 68	3,770.09	0.00	135.365	510,340	510,340	0	T
Vesteds Subtotal	5,348.79	0.00		575,851	575,851	0	
Retireds Subtotal	1,811.52	0.00		171,197	171,197	0	
Total	69,352.30	1,395.74		8,749,300	8,738,776	136,650	
Total Minimum Funding Values at Valuation Date						8,885,950	

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Maximum Present Value Factor</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 68	2,386.09	0.00	137.478	328,035	328,035	0	A
Employee_4 / 57	3,809.41	132.16	102.762	391,463	391,463	13,581	A
Employee_9 / 62	10,833.49	846.26	128.337	1,390,333	1,390,333	108,606	A
Employee_25 / 40	1,041.97	143.96	49.744	51,832	51,832	7,161	A
Employee_10 / 66	4,739.20	0.00	145.227	688,258	688,258	0	A
Employee_11 / 66	3,545.89	0.00	145.227	514,958	514,958	0	A
Employee_12 / 66	6,825.98	0.00	145.227	991,314	991,314	0	A
Employee_13 / 73	10,344.95	0.00	116.567	1,205,881	1,205,881	0	A
Employee_18 / 65	14,646.39	0.00	148.939	2,181,415	2,181,415	0	A
Employee_22 / 72	3,346.59	0.00	120.901	404,608	404,608	0	A
Employee_28 / 42	531.35	197.77	54.059	28,724	22,979	10,691	A
Employee_29 / 46	140.68	75.59	61.395	8,637	1,727	4,641	A
Active Subtotal	62,191.99	1,395.74		8,185,458	8,172,803	144,680	
<u>Retireds & Vesteds*</u>							
Employee_23 / 43	850.00	0.00	52.727	44,818	44,818	0	T
Employee_26 / 42	728.70	0.00	50.343	36,685	36,685	0	T
Employee_24 / 84	1,811.52	0.00	95.207	172,469	172,469	0	R
Employee_14 / 68	3,770.09	0.00	137.478	518,304	518,304	0	T
Vesteds Subtotal	5,348.79	0.00		599,807	599,807	0	
Retireds Subtotal	1,811.52	0.00		172,469	172,469	0	
Total	69,352.30	1,395.74		8,957,734	8,945,079	144,680	
Total Maximum Values at Valuation Date						9,102,414	

+ Vested amounts shown in all columns for Terminated Vesteds

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

PPA Funding Values

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

Minimum Funding Segment Rates for 12/2023: 4.75% / 4.87% / 5.59%

Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

(a)	Values as of 1/1/2024		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	8,749,300	8,957,734	
	(2)	Target Normal Cost	136,650	144,680	
(b)	Minimum Funding Target as of 1/1/2024		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	1	171,197	171,197
	(2)	Terminated Vesteds	3	575,851	575,851
	(3)	Actives	12	7,991,728	8,002,252
	(4)	Total	16	8,738,776	8,749,300

CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS

Actuarial Valuation
Plan Year: January 1, 2023 to December 31, 2023
Valuation Date: December 31, 2023

Prepared by
Actuarial Systems Corporation
February 15, 2024

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS
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Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023**

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CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

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 American Rescue Plan of 2021 and the Infrastructure Investment and Jobs Act of 2021. 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

23-12345

Enrollment Number

Date

Jane Doe, EA, MAAA, FSA

23-54321

Enrollment Number

Date

As members of the American Academy of Actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein for Actuaries Issuing Statements of Actuarial Opinion in the United States.

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Supplement to Actuarial Certification

Plan Year: 1/1/2023 to 12/31/2023

Valuation Date: 12/31/2023

Additional Disclosure

If more information or explanation is needed regarding this valuation (definitions, methods, assumptions, rationale, data sources, results, or other supporting information/documents), please contact us for the information. Similarly, contact us if additional services are needed to analyze the comparative financial status of the Plan or provide a hypothetical analysis of scenario testing, assumption sensitivity testing, potential impacts of changes in plan provisions, and projections of future liabilities.

Disclosure of Pension Risk Assessment

A plan's financial risk, in general, is the monetary ability to pay participants' benefits when due in the future. Benefits may include single lump sums of their entire benefit, monthly payments over a participant's lifetime, death benefits, and other types of benefits. It is expected that investments of the plan will grow, be liquidated, and distributed to satisfy these future benefit payments. Although this valuation, implicitly, projects the growth of plan assets and estimates future benefit payments, these future events may differ from our assumptions. As required by law for qualified defined benefit plans, annual valuations are required. Annual valuations help the trajectory of the plan to meet its benefit obligations over the years. Even as such, unknown future events, like a plan termination, may require additional funding to meet the Plan's benefit obligations.

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Minimum Contribution

Plan Year: 1/1/2023 to 12/31/2023

Valuation Date: 12/31/2023

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%.

Charges

Valuation Date: 12/31/2023

(a) Target Normal Cost	\$140,410
(b) Shortfall Amortization Payment (outstanding balance \$297,560 as of 12/31/2023)	\$28,354
(c) Waiver Amortization Payment (outstanding balance \$0 as of 12/31/2023)	\$0
Total Charges	\$168,764

Credits

(d) Available carryover balance	\$0
Interest at effective interest rate of 5.08%	\$0
Total	\$0
(e) Available prefunding balance	\$0
Interest at effective interest rate of 5.08%	\$0
Total	\$0
(f) Pre-contributions \$50,000	
Pre-contributions adjusted to valuation date	\$50,300
Discounted contributions deposited after valuation date	\$48,904
Total (f)	\$99,204
Total Credits	\$99,204

Minimum Balance of Contribution Due as of the end of the year	\$69,560
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Interest at effective interest rate to 8 1/2 months past the end of the year	\$2,480
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Additional interest for quarterly payments made after the due date	\$1,725
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Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$73,765
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CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

(a)	Minimum contribution due as of the end of the year	\$168,764
(b)	Target Normal Cost	\$142,995
(c)	Funding Target	\$1,469,641
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$1,469,641
(3)	50% of Funding Target	\$734,821
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$734,821
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$2,347,457
(f)	Target Normal Cost with At Risk Loads	\$148,714
(g)	Funding Target with At Risk Loads	\$1,537,528
(h)	Total (f) + (g)	\$1,686,242
(i)	Greater of (e) and (h)	\$2,347,457
(j)	Actuarial Value of Assets	\$1,162,092
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$1,185,365

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Funded Status
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$1,281,099	\$1,443,062
(b) Actuarial Value of Assets	\$1,040,054	\$1,162,092
(c1) Carryover Balance Beginning of Year	\$0	\$0
(c2) Carryover Balance End of Year	\$0	\$0
(d1) Prefunding Balance Beginning of Year	\$14,704	\$15,788
(d2) Prefunding Balance End of Year	\$15,449	\$16,590
(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>	81.84%	79.37%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c2)-(d2)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	81.84%	79.37%
(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>	\$256,494	\$297,560
(h) Was a portion of the prefunding balance used to satisfy the minimum contribution in the current plan year?		No
(i) Shortfall Exemption Asset Value <i>If (h)=Yes, (b)-(d2). If (h)=No, (b)</i>		\$1,162,092
(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		78.70%
(11) Credit balance reduction to increase AFTAP to 60% or 80% (BOY)		\$15,788 *
(12) Credit balance reduction to increase AFTAP to 60% or 80% (EOY)		\$16,590 *

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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

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 fifteen year period.

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
12/31/2022	15-year	14	\$23,858	\$248,466
12/31/2023	15-year	15	\$4,496	\$49,094
Total			\$28,354	\$297,560
Shortfall Amortization Charge (sum of installments, no less than zero):			\$28,354	

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Quarterly Contributions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	81.84%
(b)	90% of minimum required contribution for the plan year	\$151,888
(c)	100% of minimum required contribution for prior plan year	\$151,531
(d)	Lesser of (b) and (c)	\$151,531
(e)	Amount of each installment payment	\$37,883

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2023	\$37,883
(g)	Installment Payment 2	7/15/2023	\$37,883
(h)	Installment Payment 3	10/15/2023	\$37,883
(i)	Installment Payment 4	1/15/2024	\$37,883

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2024 Plan Year
Valuation Date: 12/31/2023

Plan Effective Date: January 1, 2013

EIN: 68-0123456 PN: 002

1. Funding Target without regard to at-risk	\$1,443,062
2. Target Normal Cost without regard to at-risk	140,410
3. Actuarial Value of Assets	1,162,092
4. Pre-Contributions and Interest	50,941
5. Discounted Contributions made after Valuation Date	49,834
6. Carryover Balance	0
7. Prefunding Balance	16,590
8. Annuity Purchases for NHCEs in Prior Two Years	0
9. Funding Percentage for IRC Section 436(j)(3) $(3+4+5)/(1+2)$	79.75%
10. Item 9 at least 100%?	No
11. Certified Adjusted Funding Target Attainment Percentage $(3+4+5-6-7+8)/(1+2+8)$	78.70%

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

23-12345

Enrollment Number

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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

	For Funding		For 417(e)	For Actuarial Equiv.	
	Min	Max			
Interest Rates	Seg 1:	4.75%	4.21%	Seg 1: 5.50%	Pre-Retirement: 5.00%
	Seg 2:	5.00%	4.86%	Seg 2: 5.76%	Post-Retirement: 5.00%
	Seg 3:	5.74%	4.87%	Seg 3: 5.83%	
Applicable Date	12/2023	12/2023	11/2023		
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-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	2023 Applicable Mortality Table from Notice 2022-22	
Assumed Benefit Form For Funding			95% Lump Sum / 5% Normal Form		
Assumed Spouse's Age	Spouse assumed to be the same age as participant		Spouse assumed to be the same age as participant		
	Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		
Calculated Effective Interest Rate			5.08%		
Cash Balance Projected Interest Crediting Rate			4.00% annual rate		
Cash Balance Post-Retirement Conversion Assumptions			5.00% interest 2023 Applicable Mortality Table from Notice 2022-22		
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.		

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

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

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.

Rationale for Selection of Actuarial Assumptions

This section can be used for the rational.

Change in Actuarial Assumptions

This section can be used to document an assumption change.

Change in Actuarial Methods

This section can be used to document a method change.

SAMPLE

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

Plan Effective Date	January 1, 2013
Plan Year	From January 1, 2023 to December 31, 2023
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 \$22,083.33 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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

following vesting schedule:

<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 Minimum Benefit

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

Top-Heavy Status

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

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

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: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

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	1	0	0	0	0	0	0	0	1
30-34	0	0	1	0	0	0	0	0	0	0	1
35-39	0	0	0	1	0	0	0	0	0	0	1
40-44	0	1	0	0	0	0	0	0	0	0	1
45-49	0	0	0	1	0	0	0	0	0	0	1
50-54	0	0	0	2	0	0	0	0	0	0	2
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	2	1	0	0	0	0	0	0	3
65-69	0	0	0	1	0	0	0	0	0	0	1
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	4	6	0	0	0	0	0	0	11

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

Average Age: 49.1

Average Service: 9

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Active Participant Census Data
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

<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>
Employee_29/4	F	09/13/1993	08/13/2016	01/01/2018	09/13/2055	47,037.92
Employee_1/1	M	10/20/1963	01/01/2005	01/01/2013	10/20/2025	338,099.13
Employee_25/4	M	03/14/1995	09/04/2012	01/01/2013	03/14/2057	32,682.94
Employee_19/4	M	03/17/1988	10/06/2011	01/01/2013	03/17/2050	48,085.08
Employee_4/4	M	08/12/1955	06/15/2006	01/01/2013	01/02/2024	49,087.49
Employee_13/3	M	10/26/1974	10/27/2010	01/01/2013	10/26/2036	47,458.85
Employee_5/3	F	01/27/1971	11/03/2006	01/01/2013	01/27/2033	51,341.21
Employee_6/4	F	01/22/1963	03/16/2007	01/01/2013	01/22/2025	33,559.20
Employee_27/4	M	07/26/1961	07/16/2016	01/01/2018	01/02/2024	55,072.17
Employee_2/2	M	11/18/1969	01/01/2005	01/01/2013	11/18/2031	47,835.04
Employee_31/3	M	08/16/1981	06/21/2019	07/01/2020	08/16/2043	89,502.49
Total (11 Participants):						839,761.52

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

Inactive Employee Census Data
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

<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>
Employee_28/4	M	04/01/1975	10/15/2013	0.00	P=Term./Paid	11/01/2023	
Employee_23/4	F	01/23/1991	12/04/2012	0.00	T=Terminated	12/02/2021	
Employee_30/4	M	05/13/1988	09/03/2013	49,963.75	T=Terminated	10/29/2023	
Total (3 Employees):				49,963.75			

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2023 to 12/31/2023

Valuation Date: 12/31/2023

Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP23C 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>
Employee_29	09/13/2055	570.06	92,562	5,064	552
Employee_1*	10/20/2025	11,612.74	1,885,584	1,339,288	129,766
Employee_25	03/14/2057	491.71	79,840	5,394	376
Employee_19	03/17/2050	508.78	82,612	8,708	621
Employee_4*	01/02/2024	91.41	12,889	11,885	2,104
Employee_13	10/26/2036	324.78	52,735	14,068	1,249
Employee_5	01/27/2033	276.79	44,943	17,011	1,411
Employee_6	01/22/2025	69.53	11,290	9,470	667
Employee_27	01/02/2024	64.02	10,395	9,273	1,100
Employee_2	11/18/2031	40.00	6,495	4,378	0
Employee_31	08/16/2043	665.87	108,119	7,263	1,918
Total (11 Participants)		14,715.69	2,387,464	1,431,802	139,764

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Present Benefits for Actives
Actuarial Equivalence Rates
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee_29/100.00%	30	206.77	206.77	7,046	7,046
Employee_1*/100.00%	60	9,954.33	9,954.33	1,466,034	1,466,034
Employee_25/100.00%	29	225.17	225.17	7,308	7,308
Employee_19/100.00%	36	246.33	246.33	11,249	11,249
Employee_4*/100.00%	68	99.40	99.40	14,017	14,017
Employee_13/100.00%	49	178.98	178.98	15,412	15,412
Employee_5/100.00%	53	176.41	176.41	18,464	18,464
Employee_6/100.00%	61	65.40	65.40	10,113	10,113
Employee_27/100.00%	62	64.02	64.02	10,395	10,395
Employee_2/100.00%	54	40.00	40.00	4,396	4,396
Employee_31/100.00%	42	173.44	173.44	10,614	10,614
Active Subtotal (11)		11,430.25	11,430.25	1,575,048	1,575,048

* Amounts adjusted for a distribution from the cash balance account

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: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

<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_23/100.00%	33	T	12/02/2021	108.82	108.82	4,292	4,292
Employee_30/100.00%	36	T	10/29/2023	222.10	222.10	10,142	10,142
Term Vested Subtotal (2)				330.92	330.92	14,434	14,434
Total Participants (13)				11,761.17	11,761.17	1,589,482	1,589,482

* 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% RP23C U
417(e) Segment Rates for 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023
Proposed Distribution Date: 12/31/2023

<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>
Employee_29	100.00	30	62	206.77	7,046	5,065	423,970	7,046	7,046
Employee_1*	100.00	60	62	9,954.33	1,466,034	1,343,927	3,120,137	1,466,034	1,466,034
Employee_25	100.00	29	62	225.17	7,308	5,212	547,556	7,308	7,308
Employee_19	100.00	36	62	246.33	11,249	8,477	783,474	11,249	11,249
Employee_4*	100.00	68	62	99.40	14,017	13,198	523,262	14,017	14,017
Employee_13	100.00	49	62	178.98	15,412	12,929	702,833	15,412	15,412
Employee_5	100.00	53	62	176.41	18,464	16,000	728,851	18,464	18,464
Employee_6	100.00	61	62	65.40	10,113	9,343	421,249	10,113	10,113
Employee_27	100.00	62	62	64.02	10,395	9,676	537,357	10,395	10,395
Employee_2	100.00	54	62	40.00	4,396	3,840	668,925	4,396	4,396
Employee_31	100.00	42	62	173.44	10,614	8,386	513,955	10,614	10,614
Active Subtotal (11)				11,430.25	1,575,048	1,436,053	8,971,569	1,575,048	1,575,048

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP23C U
417(e) Segment Rates for 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023
Proposed Distribution Date: 12/31/2023

<u>Terminated Vested</u>	<u>Vest Pct</u>	<u>A g e s</u> <u>Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_23	100.00	33	62	108.82	4,292	3,160		4,292	4,292
Employee_30	100.00	36	62	222.10	10,142	7,644		10,142	10,142
Terminated Vested Subtotal (2)				330.92	14,434	10,804		14,434	14,434
Total (13)				11,761.17	1,589,482	1,446,857	8,971,569	1,589,482	1,589,482

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Accrued Benefit Comparison Report

Plan Year: 1/1/2023 to 12/31/2023

Valuation Date: 12/31/2023

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u> <u>Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>415 \$ Limit At Ret Age</u>	<u>415 % Limit</u>	<u>Final Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>415 \$ Limit At Curr Age</u>
Employee_29	100.00	30	62	206.77	13,249.99	2,988.90	206.77	206.77	2,020.36
Employee_1*	100.00	60	62	9,954.33	22,083.33	25,694.44	9,954.33	9,954.33	19,475.92
Employee_25	100.00	29	62	225.17	22,083.33	2,595.94	225.17	225.17	3,110.94
Employee_19	100.00	36	62	246.33	22,083.33	3,819.30	246.33	246.33	4,520.67
Employee_4*	100.00	68	62	99.40	28,274.66	3,898.92	99.40	99.40	28,274.66
Employee_13	100.00	49	62	178.98	22,083.33	3,769.56	178.98	178.98	9,675.42
Employee_5	100.00	53	62	176.41	22,083.33	4,077.93	176.41	176.41	12,163.48
Employee_6	100.00	61	62	65.40	22,083.33	2,665.54	65.40	65.40	20,496.10
Employee_27	100.00	62	62	64.02	13,249.99	3,499.42	64.02	64.02	13,250.00
Employee_2	100.00	54	62	40.00	22,083.33	3,799.44	40.00	40.00	13,086.61
Employee_31	100.00	42	62	173.44	8,833.33	3,554.51	173.44	173.44	2,602.42
Total				11,430.25	218,191.28	60,363.90	11,430.25	11,430.25	128,676.58

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Projected Benefit Comparison Report
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023

<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>
Employee_29	100.00	30	62	570.06	22,083.33	3,919.83	570.06	606,888
Employee_1*	100.00	60	62	11,612.74	22,083.33	26,805.56	11,612.74	3,419,051
Employee_25	100.00	29	62	491.71	22,083.33	2,723.58	491.71	421,678
Employee_19	100.00	36	62	508.78	22,083.33	4,007.09	508.78	620,398
Employee_4*	100.00	68	62	91.41	28,274.66	3,898.92	91.41	523,262
Employee_13	100.00	49	62	324.78	22,083.33	3,954.90	324.78	612,317
Employee_5	100.00	53	62	276.79	22,083.33	4,278.43	276.79	662,408
Employee_6	100.00	61	62	69.53	22,083.33	2,752.21	69.53	426,111
Employee_27	100.00	62	62	64.02	13,249.99	3,499.42	64.02	537,357
Employee_2	100.00	54	62	40.00	22,083.33	3,986.25	40.00	617,171
Employee_31	100.00	42	62	665.87	22,083.33	7,458.54	665.87	1,154,768
Total				14,715.69	240,274.62	67,284.73	14,715.69	9,601,409

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Cash Balance Summary
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023
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>
Employee_29/4	8,218.85	940.76	0.00	410.94	9,570.55	100	9,570.55
Employee_1/1	1,345,294.35	132,000.00	50,000.00	67,067.60	1,494,361.95	100	1,494,361.95
Employee_25/4	8,921.30	653.66	0.00	446.07	10,021.03	100	10,021.03
Employee_19/4	12,823.63	961.70	0.00	641.18	14,426.51	100	14,426.51
Employee_4/4	13,292.73	981.75	2,000.00	615.52	12,890.00	100	12,890.00
Employee_13/3	15,266.51	1,423.77	0.00	763.33	17,453.61	100	17,453.61
Employee_5/3	17,699.24	1,540.24	0.00	884.96	20,124.44	100	20,124.44
Employee_6/4	9,085.14	671.18	0.00	454.26	10,210.58	100	10,210.58
Employee_27/4	8,850.72	1,101.44	0.00	442.54	10,394.70	100	10,394.70
Employee_2/2	4,519.42	0.00	0.00	225.97	4,745.39	100	4,745.39
Employee_31/3	9,683.51	2,685.07	0.00	484.18	12,852.76	100	12,852.76
Active Subtotal	1,453,655.40	142,959.57	52,000.00	72,436.55	1,617,051.52		1,617,051.52
<u>Retireds and Vesteds</u>							
Employee_23/4	5,396.00	0.00	0.00	269.80	5,665.80	100	5,665.80
Employee_30/4	11,436.28	999.28	0.00	571.81	13,007.37	100	13,007.37
Vesteds Subtotal	16,832.28	999.28	0.00	841.61	18,673.17		18,673.17
Retired Subtotal	0.00	0.00	0.00	0.00	0.00		0.00
<u>Paid Out Former Employees</u>							
Employee_28/4	8,810.12	0.00	9,250.63	440.51	0.00	100	0.00
Former Subtotal	8,810.12	0.00	9,250.63	440.51	0.00		0.00
Totals	1,479,297.80	143,958.85	61,250.63	73,718.67	1,635,724.69		1,635,724.69

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023
Minimum Funding Segment Rates for 12/2023: 4.75% / 5.00% / 5.74%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_29 / 30	186.45	20.32	5,064	5,064	552	A
Employee_1* / 60	9,075.04	879.29	1,339,288	1,339,288	129,766	A
Employee_25 / 29	210.48	14.69	5,394	5,394	376	A
Employee_19 / 36	229.91	16.42	8,708	8,708	621	A
Employee_4* / 68	84.45	14.95	11,885	11,885	2,104	A
Employee_13 / 49	164.38	14.60	14,068	14,068	1,249	A
Employee_5 / 53	162.90	13.51	17,011	17,011	1,411	A
Employee_6 / 61	61.10	4.30	9,470	9,470	667	A
Employee_27 / 62	57.23	6.79	9,273	9,273	1,100	A
Employee_2 / 54	40.00	0.00	4,378	4,378	0	A
Employee_31 / 42	137.21	36.23	7,263	7,263	1,918	A
Active Subtotal	10,409.15	1,021.10	1,431,802	1,431,802	139,764	
<u>Retireds & Vesteds*</u>						
Employee_23 / 33	108.82	0.00	3,494	3,494	0	T
Employee_30 / 36	205.04	17.06	7,766	7,766	646	T
Vesteds Subtotal	313.86	17.06	11,260	11,260	646	
Retireds Subtotal	0.00	0.00	0	0	0	
Total	10,723.01	1,038.16	1,443,062	1,443,062	140,410	
Total Minimum Funding Values at Valuation Date					1,583,472	

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: 1/1/2023 to 12/31/2023
Valuation Date: 12/31/2023
Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_29 / 30	186.45	20.32	6,623	6,623	722	A
Employee_1* / 60	9,075.04	879.29	1,355,497	1,355,497	131,336	A
Employee_25 / 29	210.48	14.69	7,111	7,111	497	A
Employee_19 / 36	229.91	16.42	10,836	10,836	773	A
Employee_4* / 68	84.45	14.95	11,900	11,900	2,106	A
Employee_13 / 49	164.38	14.60	14,392	14,392	1,279	A
Employee_5 / 53	162.90	13.51	17,291	17,291	1,434	A
Employee_6 / 61	61.10	4.30	9,539	9,539	671	A
Employee_27 / 62	57.23	6.79	9,289	9,289	1,102	A
Employee_2 / 54	40.00	0.00	4,440	4,440	0	A
Employee_31 / 42	137.21	36.23	8,601	8,601	2,271	A
Active Subtotal	10,409.15	1,021.10	1,455,519	1,455,519	142,191	
<u>Retirees & Vesteds*</u>						
Employee_23 / 33	108.82	0.00	4,459	4,459	0	T
Employee_30 / 36	205.04	17.06	9,663	9,663	804	T
Vesteds Subtotal	313.86	17.06	14,122	14,122	804	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	10,723.01	1,038.16	1,469,641	1,469,641	142,995	
Total Maximum Values at Valuation Date					1,612,636	

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: 1/1/2023 to 12/31/2023

Valuation Date: 12/31/2023

Minimum Funding Segment Rates for 12/2023: 4.75% / 5.00% / 5.74%

Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

(a)	Values as of 12/31/2023		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	1,443,062	1,469,641	
	(2)	Target Normal Cost	140,410	142,995	
(b)	Minimum Funding Target as of 12/31/2023		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	0	0	0
	(2)	Terminated Vesteds	2	11,260	11,260
	(3)	Actives	11	1,431,802	1,431,802
	(4)	Total	13	1,443,062	1,443,062

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 PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

Estimated Share of Contributions
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<u>Participant Name</u>	<u>Alternate Contribution</u>		<u>Minimum Contribution</u>	
Employee_1	19,843	(4%)	9,465	(4%)
Employee_4	23,565	(5%)	11,241	(5%)
Employee_9	89,375	(18%)	42,633	(18%)
Employee_25	2,909	(1%)	1,387	(1%)
Employee_10	41,510	(8%)	19,801	(8%)
Employee_11	31,058	(6%)	14,815	(6%)
Employee_12	59,788	(12%)	28,520	(12%)
Employee_13	73,345	(15%)	34,987	(15%)
Employee_18	131,357	(26%)	62,661	(26%)
Employee_22	24,588	(5%)	11,729	(5%)
Employee_28	1,972	(<1%)	941	(<1%)
Employee_29	690	(<1%)	329	(<1%)
Total (12 Participants)	500,000	(100%)	238,509	(100%)

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

PBGC Premium Alternative Funding Target
Premium Payment Year: 1/1/2024 to 12/31/2024
UVB Valuation Date: 1/1/2024
Funding Segment Rates: 4.21% / 4.86% / 4.87%

<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>12/31/2023</u>				<u>1/1/2024</u>			
					<u>Flat</u>				<u>Variable</u>			
					<u>A</u>	<u>T</u>	<u>R</u>	<u>L</u>	<u>A</u>	<u>T</u>	<u>R</u>	<u>L</u>
Employee_1 / 68	2,386.09	328,035	100	328,035	X				X			
Employee_4 / 57	3,809.41	391,463	100	391,463	X				X			
Employee_9 / 62	10,833.49	1,390,333	100	1,390,333	X				X			
Employee_25 / 40	1,041.97	51,832	100	51,832	X				X			
Employee_10 / 66	4,739.20	688,258	100	688,258	X				X			
Employee_11 / 66	3,545.89	514,958	100	514,958	X				X			
Employee_12 / 66	6,825.98	991,314	100	991,314	X				X			
Employee_13 / 73	10,344.95	1,205,881	100	1,205,881	X				X			
Employee_18 / 65	14,646.39	2,181,415	100	2,181,415	X				X			
Employee_22 / 72	3,346.59	404,608	100	404,608	X				X			
Employee_28 / 42	531.35	28,724	80	22,979	X				X			
Employee_29 / 46	140.68	8,637	20	1,728	X				X			
Active Subtotal	62,191.99	8,185,458		8,172,804	12			12	12			12
Employee_23 / 43	850.00	44,818	100	44,818	X				X			
Employee_26 / 42	728.70	36,685	100	36,685	X				X			
Employee_14 / 68	3,770.09	518,304	100	518,304	X				X			
Term Vested Subtotal	5,348.79	599,807		599,807	3			3	3			3
Employee_24 / 84	1,811.52	172,469	100	172,469		X				X		
Retiree Subtotal	1,811.52	172,469		172,469		1	1			1	1	
Total	69,352.30	8,957,734		8,945,080	12	3	1	16	12	3	1	16

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

Premium Payment Year: 1/1/2024 to 12/31/2024

EIN: 123456789 PN: 001

Plan Effective Date: 10/1/1972

Flat Rate Premium

5a	Participant count date	12/31/2023
5b	Flat-rate premium calculation	
(1)	Applicable rate	\$101.00
(2)	Participant count	
	Active	12
	Terminated vested	3
	Retirees and beneficiaries	1
	Total	16
(3)	Flat rate premium (5b(1) * 5b(2))	\$1,616.00

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 12/2023	4.21% / 4.86% / 4.87%
(3)	UVB valuation date	1/1/2024
d	Premium funding target as of UVB valuation date	
(1)	Active participants	\$8,172,803
(2)	Terminated vested participants	\$599,807
(3)	Retirees and beneficiaries receiving payment	\$172,469
(4)	Total (7d(1) + 7d(2) + 7d(3))	\$8,945,079
e	Market value of assets as of UVB valuation date	\$7,699,384
f	Unfunded vested benefits (7d(4) - 7e rounded up to next \$1,000)	\$1,246,000
g	Uncapped variable-rate premium (7f x 0.052)	\$64,792
h	Maximum VRP	
(1)	MAP-21 cap (\$686 x 5b(2))	\$10,976
(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)	\$10,976
i	Variable-rate premium	
	Lesser of 7g and 7h(3)	\$10,976

Total Premium

9	Total premium 5b(3) + 7i	\$12,592.00
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**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

EIN: 123456789 PN: 001

Schedule SB Information
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

Part I

Line 2a: Market Value of Assets	\$7,699,384
Line 2b: Actuarial Value of Assets	\$7,699,384

Line 3: Funding Target/Participant Count Breakdown	Number	Vested Funding Target	Total Funding Target
a: Retired, Beneficiary receiving payment	1	\$171,197	\$171,197
b: Terminated Vested	3	\$575,851	\$575,851
c: Active	12	\$7,991,728	\$8,002,252
d: Total	16	\$8,738,776	\$8,749,300

Line 5: Effective Interest Rate	5.06%
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Line 6: Target Normal Cost	\$138,850
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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	\$20,797
Line 10: Prior year actual rate of return	17.22%
Line 11b(1): Prior year's effective rate	5.20%
Line 13(a): Carryover balance at beginning of current plan year	\$0
Line 13(b): Prefunding balance at beginning of current plan year	\$2,142

Part III

Line 14: Funding target attainment percentage	87.97%
Line 15: Adjusted funding target attainment percentage	87.97%
Line 16: Prior year's funding percentage for purposes of 430(f)(3)	96.44%
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	\$0
Line 20a: Did the plan have a "funding shortfall" for the prior year?	Yes

Part V

Line 21a: Funding segment rates	4.75%	4.87%	5.59%
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	\$138,850
Line 31b: Excess assets, if applicable	\$0

	<u>Outstanding Balance</u>	<u>Net Charges</u>
Line 32a: Shortfall amortization charge	\$1,052,058	\$99,659

Line 34: Minimum funding requirement (without regard to waivers and waiver charges, not less than zero)	\$238,509
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Part IX

N/A

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

Weighted Average Retirement Age
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

Funding Comp
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024
Valuation Printed on 12/19/2023

<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_1	M		44	68	65	62,703.07	56,834.88	2,386.09	111
Employee_4	M		21	57	65	72,046.93	81,166.92	4,202.74	111
Employee_9	M		34	62	65	200,402.74	196,295.52	12,803.54	111
Employee_25	M		31	40	65	68,973.27	107,716.32	4,023.44	111
Employee_10	M		22	66	65	85,448.46	77,451.48	4,739.20	111
Employee_11	M		23	66	65	63,932.77	57,949.44	3,545.89	111
Employee_12	M		20	66	65	116,553.71	105,645.72	6,825.98	111
Employee_13	M		25	73	65	133,151.74	120,690.36	10,344.95	111
Employee_18	M		24	65	65	219,091.61	198,587.28	14,646.39	111
Employee_22	M		37	72	65	54,096.33	49,033.56	3,346.59	111
Employee_28	M		38	42	65	77,745.75	115,561.92	3,628.13	111
Employee_29	M		44	46	65	44,459.88	62,281.44	1,556.10	111
Total (12 Participants)						1,198,606.26	1,229,214.84	72,049.04	

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

Integration
Projected Benefit with Salary Scale
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_1	2,386.09	0.00	0.00	0.00	7,222.00
Employee_4	4,734.74	0.00	0.00	0.00	8,697.00
Employee_9	15,703.64	2,577.60	0.00	0.00	8,055.00
Employee_25	6,283.45	0.00	0.00	0.00	9,175.00
Employee_10	4,739.20	0.00	0.00	0.00	7,525.00
Employee_11	3,545.88	0.00	0.00	0.00	7,665.00
Employee_12	6,825.98	0.00	0.00	0.00	7,525.00
Employee_13	10,979.55	0.00	0.00	634.60	6,385.00
Employee_18	17,376.39	2,730.00	0.00	0.00	7,800.00
Employee_22	3,346.59	0.00	0.00	0.00	6,385.00
Employee_28	8,089.23	2,568.90	0.00	0.00	9,175.00
Employee_29	2,179.85	0.00	0.00	0.00	9,167.00
Total (12 Participants)	86,190.59	7,876.50	0.00	634.60	94,776.00

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR ADDITIONAL OPTIONAL REPORTS**

AB/Vest
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_1	4,736.24	2,386.09	24.41 /24.41	2,178.86	2,386.09	24.00	100.00%
Employee_4	5,442.02	3,809.41	40.00 /47.49	3,666.21	3,809.41	40.00	100.00%
Employee_9	15,137.29	10,833.49	29.00 /31.99	9,981.93	10,833.49	29.00	100.00%
Employee_25	5,209.85	1,041.96	10.00 /35.00	902.52	1,041.97	10.00	100.00%
Employee_10	6,454.29	4,739.20	44.82 /44.82	4,348.15	4,739.20	45.00	100.00%
Employee_11	4,829.12	3,545.88	43.79 /43.79	3,253.30	3,545.88	44.00	100.00%
Employee_12	8,803.81	6,825.98	47.67 /47.67	6,262.74	6,825.98	48.00	100.00%
Employee_13	10,057.53	10,344.95	48.16 /48.16	9,872.64	10,344.95	48.00	100.00%
Employee_18	16,548.94	14,646.38	41.56 /41.56	13,993.16	14,646.39	42.00	100.00%
Employee_22	4,086.13	3,346.59	35.28 /35.28	3,020.07	3,346.59	35.00	100.00%
Employee_28	5,313.47	531.34	5.00 /28.00	401.77	531.35	5.00	80.00%
Employee_29	3,516.91	140.67	2.00 /22.00	133.15	140.68	2.00	20.00%
Total (12 Participants)	90,135.60	62,191.94		58,014.50	62,191.98		
Average:			30.97 /37.51				

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_1	1/1/2024	62,703.07	2,386.09	2,386.09	0	0.00	>1000
Employee_1	1/1/2023	56,336.99	2,178.86	2,178.86	0	0.00	>1000
Employee_1	1/1/2022	56,336.99	1,994.49	1,994.49	0	0.00	>1000
Employee_1	1/1/2021	54,696.11	1,829.92	1,829.92	0	0.00	>1000
Employee_1	1/1/2020	54,101.00	1,775.00	1,775.00	0	0.00	>1000
Employee_1	1/1/2019	52,020.00	1,767.70	1,619.80	0	0.00	>1000
Employee_1	1/1/2018	51,000.00	1,767.75	1,448.56	0	0.00	>1000
Employee_1	1/1/2017	49,600.00	1,759.03	1,276.15	0	0.00	>1000
Employee_1	1/1/2016	46,850.00	1,706.70	1,114.74	0	0.00	>1000
Employee_1	1/1/2015	43,500.00	1,616.25	950.26	0	0.00	>1000
Employee_1	1/1/2014	37,770.09	1,431.40	711.45	0	0.00	>1000
Employee_1	1/1/2013	34,972.31	1,351.93	653.32	0	0.00	>1000
Employee_1	1/1/2012	33,627.22	1,325.87	600.85	0	0.00	>1000
Employee_1	1/1/2010	0.00	50.87	50.87	0	0.00	>1000
Employee_1	1/1/2009	0.00	50.87	50.87	0	0.00	>1000
Employee_1	1/1/2008	0.00	50.87	50.87	0	0.00	>1000
Employee_1	1/1/2007	0.00	50.87	50.87	0	0.00	>1000
Employee_1	1/1/2006	0.00	50.87	50.87	0	0.00	>1000
Employee_1	1/1/2005	0.00	50.87	50.00	0	0.00	>1000
Employee_1	1/1/2004	0.00	50.87	50.00	0	0.00	>1000
Employee_1	1/1/2003	38,608.00	675.64	50.00	0	0.00	>1000
Total (21)		672,121.78	23,922.72	18,943.84	0	0.00	
Employee_4	1/1/2024	72,046.93	4,734.74	3,809.41	0	0.00	>1000
Employee_4	1/1/2023	64,732.19	4,599.27	3,666.21	0	0.00	>1000
Employee_4	1/1/2022	64,732.19	4,426.20	3,594.66	0	0.00	>1000
Employee_4	1/1/2021	62,846.79	4,382.78	3,509.12	0	0.00	>1000
Employee_4	1/1/2020	62,163.00	4,421.96	3,409.41	0	0.00	>1000
Employee_4	1/1/2019	59,772.00	4,337.13	3,300.17	0	0.00	>1000
Employee_4	1/1/2018	58,600.00	4,336.81	3,108.18	0	0.00	>1000
Employee_4	1/1/2017	57,400.00	4,333.18	2,893.14	0	0.00	>1000
Employee_4	1/1/2016	54,300.00	4,181.32	2,678.97	0	0.00	>1000
Employee_4	1/1/2015	52,800.00	4,146.66	2,538.19	0	0.00	>1000
Employee_4	1/1/2014	51,151.02	4,097.48	2,163.75	0	0.00	>1000
Employee_4	1/1/2013	47,362.06	3,870.24	2,069.57	0	0.00	>1000
Employee_4	1/1/2012	45,540.44	3,795.48	1,991.20	0	0.00	>1000
Employee_4	1/1/2010	0.00	693.66	693.66	0	0.00	>1000
Employee_4	1/1/2009	0.00	693.66	693.66	0	0.00	>1000
Employee_4	1/1/2008	0.00	693.66	693.66	0	0.00	>1000
Employee_4	1/1/2007	0.00	693.66	693.66	0	0.00	>1000
Employee_4	1/1/2006	0.00	693.66	693.66	0	0.00	>1000
Employee_4	1/1/2005	0.00	693.66	693.00	0	0.00	>1000
Employee_4	1/1/2004	0.00	693.66	693.00	0	0.00	>1000
Employee_4	1/1/2003	44,747.00	1,305.12	693.00	0	0.00	>1000
Total (21)		798,193.62	61,823.99	44,279.28	0	0.00	

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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	1/1/2024	200,402.74	13,126.04	10,833.49	0	0.00	>1000
Employee_9	1/1/2023	180,056.37	12,759.99	9,981.93	0	0.00	>1000
Employee_9	1/1/2022	180,056.37	12,415.05	9,395.17	0	0.00	>1000
Employee_9	1/1/2021	174,812.01	12,268.50	8,803.37	0	0.00	>1000
Employee_9	1/1/2020	172,910.00	12,400.47	8,272.75	0	0.00	>1000
Employee_9	1/1/2019	166,260.00	12,112.96	7,754.52	0	0.00	>1000
Employee_9	1/1/2018	163,000.00	12,112.35	7,166.66	0	0.00	>1000
Employee_9	1/1/2017	161,300.00	12,251.54	6,520.98	0	0.00	>1000
Employee_9	1/1/2016	159,450.00	12,373.08	5,869.95	0	0.00	>1000
Employee_9	1/1/2015	157,300.00	12,467.02	5,449.04	0	0.00	>1000
Employee_9	1/1/2014	143,238.21	11,396.82	4,156.70	0	0.00	>1000
Employee_9	1/1/2013	132,627.97	10,619.47	3,880.26	0	0.00	>1000
Employee_9	1/1/2012	127,526.89	10,366.36	3,646.95	0	0.00	>1000
Employee_9	1/1/2010	0.00	932.97	932.97	0	0.00	>1000
Employee_9	1/1/2009	0.00	932.97	932.97	0	0.00	>1000
Employee_9	1/1/2008	0.00	932.97	932.97	0	0.00	>1000
Employee_9	1/1/2007	0.00	932.97	932.97	0	0.00	>1000
Employee_9	1/1/2006	0.00	932.97	932.97	0	0.00	>1000
Employee_9	1/1/2005	0.00	932.97	932.00	0	0.00	>1000
Employee_9	1/1/2004	0.00	932.97	932.00	0	0.00	>1000
Employee_9	1/1/2003	146,270.00	4,748.24	932.00	0	0.00	>1000
Total (21)		2,265,210.56	167,948.68	99,192.62	0	0.00	
Employee_25	1/1/2024	68,973.27	6,283.45	1,041.97	0	0.00	>1000
Employee_25	1/1/2023	61,970.59	6,103.40	902.52	0	0.00	>1000
Employee_25	1/1/2022	61,970.59	5,872.91	786.58	0	0.00	>1000
Employee_25	1/1/2021	60,165.62	5,816.01	672.00	0	0.00	>1000
Employee_25	1/1/2020	59,511.00	5,868.17	569.58	0	0.00	>1000
Employee_25	1/1/2019	57,222.00	5,754.88	467.56	0	0.00	>1000
Employee_25	1/1/2018	56,100.00	5,755.67	370.33	0	0.00	>1000
Employee_25	1/1/2017	55,000.00	5,755.55	275.00	0	0.00	>1000
Total (8)		480,913.07	47,210.04	5,085.54	0	0.00	
Employee_10	1/1/2024	85,448.46	4,739.20	4,739.20	0	0.00	>1000
Employee_10	1/1/2023	76,773.10	4,348.15	4,348.15	0	0.00	>1000
Employee_10	1/1/2022	76,773.10	4,263.30	4,263.30	0	0.00	>1000
Employee_10	1/1/2021	74,536.99	4,254.59	4,166.78	0	0.00	>1000
Employee_10	1/1/2020	73,726.00	4,270.32	4,084.69	0	0.00	>1000
Employee_10	1/1/2019	70,890.00	4,219.75	3,994.55	0	0.00	>1000
Employee_10	1/1/2018	69,500.00	4,219.70	3,898.10	0	0.00	>1000
Employee_10	1/1/2017	68,500.00	4,241.88	3,763.76	0	0.00	>1000
Employee_10	1/1/2016	67,500.00	4,263.50	3,615.06	0	0.00	>1000
Employee_10	1/1/2015	66,000.00	4,252.28	3,538.92	0	0.00	>1000
Employee_10	1/1/2014	62,623.39	4,115.25	3,138.70	0	0.00	>1000
Employee_10	1/1/2013	57,984.62	3,887.06	3,017.37	0	0.00	>1000
Employee_10	1/1/2012	55,754.44	3,811.91	2,918.51	0	0.00	>1000

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_10	1/1/2010	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee_10	1/1/2009	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee_10	1/1/2008	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee_10	1/1/2007	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee_10	1/1/2006	0.00	1,093.33	1,093.33	0	0.00	>1000
Employee_10	1/1/2005	0.00	1,093.33	1,093.00	0	0.00	>1000
Employee_10	1/1/2004	0.00	1,093.33	1,093.00	0	0.00	>1000
Employee_10	1/1/2003	56,333.00	1,643.05	1,093.00	0	0.00	>1000
Total (21)		962,343.10	64,183.25	58,232.74	0	0.00	
Employee_11	1/1/2024	63,932.77	3,545.88	3,545.89	0	0.00	>1000
Employee_11	1/1/2023	57,441.84	3,253.30	3,253.30	0	0.00	>1000
Employee_11	1/1/2022	57,441.84	3,266.70	3,189.82	0	0.00	>1000
Employee_11	1/1/2021	55,768.78	3,253.52	3,112.33	0	0.00	>1000
Employee_11	1/1/2020	55,162.00	3,271.37	3,028.69	0	0.00	>1000
Employee_11	1/1/2019	53,040.00	3,220.40	2,935.80	0	0.00	>1000
Employee_11	1/1/2018	52,000.00	3,220.35	2,825.89	0	0.00	>1000
Employee_11	1/1/2017	50,800.00	3,208.74	2,690.43	0	0.00	>1000
Employee_11	1/1/2016	48,600.00	3,131.13	2,550.83	0	0.00	>1000
Employee_11	1/1/2015	47,200.00	3,101.86	2,492.57	0	0.00	>1000
Employee_11	1/1/2014	43,619.58	2,923.77	2,175.25	0	0.00	>1000
Employee_11	1/1/2013	40,388.50	2,761.65	2,089.88	0	0.00	>1000
Employee_11	1/1/2012	38,835.10	2,708.26	2,019.71	0	0.00	>1000
Employee_11	1/1/2010	0.00	751.59	751.59	0	0.00	>1000
Employee_11	1/1/2009	0.00	751.59	751.59	0	0.00	>1000
Employee_11	1/1/2008	0.00	751.59	751.59	0	0.00	>1000
Employee_11	1/1/2007	0.00	751.59	751.59	0	0.00	>1000
Employee_11	1/1/2006	0.00	751.59	751.59	0	0.00	>1000
Employee_11	1/1/2005	0.00	751.59	751.00	0	0.00	>1000
Employee_11	1/1/2004	0.00	751.59	751.00	0	0.00	>1000
Employee_11	1/1/2003	39,039.00	1,142.70	751.00	0	0.00	>1000
Total (21)		703,269.41	47,270.76	41,921.34	0	0.00	
Employee_12	1/1/2024	116,553.71	6,825.98	6,825.98	0	0.00	>1000
Employee_12	1/1/2023	104,720.31	6,262.74	6,262.74	0	0.00	>1000
Employee_12	1/1/2022	104,720.31	6,103.40	6,089.14	0	0.00	>1000
Employee_12	1/1/2021	101,670.20	6,071.29	5,891.03	0	0.00	>1000
Employee_12	1/1/2020	100,564.00	6,116.33	5,714.17	0	0.00	>1000
Employee_12	1/1/2019	96,696.00	6,000.04	4,958.24	0	0.00	>1000
Employee_12	1/1/2018	94,800.00	5,999.94	4,363.31	0	0.00	>1000
Employee_12	1/1/2017	93,400.00	6,041.98	3,751.00	0	0.00	>1000
Employee_12	1/1/2016	91,564.00	6,041.44	3,136.03	0	0.00	>1000
Employee_12	1/1/2015	48,532.00	3,126.84	2,590.87	0	0.00	>1000
Employee_12	1/1/2014	45,701.76	3,003.26	2,322.52	0	0.00	>1000
Employee_12	1/1/2013	42,316.44	2,836.73	2,298.74	0	0.00	>1000
Employee_12	1/1/2012	40,688.88	2,781.88	2,290.91	0	0.00	>1000

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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	1/1/2010	0.00	913.03	913.03	0	0.00	>1000
Employee_12	1/1/2009	0.00	913.03	913.03	0	0.00	>1000
Employee_12	1/1/2008	0.00	913.03	913.03	0	0.00	>1000
Employee_12	1/1/2007	0.00	913.03	913.03	0	0.00	>1000
Employee_12	1/1/2006	0.00	913.03	913.03	0	0.00	>1000
Employee_12	1/1/2005	0.00	913.03	913.00	0	0.00	>1000
Employee_12	1/1/2004	0.00	913.03	913.00	0	0.00	>1000
Employee_12	1/1/2003	44,236.00	1,290.21	913.00	0	0.00	>1000
Total (21)		1,126,163.61	74,893.27	63,798.83	0	0.00	
Employee_13	1/1/2024	133,151.74	10,344.95	10,344.95	0	0.00	>1000
Employee_13	1/1/2023	119,633.19	9,872.64	9,872.64	0	0.00	>1000
Employee_13	1/1/2022	119,633.19	9,740.75	9,740.75	0	0.00	>1000
Employee_13	1/1/2021	116,148.73	9,486.10	9,486.10	0	0.00	>1000
Employee_13	1/1/2020	114,885.00	9,268.08	9,268.08	0	0.00	>1000
Employee_13	1/1/2019	110,466.00	8,462.88	8,462.88	0	0.00	>1000
Employee_13	1/1/2018	108,300.00	7,727.88	7,727.88	0	0.00	>1000
Employee_13	1/1/2017	107,630.00	7,073.96	7,073.96	0	0.00	>1000
Employee_13	1/1/2016	105,210.00	6,490.26	6,490.26	0	0.00	>1000
Employee_13	1/1/2015	103,950.00	6,504.58	6,329.61	0	0.00	>1000
Employee_13	1/1/2014	102,765.38	6,535.26	5,366.65	0	0.00	>1000
Employee_13	1/1/2013	95,153.13	6,229.79	5,286.38	0	0.00	>1000
Employee_13	1/1/2012	91,493.39	6,097.98	5,260.14	0	0.00	>1000
Employee_13	1/1/2010	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee_13	1/1/2009	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee_13	1/1/2008	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee_13	1/1/2007	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee_13	1/1/2006	0.00	2,100.36	2,100.36	0	0.00	>1000
Employee_13	1/1/2005	0.00	2,100.36	2,100.00	0	0.00	>1000
Employee_13	1/1/2004	0.00	2,100.36	2,100.00	0	0.00	>1000
Employee_13	1/1/2003	88,021.00	2,904.61	2,100.00	0	0.00	>1000
Total (21)		1,516,440.75	121,442.24	117,512.08	0	0.00	
Employee_18	1/1/2024	219,091.61	14,646.39	14,646.39	0	0.00	>1000
Employee_18	1/1/2023	196,847.81	14,536.82	13,993.16	0	0.00	>1000
Employee_18	1/1/2022	196,847.81	14,464.99	13,666.82	0	0.00	>1000
Employee_18	1/1/2021	191,114.38	14,363.22	13,319.48	0	0.00	>1000
Employee_18	1/1/2020	189,035.00	14,486.29	13,037.48	0	0.00	>1000
Employee_18	1/1/2019	181,764.00	14,154.91	12,686.87	0	0.00	>1000
Employee_18	1/1/2018	178,200.00	14,153.80	11,326.69	0	0.00	>1000
Employee_18	1/1/2017	177,000.00	14,375.28	9,894.00	0	0.00	>1000
Employee_18	1/1/2016	175,000.00	14,520.83	8,176.99	0	0.00	>1000
Employee_18	1/1/2015	169,000.00	14,261.85	7,624.89	0	0.00	>1000
Employee_18	1/1/2014	104,039.23	7,940.87	4,529.47	0	0.00	>1000
Employee_18	1/1/2013	96,332.62	7,346.99	4,339.79	0	0.00	>1000
Employee_18	1/1/2012	92,627.52	7,153.56	4,184.63	0	0.00	>1000

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0006 / Disk D33
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<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_18	1/1/2010	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee_18	1/1/2009	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee_18	1/1/2008	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee_18	1/1/2007	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee_18	1/1/2006	0.00	1,529.18	1,529.18	0	0.00	>1000
Employee_18	1/1/2005	0.00	1,529.18	1,529.00	0	0.00	>1000
Employee_18	1/1/2004	0.00	1,529.18	1,529.00	0	0.00	>1000
Employee_18	1/1/2003	72,553.00	2,437.64	1,529.00	0	0.00	>1000
Total (21)		2,239,452.98	179,547.70	143,659.56	0	0.00	
Employee_22	1/1/2024	54,096.33	3,346.59	3,346.59	0	0.00	>1000
Employee_22	1/1/2023	48,604.07	3,020.06	3,020.07	0	0.00	>1000
Employee_22	1/1/2022	48,604.07	2,734.46	2,734.47	0	0.00	>1000
Employee_22	1/1/2021	47,188.42	2,483.44	2,483.45	0	0.00	>1000
Employee_22	1/1/2020	46,675.00	2,261.84	2,261.84	0	0.00	>1000
Employee_22	1/1/2019	44,880.00	2,065.40	2,065.40	0	0.00	>1000
Employee_22	1/1/2018	44,000.00	1,851.81	1,851.81	0	0.00	>1000
Employee_22	1/1/2017	42,500.00	1,635.75	1,635.75	0	0.00	>1000
Employee_22	1/1/2016	39,460.00	1,585.46	1,487.60	0	0.00	>1000
Employee_22	1/1/2015	35,700.00	1,529.34	1,325.19	0	0.00	>1000
Employee_22	1/1/2014	29,907.09	1,385.08	1,028.90	0	0.00	>1000
Employee_22	1/1/2013	27,691.75	1,322.51	977.05	0	0.00	>1000
Employee_22	1/1/2012	26,626.68	1,297.06	932.99	0	0.00	>1000
Employee_22	1/1/2010	0.00	269.24	269.24	0	0.00	>1000
Employee_22	1/1/2009	0.00	269.24	269.24	0	0.00	>1000
Employee_22	1/1/2008	0.00	269.24	269.24	0	0.00	>1000
Employee_22	1/1/2007	0.00	269.24	269.24	0	0.00	>1000
Employee_22	1/1/2006	0.00	269.24	269.24	0	0.00	>1000
Employee_22	1/1/2005	0.00	269.24	269.00	0	0.00	>1000
Employee_22	1/1/2004	0.00	269.24	269.00	0	0.00	>1000
Employee_22	1/1/2003	25,415.00	605.11	269.00	0	0.00	>1000
Total (21)		561,348.41	29,008.59	27,304.31	0	0.00	
Employee_28	1/1/2024	77,745.75	5,520.33	531.35	0	0.00	>1000
Employee_28	1/1/2023	69,852.42	5,290.03	401.77	0	0.00	>1000
Employee_28	1/1/2022	69,852.42	5,041.72	285.35	0	0.00	>1000
Employee_28	1/1/2021	67,817.88	4,992.34	168.93	0	0.00	>1000
Employee_28	1/1/2020	33,540.00	0.00	0.00	0	0.00	>1000
Total (5)		318,808.47	20,844.42	1,387.40	0	0.00	
Employee_29	1/1/2024	44,459.88	2,179.85	140.68	0	0.00	>1000
Employee_29	1/1/2023	39,945.98	2,218.21	133.15	0	0.00	>1000
Employee_29	1/1/2022	39,945.98	2,231.54	103.85	0	0.00	>1000
Total (3)		124,351.84	6,629.60	377.68	0	0.00	

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Actuarial Valuation
Short Plan Year: January 1, 2024 to August 31, 2024
Valuation Date: January 1, 2024

Prepared by
Actuarial Systems Corporation
February 15, 2024

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**
Table of Contents
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

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

Determination of Minimum Contribution
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

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: 1/1/2024</u>
(a) Target Normal Cost	\$127,366
Plan-related expenses	\$2,200
Total, not less than zero	\$129,566
(b) Shortfall Amortization Payment (outstanding balance \$1,053,136 as of 1/1/2024)	\$66,505
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2024)	\$0
Total Charges	\$196,071
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$2,142
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$2,142
Minimum Balance of Contribution Due as of the beginning of the year	\$193,929
Interest at effective interest rate of 5.06%	\$6,461
Minimum Balance of Contribution Due as of the end of the year	\$200,390
Interest at effective interest rate to 8 1/2 months past the end of the year	\$7,117
Additional interest for quarterly payments made after the due date	\$5,694
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$213,201

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

Determination of Maximum Deductible Contribution
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

(a)	Minimum contribution due as of the beginning of the year	\$196,071
(b)	Target Normal Cost	\$133,685
	Plan-related expenses	\$2,200
	Total, not less than zero	\$135,885
(c)	Funding Target	\$8,940,571
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$8,940,571
(3)	50% of Funding Target	\$4,470,286
(4)	Increase in Funding Target due to salary increases	\$117,902
(5)	Cushion Amount (d3) + (d4)	\$4,588,188
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$13,664,644
(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)	\$13,664,644
(j)	Actuarial Value of Assets	\$7,699,384
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$5,965,260

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

Short Plan Year Bases
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

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>
09/01/2021	15-year	14	09/01/2035	\$35,351	\$17,676	\$53,027
09/01/2022	15-year	15	09/01/2036	\$(16,211)	\$(8,106)	\$(24,317)
09/01/2023	15-year	16	09/01/2037	<u>\$47,365</u>	<u>\$23,682</u>	<u>\$71,047</u>
Total				\$66,505	\$33,252	\$99,757

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

Quarterly Contributions
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

Installment Payments

(a)	Prior year funding target attainment percentage	96.44%
	Quarterly contributions are required for this plan year	
(b)	90% of current plan year minimum contribution	\$176,464
(c)	100% of prior year minimum contribution adjusted for short plan year	\$145,189
(d)	Lesser of (b) and (c)	\$145,189
(e)	Number of required installment payments	3
(f)	Amount of each installment payment	\$48,396

Installment Due Dates and Amounts

(g)	Installment Payment 1	4/15/2024	\$48,396
(h)	Installment Payment 2	7/15/2024	\$48,396
(i)	Installment Payment 3	9/15/2024	\$48,396

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2024 to 8/31/2024

Valuation Date: 1/1/2024

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 4.75%	4.21%	Seg 1: 5.50%	Pre-Retirement: 5.00%
	Seg 2: 4.87%	4.86%	Seg 2: 5.76%	Post-Retirement: 5.00%
	Seg 3: 5.59%	4.87%	Seg 3: 5.83%	
Applicable Date	12/2023	12/2023	11/2023	
Pre-Retirement				
Turnover	Male-INSULFAB Males Ultimate Termination Rates Female-INSULFAB Female Ultimate Termination Rates		None	None
Mortality	Male-Pri-2012 Base Table Non-Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Non-Annuitant Female Final Regs 10/20/2023		2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - 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
Pln-reltd expenses	\$2,200.00			
Future Salary Incr	2% Salary Scale		None	None
Disability	Disability Rates For INSULFAB... Prorated From Previous Report		None	None

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2024 to 8/31/2024

Valuation Date: 1/1/2024

Post-Retirement

Mortality	Male-Pri-2012 Base Table Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Annuitant Female Final Regs 10/20/2023	2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Female	None	None
Assumed Benefit Form For Funding	100% Lump Sum / 0% Normal Form		
Assumed Spouse's Age	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		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
Calculated Effective Interest Rate	5.06%		
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 REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

Plan Effective Date	October 1, 1972
Short Plan Year	From January 1, 2024 to August 31, 2024
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 T2 2012 Covered Compensation Table 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 \$22,916.66 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
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</p>

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 66.67% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 66.67% of the benefit will continue for the life of the beneficiary.

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 salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire 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	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 PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee_1/100.00%	68	2,386.09	2,386.09	312,906	312,906
Employee_4/100.00%	57	3,809.41	3,809.41	345,623	345,623
Employee_9/100.00%	62	10,833.49	10,833.49	1,289,099	1,289,099
Employee_25/100.00%	40	1,041.97	1,041.97	39,995	39,995
Employee_10/100.00%	66	4,739.20	4,739.20	653,637	653,637
Employee_11/100.00%	66	3,545.89	3,545.89	489,054	489,054
Employee_12/100.00%	66	6,825.98	6,825.98	941,449	941,449
Employee_13/100.00%	73	10,344.95	10,344.95	1,168,253	1,168,253
Employee_18/100.00%	65	14,646.39	14,646.39	2,072,889	2,072,889
Employee_22/100.00%	72	3,346.59	3,346.59	390,682	390,682
Employee_28/80.00%	42	531.35	425.08	22,527	18,022
Employee_29/20.00%	46	140.68	28.14	7,282	1,457
Active Subtotal (12)		62,191.99	61,973.18	7,733,396	7,723,066

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 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 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

<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_23/100.00%	43	T	12/09/2008	850.00	850.00	37,876	37,876
Employee_26/100.00%	42	T	09/02/2023	728.70	728.70	30,894	30,894
Employee_14/100.00%	68	T	10/01/2010	3,770.09	3,770.09	494,400	494,400
Term Vested Subtotal (3)				5,348.79	5,348.79	563,170	563,170
Active/Term Subtotal (15)				67,540.78	67,321.97	8,296,566	8,286,236

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 REPORT FOR SHORT PLAN YEAR**

Present Benefits for Retired
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2023: (1) 5.50% (2) 5.76% (3) 5.83%
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024

<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>
Employee_24	84		R	J&S 50%, 2% COLA	06/01/2005	1,811.52	167,426.00
Retired Subtotal (1)						1,811.52	167,426.00
Total Participants (16)							
Total Accrued Benefit/PVAB						69,352.30	8,463,992
Total Vested Accrued Benefit/PVVAB						69,133.49	8,453,662

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024
Minimum Funding Segment Rates for 12/2023: 4.75% / 4.87% / 5.59%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 68	2,386.09	0.00	332,296	332,296	0	A
Employee_4 / 57	3,809.41	132.16	323,611	323,611	11,227	A
Employee_9 / 62	10,833.49	846.26	1,302,689	1,302,689	101,760	A
Employee_25 / 40	1,041.97	143.96	32,013	32,013	4,423	A
Employee_10 / 66	4,739.20	0.00	694,301	694,301	0	A
Employee_11 / 66	3,545.89	0.00	519,478	519,478	0	A
Employee_12 / 66	6,825.98	0.00	1,000,017	1,000,017	0	A
Employee_13 / 73	10,344.95	0.00	1,151,383	1,151,383	0	A
Employee_18 / 65	14,646.39	0.00	2,196,533	2,196,533	0	A
Employee_22 / 72	3,346.59	0.00	413,232	413,232	0	A
Employee_28 / 42	531.35	197.77	17,852	14,282	6,644	A
Employee_29 / 46	140.68	75.59	6,163	1,233	3,312	A
Active Subtotal	62,191.99	1,395.74	7,989,568	7,981,068	127,366	
<u>Retirees & Vesteds*</u>						
Employee_23 / 43	850.00	0.00	35,648	35,648	0	T
Employee_26 / 42	728.70	0.00	28,929	28,929	0	T
Employee_24 / 84	1,811.52	0.00	171,197	171,197	0	R
Employee_14 / 68	3,770.09	0.00	525,036	525,036	0	T
Vesteds Subtotal	5,348.79	0.00	589,613	589,613	0	
Retirees Subtotal	1,811.52	0.00	171,197	171,197	0	
Total	69,352.30	1,395.74	8,750,378	8,741,878	127,366	
Total Minimum Funding Values at Valuation Date					8,877,744	

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 PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

PPA Funding Values
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024
Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 68	2,386.09	0.00	337,566	337,566	0	A
Employee_4 / 57	3,809.41	132.16	341,362	341,362	11,842	A
Employee_9 / 62	10,833.49	846.26	1,342,127	1,342,127	104,840	A
Employee_25 / 40	1,041.97	143.96	39,271	39,271	5,425	A
Employee_10 / 66	4,739.20	0.00	707,361	707,361	0	A
Employee_11 / 66	3,545.89	0.00	529,250	529,250	0	A
Employee_12 / 66	6,825.98	0.00	1,018,828	1,018,828	0	A
Employee_13 / 73	10,344.95	0.00	1,151,383	1,151,383	0	A
Employee_18 / 65	14,646.39	0.00	2,241,333	2,241,333	0	A
Employee_22 / 72	3,346.59	0.00	417,845	417,845	0	A
Employee_28 / 42	531.35	197.77	21,698	17,358	8,075	A
Employee_29 / 46	140.68	75.59	6,519	1,304	3,503	A
Active Subtotal	62,191.99	1,395.74	8,154,543	8,144,988	133,685	
<u>Retirees & Vesteds*</u>						
Employee_23 / 43	850.00	0.00	44,133	44,133	0	T
Employee_26 / 42	728.70	0.00	36,062	36,062	0	T
Employee_24 / 84	1,811.52	0.00	172,469	172,469	0	R
Employee_14 / 68	3,770.09	0.00	533,364	533,364	0	T
Vesteds Subtotal	5,348.79	0.00	613,559	613,559	0	
Retirees Subtotal	1,811.52	0.00	172,469	172,469	0	
Total	69,352.30	1,395.74	8,940,571	8,931,016	133,685	
Total Maximum Values at Valuation Date					9,074,256	

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 PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

PPA Funding Values
Short Plan Year: 1/1/2024 to 8/31/2024
Valuation Date: 1/1/2024
Minimum Funding Segment Rates for 12/2023: 4.75% / 4.87% / 5.59%
Maximum Deductible Segment Rates for 12/2023: 4.21% / 4.86% / 4.87%

(a)	Values as of 1/1/2024		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	8,750,378	8,940,571	
	(2)	Target Normal Cost	127,366	133,685	
(b)	Minimum Funding Target as of 1/1/2024		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	1	171,197	171,197
	(2)	Terminated Vesteds	3	589,613	589,613
	(3)	Actives	12	7,981,068	7,989,568
	(4)	Total	16	8,741,878	8,750,378

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 PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 4.75%	4.21%	Seg 1: 5.50%	Pre-Retirement: 5.00%
	Seg 2: 4.87%	4.86%	Seg 2: 5.76%	Post-Retirement: 5.00%
	Seg 3: 5.59%	4.87%	Seg 3: 5.83%	
Applicable Date	12/2023	12/2023	11/2023	
Pre-Retirement				
Turnover	Male-INSULFAB Males Ultimate Termination Rates Female-INSULFAB Female Ultimate Termination Rates		None	None
Mortality	Male-Pri-2012 Base Table Non-Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Non-Annuitant Female Final Regs 10/20/2023		2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - 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
Pln-reltd expenses	\$2,200.00			
Future Salary Incr	2% Salary Scale		None	None
Disability	Disability Rates For INSULFAB... Prorated From Previous Report		None	None

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

Post-Retirement

Mortality	Male-Pri-2012 Base Table Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Annuitant Female Final Regs 10/20/2023	2024 Applicable Mortality Table from Notice 2023-73	GAR 94 projected to 2002
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Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Female	None	None
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Assumed Benefit Form For Funding	Normal Form
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Assumed Spouse's Age	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	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
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Calculated Effective Interest Rate	5.06%
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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.
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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 PLAN
SAMPLE FOR PPA REPORTS**

Summary of Plan Provisions
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2024 to December 31, 2024
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 T2 2012 Covered Compensation Table 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 \$22,916.66 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
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>

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

Summary of Plan Provisions
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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.

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 salary and/or service on the calculation date, and payable on the normal retirement date.

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

Years with less than 1,000 hours

Termination Benefit

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

<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**

Employer ID# 123456789: Plan No. 001

Quarterly Installment Payment: \$53,665.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

<u>Date</u>	<u>Amount</u>	<u>Year</u>	<u>Rate</u>	<u>Period</u>	<u>Adj Ctb</u>
08-20-2025	53,665.00	2024	10.06%	08-20-2025 to 04-15-2024	
			5.06%	04-15-2024 to 01-01-2024	46,500.69
	53,665.00	2024	10.06%	08-20-2025 to 07-15-2024	
			5.06%	07-15-2024 to 01-01-2024	47,044.35
	53,665.00	2024	10.06%	08-20-2025 to 10-15-2024	
			5.06%	10-15-2024 to 01-01-2024	47,594.36
	53,665.00	2024	10.06%	08-20-2025 to 01-15-2025	
			5.06%	01-15-2025 to 01-01-2024	48,150.81
	25,340.00	2024	5.06%	08-20-2025 to 01-01-2024	23,375.94
Totals:	240,000.00				212,666.15

19	Discounted employer contributions -- see instructions for small plan with a valuation date after the beginning of the year			
a	Contributions allocated toward unpaid minimum required contribution from prior years	19a		0.00
b	Contributions made to avoid benefit restrictions adjusted to valuation date	19b		0.00
c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	19c		212,666.15

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

Weighted Average Retirement Age
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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

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

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

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 PLAN
SAMPLE FOR PPA REPORTS**

Schedule of Active Participant Data

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	1	1	0	0	0	0	0	0	2
Avg Mo Comp	0	0	6478	5747	0	0	0	0	0	0	6113
45-49	0	1	0	0	0	0	0	0	0	0	1
Avg Mo Comp	0	3704	0	0	0	0	0	0	0	0	3704
50-54	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
55-59	0	0	0	0	0	0	0	0	0	1	1
Avg Mo Comp	0	0	0	0	0	0	0	0	0	6003	6003
60-64	0	0	0	0	0	0	1	0	0	1	2
Avg Mo Comp	0	0	0	0	0	0	16700	0	0	18257	17478
65-69	0	0	0	0	0	1	0	0	0	3	4
Avg Mo Comp	0	0	0	0	0	5225	0	0	0	7387	6846
70+	0	0	0	0	0	0	0	0	1	1	2
Avg Mo Comp	0	0	0	0	0	0	0	0	4508	11095	7802
Total	0	1	1	1	0	1	1	0	1	6	12
Avg Mo Comp	0	3704	6478	5747	0	5225	16700	0	4508	9586	8323

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

Average Age: 59.8

Average Service: 31

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

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2024 to 12/31/2024

Valuation Date: 1/1/2024

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2024	491,435	45,241	21,738	558,414
2025	541,793	44,600	21,247	607,640
2026	543,228	43,902	20,608	607,738
2027	645,892	43,143	19,809	708,844
2028	634,114	42,317	18,848	695,279
2029	621,363	41,420	17,725	680,508
2030	607,558	40,445	16,451	664,454
2031	592,623	39,388	15,046	647,057
2032	611,440	38,244	13,541	663,225
2033	596,819	37,007	11,979	645,805
2034	577,701	35,673	10,403	623,777
2035	557,230	34,237	8,863	600,330
2036	535,388	32,695	7,404	575,487
2037	512,183	31,045	6,061	549,289
2038	487,638	29,289	4,862	521,789
2039	461,818	27,431	3,819	493,068
2040	434,826	25,480	2,938	463,244
2041	406,816	23,447	2,211	432,474
2042	377,985	21,350	1,628	400,963
2043	349,421	19,208	1,172	369,801
2044	319,894	17,047	825	337,766
2045	290,203	18,951	566	309,720
2046	261,891	25,898	379	288,168
2047	235,218	28,560	247	264,025
2048	207,239	26,480	157	233,876
2049	186,078	24,556	97	210,731
2050	160,725	22,811	59	183,595
2051	137,181	21,260	34	158,475
2052	115,699	19,900	20	135,619
2053	96,449	18,720	11	115,180
2054	79,524	17,700	6	97,230
2055	64,922	16,813	3	81,738
2056	52,552	16,032	2	68,586
2057	42,255	15,329	1	57,585
2058	33,834	14,677	0	48,511
2059	27,052	14,053	0	41,105
2060	21,676	13,436	0	35,112
2061	17,470	12,812	0	30,282
2062	14,215	12,169	0	26,384
2063	11,713	11,498	0	23,211
2064	9,787	10,796	0	20,583
2065	8,299	10,064	0	18,363
2066	7,128	9,298	0	16,426
2067	6,190	8,510	0	14,700
2068	5,412	7,700	0	13,112
2069	4,746	6,878	0	11,624

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

Schedule of Projection of Expected Benefit Payments
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2070	4,156	6,057	0	10,213
2071	3,622	5,249	0	8,871
2072	3,128	4,467	0	7,595
2073	2,671	3,728	0	6,399

SAMPLE

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

Shortfall Amortization
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 1/1/2024

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 fifteen year period.

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2022	15-year	13	\$53,027	\$527,009
01/01/2023	15-year	14	\$(24,317)	\$(254,783)
01/01/2024	15-year	15	<u>\$70,949</u>	<u>\$779,832</u>
Total			\$99,659	\$1,052,058

Shortfall Amortization Charge (sum of installments, no less than zero): \$99,659

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR BASIC STATEMENT

Personal Statement for Employee_1
Social Security Number: xxx-xx-0001
As of January 1, 2024

Personal Information

Date of Birth:	8/1/1955
Date of Hire:	8/2/1999
Date of Entry:	9/1/2000
Normal Retirement Date:	1/2/2024

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$2,386.09*
From Social Security	\$2,418.60**
Total Monthly Retirement Income	\$4,804.69

Accrued Benefit and Vesting

Accrued Benefit as of 1/1/2024	\$2,386.09*
Vested Percent	100%
Vested Accrued Benefit as of 1/1/2024	\$2,386.09*

* 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 Employee_1
Social Security Number: xxx-xx-0001
As of January 1, 2024**

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:	1/1/2024
Current Compensation:	\$62,703

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$2,386.09*
From Social Security	\$2,418.60**
Total Monthly Retirement Income	\$4,804.69

* 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 1/1/2024	\$2,386.09	\$312,906
Vested Percent	100%	100%
Vested Accrued Benefit as of 1/1/2024	\$2,386.09	\$312,906

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: 2/15/2024

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

Personal Statement for Employee_6
Social Security Number: xxx-xx-0005

As of December 31, 2023

Date of Birth:	4/9/1966
Date of Hire:	11/2/1998
Date of Entry:	1/1/2022
Normal Retirement Date:	4/9/2028
Accrual Start Date:	1/1/2022

Cash Balance Benefit

Prior Balance as of December 31, 2022	\$5,382.99
Changes during Plan Year	
Contribution Credit	113,042.76
Interest Credit on Prior Balance	<u>269.15</u>
Current Balance as of December 31, 2023	\$118,694.90
Vested Percent	100%
Vested Balance as of December 31, 2023	\$118,694.90
Vested Accrued Benefit based on Vested Balance as of December 31, 2023	\$638.54

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: 2/15/2024

DC & DB SAMPLE PLAN

SAMPLE FOR DC & DB STATEMENT

Personal Statement for Employee_6 as of 12/31/2023
Social Security Number: xxx-xx-0005

	<u>401(k)</u>	<u>DB Plan</u>
Date of Birth:	4/9/1966	
Age:	58	
Date of Hire:	11/2/1998	
Current Compensation:	\$282,607	
Date of Entry:	1/1/2014	4/1/1981
Retirement Date:	4/9/2028	1/2/2024
Retirement Age:	62	58
Vesting:	100.00%	100.00%

Account Balances from 1/1/2023 to 12/31/2023

<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	\$96,146.27	\$22,500.00	\$0.00	\$1,376.63	\$0.00	\$120,022.90	\$120,022.90
Employer Discretionary	368,840.34	36,000.00	0.00	5,281.10	0.00	410,121.44	410,121.44
Safe Harbor Non-Elective	24,689.96	0.00	0.00	353.51	0.00	25,043.47	25,043.47
Total	\$489,676.57	\$58,500.00	\$0.00	\$7,011.24	\$0.00	\$555,187.81	\$555,187.81

Defined Benefit Plan

Estimated Vested Monthly Accrued Life Annuity Benefit earned to date payable at Retirement Date	\$3,546
Estimated Lump Sum value of Vested Monthly Accrued Benefit as of 1/1/2024	\$489,054
Estimated IRS Maximum Allowable Lump Sum as of 1/1/2024	\$685,072

Combined Plans

Estimated Life Annuity Benefit earned to date from 401(k) plan*	\$4,695
Estimated Life Annuity Benefit earned to date from Defined Benefit plan	\$3,546
Total Estimated Life Annuity benefit payable at Age 65	\$8,241
401(k) Total Account Balance as of 12/31/2023	\$555,188
Estimated 12/31/2023 Lump Sum value of Vested Monthly Accrued Benefit	\$489,054
Total Estimated Lump Sum Value as of 12/31/2023	\$1,044,242

* 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 RP23C U unisex table and 6% 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
Date: 2/15/2024

DC & CB SAMPLE PLAN SAMPLE FOR DC & CB STATEMENT

Personal Statement for Employee_6 as of 12/31/2023
Social Security Number: xxx-xx-0005

	<u>401(k)</u>	<u>Cash Balance</u>
Date of Birth:	4/9/1966	
Age:	58	
Date of Hire:	11/2/1998	
Current Compensation:	\$282,607	
Date of Entry:	1/1/2014	1/1/2022
Normal Retirement Date:	4/9/2028	4/9/2028
Normal Retirement Age:	62	62
Vesting:	100.00%	100.00%

Account Balances from 1/1/2023 to 12/31/2023

<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	\$96,146.27	\$22,500.00	\$0.00	\$1,376.63	\$0.00	\$120,022.90	\$120,022.90
Employer Discretionary	368,840.34	36,000.00	0.00	5,281.10	0.00	410,121.44	410,121.44
Safe Harbor Non-Elective	24,689.96	0.00	0.00	353.51	0.00	25,043.47	25,043.47
Subtotal 401(k)	\$489,676.57	\$58,500.00	\$0.00	\$7,011.24	\$0.00	\$555,187.81	\$555,187.81
Cash Balance	5,382.99	113,042.76	0.00	269.15	0.00	118,694.90	118,694.90
Total	\$495,059.56	\$171,542.76	\$0.00	\$7,280.39	\$0.00	\$673,882.71	\$673,882.71

Cash Balance Plan

Current Interest Crediting Rate	5.00%
Estimated Life Annuity Benefit payable at Cash Balance Normal Retirement Date based on your current Cash Balance account and the Current Interest Crediting Rate*	\$638.54
Additional Frozen Annuity Benefit	\$250.00

* The Annuity Benefit at Normal 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 65 and converted to a Life Annuity Benefit payable at Age 65**	\$4,694.68
Total Estimated Life Annuity benefit earned to date from both plans payable at Age 65	\$5,583.22
Total Estimated Lump Sum Value as of 12/31/2023	\$550,880.00

** Your current balance is projected to Age 65 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 RP23C U unisex table and 6% 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
Date: 2/15/2024

DC & CB SAMPLE PLAN

For DC & CB COMBO REPORT

Combined Plan Valuation

For the Plan Year Ending December 31, 2023

Prepared By

Actuarial Systems Corporation

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Plan Specifications
For Plan Year Ending December 31, 2023

		<u>DC Plan</u>	<u>DB Plan</u>		
Primary Eligibility	Age:	21	0		
	Service:	1 year	1 year		
	Exclusions:	UNION AND NON-RESIDENT ALIENS	None		
	Entry Date(s): Source(s):	Jan 1 and Jul 1 Employee Deferral, Employer Discretionary, Safe Harbor Non-Elective	Jan 1 and Jul 1		
Normal Retirement	Age:	62	62		
	Participation:	5	5		
Contributions	Group 1:	\$36,000	40% of compensation		
	Group 2:	6.78%	No contribution		
	Group 3:	\$2,707	3% of compensation		
	Group 4:	\$3,448	2% of compensation		
	Group 5:	\$3,362			
Safe Harbor Non-Elective Contribution		3% of compensation			
415 Maximum Benefit		\$66,000	Lesser of \$22,083.30 and 100% of the highest 3-year average salary, subject to service requirements.		
Compensation		Total compensation	Current compensation		
Vesting		<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 & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Employee Census
For Plan Year Ending December 31, 2023

Participant Name	Owner Pct	HCE	Key	Date of Birth	Date of Hire	Hours	Defined Contribution Plan				Defined Benefit Plan				
							Status Code	Date of Entry	Group Code	Current Comp	Status Code	Date of Entry	Group Code	Current Comp	
Employee_6	100.00	Y	Y	04/09/1966	11/02/1998	2080	A	01/01/2014	1	282,606.91	A	01/01/2022	1	282,606.91	
Subtotal (1 Participant):										282,606.91					282,606.91
Employee_3		Y	Y	01/18/1996	09/12/2014	2080	A	07/01/2014	3	49,046.85	A	01/01/2022	3	49,046.85	
Employee_5		Y	Y	07/19/1994	07/12/2012	2080	A	07/01/2014	5	61,787.45	A	01/01/2022	5	61,787.45	
Employee_4		Y	Y	05/28/1991	08/06/2009	2080	A	01/01/2014	4	65,492.25	A	01/01/2022	4	65,492.25	
Employee_10		N	N	11/27/1987	09/10/2007	0	T	01/01/2014	2	0.00	T	01/01/2022	2	0.00	
Employee_11		N	N	10/02/1982	02/05/2005	0	T	01/01/2014	2	0.00	T	01/01/2022	2	0.00	
Employee_27		N	N	09/07/1966	09/09/2016	2080	A	01/01/2021	2	15,918.67	A	01/01/2022	3	15,918.67	
Employee_20		N	N	05/03/1974	08/13/2007	2080	A	01/01/2014	2	84,493.32	A	01/01/2022	3	84,493.32	
Employee_14		N	N	07/25/1972	04/13/2007	2080	A	01/01/2014	2	34,473.34	A	01/01/2022	3	34,473.34	
Employee_12		N	N	12/05/1947	06/05/2014	2080	A	11/26/2015	2	17,745.67	A	01/01/2022	3	17,745.67	
Employee_29		N	N	05/31/1991	02/17/2016	2080	A	07/01/2017	2	37,093.97	A	01/01/2022	3	37,093.97	
Employee_2		N	N	10/05/1980	06/07/2012	2080	A	01/01/2014	2	77,895.09	A	01/01/2022	2	77,895.09	
Employee_19		N	N	05/26/1991	05/09/2013	2080	A	07/01/2014	2	58,752.29	A	01/01/2013	3	58,752.29	
Employee_25		N	N	09/07/1969	05/28/2015	2080	A	07/01/2016	2	42,335.24	A	01/01/2022	3	42,335.24	
Employee_8		N	N	05/16/1969	05/09/2013	2080	A	07/01/2014	2	74,923.70	A	01/01/2022	3	74,923.70	
Employee_24		N	N	02/19/1995	10/01/2015	2080	A	01/01/2017	2	37,292.37	A	01/01/2022	3	37,292.37	
Employee_18		N	N	09/15/1972	08/07/2014	0	T	07/01/2014	2	0.00	S	01/01/2016	2	0.00	
Employee_17		N	N	01/08/1994	07/25/2013	0	T	07/01/2014	2	0.00	T	01/01/2022	2	0.00	
Employee_16		N	N	04/01/1971	11/25/2013	0	T	07/01/2014	2	0.00	S	01/01/2015	2	0.00	
Employee_13		N	N	11/09/1983	05/16/2013	0	T	07/01/2014	2	0.00	T	01/01/2022	2	0.00	
Employee_9		N	N	02/02/1971	11/02/1998	0	T	01/01/2014	2	0.00	T	01/01/2022	2	0.00	
Subtotal (20 Participants):										657,250.21					657,250.21
Total (21 Participants):										939,857.12					939,857.12

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
DC Plan Contributions
For Plan Year Ending December 31, 2023

<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>
Employee_6	100.00	Y	Y	282,606.91	36,000.00	0.00	22,500.00	0.00	58,500.00	20.70
Subtotal				282,606.91	36,000.00	0.00	22,500.00	0.00	58,500.00	
Employee_3		Y	Y	49,046.85	2,707.00	0.00	1,961.88	0.00	4,668.88	9.52
Employee_5		Y	Y	61,787.45	3,362.00	0.00	2,471.50	0.00	5,833.50	9.44
Employee_4		Y	Y	65,492.25	3,448.00	0.00	2,619.70	0.00	6,067.70	9.26
Employee_10		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_11		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_27		N	N	15,918.67	1,079.29	477.56	636.74	0.00	2,193.59	13.78
Employee_20		N	N	84,493.32	5,728.65	2,534.80	3,379.74	0.00	11,643.19	13.78
Employee_14		N	N	34,473.34	2,337.29	1,034.20	1,378.94	0.00	4,750.43	13.78
Employee_12		N	N	17,745.67	1,203.16	532.37	709.82	0.00	2,445.35	13.78
Employee_29		N	N	37,093.97	2,514.97	1,112.82	0.00	0.00	3,627.79	9.78
Employee_2		N	N	77,895.09	5,281.29	2,336.85	3,115.80	0.00	10,733.94	13.78
Employee_19		N	N	58,752.29	3,983.41	1,762.57	0.00	0.00	5,745.98	9.78
Employee_25		N	N	42,335.24	2,870.33	1,270.06	1,693.40	0.00	5,833.79	13.78
Employee_8		N	N	74,923.70	5,079.83	2,247.71	0.00	0.00	7,327.54	9.78
Employee_24		N	N	37,292.37	2,528.42	1,118.77	1,491.70	0.00	5,138.89	13.78
Employee_18		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_17		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_16		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_13		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_9		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal				657,250.21	42,123.64	14,427.71	19,459.22	0.00	76,010.57	
Total				939,857.12	78,123.64	14,427.71	41,959.22	0.00	134,510.57	

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2023

<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 Contrib Credit</u>	<u>Pct of Total Plan Cost</u>
Employee_6	100.00	Y	Y	282,606.91	58,500.00	20.70	105,250.00	37.24	163,750.00	57.94	59.65	113,042.76	
Subtotal				282,606.91	58,500.00		105,250.00		163,750.00		59.65	113,042.76	88.37
Employee_3		Y	Y	49,046.85	4,668.88	9.52	2,175.00	4.43	6,843.88	13.95	2.49	1,471.41	
Employee_5		Y	Y	61,787.45	5,833.50	9.44	1,096.00	1.77	6,929.50	11.22	2.52	0.00	
Employee_4		Y	Y	65,492.25	6,067.70	9.26	2,323.00	3.55	8,390.70	12.81	3.06	1,309.85	
Employee_10		N	N	0.00	0.00	0.00	758.00	0.00	758.00	0.00	0.28	0.00	
Employee_11		N	N	0.00	0.00	0.00	1,556.00	0.00	1,556.00	0.00	0.57	0.00	
Employee_27		N	N	15,918.67	2,193.59	13.78	706.00	4.44	2,899.59	18.22	1.06	477.56	
Employee_20		N	N	84,493.32	11,643.19	13.78	3,746.00	4.43	15,389.19	18.21	5.61	2,534.80	
Employee_14		N	N	34,473.34	4,750.43	13.78	1,528.00	4.43	6,278.43	18.21	2.29	1,034.20	
Employee_12		N	N	17,745.67	2,445.35	13.78	787.00	4.43	3,232.35	18.21	1.18	532.37	
Employee_29		N	N	37,093.97	3,627.79	9.78	1,645.00	4.43	5,272.79	14.21	1.92	1,112.82	
Employee_2		N	N	77,895.09	10,733.94	13.78	1,381.00	1.77	12,114.94	15.55	4.41	0.00	
Employee_19		N	N	58,752.29	5,745.98	9.78	10,197.00	17.36	15,942.98	27.14	5.81	1,762.57	
Employee_25		N	N	42,335.24	5,833.79	13.78	1,877.00	4.43	7,710.79	18.21	2.81	1,270.06	
Employee_8		N	N	74,923.70	7,327.54	9.78	3,322.00	4.43	10,649.54	14.21	3.88	2,247.71	
Employee_24		N	N	37,292.37	5,138.89	13.78	1,653.00	4.43	6,791.89	18.21	2.47	1,118.77	
Employee_18		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Employee_17		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Employee_16		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Employee_13		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Employee_9		N	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Subtotal				657,250.21	76,010.57		34,750.00		110,760.57		40.35	14,872.12	11.63
Total				939,857.12	134,510.57		140,000.00		274,510.57		100.00	127,914.88	100.00

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2023

<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>
Employee_6	100.00	58	65	Y	282,606.91	58,500.00	1,325,836.30	9,512.66	3,811.55	3,633.60	16,957.81	72.01
Subtotal					282,606.91	58,500.00		9,512.66	3,811.55	3,633.60	16,957.81	
Employee_3		28	65	Y	49,046.85	4,668.88	1,024,000.89	7,347.04	690.36	1,952.90	9,990.30	244.43
Employee_5		29	65	Y	61,787.45	5,833.50	1,180,707.06	8,471.38	27.77	2,288.50	10,787.65	209.51
Employee_4		33	65	Y	65,492.25	6,067.70	958,105.92	6,874.25	477.59	2,363.30	9,715.14	178.01
Employee_10		36	65	N	0.00	0.00	174,536.73	1,252.27	14.60	1,748.30	3,015.17	0.00
Employee_11		41	65	N	0.00	0.00	292,990.69	2,102.16	24.62	2,803.00	4,929.78	0.00
Employee_27		57	65	N	15,918.67	2,193.59	27,687.21	198.65	21.89	846.30	1,066.84	80.42
Employee_20		50	65	N	84,493.32	11,643.19	440,876.01	3,163.21	276.23	2,476.40	5,915.84	84.02
Employee_14		51	65	N	34,473.34	4,750.43	188,913.70	1,355.42	102.24	1,379.90	2,837.56	98.77
Employee_12		76	76	N	17,745.67	2,445.35	14,229.05	140.11	28.07	883.00	1,051.18	71.08
Employee_29		33	65	N	37,093.97	3,627.79	472,100.13	3,387.24	398.63	1,619.00	5,404.87	174.85
Employee_2		43	65	N	77,895.09	10,733.94	763,830.39	5,480.36	20.21	2,520.40	8,020.97	123.57
Employee_19		33	65	N	58,752.29	5,745.98	995,417.91	7,141.96	677.38	2,117.00	9,936.34	202.95
Employee_25		54	65	N	42,335.24	5,833.79	163,315.25	1,171.76	89.91	1,497.80	2,759.47	78.22
Employee_8		55	65	N	74,923.70	7,327.54	230,207.43	1,651.70	139.70	2,123.60	3,915.00	62.70
Employee_24		29	65	N	37,292.37	5,138.89	872,552.09	6,260.42	498.09	1,637.60	8,396.11	270.17
Employee_18		51	65	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_17		30	65	N	0.00	0.00	30,996.70	222.40	0.00	0.10	222.50	0.00
Employee_16		53	65	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_13		40	65	N	0.00	0.00	0.00	0.00	0.00	0.10	0.10	0.00
Employee_9		53	65	N	0.00	0.00	0.00	0.00	0.00	0.10	0.10	0.00
Subtotal					657,250.21	76,010.57		56,220.33	3,487.29	28,257.30	87,964.92	
Total					939,857.12	134,510.57		65,732.99	7,298.84	31,890.90	104,922.73	

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 RP23C U mortality table and 6% interest were used to convert the projected balance to a monthly benefit. The Monthly DB Plan Benefit assumes the current contribution credit continues to Age TA. An interest rate of 5% was used to project the cash balance account to Age TA, and the RP23C U mortality table and 5% interest were used to convert the projected balance to a monthly benefit.

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Maximum Deduction Limit

DC Plan Year: 1/1/2023 to 12/31/2023
DB Plan Year: 1/1/2023 to 12/31/2023
DB Valuation Date: 12/31/2023
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:	939,857
(b)	6% of (a):	56,391
(c)	25% of (a):	234,964
(d)	DC Plan Employer Contributions:	92,551
(e)	DC Employer Contributions / DC Compensation ((d) / (a)):	9.85%
(f)	Compensation of DC/DB plan beneficiaries:	939,857
(g)	25% of (f):	234,964
(h)	DB Minimum Contribution on Val Date:	126,385
(i)	DB Maximum Contribution on Val Date (404(o)):	145,541
(j)	DB Plan Employer Contribution:	140,000
(k)	DB Plan Covered by PBGC?	Yes
(l)	Item (e) greater than 6.00%?	Yes
(m)	DB Maximum Contribution on Val Date (404(o)):	145,541
(n)	25% of (a):	234,964
(o)	Total Deduction Available ((m) + (n)):	380,505
(p)	Total Contribution ((d) + (j)):	232,551
(q)	Excess Contribution:	0

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Percentage to Owner Employees
For Plan Year Ending December 31, 2023

	<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	58,500.00	105,250.00	163,750.00	59.65%	141,250.00
Other Employees	76,010.57	34,750.00	110,760.57	40.35%	91,301.35
Total	134,510.57	140,000.00	274,510.57	100.00%	232,551.35

Tax Savings Summary

Tax Bracket

40%

Employer Contribution	232,551.35
Estimated Tax Savings	93,020.54
Net Cost after Estimated Tax Savings	139,530.81
Contribution for Owners	141,250.00
Owner Contribution as a Percentage of Net Cost	101.23%
Net Plan Cost (after Owner Contribution & Tax Savings)	-1,719.19

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

401(a)(26) Minimum Participation Test Report Parameters For the Plan Year Ending December 31, 2023

Primary plan:	D33:0010
Current date (time):	02/05/2024 (09:19:54)
Run for multiple plans?	N
Run Meaningful Benefit Test?	Y
Meaningful Benefit Percentage:	0.50%
Meaningful Benefit Test method:	Annual Accrual (Curr Comp)
Calculate current compensation:	Y
Include excluded compensation:	N
Exclude pre-entry compensation:	N
Mortality table for normalization:	RP23C U
Pre-retirement interest rate:	5.00%
Post-retirement interest rate:	5.00%
Restructured test?	N
Exception:	None
The 401(a)(26) test is being performed for the entire plan	

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2023

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-0005	Employee_6	-	-	-	-	-	-	X	-
xxx-xx-0002	Employee_3	-	-	-	-	-	-	X	-
xxx-xx-0022	Employee_24	-	-	-	-	-	-	X	-
xxx-xx-0027	Employee_29	-	-	-	-	-	-	X	-
xxx-xx-0019	Employee_19	-	-	-	-	-	-	X	-
xxx-xx-0003	Employee_4	-	-	-	-	-	-	X	-
xxx-xx-0011	Employee_12	-	-	-	-	-	-	X	-
xxx-xx-0020	Employee_20	-	-	-	-	-	-	X	-
xxx-xx-0013	Employee_14	-	-	-	-	-	-	X	-
xxx-xx-0023	Employee_25	-	-	-	-	-	-	X	-
xxx-xx-0007	Employee_8	-	-	-	-	-	-	X	-
xxx-xx-0025	Employee_27	-	-	-	-	-	-	X	-
xxx-xx-0009	Employee_10	X	-	-	-	-	-	-	-
xxx-xx-0010	Employee_11	X	-	-	-	-	-	-	-
xxx-xx-0004	Employee_5	-	-	-	-	-	-	-	X
xxx-xx-0021	Employee_21	X	-	-	-	-	-	-	-
xxx-xx-0024	Employee_26	X	-	-	-	-	-	-	-
xxx-xx-0026	Employee_28	X	-	-	-	-	-	-	-
xxx-xx-0001	Employee_2	-	-	-	-	-	-	-	X
xxx-xx-0021	Employee_22	X	-	-	-	-	-	-	-
xxx-xx-0014	Employee_15	X	-	-	-	-	-	-	-
xxx-xx-0017	Employee_18	X	-	-	-	-	-	-	-
xxx-xx-0006	Employee_7	X	-	-	-	-	-	-	-
xxx-xx-0016	Employee_17	X	-	-	-	-	-	-	-
xxx-xx-0015	Employee_16	X	-	-	-	-	-	-	-
xxx-xx-0012	Employee_13	X	-	-	-	-	-	-	-
xxx-xx-0008	Employee_9	X	-	-	-	-	-	-	-
Totals		13	0	0	0	0	0	12	2

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

401(a)(26) Minimum Participation Test
Meaningful Benefit Support Page
Meaningful Benefit Percentage: 0.50%
Annual Accrual (Curr Comp) Rates
For the Plan Year Ending December 31, 2023

<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-0005	Employee_6	58	62	23,550.58	888.54	42.31	1.00000	3.59	X	-
xxx-xx-0002	Employee_3	28	62	4,087.24	134.34	86.74	1.00000	1.16	X	-
xxx-xx-0022	Employee_24	29	62	3,107.70	57.45	22.98	1.00000	1.11	X	-
xxx-xx-0027	Employee_29	33	62	3,091.16	47.02	18.81	1.00000	0.91	X	-
xxx-xx-0019	Employee_19	36	62	4,896.02	251.84	213.24	1.00000	0.79	X	-
xxx-xx-0003	Employee_4	33	62	5,457.69	66.41	33.20	1.00000	0.61	X	-
xxx-xx-0011	Employee_12	76	79	1,478.81	10.84	4.34	1.00000	0.44	-	X
xxx-xx-0020	Employee_20	50	62	7,041.11	46.73	18.69	1.00000	0.40	-	X
xxx-xx-0013	Employee_14	51	62	2,872.78	18.16	7.26	1.00000	0.38	-	X
xxx-xx-0023	Employee_25	54	62	3,527.94	19.26	7.70	1.00000	0.33	-	X
xxx-xx-0007	Employee_8	55	62	6,243.64	32.46	12.99	1.00000	0.31	-	X
xxx-xx-0025	Employee_27	57	62	1,326.56	6.26	2.50	1.00000	0.28	-	X
xxx-xx-0009	Employee_10	36	62	0.00	18.73	18.73	1.00000	0.00	-	-
xxx-xx-0010	Employee_11	41	62	0.00	30.10	30.10	1.00000	0.00	-	-
xxx-xx-0004	Employee_5	29	62	5,148.95	38.08	38.08	1.00000	0.00	-	X
xxx-xx-0021	Employee_21	35	62	0.00	4.75	4.75	1.00000	0.00	-	-
xxx-xx-0024	Employee_26	30	62	0.00	6.83	6.83	1.00000	0.00	-	-
xxx-xx-0026	Employee_28	51	62	0.00	3.17	3.17	1.00000	0.00	-	-
xxx-xx-0001	Employee_2	43	62	6,491.26	24.25	24.25	1.00000	0.00	-	X
xxx-xx-0021	Employee_22	58	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0014	Employee_15	41	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0017	Employee_18	51	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0006	Employee_7	75	78	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0016	Employee_17	30	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0015	Employee_16	53	62	0.00	0.00	0.00	1.00000	0.00	-	-

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

401(a)(26) Minimum Participation Test
Meaningful Benefit Support Page
Meaningful Benefit Percentage: 0.50%
Annual Accrual (Curr Comp) Rates
For the Plan Year Ending December 31, 2023

<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	Employee_13	40	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0008	Employee_9	53	62	0.00	0.00	0.00	1.00000	0.00	-	-
Totals									6	8

CASH BALANCE PLAN SAMPLE PLAN

SAMPLE FOR CB STATEMENT

401(a)(26) Minimum Participation Test For the Plan Year Ending December 31, 2023

A. Total number of employees of the employer:	14
B. Excludable because of:	
(1) Minimum age or years of service	0
(2) Collective bargaining agreement	0
(3) Non-resident aliens	0
(4) Terms with less than 500 hours of service	0
Total excludable employees:	0
C. Total non-excludable employees:	14
D. Total non-excludable employees who benefit from plan:	12
E. Total benefiting employees with meaningful benefits based on 0.50%:	6
F. 40% test (E/C):	42.86%
G. 50 employee test (E):	6
Test results:	Pass

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

410(b) Ratio Percentage Test
Report Parameters
For the Plan Year Ending December 31, 2023

Primary plan: D33:0009
Current date (time): 02/05/2024 (09:22:44)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D33:0010 (EEs don't benefit)

Employees participate in multiple plans

Test type: Standard test

Sources included in test:
Employer Discretionary
Safe Harbor Non-Elective

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

LTPT participants are not included in test

Values were not entered for non-ASC cases

The test is being run for the entire plan

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

410(b) Ratio Percentage Test
Standard Test Version Support Page
For the Plan Year Ending December 31, 2023

<u>SSN</u>	<u>Employee Name</u>	<u>Excludable Because</u>				<u>Non-Excludable EEs</u>		<u>HCE</u>	
		<u>Age/Svc</u>	<u>Union</u>	<u>Alien</u>	<u>Other</u>	<u>Hours</u>	<u>Benefit</u>		<u>Don't Benefit</u>
xxx-xx-0002	Employee_3	-	-	-	-	-	X	-	X
xxx-xx-0005	Employee_6	-	-	-	-	-	X	-	X
xxx-xx-0004	Employee_5	-	-	-	-	-	X	-	X
xxx-xx-0003	Employee_4	-	-	-	-	-	X	-	X
xxx-xx-0025	Employee_27	-	-	-	-	-	X	-	-
xxx-xx-0020	Employee_20	-	-	-	-	-	X	-	-
xxx-xx-0013	Employee_14	-	-	-	-	-	X	-	-
xxx-xx-0011	Employee_12	-	-	-	-	-	X	-	-
xxx-xx-0027	Employee_29	-	-	-	-	-	X	-	-
xxx-xx-0001	Employee_2	-	-	-	-	-	X	-	-
xxx-xx-0019	Employee_19	-	-	-	-	-	X	-	-
xxx-xx-0023	Employee_25	-	-	-	-	-	X	-	-
xxx-xx-0007	Employee_8	-	-	-	-	-	X	-	-
xxx-xx-0022	Employee_24	-	-	-	-	-	X	-	-
Totals		0	0	0	0	0	14	0	4

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

410(b) Ratio Percentage Test
Standard Test Version
For the Plan Year Ending December 31, 2023

Total number of employees of the employer:	14
Excludable because of:	
(1) Minimum age or years of service	0
(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:	0
Total non-excludable employees:	14
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:	10
Total benefitting employees who are non-highly compensated:	10
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 FOR DC & DB COMBO PLAN REPORT

Summary of Questions For the Plan Year ending December 31, 2023

Primary plan:	D33:0009
Current date (time):	02/05/2024 (09:25:47)
Run for multiple plans? Disk D33 Case 0010	Y
Do employees participate in multiple plans?	Y
Select common index:	Social Security number
Multiple Plan Compensation Option:	Use DC compensation
Is this a Davis/Bacon (prevailing wage) plan?	N
Mortality table for actuarial equivalence:	UP-84
Pre-retirement interest rate:	8.50%
Post-retirement interest rate:	8.50%
Normalization factor for most valuable benefit:	Qualified J&S @ curr age
Exclude non-terminees with less than 500 hours?	Y
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary Safe Harbor Non-Elective	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary Safe Harbor Non-Elective	
Include "excluded" 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
Include LTPT participants?	N

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

Summary of Questions
For the Plan Year ending December 31, 2023

Sources included in Minimum Allocation Gateway test:
Employer Discretionary
Safe Harbor Non-Elective

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

Use only DC 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 banding:

None

Components are being used for the 401(a)(4) test

Rate method used in Average Benefit Percentage test:

Annual Accrual (Current Comp)

Rate method used in Average Benefit test for Component #1:

Annual Accrual (Current Comp)

Rate method used in Average Benefit test for Component #2:

Allocation (Current Comp)

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Allocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2023

<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>7% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>7% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-0005	Employee_6	Y	34.74%	34.74%	34.74%	34.74%
xxx-xx-0025	Employee_27	N	11.38%	11.38%	11.01%	11.01%
xxx-xx-0019	Employee_19	N	10.58%	10.58%	11.01%	11.01%
xxx-xx-0022	Employee_24	N	10.42%	10.42%	11.01%	11.01%
xxx-xx-0002	Employee_3	Y	6.14%	6.14%	6.14%	6.14%
xxx-xx-0004	Employee_5	Y	5.44%	5.44%	5.44%	5.44%
xxx-xx-0003	Employee_4	Y	5.74%	5.74%	5.74%	5.74%
xxx-xx-0020	Employee_20	N	11.05%	11.05%	11.01%	11.01%
xxx-xx-0013	Employee_14	N	11.09%	11.09%	11.01%	11.01%
xxx-xx-0011	Employee_12	N	11.56%	11.56%	11.01%	11.01%
xxx-xx-0027	Employee_29	N	10.51%	10.51%	11.01%	11.01%
xxx-xx-0001	Employee_2	N	9.78%	9.78%	9.78%	9.78%
xxx-xx-0023	Employee_25	N	11.23%	11.23%	11.01%	11.01%
xxx-xx-0007	Employee_8	N	11.27%	11.27%	11.01%	11.01%
Highest HCE Rate			34.74%	34.74%	34.74%	34.74%
Minimum NHCE Rate Needed to Pass			7.00%	11.58%	7.00%	11.58%
Lowest NHCE Rate			9.78%	9.78%	9.78%	9.78%
Minimum Allocation Gateway Test:			Pass	Fail	Pass	Fail

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Component 1

ABT Rate: Annual Accrual using Current Compensation
 ABPT Rate: Annual Accrual using Current Compensation
 For the Plan Year ending December 31, 2023

<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-0005	Employee_6	Y	7.74%	9.51%	8.51%	10.28%
xxx-xx-0025	Employee_27	N	2.74%	3.71%	2.82%	3.79%
xxx-xx-0019	Employee_19	N	17.82%	17.82%	19.26%	19.26%
xxx-xx-0022	Employee_24	N	24.72%	34.21%	27.62%	37.11%
Total HCEs			1	4	1	4
100% HCE Average			7.74%	18.67%*	8.51%	19.99%*
70% HCE Average			5.42%	13.07%*	5.96%	13.99%*
Total NHCEs			3	10	3	10
100% NHCE Average			15.09%	10.71%*	16.57%	11.43%*
Average Benefit Percentage Test:				Fail	Fail	
(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:			10			
Concentration Percentage:			71.00%			
Safe Harbor Ratio:			41.75%			
Midpoint Ratio:			36.75%			
Unsafe Harbor Ratio:			31.75%			

* ABPT rates include values for all components

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

General Test - Accrual Rates Component 1 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>
7.74%	8.51%	1	2	25.00%	20.00%	80.00%	N/A	N/A

Average Benefit Percentage Test:

N/A N/A

Number of HCEs for Concentration Test:

4

Number of NHCEs for Concentration Test:

10

Concentration Percentage:

71.00%

Safe Harbor Ratio:

41.75%

Midpoint Ratio:

36.75%

Unsafe Harbor Ratio:

31.75%

Total Highly Compensated Employees

4

Total Non-highly Compensated Employees

10

This plan passes 401(a)(4).

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Component 2

ABT Rate: Allocation using Current Compensation
 ABPT Rate: Annual Accrual using Current Compensation
 For the Plan Year ending December 31, 2023

<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	Employee_3	Y	6.14%	26.09%	7.38%	29.29%
xxx-xx-0004	Employee_5	Y	5.44%	22.40%	5.44%	22.40%
xxx-xx-0003	Employee_4	Y	5.75%	16.69%	6.51%	17.99%
xxx-xx-0020	Employee_20	N	11.05%	6.43%	11.68%	6.70%
xxx-xx-0013	Employee_14	N	11.09%	5.95%	11.68%	6.18%
xxx-xx-0011	Employee_12	N	11.56%	2.69%	11.75%	2.72%
xxx-xx-0027	Employee_29	N	10.51%	17.99%	11.65%	19.94%
xxx-xx-0001	Employee_2	N	9.78%	10.43%	9.78%	10.43%
xxx-xx-0023	Employee_25	N	11.23%	4.70%	11.69%	4.84%
xxx-xx-0007	Employee_8	N	11.27%	3.20%	11.69%	3.32%
Total HCEs			3	4	3	4
100% HCE Average			5.78%	18.67%*	6.44%	19.99%*
70% HCE Average			4.04%	13.07%*	4.51%	13.99%*
Total NHCEs			7	10	7	10
100% NHCE Average			10.93%	10.71%*	11.42%	11.43%*
Average Benefit Percentage Test:				Fail		Fail
(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:			10			
Concentration Percentage:			71.00%			
Safe Harbor Ratio:			41.75%			
Midpoint Ratio:			36.75%			
Unsafe Harbor Ratio:			31.75%			

* ABPT rates include values for all components

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

General Test - Allocation Rates Component 2 Annual Allocation (Current Comp)

Normal Rate	Most Valuable Rate	HCEs	NHCEs	HCE %	NHCE %	Ratio	70% HCE Average Rate	NHCE Average Rate
5.44%	5.44%	3	7	75.00%	70.00%	93.33%	N/A	N/A
5.75%	6.51%	2	7	50.00%	70.00%	140.00%	N/A	N/A
6.14%	7.38%	1	7	25.00%	70.00%	280.00%	N/A	N/A

Average Benefit Percentage Test:

N/A N/A

Number of HCEs for Concentration Test:

4

Number of NHCEs for Concentration Test:

10

Concentration Percentage:

71.00%

Safe Harbor Ratio:

41.75%

Midpoint Ratio:

36.75%

Unsafe Harbor Ratio:

31.75%

Total Highly Compensated Employees

4

Total Non-highly Compensated Employees

10

This plan passes 401(a)(4).

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Components Support Page

ABPT Rate: Annual Accrual using Current Compensation
For the Plan Year ending December 31, 2023

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Location Number</u>	<u>Component Number</u>	<u>Normal ABPT Rate</u>	<u>Most Val ABPT Rate</u>
xxx-xx-0005	Employee_6	Y	0	1	9.51%	10.28%
xxx-xx-0002	Employee_3	Y	0	2	26.09%	29.29%
xxx-xx-0004	Employee_5	Y	0	2	22.40%	22.40%
xxx-xx-0003	Employee_4	Y	0	2	16.69%	17.99%
xxx-xx-0025	Employee_27	N	0	1	3.71%	3.79%
xxx-xx-0019	Employee_19	N	0	1	17.82%	19.26%
xxx-xx-0022	Employee_24	N	0	1	34.21%	37.11%
xxx-xx-0020	Employee_20	N	0	2	6.43%	6.70%
xxx-xx-0013	Employee_14	N	0	2	5.95%	6.18%
xxx-xx-0011	Employee_12	N	0	2	2.69%	2.72%
xxx-xx-0027	Employee_29	N	0	2	17.99%	19.94%
xxx-xx-0001	Employee_2	N	0	2	10.43%	10.43%
xxx-xx-0023	Employee_25	N	0	2	4.70%	4.84%
xxx-xx-0007	Employee_8	N	0	2	3.20%	3.32%
Total HCEs					4	4
100% HCE Average					18.67%	19.99%
70% HCE Average					13.07%	13.99%
Total NHCEs					10	10
100% NHCE Average					10.71%	11.43%
Average Benefit Percentage Test:					Fail	Fail

Component Summary

Test	Results
Minimum Allocation Gateway Test	Pass
Average Benefit Test (Component 1)	Pass
Average Benefit Test (Component 2)	Pass
Average Benefit Percentage Test	N/A

SAMPLE

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Gateway Allocation Rates Plan Year Ending December 31, 2023

Name	Att Age	Ret Age	Current Alloc	Defined Contribution				Current Accrual	APR	PV Factor	Defined Benefit			
				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate
Employee_6	58	62	36,000.00	282,606.91	282,606.91	12.74	12.74	846.23	101.829	1.38586	282,606.91	282,606.91	22.00	22.00
Employee_27	57	62	1,556.85	15,918.67	15,918.67	9.78	9.78	3.76	101.829	1.50366	15,918.67	15,918.67	1.60	1.60
Employee_19	36	62	5,745.98	58,752.29	58,752.29	9.78	9.78	38.60	101.829	8.34014	58,752.29	58,752.29	0.80	0.80
Employee_24	29	62	3,647.19	37,292.37	37,292.37	9.78	9.78	34.47	101.829	14.76323	37,292.37	37,292.37	0.64	0.64
Employee_3	28	62	2,707.00	49,046.85	49,046.85	5.52	5.52	47.60	101.829	16.01810	49,046.85	49,046.85	0.62	0.62
Employee_5	29	N/A	3,362.00	61,787.45	61,787.45	5.44	5.44	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_4	33	62	3,448.00	65,492.25	65,492.25	5.26	5.26	33.21	101.829	10.65277	65,492.25	65,492.25	0.48	0.48
Employee_20	50	62	8,263.45	84,493.32	84,493.32	9.78	9.78	28.04	101.829	2.66169	84,493.32	84,493.32	1.27	1.27
Employee_14	51	62	3,371.49	34,473.34	34,473.34	9.78	9.78	10.90	101.829	2.45317	34,473.34	34,473.34	1.31	1.31
Employee_12	76	79	1,735.53	17,745.67	17,745.67	9.78	9.78	6.50	61.939	1.27729	17,745.67	17,745.67	1.78	1.78
Employee_29	33	62	3,627.79	37,093.97	37,093.97	9.78	9.78	28.21	101.829	10.65277	37,093.97	37,093.97	0.73	0.73
Employee_2	43	N/A	7,618.14	77,895.09	77,895.09	9.78	9.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_25	54	62	4,140.39	42,335.24	42,335.24	9.78	9.78	11.56	101.829	1.92060	42,335.24	42,335.24	1.45	1.45
Employee_8	55	62	7,327.54	74,923.70	74,923.70	9.78	9.78	19.47	101.829	1.77014	74,923.70	74,923.70	1.49	1.49

DC & DB SAMPLE PLAN SAMPLE FOR DC & CB STATEMENT

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, 2023

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Current Salary</u>	<u>Total Contrib</u>	<u>APR</u>	<u>Accum Factor</u>	<u>Current Accrual</u>	<u>Normal Form Factor</u>	<u>Most Val Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
Employee_6	58	65	23,550.58	36,000.00	95.382	1.77014	846.23	1.36362	1.15836	7.74	8.51
Employee_27	57	65	1,326.56	1,556.85	95.382	1.92060	3.76	1.36362	1.19600	2.74	2.82
Employee_19	36	65	4,896.02	5,745.98	95.382	13.60666	38.60	1.36362	2.33591	17.82	19.26
Employee_24	29	65	3,107.70	3,647.19	95.382	18.85691	34.47	1.36362	2.91699	24.72	27.62
Employee_3	28	65	4,087.24	2,707.00	95.382	20.45975	47.60	1.36362	3.01088	6.14	7.38
Employee_5	29	65	5,148.95	3,362.00	95.382	18.85691	0.00	1.36362	2.91699	5.44	5.44
Employee_4	33	65	5,457.69	3,448.00	95.382	13.60666	33.21	1.36362	2.56955	5.75	6.51
Employee_20	50	65	7,041.11	8,263.45	95.382	3.39974	28.04	1.36362	1.49502	11.05	11.68
Employee_14	51	65	2,872.78	3,371.49	95.382	3.13340	10.90	1.36362	1.44806	11.09	11.68
Employee_12	76	76	1,478.81	1,735.53	69.327	1.00000	6.50	0.69947	1.10649	11.56	11.75
Employee_29	33	65	3,091.16	3,627.79	95.382	13.60666	28.21	1.36362	2.56955	10.51	11.65
Employee_2	43	65	6,491.26	7,618.14	95.382	6.01803	0.00	1.36362	1.86927	9.78	9.78
Employee_25	54	65	3,527.94	4,140.39	95.382	2.45317	11.56	1.36362	1.31604	11.23	11.69
Employee_8	55	65	6,243.64	7,327.54	95.382	2.26098	19.47	1.36362	1.27482	11.27	11.69

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

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, 2023

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
Employee_6	58	65	23,550.58	58,500.00	95.382	1.77014	846.23	1.36362	1.15836	9.51	10.28
Employee_27	57	65	1,326.56	2,193.59	95.382	1.92060	3.76	1.36362	1.19600	3.71	3.79
Employee_19	36	65	4,896.02	5,745.98	95.382	13.60666	38.60	1.36362	2.33591	17.82	19.26
Employee_24	29	65	3,107.70	5,138.89	95.382	18.85691	34.47	1.36362	2.91699	34.21	37.11
Employee_3	28	65	4,087.24	4,668.88	95.382	20.45975	47.60	1.36362	3.01088	26.09	29.29
Employee_5	29	65	5,148.95	5,833.50	95.382	18.85691	0.00	1.36362	2.91699	22.40	22.40
Employee_4	33	65	5,457.69	6,067.70	95.382	13.60666	33.21	1.36362	2.56955	16.69	17.99
Employee_20	50	65	7,041.11	11,643.19	95.382	3.39974	28.04	1.36362	1.49502	6.43	6.70
Employee_14	51	65	2,872.78	4,750.43	95.382	3.13340	10.90	1.36362	1.44806	5.95	6.18
Employee_12	76	76	1,478.81	2,445.35	69.327	1.00000	6.50	0.69947	1.10649	2.69	2.72
Employee_29	33	65	3,091.16	3,627.79	95.382	13.60666	28.21	1.36362	2.56955	17.99	19.94
Employee_2	43	65	6,491.26	10,733.94	95.382	6.01803	0.00	1.36362	1.86927	10.43	10.43
Employee_25	54	65	3,527.94	5,833.79	95.382	2.45317	11.56	1.36362	1.31604	4.70	4.84
Employee_8	55	65	6,243.64	7,327.54	95.382	2.26098	19.47	1.36362	1.27482	3.20	3.32

DC & DB SAMPLE PLAN SAMPLE FOR DC & CB STATEMENT

Gateway Allocation Rates Plan Year Ending December 31, 2023

Name	Att Age	Ret Age	Current Alloc	Defined Contribution				Current Accrual	APR	PV Factor	Defined Benefit			
				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate				5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate
Employee_6	58	62	36,000.00	282,606.91	282,606.91	12.74	12.74	846.23	101.829	1.38586	282,606.91	282,606.91	22.00	22.00
Employee_27	57	62	1,556.85	15,918.67	15,918.67	9.78	9.78	3.76	101.829	1.50366	15,918.67	15,918.67	1.60	1.60
Employee_19	36	62	5,745.98	58,752.29	58,752.29	9.78	9.78	38.60	101.829	8.34014	58,752.29	58,752.29	0.80	0.80
Employee_24	29	62	3,647.19	37,292.37	37,292.37	9.78	9.78	34.47	101.829	14.76323	37,292.37	37,292.37	0.64	0.64
Employee_3	28	62	2,707.00	49,046.85	49,046.85	5.52	5.52	47.60	101.829	16.01810	49,046.85	49,046.85	0.62	0.62
Employee_5	29	N/A	3,362.00	61,787.45	61,787.45	5.44	5.44	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_4	33	62	3,448.00	65,492.25	65,492.25	5.26	5.26	33.21	101.829	10.65277	65,492.25	65,492.25	0.48	0.48
Employee_20	50	62	8,263.45	84,493.32	84,493.32	9.78	9.78	28.04	101.829	2.66169	84,493.32	84,493.32	1.27	1.27
Employee_14	51	62	3,371.49	34,473.34	34,473.34	9.78	9.78	10.90	101.829	2.45317	34,473.34	34,473.34	1.31	1.31
Employee_12	76	79	1,735.53	17,745.67	17,745.67	9.78	9.78	6.50	61.939	1.27729	17,745.67	17,745.67	1.78	1.78
Employee_29	33	62	3,627.79	37,093.97	37,093.97	9.78	9.78	28.21	101.829	10.65277	37,093.97	37,093.97	0.73	0.73
Employee_2	43	N/A	7,618.14	77,895.09	77,895.09	9.78	9.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_25	54	62	4,140.39	42,335.24	42,335.24	9.78	9.78	11.56	101.829	1.92060	42,335.24	42,335.24	1.45	1.45
Employee_8	55	62	7,327.54	74,923.70	74,923.70	9.78	9.78	19.47	101.829	1.77014	74,923.70	74,923.70	1.49	1.49

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

Average Benefit Test
Allocation (Current Comp) Rates
Mortality Table: UP-84
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2023

Name	Att Age	Ret Age	Current Salary	Total Contrib	Current Accrual	Annuity Rate	Present Value Factor	Most Val Form Factor	Normal Alloc Rate	Most Val Alloc Rate
Employee_6	58	62	282,606.91	36,000.00	888.54	101.829	1.38586	1.15836	7.74	8.51
Employee_27	57	62	15,918.67	1,556.85	6.26	101.829	1.50366	1.19600	2.74	2.82
Employee_19	36	62	58,752.29	5,745.98	251.84	101.829	8.34014	2.33591	17.82	19.26
Employee_24	29	62	37,292.37	3,647.19	57.45	101.829	14.76323	2.91699	24.72	27.62
Employee_3	28	62	49,046.85	2,707.00	134.34	101.829	16.01810	3.01088	6.14	7.38
Employee_5	29	62	61,787.45	3,362.00	38.08	101.829	14.76323	2.91699	5.44	5.44
Employee_4	33	62	65,492.25	3,448.00	66.41	101.829	10.65277	2.56955	5.75	6.51
Employee_20	50	62	84,493.32	8,263.45	46.73	101.829	2.66169	1.49502	11.05	11.68
Employee_14	51	62	34,473.34	3,371.49	18.16	101.829	2.45317	1.44806	11.09	11.68
Employee_12	76	79	17,745.67	1,735.53	10.84	61.939	1.27729	1.10649	11.56	11.75
Employee_29	33	62	37,093.97	3,627.79	47.02	101.829	10.65277	2.56955	10.51	11.65
Employee_2	43	62	77,895.09	7,618.14	24.25	101.829	4.71156	1.86927	9.78	9.78
Employee_25	54	62	42,335.24	4,140.39	19.26	101.829	1.92060	1.31604	11.23	11.69
Employee_8	55	62	74,923.70	7,327.54	32.46	101.829	1.77014	1.27482	11.27	11.69

DC & DB SAMPLE PLAN

SAMPLE FOR DC & CB STATEMENT

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, 2023

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
Employee_6	58	65	23,550.58	58,500.00	95.382	1.77014	846.23	1.36362	1.15836	9.51	10.28
Employee_27	57	65	1,326.56	2,193.59	95.382	1.92060	3.76	1.36362	1.19600	3.71	3.79
Employee_19	36	65	4,896.02	5,745.98	95.382	13.60666	38.60	1.36362	2.33591	17.82	19.26
Employee_24	29	65	3,107.70	5,138.89	95.382	18.85691	34.47	1.36362	2.91699	34.21	37.11
Employee_3	28	65	4,087.24	4,668.88	95.382	20.45975	47.60	1.36362	3.01088	26.09	29.29
Employee_5	29	65	5,148.95	5,833.50	95.382	18.85691	0.00	1.36362	2.91699	22.40	22.40
Employee_4	33	65	5,457.69	6,067.70	95.382	13.60666	33.21	1.36362	2.56955	16.69	17.99
Employee_20	50	65	7,041.11	11,643.19	95.382	3.39974	28.04	1.36362	1.49502	6.43	6.70
Employee_14	51	65	2,872.78	4,750.43	95.382	3.13340	10.90	1.36362	1.44806	5.95	6.18
Employee_12	76	76	1,478.81	2,445.35	69.327	1.00000	6.50	0.69947	1.10649	2.69	2.72
Employee_29	33	65	3,091.16	3,627.79	95.382	13.60666	28.21	1.36362	2.56955	17.99	19.94
Employee_2	43	65	6,491.26	10,733.94	95.382	6.01803	0.00	1.36362	1.86927	10.43	10.43
Employee_25	54	65	3,527.94	5,833.79	95.382	2.45317	11.56	1.36362	1.31604	4.70	4.84
Employee_8	55	65	6,243.64	7,327.54	95.382	2.26098	19.47	1.36362	1.27482	3.20	3.32

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

Top Heavy Illustration Determination Date: December 31, 2023

<u>Participant Name</u>	<u>SS Number</u>	<u>Top Heavy Balance</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Employee_3	xxx-xx-0002	49,768.25	49,768.25	
Employee_6	xxx-xx-0005	555,187.81	555,187.81	
Employee_5	xxx-xx-0004	59,629.59	59,629.59	
Employee_4	xxx-xx-0003	63,008.05	63,008.05	
Employee_27	xxx-xx-0025	3,749.56		3,749.56
Employee_20	xxx-xx-0020	70,880.70		70,880.70
Employee_14	xxx-xx-0013	39,401.59		39,401.59
Employee_12	xxx-xx-0011	14,229.05		14,229.05
Employee_29	xxx-xx-0027	22,061.55		22,061.55
Employee_2	xxx-xx-0001	82,713.40		82,713.40
Employee_19	xxx-xx-0019	73,320.95		73,320.95
Employee_25	xxx-xx-0023	40,022.10		40,022.10
Employee_8	xxx-xx-0007	74,615.35		74,615.35
Employee_24	xxx-xx-0022	31,962.23		31,962.23
Sub-total		1,180,550.18	727,593.70	452,956.48
Count			4	10

The total value of the key employees' account balances is 61.6318% 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.

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

Top Heavy Illustration
Determination Date: December 31, 2023

<u>Participant Name</u>	<u>SS Number</u>	<u>Value of Accrued Benefit</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Employee_19	xxx-xx-0019	8,967.00		8,967.00
Employee_3	xxx-xx-0002	3,471.00	3,471.00	
Employee_6	xxx-xx-0005	114,236.00	114,236.00	
Employee_5	xxx-xx-0004	901.00	901.00	
Employee_4	xxx-xx-0003	1,985.00	1,985.00	
Employee_27	xxx-xx-0025	758.00		758.00
Employee_20	xxx-xx-0020	3,766.00		3,766.00
Employee_14	xxx-xx-0013	1,551.00		1,551.00
Employee_12	xxx-xx-0011	861.00		861.00
Employee_29	xxx-xx-0027	1,405.00		1,405.00
Employee_2	xxx-xx-0001	1,298.00		1,298.00
Employee_25	xxx-xx-0023	1,960.00		1,960.00
Employee_8	xxx-xx-0007	3,503.00		3,503.00
Employee_24	xxx-xx-0022	1,359.00		1,359.00
Sub-total		146,021.00	120,593.00	25,428.00
Count			4	10

The total value of the key employees' present values is 82.5861% 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 FOR DC & DB COMBO PLAN REPORT	1,180,550.18	727,593.70	452,956.48
CASH BALANCE PLAN SAMPLE PLAN FOR DC & DB COMBO PLAN REPORT	146,021.00	120,593.00	25,428.00
<u>Other Plans</u>			
Balances	132,540.00	132,540.00	0.00
Distributions	0.00	0.00	0.00
Grand Total	1,459,111.18	980,726.70	478,384.48

The total value of the key employees' account balances is 67.2% 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: D33:0013
December 29, 2023 (08:14:31)

Compensations and Benefits (PPA) - Employee_9

								Service				
<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>	
34 ¹	0.00	0.00	0.00	8,055.00	0.00	0.00						
35 ²	0.00	0.00	0.00	8,055.00	0.00	0.00						
36	0.00	0.00	0.00	8,055.00	0.00	0.00						
37	0.00	0.00	0.00	8,055.00	0.00	0.00						
38	0.00	0.00	0.00	8,055.00	0.00	0.00						
39	0.00	0.00	0.00	8,055.00	0.00	0.00						
40	0.00	0.00	0.00	8,055.00	0.00	0.00						
41	12,189.17	12,189.17	12,189.17	8,055.00	9,751.34	2,281.00						
42	12,189.17	12,189.17	12,189.17	8,055.00	10,970.25	2,566.13						
43	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	2,851.25						
44	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	3,136.38						
45	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	3,421.50						
46	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	3,706.63						
47	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	3,991.75						
48	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	4,276.88						
49	12,189.17	12,189.17	12,189.17	8,055.00	12,189.17	4,562.00						
50	6,094.58	6,094.58	6,094.58	8,055.00	6,094.58	4,562.00						
51	7,226.52	7,226.52	7,226.52	8,055.00	7,226.52	4,562.00						
52	8,404.02	8,404.02	11,205.36	8,055.00	11,205.36	4,562.00						
53	9,344.88	9,344.88	12,032.39	8,055.00	12,032.39	4,562.00						
54	12,002.38	12,002.38	12,777.45	8,055.00	12,777.45	5,869.95						
55	12,565.27	12,565.27	13,279.17	8,055.00	13,279.17	6,520.98						
56	13,071.47	13,071.47	13,437.50	8,055.00	13,437.50	7,166.66						
57	13,455.17	13,455.17	13,626.67	8,055.00	13,626.67	7,754.52						
58	13,715.33	13,715.33	13,949.17	8,055.00	13,949.17	8,272.75						
59	13,971.37	13,971.37	14,277.28	8,055.00	14,277.28	8,803.37						
60	14,283.97	14,283.97	14,660.51	8,055.00	14,660.51	9,395.17						
61	14,568.25	14,568.25	14,859.02	8,055.00	14,859.02	9,981.93						
62 ³	15,137.29	15,137.29	15,569.87	8,055.00	15,569.87	10,833.49	29.00	28.00	29.00	29.00	29.00	
63	15,662.50	15,662.50	16,246.71	8,055.00	16,246.71	11,679.75						
64	16,224.06	16,224.06	17,036.96	8,055.00	17,036.96	12,591.33						
65 ⁴	16,357.96	16,357.96	17,036.96	8,055.00	17,036.96	13,126.04	32.00	31.00	32.00	32.00	32.00	

¹ Entry age for EAN

² Entry age

³ Current age

⁴ Normal retirement age

DEFINED BENEFIT SAMPLE PLAN SAMPLE FOR MULTIPLE DECUREMENT SUPPORT

Case: D33:0013
December 29, 2023 (08:14:33)

Present Values (PPA) - Employee_9

<u>Description @ Age</u>	<u>62</u> ³	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	4.21%	4.21%	4.21%	4.21%
2. Mortality	0.004590	0.004956	0.005336	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	0.976846	0.952583	0.927319
8. Probability of survival (mort only)	0.985191	0.989734	0.994664	1.000000
9. Interest discount	1.000000	0.959601	0.920834	0.883633
10. Present value factor	129.682	129.682	129.682	129.682
11. Actuarial equivalence APR	152.157	148.650	145.106	141.529
<u>Normal Retirement</u>				
12. Accrued benefit	10,833.49	11,679.75	12,591.33	13,126.04
13. Present value factor	0.00000	0.00000	0.00000	120.25607
14. Present value EOY benefit	0.00	0.00	0.00	1,404,560.84
<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]	8,883.46	10,278.18	11,835.85	13,126.04
22. Pres val factor ERA to val	159.319	149.016	139.140	129.682
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]	4,052.52	4,670.96	5,358.38	5,919.85
29. Spouse's PVF	174.662	163.901	153.619	143.799
30. Present value factor [2x7x27x29]	0.29989	0.31735	0.33230	0.00000
31. Present value EOY benefit [12x30]	3,502.62	3,706.59	3,881.23	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]	10,833.49	11,679.75	12,591.33	13,126.04
37. Present value factor	131.806	122.080	112.867	104.157
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	2.45819	4.84087	7.13095	7.13095
39. Present value EOY benefit [12x38]	28,711.05	56,540.16	83,287.69	83,287.69
<u>Compensations</u>				
40. Compensation	200,402.76	204,422.28	208,505.64	0.00
41. PVComp	200,402.76	366,852.39	509,536.83	509,536.83
42. PVComp @ entry	1,025,977.16	1,038,574.57	1,049,373.36	1,049,373.36
43. PV \$10K/year	10,000.00	18,142.44	24,985.63	24,985.63
44. PV \$10K/year @ entry	97,857.12	98,473.37	98,991.28	98,991.28

DEFINED BENEFIT SAMPLE PLAN SAMPLE FOR MULTIPLE DECREMENT SUPPORT

Case: D33:0013
December 29, 2023 (08:15:28)

Compensations and Benefits (FAS) - Employee_9

								Service				
<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>	
34 ¹	0.00	0.00	0.00	0.00	0.00	0.00						
35 ²	0.00	0.00	0.00	0.00	0.00	0.00						
36	0.00	0.00	0.00	0.00	0.00	0.00						
37	0.00	0.00	0.00	0.00	0.00	0.00						
38	0.00	0.00	0.00	0.00	0.00	0.00						
39	0.00	0.00	0.00	0.00	0.00	0.00						
40	0.00	0.00	0.00	0.00	0.00	0.00						
41	12,189.17	12,189.17	12,189.17	0.00	9,751.34	0.00						
42	12,189.17	12,189.17	12,189.17	0.00	10,970.25	0.00						
43	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
44	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
45	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
46	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
47	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
48	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
49	12,189.17	12,189.17	12,189.17	0.00	12,189.17	0.00						
50	6,094.58	6,094.58	6,094.58	0.00	6,094.58	0.00						
51	7,226.52	7,226.52	7,226.52	0.00	7,226.52	0.00						
52	8,404.02	8,404.02	11,205.36	0.00	11,205.36	0.00						
53	9,344.88	9,344.88	12,032.39	0.00	12,032.39	0.00						
54	12,002.38	12,002.38	12,777.45	0.00	12,777.45	0.00						
55	12,565.27	12,565.27	13,279.17	0.00	13,279.17	0.00						
56	13,071.47	13,071.47	13,437.50	0.00	13,437.50	0.00						
57	13,455.17	13,455.17	13,626.67	0.00	13,626.67	0.00						
58	13,715.33	13,715.33	13,949.17	0.00	13,949.17	0.00						
59	13,971.37	13,971.37	14,277.28	0.00	14,277.28	0.00						
60	14,283.97	14,283.97	14,660.51	0.00	14,660.51	0.00						
61	14,568.25	14,568.25	14,859.02	0.00	14,859.02	0.00						
62 ³	15,137.29	15,137.29	15,569.87	0.00	15,569.87	10,833.49	29.00	28.00	29.00	29.00	29.00	
63	15,595.50	15,595.50	16,135.05	0.00	16,135.05	11,619.45						
64	16,022.02	16,022.02	16,700.23	0.00	16,700.23	12,403.43						
65 ⁴	16,022.02	16,022.02	16,700.23	0.00	16,700.23	12,803.54	32.00	31.00	32.00	32.00	32.00	

¹ Entry age for EAN

² Entry age

³ Current age

⁴ Normal retirement age

DEFINED BENEFIT SAMPLE PLAN SAMPLE FOR MULTIPLE DECUREMENT SUPPORT

Case: D33:0013
December 29, 2023 (08:15:28)

Present Values (FAS) - Employee_9

<u>Description @ Age</u>	<u>62</u> ³	<u>63</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	5.00%	5.00%	5.00%	5.00%
2. Mortality	0.004507	0.004875	0.005251	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	0.849926	0.745995	0.668170
8. Probability of survival (mort only)	0.985438	0.989900	0.994749	1.000000
9. Interest discount	1.000000	0.952381	0.907029	0.863838
10. Present value factor	0.000	0.000	0.000	0.000
<u>Normal Retirement</u>				
11. Accrued benefit	10,833.49	11,619.45	12,403.43	12,803.54
12. Present value of benefit (ABO)	0.00	0.00	0.00	0.00
13. Present value of benefit (PBO)	0.00	0.00	0.00	0.00
14. Service cost	0.00	0.00	0.00	0.00
<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	8,883.46	10,278.18	11,835.85	13,126.04
22. Pres val factor ERA to val	174.160	170.511	166.740	162.851
23. Present value of benefit (ABO)	201,128.96	332,710.55	424,625.14	0.00
24. Present value of benefit (PBO)	201,128.96	332,710.55	424,625.14	0.00
25. Service cost	201,129.00	205,833.25	209,227.91	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	4,052.52	4,670.96	5,358.38	5,919.85
31. Present value of benefit (ABO)	3,558.80	3,272.75	3,077.91	0.00
32. Present value of benefit (PBO)	3,558.80	3,393.18	3,296.59	0.00
33. Service cost	3,558.80	117.01	113.68	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	0.00	0.00	0.00	0.00
40. Pres val factor NRA to val	0.000	0.000	0.000	0.000
41. Present value of benefit (ABO)	33,125.78	61,216.52	85,665.53	0.00
42. Present value of benefit (PBO)	33,125.78	62,250.19	88,436.30	0.00
43. Service cost	33,125.78	34,130.07	35,033.04	0.00
<u>Compensations</u>				
44. Compensation	200,402.76	204,422.28	208,505.64	0.00

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Actuarial Data - EOY Cash Balance
Val Date: 12/31/2023

12/29/2023 8:17:28 AM

Employee 1
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	60	Acc Yr	11.00	VD-prt	11.00	
12/31/2014	265,000.00	265,000.00 1,000	DOH 01/01/2005	41	Max Acc	13.00	VD-svc	19.00	
12/31/2015	265,000.00	265,000.00 1,000	DOE 01/01/2013	49	Vest Yr	11.00	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	2.000			
12/31/2020	309,525.30	309,525.30 1,000	REH						
12/31/2021	309,525.30	309,525.30 1,000	-----Average Comp for-----						
12/31/2022	325,001.57	325,001.57 1,000	Benefits	Top Heavy	415	Benefits	415 \$		
12/31/2023	341,251.65	341,251.65 0	Projected	22,857.13	25,666.67	26,805.56	10,783.78	22,083.33	
			Funding	22,857.13	25,666.67	26,805.56	10,783.78	22,083.33	
			Accrued	27,500.00	24,833.33	25,694.44	8,875.36	22,083.33	
			Prior			24,444.44	7,944.76	20,416.66	
			Cert PIA	3,664.90	End of Yr Accrued		8,875.36		
----- Benefit Adjustments -----									
			Forced Max	Offsets	Add ons	Int Lvl	AEQ	162.372	
			Projected	0.00	0.00	250.00	0	TH	162.372
			Funding	0.00	0.00	250.00	0	417e	135.009
			Accrued	0.00	0.00	250.00	0	PBGC	146.945
----- APRs -----									
----- PVABs for -----									
			AEQ	1,307,128	Fdg Tgt	1,216,951.00	Fdg Tgt	1,231,679.00	
			TH	1,307,127	Tgt NC	92,869.00	Tgt NC	93,993.00	
			417(e)	1,198,256	PVFund	147.98000	PVFund	149.51761	
			PBGC	1,216,288	EIR %	5.03%			
----- 430 MIN -----									
----- 404 MAX -----									
---EOY Cash Bal---									
			Beg B1	1,178,967.77	PVFB	1,138,560.83	Face Amount	0	
			Int Cred	58,948.39	PVER	0.00	Curr CSV	0	
			Exp Ctb	132,000.00	PV Term	0.00	CSV @ NRD	0	
			Dst Dt		PV Dis	0.00	Premium	0.00	
			Distrib	0.00	PV Dth	0.00	-- FASB dx	5.00% ---	
			Dst Int	0.00	PVFCmp	910,036.77	ABO	1,307,128	
			Curr El	1,369,916.16			PBO	1,170,073	
			Basis	1,081,640.00			PBO SC	137,055	
----- ASSUMPTIONS -----									
			Lump Sum	Y	Curr Int	5.00%	PVFAS	147.27601	
			Disregard Prior		Future Int	4.00%			
			Ctb Input	N	Unitized	1			

DEFINED BENEFIT SAMPLE PLAN

SAMPLE FOR MULTIPLE DECREMENT SUPPORT

PPA Actuarial Data
Val Date: 01/01/2024

1/30/2024 12:51:18 PM

Employee 1
xxx-xx-0001

EE#: Loc: 2

Personal Information

Officer: N	Key: N	HCE: N	Spouse's DOB: None	Formula Group: N
Sex: M	Stat Code: A		Primary beneficiary: None	
Form: 0	#YrsCC 0	J&S%: 0		Force All Benefits: N

History

Dates and Values

Plan Year	Elig Comp	Tot Comp Hours	Date	Age	Years	----415----			
12/31/1999	15,087.51	15,087.51 1,000	DOB 08/01/1955	68	Acc Yr	24.41	VD-prt	24.00	
12/31/2000	33,627.22	33,627.22 1,000	DOH 08/02/1999	44	Max Acc	24.41	VD-svc	24.00	
12/31/2001	34,753.04	34,753.04 1,000	DOE 09/01/2000	45	Vest Yr	24.00	RD-prt	24.00	
12/31/2002	38,608.00	38,608.00 1,000	NRD 01/02/2024	68	Vest Pct	100.00	RD-svc	24.00	
12/31/2003	0.00	0.00 0	ERD 08/01/2010	55	Vst Strt 01/01/2000		VD-\$	28,678.94	
12/31/2004	0.00	0.00 0	SSRA	67	Acc Strt 08/02/1999		VD-%	4,871.58	
12/31/2005	0.00	0.00 0	DOT		Exp Fut Svc 0.000		VD-LS	636,357.00	
12/31/2006	0.00	0.00 0	REH				End/Yr	4,871.58	
12/31/2007	0.00	0.00 0	-----Average Comp for-----						
12/31/2008	0.00	0.00 0	Benefits	Top Heavy	415		Benefits	415 \$	
12/31/2009	0.00	0.00 0	Projected	4,736.24	4,736.24	4,871.58	2,386.09	28,678.94	
12/31/2011	33,627.22	33,627.22 1,000	Funding	4,736.24	4,736.24	4,871.58	2,386.09	28,678.94	
12/31/2012	34,972.31	34,972.31 1,000	Accrued	4,736.24	4,736.24	4,871.58	2,386.09	28,678.94	
12/31/2013	37,770.09	37,770.09 1,000	Prior	4,558.18		4,649.17	2,178.86		
12/31/2014	43,500.00	43,500.00 1,000	End/Yr	4,736.24	4,736.24	4,871.58	2,386.09		
12/31/2015	46,850.00	46,850.00 1,000	----- Benefit Adjustments -----						
12/31/2016	49,600.00	49,600.00 1,000	Forced Max	Offsets	Add ons		Int Lvl	AEQ 130.627	
12/31/2017	51,000.00	51,000.00 1,000	Projected	0.00	0.00	0.00	7,222	TH 121.138	
12/31/2018	52,020.00	52,020.00 1,000	Funding	0.00	0.00	0.00	7,222	417e 131.137	
12/31/2019	54,101.00	54,101.00 1,000	Accrued	0.00	0.00	0.00	7,222	PBGC 144.300	
12/31/2020	54,696.11	54,696.11 1,000	----- PVABs for -----						
12/31/2021	56,336.99	56,336.99 1,000	AEQ	311,687	FT	322,994.00	PVNR	322,994.01	
12/31/2022	56,336.99	56,336.99 1,000	TH	289,046	TNC	0.00	PVER	0.00	
12/31/2023	62,703.07	62,703.07 0	417(e)	312,906	FT Pr	301,633.00	PVTerm	0.00	
			PBGC	328,035	TNC Pr	0.00	PVDis	0.00	
					PVFund	135.36526	PVDth	0.00	
			-----430 MIN-----						
			-----PV MIN EOY----						
			-----404 MAX-----						
			FT	328035.00	PVNR	328,034.97	Face Amount	0	
			TNC	0.00	PVER	0.00	Curr CSV	0	
			FT Pr	353,044.00	PV Term	0.00	CSV @ NRD	0	
			TNC Pr	0.00	PVDis	0.00	Premium	0.00	
			PVFund	137.47790	PV Dth	0.00	-- FASB dx	5.00% ---	
			-----OTHER-----						
			Lump Sum	N	EIR	5.06%	PBO	353,568	
			Ret Year	2	ExAccSvc		PBO SC	0	
			Assumed RA	N	ExSvc				

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2023

Plan Year: 01/01/2023 to 12/31/2023

Employee 1
xxx-xx-7800

Parameters

12/29/2023 8:18:15 AM
EE#: 1 Loc: 0

Related Plan Specifications Settings:

Begin of Year Val: N

ID \ Cash Balance Plan: Y

PPAFASMP \ PPA Min Segment Rates:
Segment 1: 4.75% for the first 5 years
Segment 2: 5.00% for the next 15 years
Segment 3: 5.74% for years thereafter

PPAFASMP \ PPA Max Segment Rates:
Segment 1: 4.21% for the first 5 years
Segment 2: 4.86% for the next 15 years
Segment 3: 4.87% for years thereafter

ACTEQUIV \
Post-Retirement Interest: 5.00%
Post-Retirement Mortality: RP23C U

417E \ Act Equiv rates equal 417(e) rates: N

MAXBNADJ \
Age Reduction Method: Completed Months
Post-Retirement Mortality: RP23C U
417(e)(3) Applies to Lump Sums: N
105% 417(e)(3) Limit Applies: N

CASHBAL \
Disregard Prior Accrued Benefit: Y

FUNDMETH \
Use BOY accrued benefit for funding target: Y

Participant Data:

Age: 60
NRA: 62
NRA for 415 purposes: 62y, 0m
PPA Min Applicable Segment Rate: 4.75%
PPA Max Applicable Segment Rate: 4.21%

Step 1 Benefits

ACCRBENF \ Begin of Yr. Accrued Benefit: 8,246.08
LIABILITY \ EOY Accrued Benefit: 8,875.36

Step 2 415 Benefits

ACCRBENF \ BOY 415 Accrued Benefit: 22,083.33
LIABILITY \ EOY 415 Accrued Benefit: 22,083.33

Step 1 Factors

Normal Form: Single Life
ACCRBENF \ AEQ APR (5.00, RP23C U, 62): 162.372

VALPPA \ Min tab \
PPA Min Discount Factor: $1.0475^{(60-62)} = 0.91136$

VALPPA \ Max tab \
PPA Max Discount Factor: $1.0421^{(60-62)} = 0.92083$

Step 2 Factors

VALPPA \ 415 tab \
STAT 415 LS APR (5.50%, RP23C U, 62y, 0m): 154.825
AEQ 415 APR (5.00%, RP23C U, 62y, 0m): 162.372

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2023

Plan Year: 01/01/2023 to 12/31/2023

Employee 1
xxx-xx-7800

PPA Min Results

12/29/2023 8:18:15 AM
EE#: 1 Loc: 0

PPA Min Funding Target is the minimum of Steps 1 and 2:

PPA Min Target Normal Cost is the minimum of Steps 1 and 2 based on benefits at EOY minus PPA Min Funding Target:

Step 1 – Plan Funding to Lump Sum

(Annuity Substitution): Max of a) and b)

a) Discounted AEQ LS:

Begin of Yr Accr Ben x AEQ APR x PPA Disc Ft.
 $8,246.08 \times 162.372 \times 0.91136 = 1,220,255$

b) PPA Min Deferred LS:

Begin of Yr Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,220,255

Step 1 – Plan Funding to Lump Sum

(Annuity Substitution): Max of a) and b)

a) Discounted AEQ LS:

EOY Accrued Benefit x AEQ APR x PPA Disc Ft.
 $8,875.36 \times 162.372 \times 0.91136 = 1,313,370$

b) PPA Min Deferred LS:

EOY Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,313,376

Step 2 – Limited by 415 Maximum Lump Sum

Minimum of a), b), and c):

a) Discounted 415 Plan's LS – Maximum of i) and ii)

i) Discounted 415 AEQ LS:

BOY 415 Accr Ben x AEQ 415 APR x PPA Disc Ft
 $22,083.33 \times 162.372 \times 0.91136 = 3,267,877$

ii) PPA 415 Deferred LS

BOY 415 Accrued Benefit x PPA 415 PVF
N/A because 417(e)(3) Applies to Lump Sums: No

b) Discounted Statutory 5.50% 415 LS

BOY 415 Accr Ben x STAT APR x PPA Disc Ft
 $22,083.33 \times 154.825 \times 0.91136 = 3,115,993$

c) 105% PPA 415 Deferred LS

BOY 415 Accr Ben x PPA 415 PVF x 105%
N/A because 105% 417(e)(3) Limit Applies: No

Minimum of a), b), and c): 3,115,993

Step 2 – Limited by 415 Maximum Lump Sum

Minimum of a), b), and c):

a) Discounted 415 Plan's LS – Maximum of i) and ii)

i) Discounted 415 AEQ LS:

EOY 415 Accr Ben x AEQ 415 APR x PPA Disc Ft
 $22,083.33 \times 162.372 \times 0.91136 = 3,267,877$

ii) PPA 415 Deferred LS

EOY 415 Accrued Benefit x PPA 415 PVF
N/A because 417(e)(3) Applies to Lump Sums: No

b) Discounted Statutory 5.50% 415 LS

EOY 415 Accr Ben x STAT APR x PPA Disc Ft
 $22,083.33 \times 154.825 \times 0.91136 = 3,115,993$

c) 105% PPA 415 Deferred LS

EOY 415 Accr Ben x PPA 415 PVF x 105%
N/A because 105% 417(e)(3) Limit Applies: No

Minimum of a), b), and c): 3,115,993

Minimum of Steps 1 and 2: 1,313,376

PPA Min Funding Target: Minimum of Steps 1 and 2:
Minimum of 1,220,255 and 3,115,993 = 1,220,255

PPA Min Target Normal Cost is 1,313,376 minus
PPA Min Funding Target:
1,313,376 minus 1,220,255 = 93,121

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2023

Plan Year: 01/01/2023 to 12/31/2023

Employee 1
xxx-xx-7800

PPA Max Results

12/29/2023 8:18:16 AM
EE#: 1 Loc: 0

PPA Max Funding Target is the minimum of Steps 1 and 2:

PPA Max Target Normal Cost is the minimum of Steps 1 and 2 based on benefits at EOY minus PPA Max Funding Target:

Step 1 – Plan Funding to Lump Sum
(Annuity Substitution): Max of a) and b)

a) Discounted AEQ LS:

Begin of Yr Accr Ben x AEQ APR x PPA Disc Ft.
 $8,246.08 \times 162.372 \times 0.92083 = 1,232,934$

b) PPA Max Deferred LS:

Begin of Yr Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,232,934

Step 1 – Plan Funding to Lump Sum
(Annuity Substitution): Max of a) and b)

a) Discounted AEQ LS:

EOY Accrued Benefit x AEQ APR x PPA Disc Ft.
 $8,875.36 \times 162.372 \times 0.92083 = 1,327,017$

b) PPA Max Deferred LS:

EOY Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,327,023

Step 2 – Limited by 415 Maximum Lump Sum
Minimum of a), b), and c):

a) Discounted 415 Plan's LS – Maximum of i) and ii)

i) Discounted 415 AEQ LS:

BOY 415 Accr Ben x AEQ 415 APR x PPA Disc Ft
 $22,083.33 \times 162.372 \times 0.92083 = 3,301,833$

ii) PPA 415 Deferred LS

BOY 415 Accrued Benefit x PPA 415 PVF
N/A because 417(e)(3) Applies to Lump Sums: No

b) Discounted Statutory 5.50% 415 LS

BOY 415 Accr Ben x STAT APR x PPA Disc Ft
 $22,083.33 \times 154.825 \times 0.92083 = 3,148,370$

c) 105% PPA 415 Deferred LS

BOY 415 Accr Ben x PPA 415 PVF x 105%
N/A because 105% 417(e)(3) Limit Applies: No

Minimum of a), b), and c): 3,148,370

PPA Max Funding Target: Minimum of Steps 1 and 2:
Minimum of 1,232,934 and 3,148,370 = 1,232,934

Step 2 – Limited by 415 Maximum Lump Sum
Minimum of a), b), and c):

a) Discounted 415 Plan's LS – Maximum of i) and ii)

i) Discounted 415 AEQ LS:

EOY 415 Accr Ben x AEQ 415 APR x PPA Disc Ft
 $22,083.33 \times 162.372 \times 0.92083 = 3,301,833$

ii) PPA 415 Deferred LS

EOY 415 Accrued Benefit x PPA 415 PVF
N/A because 417(e)(3) Applies to Lump Sums: No

b) Discounted Statutory 5.50% 415 LS

EOY 415 Accr Ben x STAT APR x PPA Disc Ft
 $22,083.33 \times 154.825 \times 0.92083 = 3,148,370$

c) 105% PPA 415 Deferred LS

EOY 415 Accr Ben x PPA 415 PVF x 105%
N/A because 105% 417(e)(3) Limit Applies: No

Minimum of a), b), and c): 3,148,370

Minimum of Steps 1 and 2: 1,327,023

PPA Max Target Normal Cost is 1,327,023 minus
PPA Max Funding Target:
1,327,023 minus 1,232,934 = 94,089

Sample DC/CB Proposal

Combined Plan Proposal

For the Plan Year Ending December 31, 2023

Prepared By

Actuarial Systems Corporation

This DC/CB Proposal and Budget Report is meant for illustration purposes only. The assumptions, data and results used for proposal purposes may not always be appropriate for valuation purposes.

Sample DC/CB Proposal
Compliance Testing Summary
For Plan Year Ending December 31, 2023

401(a)(4) Nondiscrimination Test

Test: Pass

401(a)(26) DB Minimum Participation Test

Test: Pass

402(g) Excess Deferrals Test

Test: Pass

404 DC/CB Combined Deduction Limit

Contributions Exceeding Limit: No

410(b) Coverage Test

Test: Pass

415(c) Maximum Allocations Test

Test: Pass

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Sample DC/CB Proposal
Plan Specifications
For Plan Year Ending December 31, 2023

		<u>DC Plan</u>	<u>CB Plan</u>
Primary Eligibility	Age:	21	21
	Service:	1 year	1 year
	Exclusions:	Union, Leased, and Nonresidents	None
	Entry Date(s):	Jan 1 and Jul 1	Jan 1 and Jul 1
	Source(s):	Employee Deferral, Employer	
Normal Retirement	Age:	62	62
	Participation:	1	1
Contributions	Group 1:	\$100	\$104,455
	Group 2:	12.18%	6% of compensation
415 Maximum Benefit		\$66,000	Lesser of \$22,083.30 and 100% of the highest 3-year average salary, subject to service requirements.

Budget Conditions

Budget Amount	\$200,000
Budget Includes Deferrals	No
Increment Amount	1.00%
Maximum DC Percent	20.00%

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Sample DC/CB Proposal
Summary of Assumptions
For Plan Year Ending December 31, 2023

	For Funding		For Actuarial Equivalence
	<u>Min</u>	<u>Max</u>	
Interest Rates	Seg 1:	4.75% 4.21%	Pre-Retirement: 5.00%
	Seg 2:	5.00% 4.86%	Post-Retirement: 5.00%
	Seg 3:	5.74% 4.87%	
Applicable Date	12/2023	12/2023	
Pre-Retirement	No pre-retirement decrements		
Assumed Ret Age	Normal retirement age 62 and 1 years of participation		Normal retirement age 62 and 1 years of participation
Post-Retirement			
Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22
Assumed Benefit Form For Funding	100% Lump Sum / 0% Normal Form		
Cash Balance Interest Crediting Rate	5.00% annual rate		
Cash Balance Projected Interest Crediting Rate	5.00% annual rate		

Sample DC/CB Proposal
Employee Census
For Plan Year Ending December 31, 2023

<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>Current Comp</u>	<u>Hours</u>	<u>Defined Contribution Plan</u>			<u>Cash Balance Plan</u>		
								<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>
Owner/HCE	100.00	Y	Y	01/01/1960	01/01/2015	250,000.00	2080	B	01/01/2023	1	B	01/01/2023	1
Subtotal (1 Participant):						250,000.00							
Staff2/NHCE		N	N	01/01/1970	01/01/2017	50,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff3/NHCE		N	N	01/01/1960	01/01/2017	50,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff4/NHCE		N	N	01/01/1975	01/01/2017	100,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff6/NHCE		N	N	01/01/1965	01/01/2017	50,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff7/NHCE		N	N	01/01/1955	01/01/2017	100,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff8/NHCE		N	N	01/01/1955	01/01/2017	25,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff9/NHCE		N	N	01/01/1960	01/01/2017	50,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff10/NHCE		N	N	01/01/1970	01/01/2017	50,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff11/NHCE		N	N	01/01/1965	01/01/2017	25,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Staff12/NHCE		N	N	01/01/1960	01/01/2017	25,000.00	2080	B	01/01/2023	2	B	01/01/2023	2
Subtotal (10 Participants):						525,000.00							
Total (11 Participants):						775,000.00							

Sample DC/CB Proposal
DC Plan Contributions
For Plan Year Ending December 31, 2023

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Group Code</u>	<u>Annual Comp</u>	<u>Employer Contrib</u>	<u>Total Employer Contrib</u>	<u>Employer Pct of Comp</u>
Owner/HCE	100.00	Y	Y	1	250,000.00	100.00	100.00	0.04
Subtotal					250,000.00	100.00	100.00	
Staff2/NHCE		N	N	2	50,000.00	6,090.00	6,090.00	12.18
Staff3/NHCE		N	N	2	50,000.00	6,090.00	6,090.00	12.18
Staff4/NHCE		N	N	2	100,000.00	12,180.00	12,180.00	12.18
Staff6/NHCE		N	N	2	50,000.00	6,090.00	6,090.00	12.18
Staff7/NHCE		N	N	2	100,000.00	12,180.00	12,180.00	12.18
Staff8/NHCE		N	N	2	25,000.00	3,045.00	3,045.00	12.18
Staff9/NHCE		N	N	2	50,000.00	6,090.00	6,090.00	12.18
Staff10/NHCE		N	N	2	50,000.00	6,090.00	6,090.00	12.18
Staff11/NHCE		N	N	2	25,000.00	3,045.00	3,045.00	12.18
Staff12/NHCE		N	N	2	25,000.00	3,045.00	3,045.00	12.18
Subtotal					525,000.00	63,945.00	63,945.00	
Total					775,000.00	64,045.00	64,045.00	

Sample DC/CB Proposal
Cash Balance Plan Costs
For Plan Year Ending December 31, 2023

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Group Code</u>	<u>Annual Comp</u>	<u>Contrib Credit</u>	<u>Pct of Comp</u>	<u>PPA Minimum Funding Target</u>	<u>Normal Cost</u>	<u>PPA Maximum Funding Target</u>	<u>Normal Cost</u>	<u>Cost Estimate</u>	<u>415 Imm Lump Sum</u>	<u>Accrued Benefit</u>
Owner/HCE	100.00	Y	Y	1	250,000.00	104,455.00	41.78	0.00	104,455.00	0.00	104,455.00	104,455.00	335,180.00	671.47
Subtotal					250,000.00	104,455.00		0.00	104,455.00	0.00	104,455.00	104,455.00		
Staff2/NHCE		N	N	2	50,000.00	3,000.00	6.00	0.00	3,000.00	0.00	3,032.00	3,000.00	218,303.00	27.30
Staff3/NHCE		N	N	2	50,000.00	3,000.00	6.00	0.00	3,001.00	0.00	3,001.00	3,001.00	335,180.00	19.29
Staff4/NHCE		N	N	2	100,000.00	6,000.00	6.00	0.00	6,000.00	0.00	6,105.00	6,000.00	170,234.00	69.68
Staff6/NHCE		N	N	2	50,000.00	3,000.00	6.00	0.00	3,022.00	0.00	3,069.00	3,022.00	280,057.00	21.39
Staff7/NHCE		N	N	2	100,000.00	6,000.00	6.00	0.00	6,000.00	0.00	6,000.00	6,000.00	373,199.00	43.75
Staff8/NHCE		N	N	2	25,000.00	1,500.00	6.00	0.00	1,500.00	0.00	1,500.00	1,500.00	192,273.00	10.94
Staff9/NHCE		N	N	2	50,000.00	3,000.00	6.00	0.00	3,001.00	0.00	3,001.00	3,001.00	335,180.00	19.29
Staff10/NHCE		N	N	2	50,000.00	3,000.00	6.00	0.00	3,000.00	0.00	3,032.00	3,000.00	218,303.00	27.30
Staff11/NHCE		N	N	2	25,000.00	1,500.00	6.00	0.00	1,510.00	0.00	1,534.00	1,510.00	238,432.00	10.69
Staff12/NHCE		N	N	2	25,000.00	1,500.00	6.00	0.00	1,500.00	0.00	1,500.00	1,500.00	216,805.00	9.64
Subtotal					525,000.00	31,500.00		0.00	31,534.00	0.00	31,774.00	31,534.00		
Total					775,000.00	135,955.00		0.00	135,989.00	0.00	136,229.00	135,989.00		

Sample DC/CB Proposal
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2023

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Annual Comp</u>	<u>CB Plan Contrib Credit</u>	<u>CB Plan Pct of Comp</u>	<u>Pct of CB Plan Cost</u>	<u>DC Plan Employer Contrib</u>	<u>CB Plan Cost Estimate</u>	<u>Combined Employer Contrib</u>	<u>Combined Pct of Comp</u>	<u>Pct of Total Plan Cost</u>	<u>Combined Contrib w/ Defer</u>
Owner/HCE	100.00	Y	Y	250,000.00	104,455.00	41.78	76.83	100.00	104,455.00	104,555.00	41.82	52.27	127,055.00
Subtotal				250,000.00	104,455.00			100.00	104,455.00	104,555.00			127,055.00
Staff2/NHCE		N	N	50,000.00	3,000.00	6.00	2.21	6,090.00	3,000.00	9,090.00	18.18	4.54	10,090.00
Staff3/NHCE		N	N	50,000.00	3,000.00	6.00	2.21	6,090.00	3,001.00	9,091.00	18.18	4.55	10,091.00
Staff4/NHCE		N	N	100,000.00	6,000.00	6.00	4.41	12,180.00	6,000.00	18,180.00	18.18	9.09	20,180.00
Staff6/NHCE		N	N	50,000.00	3,000.00	6.00	2.21	6,090.00	3,022.00	9,112.00	18.22	4.55	10,112.00
Staff7/NHCE		N	N	100,000.00	6,000.00	6.00	4.41	12,180.00	6,000.00	18,180.00	18.18	9.09	20,180.00
Staff8/NHCE		N	N	25,000.00	1,500.00	6.00	1.10	3,045.00	1,500.00	4,545.00	18.18	2.27	5,045.00
Staff9/NHCE		N	N	50,000.00	3,000.00	6.00	2.21	6,090.00	3,001.00	9,091.00	18.18	4.55	10,091.00
Staff10/NHCE		N	N	50,000.00	3,000.00	6.00	2.20	6,090.00	3,000.00	9,090.00	18.18	4.54	10,090.00
Staff11/NHCE		N	N	25,000.00	1,500.00	6.00	1.10	3,045.00	1,510.00	4,555.00	18.22	2.28	5,055.00
Staff12/NHCE		N	N	25,000.00	1,500.00	6.00	1.11	3,045.00	1,500.00	4,545.00	18.18	2.27	5,045.00
Subtotal				525,000.00	31,500.00			63,945.00	31,534.00	95,479.00			105,979.00
Total				775,000.00	135,955.00			64,045.00	135,989.00	200,034.00			233,034.00

Sample DC/CB Proposal
Combo Plan Budget Summary
For Plan Year Ending December 31, 2023

Cash Balance Funding Range

A)	Cash Balance PPA Minimum Required Contribution:	135,989
B)	Cash Balance Contribution Credits:	135,955
C)	Cash Balance PPA Maximum Deductible Contribution:	136,229
D)	Estimated Cash Balance Cost [Greater of A and B, but no more than C]:	135,989

Combined Plan Maximum Deduction Limit

E)	Cash Balance Plan Covered by PBGC?:	Yes
F)	Defined Contribution Limited Compensation:	775,000
G)	Defined Contribution Employer Contributions:	64,045
H)	Ratio of Employer Contributions to Limited Compensation [G / F]:	8.26%
I)	Do DC Contributions Exceed 6% of Limited Compensation? [Is H > 6%]:	Yes
J)	Potential Combined Plan Deduction Limit [C + 25% of F]:	329,979
	<i>If CB Plan is covered by PBGC, C + 25% of F</i>	
	<i>If CB Plan is not covered by PBGC, if I = Yes, then 31% of F</i>	
	<i>If CB Plan is not covered by PBGC, if I = No, then C + 6% of F</i>	
	<i>If DC only, then 25% of F</i>	

Budget Analysis

K)	Budget:	200,000
L)	Defined Contribution Cost:	
	1) Employer Cost:	64,045
	2) Employee Deferral:	N/A
M)	Cash Balance Cost:	135,989
N)	Total Combined Plan Cost:	200,034

Disclaimer: Total Combined Plan Cost may be less than the Combined Plan Available Deduction Limit if one or more individual's 415 limit has been reached.

Sample DC/CB Proposal
Percentage to Owner Employees
For Plan Year Ending December 31, 2023

	<u>DC Plan Contribution</u>	<u>CB Plan Contribution</u>	<u>Total Contribution</u>	<u>Percent of Total</u>	<u>Employer Contribution</u>
Owner Employees	100.00	104,455.00	104,555.00	52.27%	104,555.00
Other Employees	63,945.00	31,534.00	95,479.00	47.73%	95,479.00
Total	64,045.00	135,989.00	200,034.00	100.00%	200,034.00

SAMPLE