

DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT

SAMPLE

Combined Plan Valuation
For the Plan Year Ending December 31, 2021

Prepared By
Actuarial Systems Corporation
February 15, 2021

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Plan Specifications
For Plan Year Ending December 31, 2021**

		<u>DC Plan</u>	<u>DB Plan</u>
Primary Eligibility	Age:	21	21
	Service:	1 year	1 year
	Exclusions:	UNION AND NON-RESIDENT ALIENS	None
	Entry Date(s):	Jan 1 and Jul 1	Jan 1 and Jul 1
	Source(s):	Employee Deferral, Employer Discretionary, Employer Safe Harbor	
Normal Retirement	Age:	62	62
	Participation:	5	5
Contributions		A separate discretionary Employer Contribution may be made to each Participant of the Employer (i.e. each Participant belongs to their own allocation group)	
Employer Safe Harbor Contribution		3% of compensation	
Benefits	Group 1: Owners		4% of average compensation per credited year of service with a maximum of 25 years. Credited years are plan years from the first day of the plan year containing date of entry excluding years with less than 1,000 hours.
	Group 2: Managers		2.00% of the Participant's average compensation multiplied by his or her Years of Benefit Service as a Participant at Normal Retirement Date or earlier Termination of Employment.
	Group 3: Staff		0.5% of average compensation per credited year of service with a maximum of 10 years. Credited years are plan years from date of hire excluding years with less than 1,000 hours.
415 Maximum Benefit		\$58,000	Lesser of \$19,166.66 and 100% of the highest 3-year average salary, subject to service requirements.
Compensation			Total Compensation

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Plan Specifications
For Plan Year Ending December 31, 2021**

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

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**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Employee Census
For Plan Year Ending December 31, 2021**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Hours</u>	<u>Defined Contribution Plan</u>				<u>Defined Benefit Plan</u>			
							<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>	<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>
HCE Owner	100.00	Y	Y	04/09/1966	11/02/1998	2080	A	01/01/2014	1	253,868.07	A	01/01/2014	1	253,868.07
Subtotal (1 Participant):										253,868.07				253,868.07
Doe, John		Y	Y	01/18/1996	09/12/2014	2080	A	07/01/2014	3	44,059.18	A	07/01/2014	3	44,059.18
HCE Three		Y	Y	07/19/1994	07/12/2012	2080	A	07/01/2014	5	55,504.17	A	07/01/2014	2	55,504.17
HCE Two		Y	Y	05/28/1991	08/06/2009	2080	A	01/01/2014	4	58,832.21	A	01/01/2014	2	58,832.21
Current Term Two		N	N	10/02/1982	02/05/2005	1000	M	01/01/2014	2	78,805.77	T	01/01/2014	3	78,805.77
NHCE Eight		N	N	05/03/1974	08/13/2007	2080	A	01/01/2014	2	75,901.03	A	01/01/2014	3	75,901.03
NHCE Five		N	N	07/25/1972	04/13/2007	2080	A	01/01/2014	2	30,967.67	A	01/01/2014	3	30,967.67
NHCE Four		N	N	12/05/1947	06/05/2014	2080	A	11/26/2015	2	15,941.08	A	07/01/2014	3	15,941.08
NHCE Nine		N	N	05/31/1991	02/17/2016	2080	A	07/01/2017	2	33,321.81	A	07/01/2017	3	33,321.81
NHCE One		N	N	10/05/1980	06/07/2012	2080	A	01/01/2014	2	69,973.78	A	01/01/2014	3	69,973.78
NHCE Seven		N	N	05/26/1991	05/09/2013	2080	A	07/01/2014	2	52,777.65	A	07/01/2014	3	52,777.65
NHCE Six		N	N	09/07/1969	05/28/2015	2080	A	07/01/2016	2	38,030.08	A	07/01/2016	3	38,030.08
NHCE Three		N	N	05/16/1969	05/09/2013	2080	A	07/01/2014	2	67,304.56	A	07/01/2014	3	67,304.56
NHCE Two		N	N	02/19/1995	10/01/2015	2080	A	01/01/2017	2	33,500.04	A	01/01/2017	3	33,500.04
NHCE Ten		N	N	08/18/1992	04/18/2019	2080	A	07/01/2020	2	21,366.53	A	07/01/2020	3	21,366.53
Subtotal (14 Participants):										676,285.56				676,285.56
Total (15 Participants):										930,153.63				930,153.63

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
DC Plan Contributions**
For Plan Year Ending December 31, 2021

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Annual Comp</u>	<u>Employer Contrib</u>	<u>Employer Safe Hrbr</u>	<u>Employee Deferral</u>	<u>Catchup</u>	<u>Total Contrib</u>	<u>Pct of Comp</u>
HCE Owner	100.00	Y	Y	253,868.07	36,000.00	0.00	10,154.72	0.00	46,154.72	18.18
Subtotal				253,868.07	36,000.00	0.00	10,154.72	0.00	46,154.72	
Doe, John		Y	Y	44,059.18	2,707.00	0.00	0.00	0.00	2,707.00	6.14
HCE Three		Y	Y	55,504.17	3,362.00	0.00	0.00	0.00	3,362.00	6.06
HCE Two		Y	Y	58,832.21	3,448.00	0.00	0.00	0.00	3,448.00	5.86
Current Term Two		N	N	78,805.77	5,516.40	2,364.17	3,152.23	0.00	11,032.80	14.00
NHCE Eight		N	N	75,901.03	5,313.07	2,277.03	3,036.04	0.00	10,626.14	14.00
NHCE Five		N	N	30,967.67	2,167.74	929.03	1,238.71	0.00	4,335.48	14.00
NHCE Four		N	N	15,941.08	1,115.88	478.23	637.64	0.00	2,231.75	14.00
NHCE Nine		N	N	33,321.81	2,332.53	999.65	1,332.87	0.00	4,665.05	14.00
NHCE One		N	N	69,973.78	4,898.16	2,099.21	2,798.95	0.00	9,796.32	14.00
NHCE Seven		N	N	52,777.65	3,694.44	1,583.33	2,111.11	0.00	7,388.88	14.00
NHCE Six		N	N	38,030.08	2,662.11	1,140.90	1,521.20	0.00	5,324.21	14.00
NHCE Three		N	N	67,304.56	4,711.32	2,019.14	2,692.18	0.00	9,422.64	14.00
NHCE Two		N	N	33,500.04	2,345.00	1,005.00	1,340.00	0.00	4,690.00	14.00
NHCE Ten		N	N	21,366.53	1,495.66	641.00	854.66	0.00	2,991.32	14.00
Subtotal				676,285.56	45,769.31	15,536.69	20,715.59	0.00	82,021.59	
Total				930,153.63	81,769.31	15,536.69	30,870.31	0.00	128,176.31	

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2021**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Comp</u>	<u>Total DC Plan Contrib</u>	<u>Pct of Comp</u>	<u>DB Plan Cost Estimate</u>	<u>Pct of Comp</u>	<u>Total Both Plans</u>	<u>Pct of Comp</u>	<u>Pct of Total Plan Cost</u>	<u>DB Plan Target Normal Cost</u>	<u>Pct of Total Plan Cost</u>
HCE Owner	100.00	Y	Y	253,868.07	46,154.72	18.18	235,818.00	92.89	281,972.72	111.07	65.85	170,831.00	
Subtotal				253,868.07	46,154.72		235,818.00		281,972.72		65.85	170,831.00	75.50
Doe, John		Y	Y	44,059.18	2,707.00	6.14	856.00	1.94	3,563.00	8.09	0.83	1,293.00	
HCE Three		Y	Y	55,504.17	3,362.00	6.06	5,197.00	9.36	8,559.00	15.42	2.00	6,921.00	
HCE Two		Y	Y	58,832.21	3,448.00	5.86	6,817.00	11.59	10,265.00	17.45	2.40	8,350.00	
Current Term Two		N	N	78,805.77	11,032.80	14.00	19,982.00	25.36	31,014.80	39.36	7.24	12,173.00	
NHCE Eight		N	N	75,901.03	10,626.14	14.00	7,860.00	10.36	18,486.14	24.36	4.32	5,526.00	
NHCE Five		N	N	30,967.67	4,335.48	14.00	3,679.00	11.88	8,014.48	25.88	1.87	3,857.00	
NHCE Four		N	N	15,941.08	2,231.75	14.00	1,624.00	10.19	3,855.75	24.19	0.90	1,086.00	
NHCE Nine		N	N	33,321.81	4,665.05	14.00	724.00	2.17	5,389.05	16.17	1.26	1,115.00	
NHCE One		N	N	69,973.78	9,796.32	14.00	4,315.00	6.17	14,111.32	20.17	3.30	3,626.00	
NHCE Seven		N	N	52,777.65	7,388.88	14.00	1,720.00	3.26	9,108.88	17.26	2.13	1,926.00	
NHCE Six		N	N	38,030.08	5,324.21	14.00	3,118.00	8.20	8,442.21	22.20	1.97	2,722.00	
NHCE Three		N	N	67,304.56	9,422.64	14.00	7,493.00	11.13	16,915.64	25.13	3.95	5,273.00	
NHCE Two		N	N	33,500.04	4,690.00	14.00	588.00	1.76	5,278.00	15.76	1.23	986.00	
NHCE Ten		N	N	21,366.53	2,991.32	14.00	209.00	0.98	3,200.32	14.98	0.75	588.00	
Subtotal				676,285.56	82,021.59		64,182.00		146,203.59		34.15	55,442.00	24.50
Total				930,153.63	128,176.31		300,000.00		428,176.31		100.00	226,273.00	100.00

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2021**

<u>Participant Name</u>	<u>Owner Pct</u>	<u>AA</u>	<u>TA</u>	<u>HCE</u>	<u>Annual Comp</u>	<u>Total DC Plan Contrib</u>	<u>Projected Account Balance</u>	<u>Monthly DC Plan Benefit</u>	<u>Monthly DB Plan Benefit</u>	<u>Social Security Benefit</u>	<u>Total Benefit</u>	<u>Pct of Monthly Comp</u>
HCE Owner	100.00	56	65	Y	253,868.07	46,154.72	1,165,079.41	8,416.62	11,847.17	3,287.00	23,550.79	111.32
Subtotal					253,868.07	46,154.72		8,416.62	11,847.17	3,287.00	23,550.79	
Doe, John		26	65	Y	44,059.18	2,707.00	841,612.83	6,079.88	183.58	1,752.50	8,015.96	218.32
HCE Three		27	65	Y	55,504.17	3,362.00	994,612.35	7,185.16	3,382.55	2,057.70	12,625.41	272.96
HCE Two		31	65	Y	58,832.21	3,448.00	806,832.68	5,828.62	3,824.09	2,139.70	11,792.41	240.53
Current Term Two		39	65	N	78,805.77	11,032.80	381,569.77	2,756.49	441.18	2,588.30	5,785.97	88.10
NHCE Eight		48	65	N	75,901.03	10,626.14	388,580.94	2,807.14	339.93	2,708.00	5,855.07	92.57
NHCE Five		49	65	N	30,967.67	4,335.48	170,433.84	1,231.23	150.25	1,880.40	3,261.88	126.40
NHCE Four		74	74	N	15,941.08	2,231.75	9,662.44	88.98	45.15	2,115.10	2,249.23	169.32
NHCE Nine		31	65	N	33,321.81	4,665.05	521,839.12	3,769.81	138.84	1,460.00	5,368.65	193.34
NHCE One		41	65	N	69,973.78	9,796.32	673,496.47	4,865.39	283.15	2,512.70	7,661.24	131.38
NHCE Seven		31	65	N	52,777.65	7,388.88	1,081,340.04	7,811.68	219.91	1,975.20	10,006.79	227.52
NHCE Six		52	65	N	38,030.08	5,324.21	147,186.31	1,063.29	141.85	1,660.90	2,866.04	90.43
NHCE Three		53	65	N	67,304.56	9,422.64	250,635.02	1,810.61	280.44	1,996.10	4,087.15	72.87
NHCE Two		27	65	N	33,500.04	4,690.00	749,343.48	5,413.31	139.58	1,470.90	7,023.79	251.60
NHCE Ten		29	65	N	21,366.53	2,991.32	343,892.07	2,484.30	89.03	1,150.90	3,724.23	209.16
Subtotal					676,285.56	82,021.59		53,195.89	9,659.53	27,468.40	90,323.82	
Total					930,153.63	128,176.31		61,612.51	21,506.70	30,755.40	113,874.61	

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 RP21C U mortality table and 6% interest were used to convert the projected balance to a monthly benefit.

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

DC Plan Year: 1/1/2021 to 12/31/2021
DB Plan Year: 1/1/2021 to 12/31/2021
DB Valuation Date: 12/31/2021
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:	930,154
(b)	6% of (a):	55,809
(c)	25% of (a):	232,539
(d)	DC Plan Employer Contributions:	97,306
(e)	DC Employer Contributions / DC Compensation ((d) / (a)):	10.46%
(f)	Compensation of DC/DB plan beneficiaries:	930,154
(g)	25% of (f):	232,539
(h)	DB Minimum Contribution on Val Date:	296,043
(i)	DB Maximum Contribution on Val Date (404(o)):	2,138,555
(j)	DB Plan Employer Contribution:	300,000
(k)	DB Plan Covered by PBGC?	Yes
(l)	Item (e) greater than 6.00%?	Yes
(m)	DB Maximum Contribution on Val Date (404(o)):	2,138,555
(n)	25% of (a):	232,539
(o)	Total Deduction Available ((m) + (n)):	2,371,094
(p)	Total Contribution ((d) + (j)):	397,306
(q)	Excess Contribution:	0

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**DC & DB SAMPLE PLAN
FOR DC & DB COMBO REPORT
Percentage to Owner Employees
For Plan Year Ending December 31, 2021**

	<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	46,154.72	235,818.00	281,972.72	65.85%	271,818.00
Other Employees	82,021.59	64,182.00	146,203.59	34.15%	125,488.00
Total	128,176.31	300,000.00	428,176.31	100.00%	397,306.00

Tax Savings Summary

Tax Bracket

40%

Employer Contribution	397,306.00
Estimated Tax Savings	158,922.40
Net Cost after Estimated Tax Savings	238,383.60
Contribution for Owners	271,818.00
Owner Contribution as a Percentage of Net Cost	114.03%
Net Plan Cost (after Owner Contribution & Tax Savings)	-33,434.40

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

401(a)(26) Minimum Participation Test
Report Parameters
For the Plan Year Ending December 31, 2021

Primary plan:	D28:0013
Current date (time):	03/14/2022 (16:26:20)
Run for multiple plans?	N
Run Meaningful Benefit Test?	Y
Meaningful Benefit Percentage:	0.50%
Meaningful Benefit Test method:	Annual Accrual
Mortality table for actuarial equivalence:	GA2002U
Pre-retirement interest rate:	5.50%
Post-retirement interest rate:	5.50%
Restructured test?	N
Exception:	None

The 401(a)(26) test is being performed for the entire plan

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DC & DB SAMPLE PLAN FOR DC & DB COMBO REPORT

401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2021

SSN	Employee Name	Excluded from Count		Excludable Because				Non-Excludable EEs	
		Term<BOY	Hire>EOY	Age/Svc	Union	Alien	Hours	Benefit	Don't Benefit
xxx-xx-0009	Current Term One	X	-	-	-	-	-	-	-
xxx-xx-0010	Current Term Two	-	-	-	-	-	-	-	X
xxx-xx-0002	Doe, John	-	-	-	-	-	-	X	-
xxx-xx-0005	HCE Owner	-	-	-	-	-	-	X	-
xxx-xx-0004	HCE Three	-	-	-	-	-	-	X	-
xxx-xx-0003	HCE Two	-	-	-	-	-	-	X	-
xxx-xx-0027	NHCE Nine	-	-	-	-	-	-	X	-
xxx-xx-0020	Ineligible Four	X	-	-	-	-	-	-	-
xxx-xx-0024	Ineligible One	X	-	-	-	-	-	-	-
xxx-xx-0025	Ineligible Three	-	-	X	-	-	-	-	-
xxx-xx-0026	Ineligible Two	-	-	X	-	-	-	-	-
xxx-xx-0019	NHCE Eight	-	-	-	-	-	-	-	X
xxx-xx-0013	NHCE Five	-	-	-	-	-	-	-	X
xxx-xx-0011	NHCE Four	-	-	-	-	-	-	X	-
xxx-xx-0001	NHCE One	-	-	-	-	-	-	X	-
xxx-xx-0018	NHCE Seven	-	-	-	-	-	-	X	-
xxx-xx-0023	NHCE Six	-	-	-	-	-	-	X	-
xxx-xx-0007	NHCE Three	-	-	-	-	-	-	X	-
xxx-xx-0022	NHCE Two	-	-	-	-	-	-	X	-
xxx-xx-0021	Term Eight	X	-	-	-	-	-	-	-
xxx-xx-0014	Term Five	X	-	-	-	-	-	-	-
xxx-xx-0017	Term Four	X	-	-	-	-	-	-	-
xxx-xx-0006	Term One	X	-	-	-	-	-	-	-
xxx-xx-0016	Term Seven	X	-	-	-	-	-	-	-
xxx-xx-0015	Term Six	X	-	-	-	-	-	-	-
xxx-xx-0012	Term Three	X	-	-	-	-	-	-	-
xxx-xx-0008	Term Two	X	-	-	-	-	-	-	-
xxx-xx-0028	NHCE Ten	-	-	-	-	-	-	X	-

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401(a)(26) Minimum Participation Test
Classification Support Page
For the Plan Year Ending December 31, 2021

<u>SSN</u>	<u>Employee Name</u>	<u>Excluded from Count</u>		<u>Excludable Because</u>				<u>Non-Excludable EEs</u>	
		<u>Term<BOY</u>	<u>Hire>EOY</u>	<u>Age/Svc</u>	<u>Union</u>	<u>Alien</u>	<u>Hours</u>	<u>Benefit</u>	<u>Don't Benefit</u>
	Totals	11	0	2	0	0	0	12	3

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**DC & DB SAMPLE PLAN
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401(a)(26) Minimum Participation Test

Meaningful Benefit Support Page

Meaningful Benefit Percentage: 0.50%

Annual Accrual Rates

For the Plan Year Ending December 31, 2021

<u>SSN</u>	<u>Employee Name</u>	<u>Age</u>	<u>NRA</u>	<u>Current Salary</u>	<u>Current Accrued Benefit</u>	<u>Prior Accrued Benefit</u>	<u>Normal Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Meaningful</u>	<u>Not Meaningful</u>
xxx-xx-0009	Current Term One	34	62	2,999.28	193.03	193.03	1.00000	0.00	-	-
xxx-xx-0010	Current Term Two	39	62	6,377.73	441.18	441.18	1.00000	0.00	-	X
xxx-xx-0002	Doe, John	26	62	3,565.70	124.80	103.21	1.00000	0.61	X	-
xxx-xx-0005	HCE Owner	56	62	20,545.47	6,574.55	5,550.76	1.00000	4.98	X	-
xxx-xx-0004	HCE Three	27	62	4,491.94	718.71	606.79	1.00000	2.49	X	-
xxx-xx-0003	HCE Two	31	62	4,761.27	761.80	643.17	1.00000	2.49	X	-
xxx-xx-0027	NHCE Nine	31	62	2,696.72	80.90	65.05	1.00000	0.59	X	-
xxx-xx-0020	Ineligible Four	33	62	943.56	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0024	Ineligible One	28	62	1,079.22	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0025	Ineligible Three	55	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0026	Ineligible Two	49	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0019	NHCE Eight	48	62	6,142.65	339.93	339.93	1.00000	0.00	-	X
xxx-xx-0013	NHCE Five	49	62	2,506.20	150.25	150.25	1.00000	0.00	-	X
xxx-xx-0011	NHCE Four	74	74	1,290.11	45.15	37.34	1.00000	0.61	X	-
xxx-xx-0001	NHCE One	41	62	5,662.96	283.15	245.89	1.00000	0.66	X	-
xxx-xx-0018	NHCE Seven	31	62	4,271.28	192.21	164.85	1.00000	0.64	X	-
xxx-xx-0023	NHCE Six	52	62	3,077.76	107.72	89.09	1.00000	0.61	X	-
xxx-xx-0007	NHCE Three	53	62	5,446.94	245.11	210.23	1.00000	0.64	X	-
xxx-xx-0022	NHCE Two	27	62	2,711.15	81.33	65.40	1.00000	0.59	X	-
xxx-xx-0021	Term Eight	56	62	430.92	20.56	20.56	1.00000	0.00	-	-
xxx-xx-0014	Term Five	39	62	2,846.33	78.99	78.99	1.00000	0.00	-	-
xxx-xx-0017	Term Four	49	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0006	Term One	73	73	1,802.00	33.12	30.35	1.00000	0.15	-	-
xxx-xx-0016	Term Seven	28	62	160.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0015	Term Six	51	62	2,070.00	0.00	0.00	1.00000	0.00	-	-

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

401(a)(26) Minimum Participation Test

Meaningful Benefit Support Page

Meaningful Benefit Percentage: 0.50%

Annual Accrual Rates

For the Plan Year Ending December 31, 2021

<u>SSN</u>	<u>Employee Name</u>	<u>Age</u>	<u>NRA</u>	<u>Current Salary</u>	<u>Current Accrued Benefit</u>	<u>Prior Accrued Benefit</u>	<u>Normal Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Meaningful</u>	<u>Not Meaningful</u>
xxx-xx-0012	Term Three	38	62	817.08	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0008	Term Two	51	62	873.14	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0028	NHCE Ten	29	62	1,729.19	25.94	17.04	1.00000	0.51	X	-
Totals									12	3

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

401(a)(26) Minimum Participation Test
For the Plan Year Ending December 31, 2021

A. Total number of employees of the employer:		17
B. Excludable because of:		
(1) Minimum age or years of service	2	
(2) Collective bargaining agreement	0	
(3) Non-resident aliens	0	
(4) Terms with less than 500 hours of service	0	
Total excludable employees:		2
C. Total non-excludable employees:		15
D. Total non-excludable employees who benefit from plan:		12
E. Total benefiting employees with meaningful benefits based on 0.50%:		12
F. 40% test (E/C):		80.00%
G. 50 employee test (E):		12
Test results:		Pass

SAMPLE

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

410(b) Ratio Percentage Test
Report Parameters
For the Plan Year Ending December 31, 2021

Primary plan: D28:0012
Current date (time): 03/14/2022 (16:28:16)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D28:0013 (EEs benefit)

Employees participate in multiple plans

Test type: Standard test

Sources included in test:
Employer Discretionary

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

This report does not test forfeitures only

Test is not being run on a restructured basis

Values were not entered for non-ASC cases

The test is being run for the entire plan

SAMPLE

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

410(b) Ratio Percentage Test
Standard Test Version Support Page
For the Plan Year Ending December 31, 2021

<u>SSN</u>	<u>Employee Name</u>	<u>Age/Svc</u>	<u>Excludable Because</u>			<u>Hours</u>	<u>Non-Excludable EEs</u>		<u>HCE</u>
			<u>Union</u>	<u>Alien</u>	<u>Other</u>		<u>Benefit</u>	<u>Don't Benefit</u>	
xxx-xx-0010	Current Term Two	-	-	-	-	-	X	-	-
xxx-xx-0002	Doe, John	-	-	-	-	-	X	-	X
xxx-xx-0005	HCE Owner	-	-	-	-	-	X	-	X
xxx-xx-0004	HCE Three	-	-	-	-	-	X	-	X
xxx-xx-0003	HCE Two	-	-	-	-	-	X	-	X
xxx-xx-0025	Ineligible Three	X	-	-	-	-	-	-	-
xxx-xx-0026	Ineligible Two	X	-	-	-	-	-	-	-
xxx-xx-0019	NHCE Eight	-	-	-	-	-	X	-	-
xxx-xx-0013	NHCE Five	-	-	-	-	-	X	-	-
xxx-xx-0011	NHCE Four	-	-	-	-	-	X	-	-
xxx-xx-0027	NHCE Nine	-	-	-	-	-	X	-	-
xxx-xx-0001	NHCE One	-	-	-	-	-	X	-	-
xxx-xx-0018	NHCE Seven	-	-	-	-	-	X	-	-
xxx-xx-0023	NHCE Six	-	-	-	-	-	X	-	-
xxx-xx-0007	NHCE Three	-	-	-	-	-	X	-	-
xxx-xx-0022	NHCE Two	-	-	-	-	-	X	-	-
xxx-xx-0028	NHCE Ten	-	-	-	-	-	X	-	-
	Totals	2	0	0	0	0	15	0	4

SAMPLE

**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, 2021

Total number of employees of the employer:	17
Excludable because of:	
(1) Minimum age or years of service	2
(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:	2
Total non-excludable employees:	15
Total non-excludable employees who are highly compensated:	4
Total benefitting employees who are highly compensated:	4
Percentage of highly compensated employees who benefit:	100.00%
Total non-excludable employees who are non-highly compensated:	11
Total benefitting employees who are non-highly compensated:	11
Percentage of non-highly compensated employees who benefit:	100.00%
Ratio Percentage:	100.00%

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

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

Summary of Questions For the Plan Year ending December 31, 2021

Primary plan:	D28:0012
Current date (time):	03/14/2022 (16:31:50)
Run for multiple plans? Disk D28 Case 0013	Y
Do employees participate in multiple plans?	Y
Use primary plan's eligibility for secondary plans?	N
Select common index:	Social Security number
Status codes for Average Benefits Percentage test:	ABCHMNIPF
Status codes for Average Benefits test:	ABCHMNIPF
Is this a Davis/Bacon (prevailing wage) plan?	N
Mortality table for actuarial equivalence:	UP-84
Pre-retirement interest rate:	8.50%
Post-retirement interest rate:	8.50%
Normalization factor for most valuable benefit:	Qualified J&S @ curr age
Exclude non-termines with less than 500 hours?	Y
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary	
Include "extra" compensation?	Y
Use post-entry compensation?	N
Use net compensation?	N
Include termines with <501 hours?	Y
Include terms with <501 hours for concentration test?	N
Sources included in Minimum Allocation Gateway test: Employer Discretionary	

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

Summary of Questions For the Plan Year ending December 31, 2021

Status codes to include for Minimum Allocation Gateway Test	BACMHN
Hours required for Minimum Allocation Gateway Test	1
Eligibility to use for Gateway test	Primary
5% Threshold	
Use post-entry compensation?	Y
1/3 Threshold	
Include "extra" compensation?	Y
Use post-entry compensation?	Y
Use net compensation?	N
Age used to normalize benefits:	65
Restructured test?	N
Use actual months for monthly comp?	N
Limit post-NRA APRs to age 65?	N
Use additional counts?	N
Rate 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 FOR DC & DB COMBO PLAN REPORT

Allocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2021

SSN	Name	H C E	Actual		Average	
			7.5% Threshold Rate	1/3 Threshold Rate	7.5% Threshold Rate	1/3 Threshold Rate
xxx-xx-0028	NHCE Ten	N	7.29%	7.29%	8.34%	8.34%
xxx-xx-0005	HCE Owner	Y	39.35%	39.35%	39.35%	39.35%
xxx-xx-0018	NHCE Seven	N	7.42%	7.42%	8.34%	8.34%
xxx-xx-0022	NHCE Two	N	7.28%	7.28%	8.34%	8.34%
xxx-xx-0002	Doe, John	Y	6.40%	6.40%	6.40%	6.40%
xxx-xx-0004	HCE Three	Y	7.24%	7.24%	7.24%	7.24%
xxx-xx-0003	HCE Two	Y	7.50%	7.50%	7.50%	7.50%
xxx-xx-0010	Current Term Two	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0019	NHCE Eight	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0013	NHCE Five	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0011	NHCE Four	N	10.64%	10.64%	8.34%	8.34%
xxx-xx-0027	NHCE Nine	N	7.39%	7.39%	8.34%	8.34%
xxx-xx-0001	NHCE One	N	7.98%	7.98%	8.34%	8.34%
xxx-xx-0023	NHCE Six	N	9.21%	9.21%	8.34%	8.34%
xxx-xx-0007	NHCE Three	N	9.53%	9.53%	8.34%	8.34%
Highest HCE Rate			39.35%	39.35%	39.35%	39.35%
Minimum NHCE Rate Needed to Pass			7.50%	13.12%	7.50%	13.12%
Lowest NHCE Rate			7.00%	7.00%	7.00%	7.00%
Minimum Allocation Gateway Test:			Fail	Fail	Fail	Fail

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

Allocation Rates - Minimum Allocation Gateway
Participants Who Failed Gateway Test
For the Plan Year ending December 31, 2021

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Actual</u>		<u>Average</u>	
			<u>7.5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>7.5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-0028	NHCE Ten	N	7.29%	7.29%	8.34%	8.34%
xxx-xx-0018	NHCE Seven	N	7.42%	7.42%	8.34%	8.34%
xxx-xx-0022	NHCE Two	N	7.28%	7.28%	8.34%	8.34%
xxx-xx-0010	Current Term Two	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0019	NHCE Eight	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0013	NHCE Five	N	7.00%	7.00%	7.00%	7.00%
xxx-xx-0027	NHCE Nine	N	7.39%	7.39%	8.34%	8.34%

SAMPLE

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Component 1**

ABT Rate: Annual Accrual using Current Compensation
ABPT Rate: Annual Accrual using Current Compensation
For the Plan Year ending December 31, 2021

<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	HCE Owner	Y	10.32%	11.37%	11.52%	12.57%	
xxx-xx-0018	NHCE Seven	N	14.95%	23.01%	16.07%	24.13%	
xxx-xx-0022	NHCE Two	N	20.33%	31.50%	21.56%	32.73%	
Total HCEs			1	4	1	4	
100% HCE Average			10.32%	16.53%*	11.52%	19.54%*	
70% HCE Average			7.22%	11.57%*	8.06%	13.68%*	
Total NHCEs			2	11	2	11	
100% NHCE Average			17.64%	13.53%*	18.82%	14.03%*	
Average Benefit Percentage Test:				Pass		Pass	
(To pass the ABPT, the "100% NHCE Average" must be greater than or equal to the "70% HCE Average")							
Number of HCEs for Concentration Test:			4				
Number of NHCEs for Concentration Test:			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 FOR DC & DB COMBO PLAN REPORT

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>
10.32%	11.52%	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				

* Rate group does not pass because; a) the ratio is less than the midpoint of the safe and unsafe harbors, b) the ratio exceeds the midpoint of the safe and unsafe harbors but the NHCE average is less than the 70% HCE average for the rate group, or c) the NHCE average benefit is less than the 70% HCE average benefit. The test will also fail if any NHCE allocation rate is less than one-third of the highest HCE allocation rate or the lowest NHCE allocation rate is less than 7.50% (Minimum Allocation Gateway).

This plan fails 401(a)(4).

**DC & DB SAMPLE PLAN
FOR DC & DB COMBO PLAN REPORT
Component 2**

ABT Rate: Allocation using Current Compensation
ABPT Rate: Annual Accrual using Current Compensation
For the Plan Year ending December 31, 2021

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Normal Rates</u>	<u>Normal Rates*</u>	<u>Most Valuable Rates</u>	<u>Most Valuable Rates*</u>
xxx-xx-0002	Doe, John	Y	6.41%	19.42%	6.84%	20.74%
xxx-xx-0004	HCE Three	Y	7.24%	20.22%	9.10%	25.42%
xxx-xx-0003	HCE Two	Y	7.50%	15.11%	9.65%	19.44%
xxx-xx-0010	Current Term Two	N	7.00%	11.54%	7.00%	11.54%
xxx-xx-0019	NHCE Eight	N	7.00%	5.53%	7.00%	5.53%
xxx-xx-0013	NHCE Five	N	7.00%	5.11%	7.00%	5.11%
xxx-xx-0011	NHCE Four	N	10.64%	2.37%	10.68%	2.37%
xxx-xx-0027	NHCE Nine	N	7.39%	22.95%	7.89%	23.97%
xxx-xx-0001	NHCE One	N	7.98%	10.68%	8.73%	11.35%
xxx-xx-0023	NHCE Six	N	9.21%	4.79%	9.90%	5.05%
xxx-xx-0007	NHCE Three	N	9.53%	4.53%	10.24%	4.77%
	Total HCEs		3	4	3	4
	100% HCE Average		7.05%	16.53%*	8.53%	19.54%*
	70% HCE Average		4.93%	11.57%*	5.97%	13.68%*
	Total NHCEs		8	11	8	11
	100% NHCE Average		8.22%	13.53%*	8.56%	14.03%*
	Average Benefit Percentage Test:			Pass		Pass
	(To pass the ABPT, the "100% NHCE Average" must be greater than or equal to the "70% HCE Average")					
	Number of HCEs for Concentration Test:		4			
	Number of NHCEs for Concentration Test:		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 FOR DC & DB COMBO PLAN REPORT

General Test - Allocation Rates Component 2 Annual Allocation (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>
6.41%	6.84%	3	8	75.00%	80.00%	106.67%	N/A	N/A
7.24%	9.10%	2	3	50.00%	30.00%	60.00%	11.57%	13.53%
7.50%	9.65%	1	3	25.00%	30.00%	120.00%	N/A	N/A
Average Benefit Percentage Test:							11.57%	13.53%
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
FOR DC & DB COMBO PLAN REPORT
Components Support Page**

ABPT Rate: Annual Accrual using Current Compensation
For the Plan Year ending December 31, 2021

<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	HCE Owner	Y	0	1	11.37%	12.57%
xxx-xx-0002	Doe, John	Y	0	2	19.42%	20.74%
xxx-xx-0004	HCE Three	Y	0	2	20.22%	25.42%
xxx-xx-0003	HCE Two	Y	0	2	15.11%	19.44%
xxx-xx-0028	NHCE Ten	N	0	0	26.78%	27.76%
xxx-xx-0018	NHCE Seven	N	0	1	23.01%	24.13%
xxx-xx-0022	NHCE Two	N	0	1	31.50%	32.73%
xxx-xx-0010	Current Term Two	N	0	2	11.54%	11.54%
xxx-xx-0019	NHCE Eight	N	0	2	5.53%	5.53%
xxx-xx-0013	NHCE Five	N	0	2	5.11%	5.11%
xxx-xx-0011	NHCE Four	N	0	2	2.37%	2.37%
xxx-xx-0027	NHCE Nine	N	0	2	22.95%	23.97%
xxx-xx-0001	NHCE One	N	0	2	10.68%	11.35%
xxx-xx-0023	NHCE Six	N	0	2	4.79%	5.05%
xxx-xx-0007	NHCE Three	N	0	2	4.53%	4.77%
Total HCEs					4	4
100% HCE Average					16.53%	19.54%
70% HCE Average					11.57%	13.68%
Total NHCEs					11	11
100% NHCE Average					13.53%	14.03%
Average Benefit Percentage Test:					Pass	Pass

Component Summary

Test	Results
Minimum Allocation Gateway Test	Fail
Average Benefit Test (Component 1)	Fail
Average Benefit Test (Component 2)	Pass
Average Benefit Percentage Test	Pass

SAMPLE

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

Gateway Allocation Rates Plan Year Ending December 31, 2021

Name	Att Age	Ret Age	Defined Contribution						Defined Benefit					
			Current	5% Threshold	1/3 Threshold	5% Threshold	1/3 Threshold	Current	PV	5% Threshold	1/3 Threshold	5% Threshold	1/3 Threshold	
			Alloc	Comp	Comp	Rate	Rate	Accrual	APR	Factor	Comp	Comp	Rate	Rate
NHCE Ten	29	62	1,495.66	21,366.53	21,366.53	7.00	7.00	8.90	101.829	14.76323	21,366.53	21,366.53	0.29	0.29
HCE Owner	56	62	36,000.00	253,868.07	253,868.07	14.18	14.18	1,023.79	101.829	1.63147	253,868.07	253,868.07	25.17	25.17
NHCE Seven	31	62	3,694.44	52,777.65	52,777.65	7.00	7.00	27.36	101.829	12.54070	52,777.65	52,777.65	0.42	0.42
NHCE Two	27	62	2,345.00	33,500.04	33,500.04	7.00	7.00	15.93	101.829	17.37964	33,500.04	33,500.04	0.28	0.28
Doe, John	26	62	2,707.00	44,059.18	44,059.18	6.14	6.14	21.59	101.829	18.85691	44,059.18	44,059.18	0.26	0.26
HCE Three	27	62	3,362.00	55,504.17	55,504.17	6.06	6.06	111.92	101.829	17.37964	55,504.17	55,504.17	1.18	1.18
HCE Two	31	62	3,448.00	58,832.21	58,832.21	5.86	5.86	118.63	101.829	12.54070	58,832.21	58,832.21	1.64	1.64
Current Term Two	39	N/A	5,516.40	78,805.77	78,805.77	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Eight	48	N/A	5,313.07	75,901.03	75,901.03	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Five	49	N/A	2,167.74	30,967.67	30,967.67	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Four	74	74	1,115.88	15,941.08	15,941.08	7.00	7.00	7.81	74.303	1.00000	15,941.08	15,941.08	3.64	3.64
NHCE Nine	31	62	2,332.53	33,321.81	33,321.81	7.00	7.00	15.85	101.829	12.54070	33,321.81	33,321.81	0.39	0.39
NHCE One	41	62	4,898.16	69,973.78	69,973.78	7.00	7.00	37.26	101.829	5.54657	69,973.78	69,973.78	0.98	0.98
NHCE Six	52	62	2,662.11	38,030.08	38,030.08	7.00	7.00	18.63	101.829	2.26098	38,030.08	38,030.08	2.21	2.21
NHCE Three	53	62	4,711.32	67,304.56	67,304.56	7.00	7.00	34.88	101.829	2.08386	67,304.56	67,304.56	2.53	2.53

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

**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, 2021**

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
NHCE Ten	29	65	1,780.54	1,495.66	95.382	18.85691	8.90	1.36362	2.44164	0.00	0.00
HCE Owner	56	65	21,155.67	36,000.00	95.382	2.08386	1,023.79	1.36362	1.18203	10.32	11.52
NHCE Seven	31	65	4,398.14	3,694.44	95.382	16.01810	27.36	1.36362	2.31328	14.95	16.07
NHCE Two	27	65	2,791.67	2,345.00	95.382	22.19883	15.93	1.36362	2.57710	20.33	21.56
Doe, John	26	65	3,671.60	2,707.00	95.382	24.08573	21.59	1.36362	2.64755	6.41	6.84
HCE Three	27	65	4,625.35	3,362.00	95.382	22.19883	111.92	1.36362	2.57710	7.24	9.10
HCE Two	31	65	4,902.68	3,448.00	95.382	16.01810	118.63	1.36362	2.31328	7.50	9.65
Current Term Two	39	65	6,567.15	5,516.40	95.382	8.34014	0.00	1.36362	1.86386	7.00	7.00
NHCE Eight	48	65	6,325.09	5,313.07	95.382	4.00226	0.00	1.36362	1.46262	7.00	7.00
NHCE Five	49	65	2,580.64	2,167.74	95.382	3.68872	0.00	1.36362	1.42395	7.00	7.00
NHCE Four	74	74	1,328.42	1,115.88	74.302	1.00000	7.81	1.00000	1.01063	10.64	10.68
NHCE Nine	31	65	2,776.82	2,332.53	95.382	16.01810	15.85	1.36362	2.31328	7.39	7.89
NHCE One	41	65	5,831.15	4,898.16	95.382	7.08457	37.26	1.36362	1.76598	7.98	8.73
NHCE Six	52	65	3,169.17	2,662.11	95.382	2.88793	18.63	1.36362	1.31429	9.21	9.90
NHCE Three	53	65	5,608.71	4,711.32	95.382	2.66169	34.88	1.36362	1.27980	9.53	10.24

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

**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, 2021**

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
NHCE Ten	29	65	1,780.54	2,350.32	95.382	18.85691	8.90	1.36362	2.44164	26.78	27.76
HCE Owner	56	65	21,155.67	46,154.72	95.382	2.08386	1,023.79	1.36362	1.18203	11.37	12.57
NHCE Seven	31	65	4,398.14	5,805.55	95.382	16.01810	27.36	1.36362	2.31328	23.01	24.13
NHCE Two	27	65	2,791.67	3,685.00	95.382	22.19883	15.93	1.36362	2.57710	31.50	32.73
Doe, John	26	65	3,671.60	2,707.00	95.382	24.08573	21.59	1.36362	2.64755	19.42	20.74
HCE Three	27	65	4,625.35	3,362.00	95.382	22.19883	111.92	1.36362	2.57710	20.22	25.42
HCE Two	31	65	4,902.68	3,448.00	95.382	16.01810	118.63	1.36362	2.31328	15.11	19.44
Current Term Two	39	65	6,567.15	8,668.63	95.382	8.34014	0.00	1.36362	1.86386	11.54	11.54
NHCE Eight	48	65	6,325.09	8,349.11	95.382	4.00226	0.00	1.36362	1.46262	5.53	5.53
NHCE Five	49	65	2,580.64	3,406.45	95.382	3.68872	0.00	1.36362	1.42395	5.11	5.11
NHCE Four	74	74	1,328.42	1,753.52	74.302	1.00000	7.81	1.00000	1.01063	2.37	2.37
NHCE Nine	31	65	2,776.82	3,665.40	95.382	16.01810	15.85	1.36362	2.31328	22.95	23.97
NHCE One	41	65	5,831.15	7,697.11	95.382	7.08457	37.26	1.36362	1.76598	10.68	11.35
NHCE Six	52	65	3,169.17	4,183.31	95.382	2.88793	18.63	1.36362	1.31429	4.79	5.05
NHCE Three	53	65	5,608.71	7,403.50	95.382	2.66169	34.88	1.36362	1.27980	4.53	4.77

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

Gateway Allocation Rates Plan Year Ending December 31, 2021

Name	Att Age	Ret Age	Defined Contribution				Defined Benefit							
			Current Alloc	5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate	Current Accrual	APR	PV Factor	5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate
NHCE Ten	29	62	1,495.66	21,366.53	21,366.53	7.00	7.00	8.90	101.829	14.76323	21,366.53	21,366.53	0.29	0.29
HCE Owner	56	62	36,000.00	253,868.07	253,868.07	14.18	14.18	1,023.79	101.829	1.63147	253,868.07	253,868.07	25.17	25.17
NHCE Seven	31	62	3,694.44	52,777.65	52,777.65	7.00	7.00	27.36	101.829	12.54070	52,777.65	52,777.65	0.42	0.42
NHCE Two	27	62	2,345.00	33,500.04	33,500.04	7.00	7.00	15.93	101.829	17.37964	33,500.04	33,500.04	0.28	0.28
Doe, John	26	62	2,707.00	44,059.18	44,059.18	6.14	6.14	21.59	101.829	18.85691	44,059.18	44,059.18	0.26	0.26
HCE Three	27	62	3,362.00	55,504.17	55,504.17	6.06	6.06	111.92	101.829	17.37964	55,504.17	55,504.17	1.18	1.18
HCE Two	31	62	3,448.00	58,832.21	58,832.21	5.86	5.86	118.63	101.829	12.54070	58,832.21	58,832.21	1.64	1.64
Current Term Two	39	N/A	5,516.40	78,805.77	78,805.77	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Eight	48	N/A	5,313.07	75,901.03	75,901.03	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Five	49	N/A	2,167.74	30,967.67	30,967.67	7.00	7.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NHCE Four	74	74	1,115.88	15,941.08	15,941.08	7.00	7.00	7.81	74.303	1.00000	15,941.08	15,941.08	3.64	3.64
NHCE Nine	31	62	2,332.53	33,321.81	33,321.81	7.00	7.00	15.85	101.829	12.54070	33,321.81	33,321.81	0.39	0.39
NHCE One	41	62	4,898.16	69,973.78	69,973.78	7.00	7.00	37.26	101.829	5.54657	69,973.78	69,973.78	0.98	0.98
NHCE Six	52	62	2,662.11	38,030.08	38,030.08	7.00	7.00	18.63	101.829	2.26098	38,030.08	38,030.08	2.21	2.21
NHCE Three	53	62	4,711.32	67,304.56	67,304.56	7.00	7.00	34.88	101.829	2.08386	67,304.56	67,304.56	2.53	2.53

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

**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, 2021**

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Current Salary</u>	<u>Total Contrib</u>	<u>Current Accrual</u>	<u>Annuity Rate</u>	<u>Present Value Factor</u>	<u>Most Val Form Factor</u>	<u>Normal Alloc Rate</u>	<u>Most Val Alloc Rate</u>
NHCE Ten	29	62	21,366.53	1,495.66	25.94	101.829	14.76323	2.44164	0.00	0.00
HCE Owner	56	62	253,868.07	36,000.00	6,574.55	101.829	1.63147	1.18203	10.32	11.52
NHCE Seven	31	62	52,777.65	3,694.44	192.21	101.829	12.54070	2.31328	14.95	16.07
NHCE Two	27	62	33,500.04	2,345.00	81.33	101.829	17.37964	2.57710	20.33	21.56
Doe, John	26	62	44,059.18	2,707.00	124.80	101.829	18.85691	2.64755	6.41	6.84
HCE Three	27	62	55,504.17	3,362.00	718.71	101.829	17.37964	2.57710	7.24	9.10
HCE Two	31	62	58,832.21	3,448.00	761.80	101.829	12.54070	2.31328	7.50	9.65
Current Term Two	39	62	78,805.77	5,516.40	441.18	101.829	6.52956	1.86386	7.00	7.00
NHCE Eight	48	62	75,901.03	5,313.07	339.93	101.829	3.13340	1.46262	7.00	7.00
NHCE Five	49	62	30,967.67	2,167.74	150.25	101.829	2.88793	1.42395	7.00	7.00
NHCE Four	74	74	15,941.08	1,115.88	45.15	74.303	1.00000	1.01063	10.64	10.68
NHCE Nine	31	62	33,321.81	2,332.53	80.90	101.829	12.54070	2.31328	7.39	7.89
NHCE One	41	62	69,973.78	4,898.16	283.15	101.829	5.54657	1.76598	7.98	8.73
NHCE Six	52	62	38,030.08	2,662.11	107.72	101.829	2.26098	1.31429	9.21	9.90
NHCE Three	53	62	67,304.56	4,711.32	245.11	101.829	2.08386	1.27980	9.53	10.24

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

**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, 2021**

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
NHCE Ten	29	65	1,780.54	2,350.32	95.382	18.85691	8.90	1.36362	2.44164	26.78	27.76
HCE Owner	56	65	21,155.67	46,154.72	95.382	2.08386	1,023.79	1.36362	1.18203	11.37	12.57
NHCE Seven	31	65	4,398.14	5,805.55	95.382	16.01810	27.36	1.36362	2.31328	23.01	24.13
NHCE Two	27	65	2,791.67	3,685.00	95.382	22.19883	15.93	1.36362	2.57710	31.50	32.73
Doe, John	26	65	3,671.60	2,707.00	95.382	24.08573	21.59	1.36362	2.64755	19.42	20.74
HCE Three	27	65	4,625.35	3,362.00	95.382	22.19883	111.92	1.36362	2.57710	20.22	25.42
HCE Two	31	65	4,902.68	3,448.00	95.382	16.01810	118.63	1.36362	2.31328	15.11	19.44
Current Term Two	39	65	6,567.15	8,668.63	95.382	8.34014	0.00	1.36362	1.86386	11.54	11.54
NHCE Eight	48	65	6,325.09	8,349.11	95.382	4.00226	0.00	1.36362	1.46262	5.53	5.53
NHCE Five	49	65	2,580.64	3,406.45	95.382	3.68872	0.00	1.36362	1.42395	5.11	5.11
NHCE Four	74	74	1,328.42	1,753.52	74.302	1.00000	7.81	1.00000	1.01063	2.37	2.37
NHCE Nine	31	65	2,776.82	3,665.40	95.382	16.01810	15.85	1.36362	2.31328	22.95	23.97
NHCE One	41	65	5,831.15	7,697.11	95.382	7.08457	37.26	1.36362	1.76598	10.68	11.35
NHCE Six	52	65	3,169.17	4,183.31	95.382	2.88793	18.63	1.36362	1.31429	4.79	5.05
NHCE Three	53	65	5,608.71	7,403.50	95.382	2.66169	34.88	1.36362	1.27980	4.53	4.77

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

**Top Heavy Illustration
Determination Date: December 31, 2021**

<u>Participant Name</u>	<u>SS Number</u>	<u>Top Heavy Balance</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Current Term Two	xxx-xx-0010	83,872.98		83,872.98
Doe, John	xxx-xx-0002	33,093.02	33,093.02	
HCE Owner	xxx-xx-0005	410,213.42	410,213.42	
HCE Three	xxx-xx-0004	42,257.90	42,257.90	
HCE Two	xxx-xx-0003	44,824.21	44,824.21	
NHCE Eight	xxx-xx-0019	48,877.09		48,877.09
NHCE Five	xxx-xx-0013	29,535.97		29,535.97
NHCE Four	xxx-xx-0011	9,662.44		9,662.44
NHCE Nine	xxx-xx-0027	14,514.99		14,514.99
NHCE One	xxx-xx-0001	60,955.87		60,955.87
NHCE Seven	xxx-xx-0018	58,131.44		58,131.44
NHCE Six	xxx-xx-0023	28,606.53		28,606.53
NHCE Three	xxx-xx-0007	56,845.45		56,845.45
NHCE Two	xxx-xx-0022	22,176.55		22,176.55
NHCE Ten	xxx-xx-0028	4,721.57		4,721.57
Sub-total		948,289.43	530,388.55	417,900.88
Count			4	11

The total value of the key employees' account balances is 55.9311% of the total value of account balances for all participants.

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

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

**Top Heavy Illustration
Determination Date: December 31, 2021**

<u>Participant Name</u>	<u>SS Number</u>	<u>Value of Accrued Benefit</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
Current Term Two	xxx-xx-0010	18,732.00		18,732.00
Doe, John	xxx-xx-0002	2,641.00	2,641.00	
HCE Owner	xxx-xx-0005	693,628.00	693,628.00	
HCE Three	xxx-xx-0004	16,050.00	16,050.00	
HCE Two	xxx-xx-0003	21,076.00	21,076.00	
NHCE Nine	xxx-xx-0027	2,238.00		2,238.00
NHCE Eight	xxx-xx-0019	23,368.00		23,368.00
NHCE Five	xxx-xx-0013	10,897.00		10,897.00
NHCE Four	xxx-xx-0011	4,693.00		4,693.00
NHCE One	xxx-xx-0001	13,380.00		13,380.00
NHCE Seven	xxx-xx-0018	5,317.00		5,317.00
NHCE Six	xxx-xx-0023	9,173.00		9,173.00
NHCE Three	xxx-xx-0007	22,022.00		22,022.00
NHCE Two	xxx-xx-0022	1,816.00		1,816.00
NHCE Ten	xxx-xx-0028	644.00		644.00
Sub-total		845,675.00	733,395.00	112,280.00
Count			4	11

The total value of the key employees' present values is 86.723% 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	948,289.43	530,388.55	417,900.88
DC & DB SAMPLE PLAN FOR DC & DB COMBO REPORT	845,675.00	733,395.00	112,280.00
<u>Other Plans</u>			
Balances	132,540.00	132,540.00	0.00
Distributions	5,648.00	0.00	5,648.00
Grand Total	1,932,152.43	1,396,323.55	535,828.88

The total value of the key employees' account balances is 72.3% 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.