

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

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2022 to 12/31/2022

Valuation Date: 1/1/2022

	For Funding		For 417(e)	For Actuarial Equiv.
	Min	Max		
Interest Rates	Seg 1: 4.75%	0.88%	Seg 1: 1.16%	Pre-Retirement: 6.00%
	Seg 2: 5.18%	2.61%	Seg 2: 2.72%	Post-Retirement: 6.00%
	Seg 3: 5.92%	3.27%	Seg 3: 3.10%	
Applicable Date	01/2022	01/2022	12/2021	
Pre-Retirement				
Turnover	Male-INSULFAB Males Ultimate Termination Rates Female-INSULFAB Female Ultimate Termination Rates		None	None
Mortality	Male-2006 Base Table - Employee Male Female-2006 Base Table - Employee Female		None	None
Generational Scale	Male-2019 Generational Mortality Improvement Scales - Male Female-2019 Generational Mortality Improvement Scales - Female		None	None
Assumed Ret Age	Normal retirement age 65		Normal retirement age 65	Normal retirement age 65
Future Salary Incr	2% Salary Scale		None	None
Disability	Disability Rates For INSULFAB... Prorated From Previous Report		None	None
Post-Retirement				
Mortality	Male-2006 Base Table - Annuitant Male Female-2006 Base Table - Annuitant Female		2022 Applicable Mortality Table from Notice 2020-85	2022 Applicable Mortality Table from Notice 2020-85
Generational Scale	Male-2019 Generational Mortality Improvement Scales - Male Female-2019 Generational Mortality Improvement Scales - Female		None	None

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Assumed Benefit Form For Funding

100% Lump Sum / 0% Normal Form

Assumed Spouse's Age

Spouse assumed to be the same age as participant

Spouse assumed to be the same age as participant

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

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

Calculated Effective Interest Rate

5.38%

Actuarial Cost Method

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

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

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Summary of Plan Provisions
Plan Year: 1/1/2022 to 12/31/2022
Valuation Date: 1/1/2022

Plan Effective Date	January 1, 2005
Plan Year	From January 1, 2022 to December 31, 2022
Eligibility	All employees not excluded by class are eligible to enter on the January 1 nearest the completion of the following requirements: 1 year of service Minimum age 21
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on attainment of age 65
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: 2% of average compensation per credited year of service with a maximum of 30 years. Credited years are plan years from the first day of the plan year containing date of entry excluding years with less than 1,000 hours. The maximum monthly benefit is the lesser of \$20,416.66 and 100% of the highest 3-year average salary, subject to service requirements.
Early Retirement Age	Attainment of age 55 Completion of 10 years of service from hire date
Early Retirement Benefit	Actuarial Equivalence
Normal Form of Benefit	A benefit payable for the life of the participant
Optional Forms of Benefit	The following forms of benefit payment are also available: Life Only - Payable for the life of the participant. Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop. Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both. Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary. Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

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

Accrued Benefit

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

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

Years with less than 1,000 hours

Termination Benefit

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

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

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

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

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

2% of average compensation times credited years

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

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

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

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Vesting

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

<u>Credited Years</u>	<u>Vested Percent</u>
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Summary of Plan Provisions
Plan Year: 1/1/2022 to 12/31/2022
Valuation Date: 1/1/2022

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

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Plan Year: 1/1/2022 to 12/31/2022

Valuation Date: 1/1/2022

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.

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Shortfall Amortization
Plan Year: 1/1/2022 to 12/31/2022
Valuation Date: 1/1/2022

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

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2022	15-year	15	<u>\$330,869</u>	<u>\$3,580,390</u>
Total			\$330,869	\$3,580,390
Shortfall Amortization Charge (sum of installments, no less than zero):			\$330,869	

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Schedule of Active Participant Data
Plan Year: 1/1/2022 to 12/31/2022
Valuation Date: 1/1/2022

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	1	0	0	0	0	0	1
40-44	0	2	0	0	1	0	0	0	0	0	3
45-49	0	0	0	0	0	1	0	0	0	0	1
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	1	1	0	0	2
60-64	0	0	0	0	0	0	1	2	1	0	4
65-69	0	0	0	0	0	1	0	0	1	0	2
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	0	0	2	2	2	3	2	0	13

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

Average Age: 53.8

Average Service: 24

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Weighted Average Retirement Age
Plan Year: 1/1/2022 to 12/31/2022
Valuation Date: 1/1/2022

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

Attainment of age 65

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

Weighted average retirement age 62 (Input)

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Employer ID# 123456789: Plan No. 002

Quarterly Installment Payment: \$26,161.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2022 to 12/31/2022

Valuation Date: 1/1/2022

<u>Date</u>	<u>Amount</u>	<u>Year</u>	<u>Rate</u>	<u>Period</u>	<u>Adj Ctb</u>
08-20-2023	26,161.00	2022	10.38%	08-20-2023 to 04-15-2022	
			5.38%	04-15-2022 to 01-01-2022	22,560.29
	26,161.00	2022	10.38%	08-20-2023 to 07-15-2022	
			5.38%	07-15-2022 to 01-01-2022	22,823.26
	26,161.00	2022	10.38%	08-20-2023 to 10-15-2022	
			5.38%	10-15-2022 to 01-01-2022	23,089.30
	26,161.00	2022	10.38%	08-20-2023 to 01-15-2023	
			5.38%	01-15-2023 to 01-01-2022	23,358.44
	135,356.00	2022	5.38%	08-20-2023 to 01-01-2022	124,245.69
Totals:	240,000.00				216,076.98

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	216,076.98