



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.

Table of Contents

DB 2024-2025 Sample Reports	1
Intro	1
Table of Contents	2
Sample PPA Actuarial Reports	
Traditional DB Plan	3
Cash Balance Plan	34
Additional Optional Report Pages	62
Short Plan Year Reports	76
SB Attachments	92
Sample Participant Statements	
Traditional DB Statement (Basic)	103
Traditional DB Statement (Flexible)	104
Cash Balance Statement	105
Combined DC & CB Statement	106
Combined DC & DB Statement	107
Compliance Reports for Combined Plans	
Combo Plan Report	108
DB 401(a)(26) Report (DB Only)	116
410(b) Report	120
401(a)(4) Report	123
Top Heavy Report	138
Sample Life Participant Calculation Output	
Multiple Decrement Traditional DB Plan – PPA	141
Multiple Decrement Traditional DB Plan – FASB	143
Traditional DB – PPA	145
Cash Balance Plan – PPA	146
PPA Fund to Lump Sum Limited by 415	147
Sample DC/CB Proposal Report	150

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS

Actuarial Valuation
Plan Year: January 1, 2025 to December 31, 2025
Valuation Date: January 1, 2025

Prepared by
Actuarial Systems Corporation
February 15, 2025

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS
Table of Contents
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

	<u>Page</u>
Section 1 - Actuarial Results	
Actuarial Certification	1
Supplement to Actuarial Certification	2
Determination of Minimum Contribution	3
Determination of Maximum Deductible Contribution	4
Funded Status	5
Shortfall Amortization Schedule	6
Quarterly Contributions	7
AFTAP Certification	8
Section 2 - Basis of Valuation	
Statement of Actuarial Assumptions and Method	9
Statement of Plan Provisions	11
Schedule of Active Participant Data	13
Schedule of Projection of Expected Benefit Payments	14
Section 3 - Participant Information	
Active Participant Census	16
Inactive Employee Census	17
Estimated Retirement Benefits and Costs	18
Present Benefits	19
Present Value Comparison	22
Accrued/Projected Benefit Comparison	25
Funding Values	27

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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:

Sadie A. Actuary, EA, MSEA

23-12345

Enrollment Number

Date

Jane Smith, 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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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: 1/1/2025

(a)	Target Normal Cost	\$181,348
	Plan-related expenses	\$2,200
	Total, not less than zero	\$183,548
(b)	Shortfall Amortization Payment (outstanding balance \$1,288,072 as of 1/1/2025)	\$128,303
(c)	Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2025)	\$0
	Total Charges	\$311,851

Credits

(d)	Available carryover balance	\$0
(e)	Available prefunding balance	\$3,480
(f)	Discounted contributions deposited after valuation date	\$0
	Total Credits	\$3,480

Minimum Balance of Contribution Due as of the beginning of the year	\$308,371
--	------------------

Interest at effective interest rate of 5.30%	\$16,299
---	-----------------

Minimum Balance of Contribution Due as of the end of the year	\$324,670
--	------------------

Interest at effective interest rate to 8 1/2 months past the end of the year	\$12,073
---	-----------------

Additional interest for quarterly payments made after the due date	\$11,232
---	-----------------

Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$347,975
--	------------------

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

(a)	Minimum contribution due as of the beginning of the year	\$311,851
(b)	Target Normal Cost	\$182,929
	Plan-related expenses	\$2,200
	Total, not less than zero	\$185,129
(c)	Funding Target	\$9,015,867
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$9,015,867
(3)	50% of Funding Target	\$4,507,934
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$4,507,934
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$13,708,930
(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)	\$13,708,930
(j)	Actuarial Value of Assets	\$7,699,384
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$6,009,546

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Funded Status
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$8,749,300	\$8,983,976
(b) Actuarial Value of Assets	\$7,699,384	\$7,699,384
(c) Carryover Balance	\$0	\$0
(d) Prefunding Balance	\$2,142	\$3,480
(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>	87.97%	85.66%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	87.97%	85.66%
(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>	\$1,052,058	\$1,288,072
(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>		\$7,695,904
(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		85.66%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

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

Shortfall Amortization
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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	12	\$53,027	\$488,622
01/01/2023	15-year	13	\$(24,317)	\$(237,219)
01/01/2024	15-year	14	\$70,949	\$728,560
01/01/2025	15-year	15	<u>\$28,644</u>	<u>\$308,109</u>
Total			\$128,303	\$1,288,072

Shortfall Amortization Charge (sum of installments, no less than zero): \$128,303

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

Quarterly Contributions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	87.97%
(b)	90% of minimum required contribution for the plan year	\$280,666
(c)	100% of minimum required contribution for prior plan year	\$238,509
(d)	Lesser of (b) and (c)	\$238,509
(e)	Amount of each installment payment	\$59,627

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2025	\$59,627
(g)	Installment Payment 2	7/15/2025	\$59,627
(h)	Installment Payment 3	10/15/2025	\$59,627
(i)	Installment Payment 4	1/15/2026	\$59,627

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2025 Plan Year
Valuation Date: 1/1/2025

Plan Effective Date: October 1, 1972

EIN: 123456789 PN: 001

1. Funding Target without regard to at-risk	\$8,983,976
2. Actuarial Value of Assets	7,699,384
3. Carryover Balance	0
4. Prefunding Balance	3,480
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	85.70%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage $(2-3-4+5)/(1+5)$	85.66%

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:

Sadie A. Actuary, EA, MSEA

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: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

	For Funding			For 417(e)		For Actuarial Equiv.
		<u>Min</u>	<u>Max</u>			
Interest Rates	Seg 1:	5.01%	5.01%	Seg 1:	4.66%	Pre-Retirement: 5.00%
	Seg 2:	5.26%	5.26%	Seg 2:	5.25%	Post-Retirement: 5.00%
	Seg 3:	5.50%	5.36%	Seg 3:	5.57%	
Applicable Date	12/2024	12/2024		11/2024		
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			2025 Applicable Mortality Table from Notice 2024-42		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: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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	2025 Applicable Mortality Table from Notice 2024-42	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	5.30%		
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 93.9% 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: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2025 to December 31, 2025
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 \$23,333.33 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 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the</p>

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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**

Schedule of Active Participant Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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	6673	5920	0	0	0	0	0	0	6296
45-49	0	1	0	0	0	0	0	0	0	0	1
Avg Mo Comp	0	3816	0	0	0	0	0	0	0	0	3816
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	6184	6184
60-64	0	0	0	0	0	0	0	1	0	0	1
Avg Mo Comp	0	0	0	0	0	0	0	17201	0	0	17201
65-69	0	0	0	0	0	0	1	0	0	4	5
Avg Mo Comp	0	0	0	0	0	0	5382	0	0	10407	9402
70+	0	0	0	0	0	0	0	0	1	1	2
Avg Mo Comp	0	0	0	0	0	0	0	0	4643	11428	8036
Total	0	1	1	1	0	0	1	1	1	6	12
Avg Mo Comp	0	3816	6673	5920	0	0	5382	17201	4643	9874	8573

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

Average Age: 60.8

Average Service: 32

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2025	487,124	49,674	22,173	558,971
2026	588,915	48,897	21,552	659,364
2027	702,710	48,051	20,762	771,523
2028	689,913	47,132	19,794	756,839
2029	676,060	46,132	18,649	740,841
2030	661,060	45,046	17,339	723,445
2031	644,833	43,869	15,882	704,584
2032	664,380	42,595	14,314	721,289
2033	648,425	41,217	12,676	702,318
2034	627,664	39,732	11,018	678,414
2035	605,433	38,132	9,393	652,958
2036	581,713	36,415	7,850	625,978
2037	556,511	34,577	6,427	597,515
2038	529,856	32,621	5,155	567,632
2039	501,811	30,552	4,048	536,411
2040	472,496	28,379	3,112	503,987
2041	442,069	26,115	2,341	470,525
2042	410,751	23,779	1,723	436,253
2043	380,158	21,393	1,239	402,790
2044	348,158	18,987	871	368,016
2045	315,893	20,651	597	337,141
2046	285,514	27,753	400	313,667
2047	257,296	30,719	261	288,276
2048	226,871	28,417	166	255,454
2049	204,506	26,287	103	230,896
2050	176,922	24,358	62	201,342
2051	151,291	22,647	36	173,974
2052	127,895	21,151	21	149,067
2053	106,921	19,855	11	126,787
2054	88,470	18,741	6	107,217
2055	72,537	17,776	3	90,316
2056	59,032	16,930	2	75,964
2057	47,783	16,174	1	63,958
2058	38,568	15,477	0	54,045
2059	31,138	14,813	0	45,951
2060	25,233	14,160	0	39,393
2061	20,598	13,501	0	34,099
2062	16,992	12,824	0	29,816
2063	14,195	12,118	0	26,313
2064	12,022	11,381	0	23,403
2065	10,321	10,609	0	20,930
2066	8,958	9,806	0	18,764
2067	7,844	8,975	0	16,819
2068	6,899	8,124	0	15,023
2069	6,073	7,260	0	13,333
2070	5,334	6,396	0	11,730

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

Schedule of Projection of Expected Benefit Payments
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2071	4,653	5,545	0	10,198
2072	4,019	4,721	0	8,740
2073	3,427	3,942	0	7,369
2074	2,879	3,224	0	6,103

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Active Participant Census Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	01/02/2025	64,584.16
Employee_4	M	02/01/1967	07/02/1984	02/01/1988	02/01/2032	74,208.34
Employee_9	M	11/19/1961	01/03/1995	02/01/1996	11/19/2026	206,414.82
Employee_25	M	12/13/1983	05/10/2014	06/01/2015	01/01/2049	71,042.47
Employee_10	M	09/05/1957	03/05/1979	04/01/1980	01/02/2026	88,011.91
Employee_11	M	04/03/1958	03/17/1980	04/01/1981	01/02/2026	65,850.75
Employee_12	M	11/23/1957	04/30/1976	12/01/1978	01/02/2025	120,050.32
Employee_13	M	05/18/1951	11/03/1975	12/01/1976	01/02/2025	137,146.29*
Employee_18	M	05/03/1959	06/07/1982	07/01/1983	01/02/2025	225,664.36
Employee_22	M	12/02/1951	09/19/1988	10/01/1989	01/02/2025	55,719.22*
Employee_28	M	08/16/1981	06/21/2019	07/01/2020	09/01/2046	80,078.12
Employee_29	M	02/09/1978	04/15/2022	05/01/2022	03/01/2043	45,793.68
Total (12 Participants):						1,234,564.44

* Participant is over age 72, minimum distribution may be required.

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

Inactive Employee Census Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	10/02/2024	
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			

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

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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	01/02/2025	2,619.87	332,462	337,549	0
Employee_4	02/01/2032	4,328.82	612,654	392,536	14,892
Employee_9	11/19/2026	13,035.90	1,844,958	1,499,192	120,870
Employee_25	01/01/2049	4,144.15	586,517	51,176	6,772
Employee_10	01/02/2026	4,841.88	632,480	595,318	15,477
Employee_11	01/02/2026	3,622.71	473,224	445,420	11,579
Employee_12	01/02/2025	7,456.98	1,001,413	1,015,004	0
Employee_13	01/02/2025	10,831.42	1,161,843	1,180,859	0
Employee_18	01/02/2025	15,963.62	2,201,719	2,228,320	0
Employee_22	01/02/2025	3,721.81	414,234	421,111	0
Employee_28	09/01/2046	3,736.98	528,891	34,853	7,353
Employee_29	03/01/2043	1,602.78	226,840	12,278	4,405
Total (12 Participants)		75,906.92	10,017,235	8,213,616	181,348

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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%	69	2,619.87	2,619.87	348,323	348,323
Employee_4/100.00%	58	3,949.94	3,949.94	386,036	386,036
Employee_9/100.00%	63	11,709.64	11,709.64	1,530,322	1,530,322
Employee_25/100.00%	41	1,188.45	1,188.45	47,941	47,941
Employee_10/100.00%	67	4,739.20	4,739.20	608,967	608,967
Employee_11/100.00%	67	3,545.89	3,545.89	455,632	455,632
Employee_12/100.00%	67	7,456.98	7,456.98	1,045,490	1,045,490
Employee_13/100.00%	74	10,831.42	10,831.42	1,225,970	1,225,970
Employee_18/100.00%	66	15,963.62	15,963.62	2,293,511	2,293,511
Employee_22/100.00%	73	3,721.81	3,721.81	436,566	436,566
Employee_28/100.00%	43	730.69	730.69	32,561	32,561
Employee_29/40.00%	47	217.00	86.80	11,810	4,724
Active Subtotal (12)		66,674.51	66,544.31	8,423,129	8,416,043

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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%	44	T	12/09/2008	850.00	850.00	39,813	39,813
Employee_26/100.00%	43	T	10/02/2024	809.67	809.67	36,079	36,079
Employee_14/100.00%	69	T	10/01/2010	4,139.47	4,139.47	550,360	550,360
Term Vested Subtotal (3)				5,799.14	5,799.14	626,252	626,252
Active/Term Subtotal (15)				72,473.65	72,343.45	9,049,381	9,042,295

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	85		R	J&S 50%, 2% COLA	06/01/2005	1,847.75	166,914.00
Retired Subtotal (1)						1,847.75	166,914.00
Total Participants (16)							
Total Accrued Benefit/PVAB						74,321.40	9,216,295
Total Vested Accrued Benefit/PVVAB						74,191.20	9,209,209

**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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<u>Active</u>	<u>Vest Pct</u>	<u>A g e s Curr Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_1	100.00	69 69	2,619.87	332,462	348,323	647,276	348,323	348,323
Employee_4	100.00	58 65	3,949.94	377,850	386,036	969,547	386,036	386,036
Employee_9	100.00	63 65	11,709.64	1,474,591	1,530,322	2,423,293	1,530,322	1,530,322
Employee_25	100.00	41 65	1,188.45	47,941	44,136	1,116,088	47,941	47,941
Employee_10	100.00	67 68	4,739.20	581,160	608,967	933,451	608,967	608,967
Employee_11	100.00	67 68	3,545.89	434,827	455,632	698,410	455,632	455,632
Employee_12	100.00	67 67	7,456.98	1,001,409	1,045,490	1,273,250	1,045,490	1,045,490
Employee_13	100.00	74 74	10,831.42	1,161,843	1,225,970	1,161,843	1,161,843	1,161,843
Employee_18	100.00	66 66	15,963.62	2,201,724	2,293,511	2,458,081	2,293,511	2,293,511
Employee_22	100.00	73 73	3,721.81	414,232	436,566	489,775	436,566	436,566
Employee_28	100.00	43 65	730.69	32,561	30,278	676,596	32,561	32,561
Employee_29	40.00	47 65	217.00	11,810	11,302	206,163	11,810	4,724
Active Subtotal (12)			66,674.51	8,072,410	8,416,533	13,053,773	8,359,002	8,351,916

**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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<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	44	65	850.00	39,813	37,207		39,813	39,813
Employee_26	100.00	43	65	809.67	36,079	33,551		36,079	36,079
Employee_14	100.00	69	69	4,139.47	525,299	550,360		550,360	550,360
Terminated Vested Subtotal (3)				5,799.14	601,191	621,118		626,252	626,252

**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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<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	85	65	1,847.75	159,762	166,914		166,914	0
Retired Subtotal (1)				1,847.75	159,762	166,914		166,914	0
Total (16)				74,321.40	8,833,363	9,204,565	13,053,773	9,152,168	8,978,168

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

Accrued Benefit Comparison Report

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s 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_1	100.00	69	69	2,619.87	31,543.69	5,100.67	2,619.87	2,619.87	31,543.69
Employee_4	100.00	58	65	3,949.94	23,333.33	5,860.76	3,949.94	3,949.94	16,482.31
Employee_9	100.00	63	65	11,709.64	23,333.33	16,302.05	11,709.64	11,709.64	23,333.33
Employee_25	100.00	41	65	1,188.45	23,333.33	5,610.73	1,188.45	1,188.45	6,145.89
Employee_10	100.00	67	68	4,739.20	29,193.79	6,950.93	4,739.20	4,739.20	27,057.98
Employee_11	100.00	67	68	3,545.89	27,057.98	5,200.70	3,545.89	3,545.89	25,112.36
Employee_12	100.00	67	67	7,456.98	27,057.98	9,481.23	7,456.98	7,456.98	27,057.98
Employee_13	100.00	74	74	10,831.42	43,677.97	10,831.42	10,831.42	10,831.42	43,677.97
Employee_18	100.00	66	66	15,963.62	23,333.33	17,822.33	15,963.62	15,963.62	23,333.33
Employee_22	100.00	73	73	3,721.81	43,677.97	4,400.55	3,721.81	3,721.81	43,677.97
Employee_28	100.00	43	65	730.69	11,666.66	3,794.60	730.69	730.69	3,447.63
Employee_29	40.00	47	65	217.00	6,999.99	1,085.00	217.00	86.80	2,467.19
Total				66,674.51	314,209.35	92,440.97	66,674.51	66,544.31	273,337.63

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

Projected Benefit Comparison Report

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<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	69	69	2,619.87	31,543.69	5,100.67	2,619.87	647,275
Employee_4	100.00	58	65	4,328.82	23,333.33	6,184.03	4,328.82	875,220
Employee_9	100.00	63	65	13,035.90	23,333.33	17,034.23	13,035.90	2,410,838
Employee_25	100.00	41	65	4,144.15	23,333.33	5,920.21	4,144.15	837,881
Employee_10	100.00	67	68	4,841.88	29,193.79	7,263.12	4,841.88	948,752
Employee_11	100.00	67	68	3,622.71	27,057.98	5,434.29	3,622.71	709,860
Employee_12	100.00	67	67	7,456.98	27,057.98	9,481.23	7,456.98	1,273,253
Employee_13	100.00	74	74	10,831.42	43,677.97	10,831.42	10,831.42	1,161,843
Employee_18	100.00	66	66	15,963.62	23,333.33	17,822.33	15,963.62	2,458,074
Employee_22	100.00	73	73	3,721.81	43,677.97	4,400.55	3,721.81	489,777
Employee_28	100.00	43	65	3,736.98	23,333.33	6,673.18	3,736.98	944,449
Employee_29	40.00	47	65	1,602.78	23,333.33	3,816.14	1,602.78	540,095
Total				75,906.92	342,209.36	99,961.40	75,906.92	13,297,317

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%

<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 / 69	2,619.87	0.00	128.842	337,549	337,549	0	A
Employee_4 / 58	3,949.94	149.85	99.378	392,536	392,536	14,892	A
Employee_9 / 63	11,709.64	944.07	128.031	1,499,192	1,499,192	120,870	A
Employee_25 / 41	1,188.45	157.26	43.061	51,176	51,176	6,772	A
Employee_10 / 67	4,739.20	123.21	125.616	595,318	595,318	15,477	A
Employee_11 / 67	3,545.89	92.18	125.616	445,420	445,420	11,579	A
Employee_12 / 67	7,456.98	0.00	136.115	1,015,004	1,015,004	0	A
Employee_13 / 74	10,831.42	0.00	109.022	1,180,859	1,180,859	0	A
Employee_18 / 66	15,963.62	0.00	139.587	2,228,320	2,228,320	0	A
Employee_22 / 73	3,721.81	0.00	113.147	421,111	421,111	0	A
Employee_28 / 43	730.69	154.15	47.699	34,853	34,853	7,353	A
Employee_29 / 47	217.00	77.85	56.582	12,278	4,911	4,405	A
Active Subtotal	66,674.51	1,698.57		8,213,616	8,206,249	181,348	
<u>Retireds & Vesteds*</u>							
Employee_23 / 44	850.00	0.00	46.091	39,177	39,177	0	T
Employee_26 / 43	809.67	0.00	43.739	35,414	35,414	0	T
Employee_24 / 85	1,847.75	0.00	87.908	162,431	162,431	0	R
Employee_14 / 69	4,139.47	0.00	128.842	533,338	533,338	0	T
Vesteds Subtotal	5,799.14	0.00		607,929	607,929	0	
Retireds Subtotal	1,847.75	0.00		162,431	162,431	0	
Total	74,321.40	1,698.57		8,983,976	8,976,609	181,348	
Total Minimum Funding Values at Valuation Date						9,165,324	

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

<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 / 69	2,619.87	0.00	129.063	338,128	338,128	0	A
Employee_4 / 58	3,949.94	149.85	100.465	396,832	396,832	15,055	A
Employee_9 / 63	11,709.64	944.07	128.601	1,505,875	1,505,875	121,409	A
Employee_25 / 41	1,188.45	157.26	45.125	53,629	53,629	7,096	A
Employee_10 / 67	4,739.20	123.21	125.930	596,809	596,809	15,516	A
Employee_11 / 67	3,545.89	92.18	125.930	446,535	446,535	11,608	A
Employee_12 / 67	7,456.98	0.00	136.426	1,017,323	1,017,323	0	A
Employee_13 / 74	10,831.42	0.00	109.093	1,181,634	1,181,634	0	A
Employee_18 / 66	15,963.62	0.00	139.949	2,234,097	2,234,097	0	A
Employee_22 / 73	3,721.81	0.00	113.240	421,456	421,456	0	A
Employee_28 / 43	730.69	154.15	49.844	36,421	36,421	7,683	A
Employee_29 / 47	217.00	77.85	58.598	12,716	5,086	4,562	A
Active Subtotal	66,674.51	1,698.57		8,241,455	8,233,825	182,929	
<u>Retireds & Vesteds*</u>							
Employee_23 / 44	850.00	0.00	47.987	40,789	40,789	0	T
Employee_26 / 43	809.67	0.00	45.600	36,921	36,921	0	T
Employee_24 / 85	1,847.75	0.00	87.918	162,450	162,450	0	R
Employee_14 / 69	4,139.47	0.00	129.063	534,252	534,252	0	T
Vesteds Subtotal	5,799.14	0.00		611,962	611,962	0	
Retireds Subtotal	1,847.75	0.00		162,450	162,450	0	
Total	74,321.40	1,698.57		9,015,867	9,008,237	182,929	
Total Maximum Values at Valuation Date						9,198,796	

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%

Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

(a)	Values as of 1/1/2025		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	8,983,976	9,015,867	
	(2)	Target Normal Cost	181,348	182,929	
(b)	Minimum Funding Target as of 1/1/2025		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	1	162,431	162,431
	(2)	Terminated Vesteds	3	607,929	607,929
	(3)	Actives	12	8,206,249	8,213,616
	(4)	Total	16	8,976,609	8,983,976

CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS

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

Prepared by
Actuarial Systems Corporation
February 15, 2025

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS
Table of Contents**
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

	<u>Page</u>
Section 1 - Actuarial Results	
Actuarial Certification	1
Supplement to Actuarial Certification	2
Determination of Minimum Contribution	3
Determination of Maximum Deductible Contribution	4
Funded Status	5
Shortfall Amortization Schedule	6
Quarterly Contributions	7
AFTAP Certification	8
Section 2 - Basis of Valuation	
Statement of Actuarial Assumptions and Method	9
Statement of Plan Provisions	11
Schedule of Active Participant Data	13
Section 3 - Participant Information	
Active Participant Census	14
Inactive Employee Census	15
Estimated Retirement Benefits and Costs	16
Present Benefits	17
Present Value Comparison	19
Accrued/Projected Benefit Comparison	21
Cash Balance Summary	23
Funding Values	24

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

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 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:

Sadie A. Actuary, EA, MSEA

23-12345

Enrollment Number

Date

Jane Smith, 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: 1/1/2024 to 12/31/2024

Valuation Date: 12/31/2024

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.

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Minimum Contribution

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

Valuation Date: 12/31/2024

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: 12/31/2024</u>
(a) Target Normal Cost	\$153,647
(b) Shortfall Amortization Payment (outstanding balance \$324,223 as of 12/31/2024)	\$32,567
(c) Waiver Amortization Payment (outstanding balance \$0 as of 12/31/2024)	\$0
Total Charges	\$186,214
<u>Credits</u>	
(d) Available carryover balance	\$0
Interest at effective interest rate of 5.28%	\$0
Total	\$0
(e) Available prefunding balance	\$0
Interest at effective interest rate of 5.28%	\$0
Total	\$0
(f) Pre-contributions \$50,000	
Pre-contributions adjusted to valuation date	\$48,856
Discounted contributions deposited after valuation date	\$48,731
Total (f)	\$97,587
Total Credits	\$97,587
Minimum Balance of Contribution Due as of the end of the year	\$88,627
Interest at effective interest rate to 8 1/2 months past the end of the year	\$3,283
Additional interest for quarterly payments made after the due date	\$2,346
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$94,256

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution

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

Valuation Date: 12/31/2024

(a)	Minimum contribution due as of the end of the year	\$186,214
(b)	Target Normal Cost	\$153,856
(c)	Funding Target	\$1,622,553
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$1,622,553
(3)	50% of Funding Target	\$811,277
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$811,277
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$2,587,686
(f)	Target Normal Cost with At Risk Loads	\$160,013
(g)	Funding Target with At Risk Loads	\$1,696,557
(h)	Total (f) + (g)	\$1,856,570
(i)	Greater of (e) and (h)	\$2,587,686
(j)	Actuarial Value of Assets	\$1,363,904
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$1,223,782

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$1,443,062	\$1,619,687
(b) Actuarial Value of Assets	\$1,162,733	\$1,363,904
(c1) Carryover Balance Beginning of Year	\$0	\$0
(c2) Carryover Balance End of Year	\$0	\$0
(d1) Prefunding Balance Beginning of Year	\$15,788	\$65,008
(d2) Prefunding Balance End of Year	\$16,590	\$68,440
(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>	79.37%	79.98%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c2)-(d2)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	79.37%	79.98%
(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>	\$296,919	\$324,223
(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>		\$1,363,904
(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		78.69%
(11) Credit balance reduction to increase AFTAP to 60% or 80% (BOY)		\$65,008 *
(12) Credit balance reduction to increase AFTAP to 60% or 80% (EOY)		\$68,440 *

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

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

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>
12/31/2022	15-year	13	\$23,858	\$232,742
12/31/2023	15-year	14	\$4,496	\$46,169
12/31/2024	15-year	15	\$4,213	\$45,312
Total			\$32,567	\$324,223

Shortfall Amortization Charge (sum of installments, no less than zero): \$32,567

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

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

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	79.37%
(b)	90% of minimum required contribution for the plan year	\$167,593
(c)	100% of minimum required contribution for prior plan year	\$168,764
(d)	Lesser of (b) and (c)	\$167,593
(e)	Amount of each installment payment	\$41,898

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2024	\$41,898
(g)	Installment Payment 2	7/15/2024	\$41,898
(h)	Installment Payment 3	10/15/2024	\$41,898
(i)	Installment Payment 4	1/15/2025	\$41,898

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2025 Plan Year
Valuation Date: 12/31/2024

Plan Effective Date: January 1, 2013

EIN: 68-0123456 PN: 002

1. Funding Target without regard to at-risk	\$1,619,687
2. Target Normal Cost without regard to at-risk	153,647
3. Actuarial Value of Assets	1,363,904
4. Pre-Contributions and Interest	50,208
5. Discounted Contributions made after Valuation Date	49,786
6. Carryover Balance	0
7. Prefunding Balance	68,440
8. Annuity Purchases for NHCEs in Prior Two Years	0
9. Funding Percentage for IRC Section 436(j)(3) $(3+4+5)/(1+2)$	82.55%
10. Item 9 at least 100%?	No
11. Certified Adjusted Funding Target Attainment Percentage $(3+4+5-6-7+8)/(1+2+8)$	78.69%

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:

Sadie A. Actuary, EA, MSEA

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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

	For Funding					
		<u>Min</u>	<u>Max</u>	<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>	
Interest Rates	Seg 1:	5.01%	5.01%	Seg 1:	4.66%	Pre-Retirement: 5.00%
	Seg 2:	5.26%	5.26%	Seg 2:	5.25%	Post-Retirement: 5.00%
	Seg 3:	5.59%	5.36%	Seg 3:	5.57%	
Applicable Date	12/2024	12/2024		11/2024		
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-2024 Small Plan Static Table – Combined Male Female-2024 Small Plan Static Table – Combined Female			2024 Applicable Mortality Table from Notice 2023-73		2024 Applicable Mortality Table from Notice 2023-73
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				5.28%		
Cash Balance Projected Interest Crediting Rate				4.00% annual rate		
Cash Balance Post-Retirement Conversion Assumptions				5.00% interest 2024 Applicable Mortality Table from Notice 2023-73		
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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

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 rationale.

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.

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

Plan Effective Date	January 1, 2013
Plan Year	From January 1, 2024 to December 31, 2024
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 plan provides a minimum cash balance credit to satisfy the meaningful benefit requirement.</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>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>

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

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	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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

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
25-29	0	0	0	1	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	0	1	0	0	0	0	0	0	0	1
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	2	0	0	0	0	0	0	2
55-59	0	0	0	1	0	0	0	0	0	0	1
60-64	0	0	1	2	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	0	3	8	0	0	0	0	0	0	11

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

Average Age: 50.1

Average Service: 10

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

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

<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	48,449.06
Employee_1/1	M	10/20/1963	01/01/2005	01/01/2013	10/20/2025	348,242.10
Employee_25/4	M	03/14/1995	09/04/2012	01/01/2013	03/14/2057	33,663.43
Employee_19/4	M	03/17/1988	10/06/2011	01/01/2013	03/17/2050	49,527.63
Employee_4/4	M	08/12/1955	06/15/2006	01/01/2013	01/02/2025	50,560.11
Employee_13/3	M	10/26/1974	10/27/2010	01/01/2013	10/26/2036	48,882.62
Employee_5/3	F	01/27/1971	11/03/2006	01/01/2013	01/27/2033	52,881.45
Employee_6/4	F	01/22/1963	03/16/2007	01/01/2013	01/22/2025	34,565.98
Employee_27/4	M	07/26/1961	07/16/2016	01/01/2018	01/02/2025	56,724.34
Employee_2/2	M	11/18/1969	01/01/2005	01/01/2013	11/18/2031	49,270.09
Employee_31/3	M	08/16/1981	06/21/2019	07/01/2020	08/16/2043	92,187.56
Total (11 Participants):						864,954.37

**CASH BALANCE PLAN
SAMPLE FOR PPA REPORTS**

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

<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	11/01/2024	
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	51,462.66	T=Terminated	10/29/2024	
Total (3 Employees):				51,462.66			

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Estimated Retirement Benefits and Current Plan Costs

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

Valuation Date: 12/31/2024

Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP24C 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	782.38	125,933	6,268	605
Employee_1*	10/20/2025	11,562.77	1,861,155	1,500,152	136,298
Employee_25	03/14/2057	645.51	103,902	6,451	412
Employee_19	03/17/2050	728.40	117,244	10,328	675
Employee_4*	01/02/2025	120.47	16,287	11,500	2,988
Employee_13	10/26/2036	428.81	69,022	15,794	1,573
Employee_5	01/27/2033	370.55	59,644	19,160	2,177
Employee_6	01/22/2025	81.01	13,039	10,716	2,316
Employee_27	01/02/2025	92.93	14,638	10,887	3,715
Employee_2	11/18/2031	40.74	6,558	4,565	0
Employee_31	08/16/2043	872.28	140,403	10,669	2,187
Total (11 Participants)		15,725.85	2,527,825	1,606,490	152,946

* 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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

<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_29/100.00%	31	230.90	230.90	8,190	8,190
Employee_1*/100.00%	61	10,705.42	10,705.42	1,641,102	1,641,102
Employee_25/100.00%	30	244.00	244.00	8,242	8,242
Employee_19/100.00%	37	267.28	267.28	12,704	12,704
Employee_4*/100.00%	69	107.41	107.41	14,521	14,521
Employee_13/100.00%	50	200.45	200.45	17,966	17,966
Employee_5/100.00%	54	200.07	200.07	21,797	21,797
Employee_6/100.00%	62	81.01	81.01	13,039	13,039
Employee_27/100.00%	63	92.93	92.93	14,638	14,638
Employee_2/100.00%	55	40.74	40.74	4,660	4,660
Employee_31/100.00%	43	212.84	212.84	13,557	13,557
Active Subtotal (11)		12,383.05	12,383.05	1,770,416	1,770,416

* 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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

<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%	34	T	12/02/2021	110.83	110.83	4,550	4,550
Employee_30/100.00%	37	T	10/29/2024	243.25	243.25	11,562	11,562
Term Vested Subtotal (2)				354.08	354.08	16,112	16,112
Total Participants (13)				12,737.13	12,737.13	1,786,528	1,786,528

* 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% RP24C U
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024
Proposed Distribution Date: 12/31/2024

<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	31	62	230.90	8,190	6,564	534,725	8,190	8,190
Employee_1*	100.00	61	62	10,705.42	1,641,102	1,589,131	3,375,751	1,641,102	1,641,102
Employee_25	100.00	30	62	244.00	8,242	6,570	568,012	8,242	8,242
Employee_19	100.00	37	62	267.28	12,704	10,518	811,428	12,704	12,704
Employee_4*	100.00	69	69	107.41	14,521	14,255	523,788	14,521	14,521
Employee_13	100.00	50	62	200.45	17,966	16,346	723,339	17,966	17,966
Employee_5	100.00	54	62	200.07	21,797	20,325	747,467	21,797	21,797
Employee_6	100.00	62	62	81.01	13,039	12,675	427,640	13,039	13,039
Employee_27	100.00	63	63	92.93	14,638	14,250	612,328	14,638	14,638
Employee_2	100.00	55	62	40.74	4,660	4,369	685,119	4,660	4,660
Employee_31	100.00	43	62	212.84	13,557	11,649	694,722	13,557	13,557
Active Subtotal (11)				12,383.05	1,770,416	1,706,652	9,704,319	1,770,416	1,770,416

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% Post: 5.00% RP24C U
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024
Proposed Distribution Date: 12/31/2024

<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	34	62	110.83	4,550	3,707		4,550	4,550
Employee_30	100.00	37	62	243.25	11,562	9,572		11,562	11,562
Terminated Vested Subtotal (2)				354.08	16,112	13,279		16,112	16,112
Total (13)				12,737.13	1,786,528	1,719,931	9,704,319	1,786,528	1,786,528

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Accrued Benefit Comparison Report
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

<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_29	100.00	31	62	230.90	16,041.66	3,507.13	230.90	230.90	2,562.78
Employee_1*	100.00	61	62	10,705.42	22,916.66	27,222.22	10,705.42	10,705.42	21,624.41
Employee_25	100.00	30	62	244.00	22,916.66	2,707.58	244.00	244.00	3,381.31
Employee_19	100.00	37	62	267.28	22,916.66	3,983.56	267.28	267.28	4,922.29
Employee_4*	100.00	69	69	107.41	31,813.80	4,066.60	107.41	107.41	31,813.80
Employee_13	100.00	50	62	200.45	22,916.66	3,931.68	200.45	200.45	10,605.51
Employee_5	100.00	54	62	200.07	22,916.66	4,253.31	200.07	200.07	13,381.46
Employee_6	100.00	62	62	81.01	22,916.66	2,780.18	81.01	81.01	22,783.72
Employee_27	100.00	63	63	92.93	16,041.66	4,106.15	92.93	92.93	16,041.66
Employee_2	100.00	55	62	40.74	22,916.66	3,962.84	40.74	40.74	14,416.26
Employee_31	100.00	43	62	212.84	11,458.33	4,448.84	212.84	212.84	3,550.41
Total				12,383.05	235,772.07	64,970.09	12,383.05	12,383.05	145,083.61

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Projected Benefit Comparison Report
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</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	31	62	782.38	22,916.66	4,037.42	782.38	619,998
Employee_1*	100.00	61	62	11,562.77	22,916.66	27,222.22	11,562.77	3,519,151
Employee_25	100.00	30	62	645.51	22,916.66	2,805.29	645.51	430,789
Employee_19	100.00	37	62	728.40	22,916.66	4,127.30	728.40	633,801
Employee_4*	100.00	69	69	120.47	31,813.80	4,066.60	120.47	523,786
Employee_13	100.00	50	62	428.81	22,916.66	4,073.55	428.81	625,547
Employee_5	100.00	54	62	370.55	22,916.66	4,406.79	370.55	676,720
Employee_6	100.00	62	62	81.01	22,916.66	2,780.18	81.01	426,933
Employee_27	100.00	63	63	92.93	16,041.66	4,106.15	92.93	612,330
Employee_2	100.00	55	62	40.74	22,916.66	4,105.84	40.74	630,505
Employee_31	100.00	43	62	872.28	22,916.66	7,682.30	872.28	1,179,717
Total				15,725.85	254,105.40	69,413.64	15,725.85	9,879,277

* Amounts adjusted for a distribution from the cash balance account

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

Cash Balance Summary
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024
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	9,570.55	968.98	0.00	478.53	11,018.06	100	11,018.06
Employee_1/1	1,494,361.95	138,000.00	50,000.00	74,520.98	1,656,882.93	100	1,656,882.93
Employee_25/4	10,021.03	673.27	0.00	501.05	11,195.35	100	11,195.35
Employee_19/4	14,426.51	990.55	0.00	721.33	16,138.39	100	16,138.39
Employee_4/4	12,890.00	2,848.61	2,000.00	636.62	14,375.23	100	14,375.23
Employee_13/3	17,453.61	1,825.75	0.00	872.68	20,152.04	100	20,152.04
Employee_5/3	20,124.44	2,400.06	0.00	1,006.22	23,530.72	100	23,530.72
Employee_6/4	10,210.58	2,317.84	0.00	510.53	13,038.95	100	13,038.95
Employee_27/4	10,394.70	3,723.75	0.00	519.74	14,638.19	100	14,638.19
Employee_2/2	4,745.39	0.00	0.00	237.27	4,982.66	100	4,982.66
Employee_31/3	12,852.76	2,765.63	0.00	642.64	16,261.03	100	16,261.03
Active Subtotal	1,617,051.52	156,514.44	52,000.00	80,647.59	1,802,213.55		1,802,213.55
<u>Retireds and Vesteds</u>							
Employee_23/4	5,665.77	0.00	0.00	283.29	5,949.06	100	5,949.06
Employee_30/4	13,007.37	1,029.25	0.00	650.37	14,686.99	100	14,686.99
Vesteds Subtotal	18,673.14	1,029.25	0.00	933.66	20,636.05		20,636.05
Retired Subtotal	0.00	0.00	0.00	0.00	0.00		0.00
<u>Paid Out Former Employees</u>							
Employee_28/4	8,844.86	0.00	9,250.63	405.77	0.00	100	0.00
Former Subtotal	8,844.86	0.00	9,250.63	405.77	0.00		0.00
Totals	1,644,569.52	157,543.69	61,250.63	81,987.02	1,822,849.60		1,822,849.60

CASH BALANCE PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 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_29 / 31	210.59	20.31	6,268	6,268	605	A
Employee_1* / 61	9,813.78	891.64	1,500,152	1,500,152	136,298	A
Employee_25 / 30	229.32	14.68	6,451	6,451	412	A
Employee_19 / 37	250.88	16.40	10,328	10,328	675	A
Employee_4* / 69	85.26	22.15	11,500	11,500	2,988	A
Employee_13 / 50	182.29	18.16	15,794	15,794	1,573	A
Employee_5 / 54	179.66	20.41	19,160	19,160	2,177	A
Employee_6 / 62	66.61	14.40	10,716	10,716	2,316	A
Employee_27 / 63	69.29	23.64	10,887	10,887	3,715	A
Employee_2 / 55	40.74	0.00	4,565	4,565	0	A
Employee_31 / 43	176.64	36.20	10,669	10,669	2,187	A
Active Subtotal	11,305.06	1,077.99	1,606,490	1,606,490	152,946	
<u>Retirees & Vesteds*</u>						
Employee_23 / 34	110.83	0.00	3,884	3,884	0	T
Employee_30 / 37	226.20	17.05	9,313	9,313	701	T
Vesteds Subtotal	337.03	17.05	13,197	13,197	701	
Retirees Subtotal	0.00	0.00	0	0	0	
Total	11,642.09	1,095.04	1,619,687	1,619,687	153,647	
Total Minimum Funding Values at Valuation Date					1,773,334	

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: 1/1/2024 to 12/31/2024
Valuation Date: 12/31/2024
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

<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 / 31	210.59	20.31	6,714	6,714	647	A
Employee_1* / 61	9,813.78	891.64	1,500,649	1,500,649	136,343	A
Employee_25 / 30	229.32	14.68	6,924	6,924	443	A
Employee_19 / 37	250.88	16.40	10,918	10,918	714	A
Employee_4* / 69	85.26	22.15	11,501	11,501	2,988	A
Employee_13 / 50	182.29	18.16	15,816	15,816	1,575	A
Employee_5 / 54	179.66	20.41	19,179	19,179	2,179	A
Employee_6 / 62	66.61	14.40	10,720	10,720	2,317	A
Employee_27 / 63	69.29	23.64	10,889	10,889	3,716	A
Employee_2 / 55	40.74	0.00	4,568	4,568	0	A
Employee_31 / 43	176.64	36.20	10,698	10,698	2,192	A
Active Subtotal	11,305.06	1,077.99	1,608,576	1,608,576	153,114	
<u>Retireds & Vesteds*</u>						
Employee_23 / 34	110.83	0.00	4,133	4,133	0	T
Employee_30 / 37	226.20	17.05	9,844	9,844	742	T
Vesteds Subtotal	337.03	17.05	13,977	13,977	742	
Retireds Subtotal	0.00	0.00	0	0	0	
Total	11,642.09	1,095.04	1,622,553	1,622,553	153,856	
Total Maximum Values at Valuation Date					1,776,409	

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

Valuation Date: 12/31/2024

Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.59%

Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

(a)	Values as of 12/31/2024		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	1,619,687	1,622,553	
	(2)	Target Normal Cost	153,647	153,856	
(b)	Minimum Funding Target as of 12/31/2024		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	0	0	0
	(2)	Terminated Vesteds	2	13,197	13,197
	(3)	Actives	11	1,606,490	1,606,490
	(4)	Total	13	1,619,687	1,619,687

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: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Participant Name</u>	<u>Alternate Contribution</u>		<u>Minimum Contribution</u>	
Employee_1	19,719	(4%)	11,896	(4%)
Employee_4	23,801	(5%)	14,359	(5%)
Employee_9	94,639	(19%)	57,097	(19%)
Employee_25	3,385	(1%)	2,042	(1%)
Employee_10	41,167	(8%)	24,836	(8%)
Employee_11	30,801	(6%)	18,583	(6%)
Employee_12	59,294	(12%)	35,773	(12%)
Employee_13	68,982	(14%)	41,618	(14%)
Employee_18	130,172	(26%)	78,534	(26%)
Employee_22	24,600	(4%)	14,842	(4%)
Employee_28	2,465	(1%)	1,487	(1%)
Employee_29	975	(<1%)	588	(<1%)
Total (12 Participants)	500,000	(100%)	301,655	(100%)

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

PBGC Premium Alternative Funding Target
Premium Payment Year: 1/1/2025 to 12/31/2025
UVB Valuation Date: 1/1/2025
Funding Segment Rates: 5.01% / 5.26% / 5.36%

<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>12/31/2024</u>				<u>1/1/2025</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 / 69	2,619.87	338,128	100	338,128	X				X			
Employee_4 / 58	3,949.94	396,832	100	396,832	X				X			
Employee_9 / 63	11,709.64	1,505,875	100	1,505,875	X				X			
Employee_25 / 41	1,188.45	53,629	100	53,629	X				X			
Employee_10 / 67	5,177.29	706,315	100	706,315	X				X			
Employee_11 / 67	3,873.67	528,468	100	528,468	X				X			
Employee_12 / 67	7,456.98	1,017,323	100	1,017,323	X				X			
Employee_13 / 74	10,831.42	1,181,634	100	1,181,634	X				X			
Employee_18 / 66	15,963.62	2,234,097	100	2,234,097	X				X			
Employee_22 / 73	3,721.81	421,456	100	421,456	X				X			
Employee_28 / 43	730.69	36,421	100	36,421	X				X			
Employee_29 / 47	217.00	12,716	40	5,086	X				X			
Active Subtotal	67,440.38	8,432,894		8,425,264	12			12	12			12
Employee_23 / 44	850.00	40,789	100	40,789	X				X			
Employee_26 / 43	728.70	33,229	100	33,229	X				X			
Employee_14 / 69	4,139.47	534,252	100	534,252	X				X			
Term Vested Subtotal	5,718.17	608,270		608,270	3			3	3			3
Employee_24 / 85	1,847.75	162,450	100	162,450		X				X		
Retiree Subtotal	1,847.75	162,450		162,450		1	1			1	1	
Total	75,006.30	9,203,614		9,195,984	12	3	1	16	12	3	1	16

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

Premium Payment Year: 1/1/2025 to 12/31/2025

EIN: 123456789 PN: 001

Plan Effective Date: 10/1/1972

Flat Rate Premium

5a	Participant count date	12/31/2024
5b	Flat-rate premium calculation	
(1)	Applicable rate	\$106.00
(2)	Participant count	
	Active	12
	Terminated vested	3
	Retirees and beneficiaries	1
	Total	16
(3)	Flat rate premium (5b(1) * 5b(2))	\$1,696.00

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 12/2024	5.01% / 5.26% / 5.36%
(3)	UVB valuation date	1/1/2025
d	Premium funding target as of UVB valuation date	
(1)	Active participants	\$8,425,264
(2)	Terminated vested participants	\$608,270
(3)	Retirees and beneficiaries receiving payment	\$162,450
(4)	Total (7d(1) + 7d(2) + 7d(3))	\$9,195,984
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)	\$1,497,000
g	Uncapped variable-rate premium (7f x 0.052)	\$77,844
h	Maximum VRP	
(1)	MAP-21 cap (\$717 x 5b(2))	\$11,472
(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)	\$11,472
i	Variable-rate premium	
	Lesser of 7g and 7h(3)	\$11,472

Total Premium

9	Total premium 5b(3) + 7i	\$13,168.00
---	--------------------------	-------------

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

EIN: 123456789 PN: 001

Schedule SB Information
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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	\$162,431	\$162,431
b: Terminated Vested	3	\$604,387	\$604,387
c: Active	12	\$8,397,479	\$8,404,846
d: Total	16	\$9,164,297	\$9,171,664

Line 5: Effective Interest Rate	5.30%
---------------------------------	-------

Line 6: Target Normal Cost	\$154,294
----------------------------	-----------

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	\$2,142
Line 10: Prior year actual rate of return	17.22%
Line 11b(1): Prior year's effective rate	5.06%
Line 13(a): Carryover balance at beginning of current plan year	\$0
Line 13(b): Prefunding balance at beginning of current plan year	\$20,797

Part III

Line 14: Funding target attainment percentage	83.72%
Line 15: Adjusted funding target attainment percentage	83.72%
Line 16: Prior year's funding percentage for purposes of 430(f)(3)	87.97%
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	5.01%	5.26%	5.50%
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	\$154,294
Line 31b: Excess assets, if applicable	\$0

	<u>Outstanding Balance</u>	<u>Net Charges</u>
Line 32a: Shortfall amortization charge	\$1,493,077	\$147,361

Line 34: Minimum funding requirement (without regard to waivers and waiver charges, not less than zero)	\$301,655
---	-----------

Part IX

N/A

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

Weighted Average Retirement Age
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Valuation Printed on 2/19/2025

<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	69	65	64,584.16	58,931.52	2,619.87	103
Employee_4	M		21	58	65	74,208.34	81,959.88	4,328.82	103
Employee_9	M		34	63	65	206,414.82	197,467.20	13,035.90	103
Employee_25	M		31	41	65	71,042.47	108,770.64	4,144.15	103
Employee_10	M		22	67	65	88,011.91	80,308.68	5,177.29	103
Employee_11	M		23	67	65	65,850.75	60,087.24	3,873.67	103
Employee_12	M		20	67	65	120,050.32	109,542.96	7,456.98	103
Employee_13	M		25	74	65	137,146.29	125,142.60	10,831.42	103
Employee_18	M		24	66	65	225,664.36	205,913.16	15,963.62	103
Employee_22	M		37	73	65	55,719.22	50,842.44	3,721.81	103
Employee_28	M		38	43	65	80,078.12	116,710.08	3,736.98	103
Employee_29	M		44	47	65	45,793.68	62,885.52	1,602.78	103
Total (12 Participants)						1,234,564.44	1,258,561.92	76,493.29	

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

Integration
Projected Benefit with Salary Scale
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	2,619.87	0.00	0.00	0.00	7,222.00
Employee_4	4,780.99	0.00	0.00	0.00	8,697.00
Employee_9	15,797.36	2,577.59	0.00	0.00	8,055.00
Employee_25	6,344.95	0.00	0.00	0.00	9,175.00
Employee_10	5,177.29	0.00	0.00	0.00	7,525.00
Employee_11	3,873.67	0.00	0.00	0.00	7,665.00
Employee_12	7,456.97	0.00	0.00	0.00	7,525.00
Employee_13	11,549.91	0.00	0.00	718.49	6,385.00
Employee_18	15,963.61	0.00	0.00	0.00	7,800.00
Employee_22	3,721.80	0.00	0.00	0.00	6,385.00
Employee_28	8,169.78	2,569.07	0.00	0.00	9,175.00
Employee_29	2,200.99	0.00	0.00	0.00	9,167.00
Total (12 Participants)	87,657.19	5,146.66	0.00	718.49	94,776.00

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

AB/Vest
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	4,910.96	2,619.87	25.41 /25.41	2,386.09	2,619.87	25.00	100.00%
Employee_4	5,642.77	3,949.93	41.00 /47.49	3,809.41	3,949.94	41.00	100.00%
Employee_9	15,695.71	11,709.63	30.00 /31.99	10,833.49	11,709.64	30.00	100.00%
Employee_25	5,402.04	1,188.44	11.00 /35.00	1,041.97	1,188.45	11.00	100.00%
Employee_10	6,692.39	5,177.29	45.82 /45.82	4,739.20	5,177.29	46.00	100.00%
Employee_11	5,007.27	3,873.67	44.79 /44.79	3,545.89	3,873.67	45.00	100.00%
Employee_12	9,128.58	7,456.97	48.67 /48.67	6,825.98	7,456.97	49.00	100.00%
Employee_13	10,428.55	10,831.42	49.16 /49.16	10,344.95	10,831.42	49.00	100.00%
Employee_18	17,159.43	15,963.61	42.56 /42.56	14,646.39	15,963.61	43.00	100.00%
Employee_22	4,236.87	3,721.80	36.28 /36.28	3,346.59	3,721.80	36.00	100.00%
Employee_28	6,089.11	730.69	6.00 /28.00	531.35	730.69	6.00	100.00%
Employee_29	3,616.65	216.99	3.00 /22.00	140.68	217.00	3.00	40.00%
Total (12 Participants)	94,010.33	67,440.31		62,191.99	67,440.35		
Average:			31.97 /38.10				

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	1/1/2025	64,584.16	2,619.87	2,619.87	0	0.00	>1000
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 (22)		736,705.94	26,542.59	21,563.71	0	0.00	
Employee_4	1/1/2025	74,208.34	4,780.99	3,949.94	0	0.00	>1000
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

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Participant Name</u>	<u>Val Date</u>	<u>Comp</u>	<u>Funding Benefit</u>	<u>Accrued Benefit</u>	<u>Face</u>	<u>Premium</u>	<u>Hours</u>
Employee_4	1/1/2003	44,747.00	1,305.12	693.00	0	0.00	>1000
Total (22)		872,401.96	66,604.98	48,229.22	0	0.00	
Employee_9	1/1/2025	206,414.82	13,219.77	11,709.64	0	0.00	>1000
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 (22)		2,471,625.38	181,168.45	110,902.26	0	0.00	
Employee_25	1/1/2025	71,042.47	6,344.95	1,188.45	0	0.00	>1000
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 (9)		551,955.54	53,554.99	6,273.99	0	0.00	
Employee_10	1/1/2025	88,011.91	5,177.29	5,177.29	0	0.00	>1000
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

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	1/1/2017	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
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 (22)		1,050,355.01	69,360.54	63,410.03	0	0.00	
Employee_11	1/1/2025	65,850.75	3,873.67	3,873.67	0	0.00	>1000
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 (22)		769,120.16	51,144.43	45,795.01	0	0.00	
Employee_12	1/1/2025	120,050.32	7,456.97	7,456.98	0	0.00	>1000
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

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	1/1/2019	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
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 (22)		1,246,213.93	82,350.24	71,255.81	0	0.00	
Employee_13	1/1/2025	137,146.29	10,831.42	10,831.42	0	0.00	>1000
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 (22)		1,653,587.04	132,273.66	128,343.50	0	0.00	
Employee_18	1/1/2025	225,664.36	15,963.61	15,963.62	0	0.00	>1000
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

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR ADDITIONAL OPTIONAL REPORTS

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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	1/1/2021	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
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 (22)		2,465,117.34	195,511.31	159,623.18	0	0.00	
Employee_22	1/1/2025	55,719.22	3,721.80	3,721.81	0	0.00	>1000
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 (22)		617,067.63	32,730.39	31,026.12	0	0.00	
Employee_28	1/1/2025	80,078.12	5,600.71	730.69	0	0.00	>1000
Employee_28	1/1/2024	77,745.75	5,520.33	531.35	0	0.00	>1000

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

EE Hist by Yr
Case Number 0003 / Disk D28
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<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_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 (6)		398,886.59	26,445.13	2,118.09	0	0.00	
Employee_29	1/1/2025	45,793.68	2,200.99	217.00	0	0.00	>1000
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 (4)		170,145.52	8,830.59	594.68	0	0.00	

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Actuarial Valuation
Short Plan Year: January 1, 2025 to August 31, 2025
Valuation Date: January 1, 2025

Prepared by
Actuarial Systems Corporation
February 15, 2025

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

Table of Contents

Short Plan Year: 1/1/2025 to 8/31/2025

Valuation Date: 1/1/2025

	<u>Page</u>
Section 1 - Actuarial Results	
Determination of Minimum Contribution	1
Determination of Maximum Deductible Contribution	2
Short Plan Year Bases	3
Quarterly Contributions	4
Section 2 - Basis of Valuation	
Statement of Actuarial Assumptions and Method	5
Statement of Plan Provisions	7
Section 3 - Participant Information	
Present Benefits	9
Funding Values	12

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

Determination of Minimum Contribution
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

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: 1/1/2025

(a) Target Normal Cost	\$146,639
Plan-related expenses	\$2,200
Total, not less than zero	\$148,839
(b) Shortfall Amortization Payment (outstanding balance \$1,327,647 as of 1/1/2025)	\$87,991
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2025)	\$0
Total Charges	\$236,830

Credits

(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	\$234,688
Interest at effective interest rate of 5.31 %	\$8,202
Minimum Balance of Contribution Due as of the end of the year	\$242,890
Interest at effective interest rate to 8 1/2 months past the end of the year	\$9,049
Additional interest for quarterly payments made after the due date	\$5,982
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$257,921

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

Determination of Maximum Deductible Contribution
 Short Plan Year: 1/1/2025 to 8/31/2025
 Valuation Date: 1/1/2025

(a)	Minimum contribution due as of the beginning of the year	\$236,830
(b)	Target Normal Cost	\$147,716
	Plan-related expenses	\$2,200
	Total, not less than zero	\$149,916
(c)	Funding Target	\$9,253,776
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$9,253,776
(3)	50% of Funding Target	\$4,626,888
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$4,626,888
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$14,030,580
(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)	\$14,030,580
(j)	Actuarial Value of Assets	\$7,899,834
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$6,130,746

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

Short Plan Year Bases
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

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

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Number of Future Installments</u>	<u>Final Payment Val Date</u>	<u>Short Plan Year Installment</u>	<u>Final Plan Year Installment</u>	<u>Full Plan Year Installment</u>
01/01/2022	15-year	13	09/01/2036	\$35,351	\$17,676	\$53,027
01/01/2023	15-year	14	09/01/2037	\$(16,211)	\$(8,106)	\$(24,317)
01/01/2024	15-year	15	09/01/2038	\$47,365	\$23,682	\$71,047
01/01/2025	15-year	16	09/01/2039	<u>\$21,486</u>	<u>\$10,743</u>	<u>\$32,229</u>
Total				\$87,991	\$43,995	\$131,986

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

Quarterly Contributions
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	87.96%
(b)	90% of current plan year minimum contribution	\$213,147
(c)	100% of prior year minimum contribution adjusted for short plan year	\$152,882
(d)	Lesser of (b) and (c)	\$152,882
(e)	Number of required installment payments	3
(f)	Amount of each installment payment	\$50,961

Installment Due Dates and Amounts

(g)	Installment Payment 1	4/15/2025	\$50,961
(h)	Installment Payment 2	7/15/2025	\$50,961
(i)	Installment Payment 3	9/15/2025	\$50,961

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2025 to 8/31/2025

Valuation Date: 1/1/2025

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 5.01%	5.01%	Seg 1: 4.66%	Pre-Retirement: 5.00%
	Seg 2: 5.26%	5.26%	Seg 2: 5.25%	Post-Retirement: 5.00%
	Seg 3: 5.50%	5.36%	Seg 3: 5.57%	
Applicable Date	12/2024	12/2024	11/2024	
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		2025 Applicable Mortality Table from Notice 2024-42	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: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

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	2025 Applicable Mortality Table from Notice 2024-42	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	5.31%		
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: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

Plan Effective Date	October 1, 1972
Short Plan Year	From January 1, 2025 to August 31, 2025
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 \$23,333.33 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: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<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%	69	2,619.87	2,619.87	348,323	348,323
Employee_4/100.00%	58	3,949.94	3,949.94	386,036	386,036
Employee_9/100.00%	63	11,709.64	11,709.64	1,530,322	1,530,322
Employee_25/100.00%	41	1,188.45	1,188.45	47,941	47,941
Employee_10/100.00%	67	5,177.29	5,177.29	725,872	725,872
Employee_11/100.00%	67	3,873.67	3,873.67	543,101	543,101
Employee_12/100.00%	67	7,456.98	7,456.98	1,045,490	1,045,490
Employee_13/100.00%	74	10,831.42	10,831.42	1,225,970	1,225,970
Employee_18/100.00%	66	15,963.62	15,963.62	2,293,511	2,293,511
Employee_22/100.00%	73	3,721.81	3,721.81	436,566	436,566
Employee_28/100.00%	43	730.69	730.69	32,561	32,561
Employee_29/40.00%	47	217.00	86.80	11,810	4,724
Active Subtotal (12)		67,440.38	67,310.18	8,627,503	8,620,417

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<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%	44	T	12/09/2008	850.00	850.00	39,813	39,813
Employee_26/100.00%	43	T	09/02/2023	728.70	728.70	32,471	32,471
Employee_14/100.00%	69	T	10/01/2010	4,139.47	4,139.47	550,360	550,360
Term Vested Subtotal (3)				5,718.17	5,718.17	622,644	622,644
Active/Term Subtotal (15)				73,158.55	73,028.35	9,250,147	9,243,061

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 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<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	85		R	J&S 50%, 2% COLA	06/01/2005	1,847.75	166,914.00
Retired Subtotal (1)						1,847.75	166,914.00
Total Participants (16)							
Total Accrued Benefit/PVAB						75,006.30	9,417,061
Total Vested Accrued Benefit/PVVAB						74,876.10	9,409,975

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%

<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 / 69	2,619.87	0.00	347,373	347,373	0	A
Employee_4 / 58	3,949.94	149.85	349,101	349,101	13,244	A
Employee_9 / 63	11,709.64	944.07	1,477,110	1,477,110	119,090	A
Employee_25 / 41	1,188.45	157.26	39,366	39,366	5,209	A
Employee_10 / 67	5,177.29	0.00	724,181	724,181	0	A
Employee_11 / 67	3,873.67	0.00	541,835	541,835	0	A
Employee_12 / 67	7,456.98	0.00	1,043,055	1,043,055	0	A
Employee_13 / 74	10,831.42	0.00	1,161,843	1,161,843	0	A
Employee_18 / 66	15,963.62	0.00	2,288,637	2,288,637	0	A
Employee_22 / 73	3,721.81	0.00	435,064	435,064	0	A
Employee_28 / 43	730.69	154.15	26,741	26,741	5,641	A
Employee_29 / 47	217.00	77.85	9,630	3,852	3,455	A
Active Subtotal	67,440.38	1,483.18	8,443,936	8,438,158	146,639	
<u>Retirees & Vesteds*</u>						
Employee_23 / 44	850.00	0.00	38,689	38,689	0	T
Employee_26 / 43	728.70	0.00	31,423	31,423	0	T
Employee_24 / 85	1,847.75	0.00	162,431	162,431	0	R
Employee_14 / 69	4,139.47	0.00	548,860	548,860	0	T
Vesteds Subtotal	5,718.17	0.00	618,972	618,972	0	
Retirees Subtotal	1,847.75	0.00	162,431	162,431	0	
Total	75,006.30	1,483.18	9,225,339	9,219,561	146,639	
Total Minimum Funding Values at Valuation Date					9,371,978	

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: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

<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 / 69	2,619.87	0.00	347,990	347,990	0	A
Employee_4 / 58	3,949.94	149.85	352,258	352,258	13,363	A
Employee_9 / 63	11,709.64	944.07	1,483,387	1,483,387	119,595	A
Employee_25 / 41	1,188.45	157.26	40,916	40,916	5,414	A
Employee_10 / 67	5,177.29	0.00	725,875	725,875	0	A
Employee_11 / 67	3,873.67	0.00	543,103	543,103	0	A
Employee_12 / 67	7,456.98	0.00	1,045,495	1,045,495	0	A
Employee_13 / 74	10,831.42	0.00	1,161,843	1,161,843	0	A
Employee_18 / 66	15,963.62	0.00	2,294,687	2,294,687	0	A
Employee_22 / 73	3,721.81	0.00	435,449	435,449	0	A
Employee_28 / 43	730.69	154.15	27,741	27,741	5,853	A
Employee_29 / 47	217.00	77.85	9,732	3,893	3,491	A
Active Subtotal	67,440.38	1,483.18	8,468,476	8,462,637	147,716	
<u>Retirees & Vesteds*</u>						
Employee_23 / 44	850.00	0.00	40,267	40,267	0	T
Employee_26 / 43	728.70	0.00	32,748	32,748	0	T
Employee_24 / 85	1,847.75	0.00	162,450	162,450	0	R
Employee_14 / 69	4,139.47	0.00	549,835	549,835	0	T
Vesteds Subtotal	5,718.17	0.00	622,850	622,850	0	
Retirees Subtotal	1,847.75	0.00	162,450	162,450	0	
Total	75,006.30	1,483.18	9,253,776	9,247,937	147,716	
Total Maximum Values at Valuation Date					9,401,492	

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: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

(a)	Values as of 1/1/2025		<u>Minimum</u>	<u>Maximum</u>	
	(1)	Funding Target	9,225,339	9,253,776	
	(2)	Target Normal Cost	146,639	147,716	
(b)	Minimum Funding Target as of 1/1/2025		<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1)	Retirees Receiving Payments	1	162,431	162,431
	(2)	Terminated Vesteds	3	618,972	618,972
	(3)	Actives	12	8,438,158	8,443,936
	(4)	Total	16	9,219,561	9,225,339

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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

	For Funding					
		<u>Min</u>	<u>Max</u>	<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>	
Interest Rates	Seg 1:	5.01%	5.01%	Seg 1:	4.66%	Pre-Retirement: 5.00%
	Seg 2:	5.26%	5.26%	Seg 2:	5.25%	Post-Retirement: 5.00%
	Seg 3:	5.50%	5.36%	Seg 3:	5.57%	
Applicable Date	12/2024	12/2024		11/2024		
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			2025 Applicable Mortality Table from Notice 2024-42		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
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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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	2025 Applicable Mortality Table from Notice 2024-42	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	5.30%
---	-------

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

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

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

Summary of Plan Provisions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2025 to December 31, 2025
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 \$23,333.33 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: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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: \$46,264.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Date</u>	<u>Amount</u>	<u>Year</u>	<u>Rate</u>	<u>Period</u>	<u>Adj Ctb</u>
08-20-2026	46,264.00	2025	10.30%	08-20-2026 to 04-15-2025	
			5.30%	04-15-2025 to 01-01-2025	39,944.08
	46,264.00	2025	10.30%	08-20-2026 to 07-15-2025	
			5.30%	07-15-2025 to 01-01-2025	40,410.03
	46,264.00	2025	10.30%	08-20-2026 to 10-15-2025	
			5.30%	10-15-2025 to 01-01-2025	40,881.42
	46,264.00	2025	10.30%	08-20-2026 to 01-15-2026	
			5.30%	01-15-2026 to 01-01-2025	41,358.31
	54,944.00	2025	5.30%	08-20-2026 to 01-01-2025	50,496.72
Totals:	240,000.00				213,090.56

- 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** 213,090.56

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

Weighted Average Retirement Age
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

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	6673	5920	0	0	0	0	0	0	6296
45-49	0	1	0	0	0	0	0	0	0	0	1
Avg Mo Comp	0	3816	0	0	0	0	0	0	0	0	3816
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	6184	6184
60-64	0	0	0	0	0	0	0	1	0	0	1
Avg Mo Comp	0	0	0	0	0	0	0	17201	0	0	17201
65-69	0	0	0	0	0	0	1	0	0	4	5
Avg Mo Comp	0	0	0	0	0	0	5382	0	0	10407	9402
70+	0	0	0	0	0	0	0	0	1	1	2
Avg Mo Comp	0	0	0	0	0	0	0	0	4643	11428	8036
Total	0	1	1	1	0	0	1	1	1	6	12
Avg Mo Comp	0	3816	6673	5920	0	0	5382	17201	4643	9874	8573

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

Average Age: 60.8

Average Service: 32

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

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2025	595,735	49,674	22,173	667,582
2026	597,408	48,897	21,552	667,857
2027	711,084	48,051	20,762	779,897
2028	698,154	47,132	19,794	765,080
2029	684,159	46,132	18,649	748,940
2030	669,005	45,046	17,339	731,390
2031	652,609	43,869	15,882	712,360
2032	671,973	42,595	14,314	728,882
2033	655,820	41,217	12,676	709,713
2034	634,844	39,732	11,018	685,594
2035	612,380	38,132	9,393	659,905
2036	588,410	36,415	7,850	632,675
2037	562,939	34,577	6,427	603,943
2038	535,994	32,621	5,155	573,770
2039	507,639	30,552	4,048	542,239
2040	477,994	28,379	3,112	509,485
2041	447,219	26,115	2,341	475,675
2042	415,536	23,779	1,723	441,038
2043	384,560	21,393	1,239	407,192
2044	352,167	18,987	871	372,025
2045	319,499	20,651	597	340,747
2046	288,715	27,367	400	316,482
2047	260,094	29,802	261	290,157
2048	229,275	27,510	166	256,951
2049	206,532	25,390	103	232,025
2050	178,595	23,474	62	202,131
2051	152,644	21,775	36	174,455
2052	128,964	20,292	21	149,277
2053	107,747	19,011	11	126,769
2054	89,093	17,913	6	107,012
2055	72,996	16,966	3	89,965
2056	59,361	16,139	2	75,502
2057	48,013	15,403	1	63,417
2058	38,725	14,729	0	53,454
2059	31,241	14,089	0	45,330
2060	25,300	13,462	0	38,762
2061	20,639	12,832	0	33,471
2062	17,017	12,184	0	29,201
2063	14,209	11,511	0	25,720
2064	12,031	10,808	0	22,839
2065	10,326	10,073	0	20,399
2066	8,961	9,308	0	18,269
2067	7,846	8,516	0	16,362
2068	6,901	7,706	0	14,607
2069	6,073	6,884	0	12,957
2070	5,334	6,063	0	11,397

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

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2071	4,653	5,254	0	9,907
2072	4,019	4,470	0	8,489
2073	3,427	3,731	0	7,158
2074	2,879	3,050	0	5,929

SAMPLE

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

Shortfall Amortization
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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	12	\$53,027	\$488,622
01/01/2023	15-year	13	\$(24,317)	\$(237,219)
01/01/2024	15-year	14	\$70,949	\$728,560
01/01/2025	15-year	15	<u>\$(48,337)</u>	<u>\$(519,942)</u>
Total			\$51,322	\$460,021

Shortfall Amortization Charge (sum of installments, no less than zero): \$51,322

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR BASIC STATEMENT

Personal Statement for Employee_1
Social Security Number: xxx-xx-0001
As of January 1, 2025

Personal Information

Date of Birth:	8/1/1955
Date of Hire:	8/2/1999
Date of Entry:	9/1/2000
Normal Retirement Date:	1/2/2025

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$2,619.87*
From Social Security	\$2,483.70**
Total Monthly Retirement Income	\$5,103.57

Accrued Benefit and Vesting

Accrued Benefit as of 1/1/2025	\$2,619.87*
Vested Percent	100%
Vested Accrued Benefit as of 1/1/2025	\$2,619.87*

* 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, 2025**

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:	1/1/2025
Current Compensation:	\$64,584

Estimated Monthly Benefit at Normal Retirement Date

From the Pension Plan	\$2,619.87*
From Social Security	\$2,483.70**
Total Monthly Retirement Income	\$5,103.57

* Estimated plan benefit assuming that employment and current compensation continue until Normal Retirement Date. Benefits are payable beginning on the 'as of' date of this statement 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 1/1/2025	\$2,619.87	\$348,323
Vested Percent	100%	100%
Vested Accrued Benefit as of 1/1/2025	\$2,619.87	\$348,323

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: 2/15/2025

CASH BALANCE PLAN SAMPLE PLAN SAMPLE FOR CB STATEMENT

Personal Statement for Employee_6
Social Security Number: xxx-xx-0826

As of December 31, 2024

Date of Birth:	1/22/1963
Date of Hire:	3/16/2007
Date of Entry:	1/1/2013
Normal Retirement Date:	1/22/2025

Cash Balance Benefit

Prior Balance as of December 31, 2023	\$6,182.24
Changes during Plan Year	
Contribution Credit	697.77
Interest Credit on Prior Balance	<u>309.11</u>
Current Balance as of December 31, 2024	\$7,189.12
Vested Percent	100%
Vested Balance as of December 31, 2024	\$7,189.12
Vested Accrued Benefit based on Vested Balance as of December 31, 2024	\$0.00

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: 2/15/2025

DC & DB SAMPLE PLAN SAMPLE FOR DC & DB STATEMENT

Personal Statement for Employee_6 as of 12/31/2024
Social Security Number: xxx-xx-0005

	<u>401(k)</u>	<u>Cash Balance</u>
Date of Birth:	4/9/1966	
Age:	59	
Date of Hire:	11/2/1998	
Current Compensation:	\$291,085	
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 1/1/2024 to 12/31/2024

<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	\$120,022.90	\$23,000.00	\$0.00	\$12,122.31	\$0.00	\$155,145.21	\$155,145.21
Employer Discretionary	410,121.44	36,000.00	0.00	41,422.27	0.00	487,543.71	487,543.71
Safe Harbor Non-Elective	25,043.47	0.00	0.00	2,529.39	0.00	27,572.86	27,572.86
Subtotal 401(k)	\$555,187.81	\$59,000.00	\$0.00	\$56,073.97	\$0.00	\$670,261.78	\$670,261.78
Cash Balance	118,694.90	116,434.05	0.00	5,934.75	0.00	241,063.70	241,063.70
Total	\$673,882.71	\$175,434.05	\$0.00	\$62,008.72	\$0.00	\$911,325.48	\$911,325.48

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*	\$1,733.72
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**	\$5,242.66
Total Estimated Life Annuity benefit earned to date from both plans payable at Age 65	\$7,226.38
Total Estimated Lump Sum Value as of 12/31/2024	\$893,959.00

** 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: 2/15/2025

DC & DB SAMPLE PLAN SAMPLE FOR DC & DB STATEMENT

Personal Statement for Employee_6 as of 12/31/2024
Social Security Number: xxx-xx-0005

	<u>401(k)</u>	<u>DB Plan</u>
Date of Birth:	4/9/1966	
Age:	59	
Date of Hire:	11/2/1998	
Current Compensation:	\$291,085	
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 1/1/2024 to 12/31/2024

<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	\$120,022.90	\$23,000.00	\$0.00	\$12,122.31	\$0.00	\$155,145.21	\$155,145.21
Employer Discretionary	410,121.44	36,000.00	0.00	41,422.27	0.00	487,543.71	487,543.71
Safe Harbor Non-Elective	25,043.47	0.00	0.00	2,529.39	0.00	27,572.86	27,572.86
Total	\$555,187.81	\$59,000.00	\$0.00	\$56,073.97	\$0.00	\$670,261.78	\$670,261.78

Defined Benefit Plan

Estimated Projected Monthly Life Annuity Benefit payable at Normal Retirement Date	\$3,943
Estimated Vested Monthly Accrued Life Annuity Benefit earned to date payable at Normal Retirement Date	\$1,935
Estimated Lump Sum value of Vested Monthly Accrued Benefit as of 12/31/2024	\$269,002
Estimated IRS Maximum Allowable Lump Sum as of 12/31/2024	\$893,959

Combined Plans

Estimated Life Annuity Benefit earned to date from 401(k) plan*	\$5,243
Estimated Life Annuity Benefit earned to date from Defined Benefit plan	\$1,935
Total Estimated Life Annuity benefit payable at Age 65	\$7,177
401(k) Total Account Balance as of 12/31/2024	\$670,262
Estimated 12/31/2024 Lump Sum value of Vested Monthly Accrued Benefit	\$269,002
Total Estimated Lump Sum Value as of 12/31/2024	\$939,264

* Your current balance in sources except Employee Deferral is projected to Normal 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: 2/15/2025

DC & CB SAMPLE PLAN

For DC & CB COMBO REPORT

Combined Plan Valuation

For the Plan Year Ending December 31, 2024

Prepared By

Actuarial Systems Corporation

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Plan Specifications
For Plan Year Ending December 31, 2024

		<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		\$69,000	Lesser of \$22,916.66 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, 2024

<u>Participant Name</u>	<u>Owner Pct</u>	<u>HCE</u>	<u>Key</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Hours</u>	Defined Contribution Plan				Defined Benefit Plan			
							<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>	<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>
Employee_6	100.00	Y	Y	04/09/1966	11/02/1998	2080	A	01/01/2014	1	291,085.12	A	01/01/2022	1	291,085.12
Subtotal (1 Participant):										291,085.12				291,085.12
Employee_3		Y	Y	01/18/1996	09/12/2014	2080	A	07/01/2014	3	50,518.26	A	01/01/2022	3	50,518.26
Employee_5		Y	Y	07/19/1994	07/12/2012	2080	A	07/01/2014	5	63,641.07	A	01/01/2022	5	63,641.07
Employee_4		Y	Y	05/28/1991	08/06/2009	2080	A	01/01/2014	4	67,457.02	A	01/01/2022	4	67,457.02
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	16,396.23	A	01/01/2022	3	16,396.23
Employee_20		N	N	05/03/1974	08/13/2007	2080	A	01/01/2014	2	87,028.12	A	01/01/2022	3	87,028.12
Employee_14		N	N	07/25/1972	04/13/2007	2080	A	01/01/2014	2	35,507.54	A	01/01/2022	3	35,507.54
Employee_12		N	N	12/05/1947	06/05/2014	2080	A	11/26/2015	2	18,278.04	A	01/01/2022	3	18,278.04
Employee_29		N	N	05/31/1991	02/17/2016	2080	A	07/01/2017	2	38,206.79	A	01/01/2022	3	38,206.79
Employee_2		N	N	10/05/1980	06/07/2012	2080	A	01/01/2014	2	80,231.94	A	01/01/2022	2	80,231.94
Employee_19		N	N	05/26/1991	05/09/2013	2080	A	07/01/2014	2	60,514.86	A	01/01/2013	3	60,514.86
Employee_25		N	N	09/07/1969	05/28/2015	2080	A	07/01/2016	2	43,605.30	A	01/01/2022	3	43,605.30
Employee_8		N	N	05/16/1969	05/09/2013	2080	A	07/01/2014	2	77,171.41	A	01/01/2022	3	77,171.41
Employee_24		N	N	02/19/1995	10/01/2015	2080	A	01/01/2017	2	38,411.14	A	01/01/2022	3	38,411.14
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):										676,967.72				676,967.72
Total (21 Participants):										968,052.84				968,052.84

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
DC Plan Contributions
For Plan Year Ending December 31, 2024

<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	291,085.12	36,000.00	0.00	23,000.00	0.00	59,000.00	20.27
Subtotal				291,085.12	36,000.00	0.00	23,000.00	0.00	59,000.00	
Employee_3		Y	Y	50,518.26	2,707.00	0.00	1,010.37	0.00	3,717.37	7.36
Employee_5		Y	Y	63,641.07	3,362.00	0.00	1,272.82	0.00	4,634.82	7.28
Employee_4		Y	Y	67,457.02	3,448.00	0.00	1,349.14	0.00	4,797.14	7.11
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	16,396.23	1,111.66	491.89	327.92	0.00	1,931.47	11.78
Employee_20		N	N	87,028.12	5,900.51	2,610.84	1,740.56	0.00	10,251.91	11.78
Employee_14		N	N	35,507.54	2,407.41	1,065.23	710.15	0.00	4,182.79	11.78
Employee_12		N	N	18,278.04	1,239.25	548.34	365.56	0.00	2,153.15	11.78
Employee_29		N	N	38,206.79	2,590.42	1,146.20	764.14	0.00	4,500.76	11.78
Employee_2		N	N	80,231.94	5,439.73	2,406.96	1,604.64	0.00	9,451.33	11.78
Employee_19		N	N	60,514.86	4,102.91	1,815.45	1,210.30	0.00	7,128.66	11.78
Employee_25		N	N	43,605.30	2,956.44	1,308.16	872.11	0.00	5,136.71	11.78
Employee_8		N	N	77,171.41	5,232.22	2,315.14	1,543.43	0.00	9,090.79	11.78
Employee_24		N	N	38,411.14	2,604.28	1,152.33	768.22	0.00	4,524.83	11.78
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				676,967.72	43,101.83	14,860.54	13,539.36	0.00	71,501.73	
Total				968,052.84	79,101.83	14,860.54	36,539.36	0.00	130,501.73	

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2024

<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	291,085.12	59,000.00	20.27	113,430.00	38.97	172,430.00	59.24	63.74	116,434.05	
Subtotal				291,085.12	59,000.00		113,430.00		172,430.00		63.74	116,434.05	88.37
Employee_3		Y	Y	50,518.26	3,717.37	7.36	1,925.00	3.81	5,642.37	11.17	2.09	1,515.55	
Employee_5		Y	Y	63,641.07	4,634.82	7.28	611.00	0.96	5,245.82	8.24	1.94	0.00	
Employee_4		Y	Y	67,457.02	4,797.14	7.11	1,929.00	2.86	6,726.14	9.97	2.49	1,349.14	
Employee_10		N	N	0.00	0.00	0.00	422.00	0.00	422.00	0.00	0.16	0.00	
Employee_11		N	N	0.00	0.00	0.00	867.00	0.00	867.00	0.00	0.32	0.00	
Employee_27		N	N	16,396.23	1,931.47	11.78	625.00	3.81	2,556.47	15.59	0.95	491.89	
Employee_20		N	N	87,028.12	10,251.91	11.78	3,316.00	3.81	13,567.91	15.59	5.02	2,610.84	
Employee_14		N	N	35,507.54	4,182.79	11.78	1,353.00	3.81	5,535.79	15.59	2.05	1,065.23	
Employee_12		N	N	18,278.04	2,153.15	11.78	696.00	3.81	2,849.15	15.59	1.05	548.34	
Employee_29		N	N	38,206.79	4,500.76	11.78	1,456.00	3.81	5,956.76	15.59	2.20	1,146.20	
Employee_2		N	N	80,231.94	9,451.33	11.78	770.00	0.96	10,221.33	12.74	3.78	0.00	
Employee_19		N	N	60,514.86	7,128.66	11.78	6,536.00	10.80	13,664.66	22.58	5.05	1,815.45	
Employee_25		N	N	43,605.30	5,136.71	11.78	1,661.00	3.81	6,797.71	15.59	2.51	1,308.16	
Employee_8		N	N	77,171.41	9,090.79	11.78	2,940.00	3.81	12,030.79	15.59	4.45	2,315.14	
Employee_24		N	N	38,411.14	4,524.83	11.78	1,463.00	3.81	5,987.83	15.59	2.21	1,152.33	
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				676,967.72	71,501.73		26,570.00		98,071.73		36.26	15,318.27	11.63
Total				968,052.84	130,501.73		140,000.00		270,501.73		100.00	131,752.32	100.00

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Employee Retirement Benefits
For Plan Year Ending December 31, 2024

<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	59	65	Y	291,085.12	59,000.00	1,362,322.58	9,774.44	3,942.72	3,820.80	17,537.96	72.30
Subtotal					291,085.12	59,000.00		9,774.44	3,942.72	3,820.80	17,537.96	
Employee_3		29	65	Y	50,518.26	3,717.37	919,528.57	6,597.47	716.12	2,025.00	9,338.59	221.83
Employee_5		30	65	Y	63,641.07	4,634.82	1,056,710.47	7,581.72	28.28	2,370.40	9,980.40	188.19
Employee_4		34	65	Y	67,457.02	4,797.14	858,352.73	6,158.54	495.20	2,451.40	9,105.14	161.97
Employee_10		37	65	N	0.00	0.00	181,287.69	1,300.71	14.87	1,748.30	3,063.88	0.00
Employee_11		42	65	N	0.00	0.00	304,323.35	2,183.47	25.08	2,803.00	5,011.55	0.00
Employee_27		58	65	N	16,396.23	1,931.47	25,324.05	181.70	22.63	884.60	1,088.93	79.70
Employee_20		51	65	N	87,028.12	10,251.91	415,063.07	2,978.01	286.15	2,584.90	5,849.06	80.65
Employee_14		52	65	N	35,507.54	4,182.79	180,430.39	1,294.56	105.90	1,444.40	2,844.86	96.14
Employee_12		77	77	N	18,278.04	2,153.15	17,819.34	182.46	29.41	914.40	1,126.27	73.94
Employee_29		34	65	N	38,206.79	4,500.76	556,950.89	3,996.03	413.45	1,683.80	6,093.28	191.38
Employee_2		44	65	N	80,231.94	9,451.33	719,703.84	5,163.76	20.59	2,623.50	7,807.85	116.78
Employee_19		34	65	N	60,514.86	7,128.66	1,139,391.00	8,174.94	659.23	2,180.30	11,014.47	218.42
Employee_25		55	65	N	43,605.30	5,136.71	155,817.43	1,117.96	93.06	1,568.90	2,779.92	76.50
Employee_8		56	65	N	77,171.41	9,090.79	258,616.95	1,855.53	144.52	2,222.70	4,222.75	65.66
Employee_24		30	65	N	38,411.14	4,524.83	809,477.10	5,807.87	516.67	1,700.70	8,025.24	250.72
Employee_18		52	65	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_17		31	65	N	0.00	0.00	32,195.65	231.00	0.00	0.10	231.10	0.00
Employee_16		54	65	N	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Employee_13		41	65	N	0.00	0.00	0.00	0.00	0.00	0.10	0.10	0.00
Employee_9		54	65	N	0.00	0.00	0.00	0.00	0.00	0.10	0.10	0.00
Subtotal					676,967.72	71,501.73		54,805.73	3,571.16	29,206.60	87,583.49	
Total					968,052.84	130,501.73		64,580.17	7,513.88	33,027.40	105,121.45	

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 RP24C 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: 1/1/2024 to 12/31/2024
DB Plan Year: 1/1/2024 to 12/31/2024
DB Valuation Date: 12/31/2024
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:	968,053
(b)	6% of (a):	58,083
(c)	25% of (a):	242,013
(d)	DC Plan Employer Contributions:	93,962
(e)	DC Employer Contributions / DC Compensation ((d) / (a)):	9.71%
(f)	Compensation of DC/DB plan beneficiaries:	968,053
(g)	25% of (f):	242,013
(h)	DB Minimum Contribution on Val Date:	130,356
(i)	DB Maximum Contribution on Val Date (404(o)):	207,955
(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)):	207,955
(n)	25% of (a):	242,013
(o)	Total Deduction Available ((m) + (n)):	449,968
(p)	Total Contribution ((d) + (j)):	233,962
(q)	Excess Contribution:	0

DC & CB SAMPLE PLAN
For DC & CB COMBO REPORT
Percentage to Owner Employees
For Plan Year Ending December 31, 2024

	<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	59,000.00	113,430.00	172,430.00	63.74%	149,430.00
Other Employees	71,501.73	26,570.00	98,071.73	36.26%	84,532.37
Total	130,501.73	140,000.00	270,501.73	100.00%	233,962.37

Tax Savings Summary

Tax Bracket

40%

Employer Contribution	233,962.37
Estimated Tax Savings	93,584.95
Net Cost after Estimated Tax Savings	140,377.42
Contribution for Owners	149,430.00
Owner Contribution as a Percentage of Net Cost	106.45%
Net Plan Cost (after Owner Contribution & Tax Savings)	-9,052.58

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, 2024

Primary plan:	D28:0011
Current date (time):	02/20/2025 (08:14:55)
Run for multiple plans?	N
Run Meaningful Benefit Test?	Y
Meaningful Benefit Percentage:	0.50%
Meaningful Benefit Test methods:	Annual Accrual (Curr Comp)
Calculate current compensation:	Y
Include excluded compensation:	N
Exclude pre-entry compensation:	N
Mortality table for normalization:	RP24C 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 FOR DC & DB COMBO PLAN REPORT

401(a)(26) Minimum Participation Test
Classification Support Page
Annual Accrual (Curr Comp) Rates
For the Plan Year Ending December 31, 2024

<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>
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-0015	Employee_16	X	-	-	-	-	-	-	-
Totals		10	0	0	0	0	0	12	2

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

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, 2024

<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	59	62	24,257.09	1,733.72	896.33	1.00000	3.45	X	-
xxx-xx-0002	Employee_3	29	62	4,209.86	182.15	135.04	1.00000	1.12	X	-
xxx-xx-0022	Employee_24	30	62	3,200.93	92.07	57.96	1.00000	1.07	X	-
xxx-xx-0027	Employee_29	34	62	3,183.90	75.34	47.43	1.00000	0.88	X	-
xxx-xx-0019	Employee_19	34	59	5,042.91	275.31	239.33	1.00000	0.71	X	-
xxx-xx-0003	Employee_4	34	62	5,621.42	99.85	66.99	1.00000	0.58	X	-
xxx-xx-0011	Employee_12	77	79	1,523.17	17.65	11.11	1.00000	0.43	-	X
xxx-xx-0020	Employee_20	51	62	7,252.34	74.88	47.13	1.00000	0.38	-	X
xxx-xx-0013	Employee_14	52	62	2,958.96	29.10	18.32	1.00000	0.36	-	X
xxx-xx-0023	Employee_25	55	62	3,633.78	30.87	19.43	1.00000	0.31	-	X
xxx-xx-0007	Employee_8	56	62	6,430.95	52.02	32.75	1.00000	0.30	-	X
xxx-xx-0025	Employee_27	58	62	1,366.35	10.03	6.31	1.00000	0.27	-	X
xxx-xx-0009	Employee_10	37	62	0.00	18.89	18.89	1.00000	0.00	-	-
xxx-xx-0010	Employee_11	42	62	0.00	30.37	30.37	1.00000	0.00	-	-
xxx-xx-0004	Employee_5	30	62	5,303.42	38.41	38.41	1.00000	0.00	-	X
xxx-xx-0021	Employee_21	36	62	0.00	4.79	4.79	1.00000	0.00	-	-
xxx-xx-0024	Employee_26	31	62	0.00	17.23	17.23	1.00000	0.00	-	-
xxx-xx-0026	Employee_28	52	62	0.00	3.20	3.20	1.00000	0.00	-	-
xxx-xx-0001	Employee_2	44	62	6,686.00	24.46	24.46	1.00000	0.00	-	X
xxx-xx-0021	Employee_22	59	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0014	Employee_15	42	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0017	Employee_18	52	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0006	Employee_7	76	78	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-0015	Employee_16	54	62	0.00	0.00	0.00	1.00000	0.00	-	-

Totals

6

8

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

401(a)(26) Minimum Participation Test
Annual Accrual (Curr Comp) Rates
For the Plan Year Ending December 31, 2024

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, 2024

Primary plan: D28:0010
Current date (time): 02/11/2025 (14:39:40)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D28:0011 (EEs 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

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, 2024

<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, 2024

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, 2024

Primary plan:	D28:0010
Current date (time):	02/11/2025 (14:41:48)
Run for multiple plans? Disk D28 Case 0011	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, 2024

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 FOR DC & DB COMBO PLAN REPORT

Allocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2024

<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>7.5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>7.5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-0005	Employee_6	Y	35.30%	35.30%	35.30%	35.30%
xxx-xx-0025	Employee_27	N	11.45%	11.45%	11.06%	11.06%
xxx-xx-0019	Employee_19	N	10.61%	10.61%	11.06%	11.06%
xxx-xx-0022	Employee_24	N	10.44%	10.44%	11.06%	11.06%
xxx-xx-0002	Employee_3	Y	6.00%	6.00%	6.00%	6.00%
xxx-xx-0004	Employee_5	Y	5.28%	5.28%	5.28%	5.28%
xxx-xx-0003	Employee_4	Y	5.62%	5.62%	5.62%	5.62%
xxx-xx-0020	Employee_20	N	11.10%	11.10%	11.06%	11.06%
xxx-xx-0013	Employee_14	N	11.15%	11.15%	11.06%	11.06%
xxx-xx-0011	Employee_12	N	11.66%	11.66%	11.06%	11.06%
xxx-xx-0027	Employee_29	N	10.54%	10.54%	11.06%	11.06%
xxx-xx-0001	Employee_2	N	9.78%	9.78%	9.78%	9.78%
xxx-xx-0023	Employee_25	N	11.29%	11.29%	11.06%	11.06%
xxx-xx-0007	Employee_8	N	11.34%	11.34%	11.06%	11.06%
Highest HCE Rate			35.30%	35.30%	35.30%	35.30%
Minimum NHCE Rate Needed to Pass			7.50%	11.77%	7.50%	11.77%
Lowest NHCE Rate			9.78%	9.78%	9.78%	9.78%
Minimum Allocation Gateway Test:			Pass	Fail	Pass	Fail

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, 2024

<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	7.25%	8.87%	7.81%	9.43%
xxx-xx-0025	Employee_27	N	2.55%	2.99%	2.61%	3.05%
xxx-xx-0019	Employee_19	N	16.74%	19.90%	18.38%	21.54%
xxx-xx-0022	Employee_24	N	22.84%	27.21%	25.46%	29.83%
Total HCEs			1	4	1	4
100% HCE Average			7.25%	13.95%*	7.81%	15.11%*
70% HCE Average			5.07%	9.76%*	5.47%	10.57%*
Total NHCEs			3	10	3	10
100% NHCE Average			14.04%	9.78%*	15.48%	10.45%*
Average Benefit Percentage Test:				Pass	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 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>
7.25%	7.81%	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

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, 2024

<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	6.00%	18.98%	7.22%	21.87%
xxx-xx-0004	Employee_5	Y	5.28%	15.92%	5.28%	15.92%
xxx-xx-0003	Employee_4	Y	5.62%	12.02%	6.36%	13.20%
xxx-xx-0020	Employee_20	N	11.10%	5.16%	11.69%	5.39%
xxx-xx-0013	Employee_14	N	11.15%	4.78%	11.69%	4.98%
xxx-xx-0011	Employee_12	N	11.66%	2.46%	11.80%	2.48%
xxx-xx-0027	Employee_29	N	10.54%	19.78%	11.65%	21.54%
xxx-xx-0001	Employee_2	N	9.78%	8.22%	9.78%	8.22%
xxx-xx-0023	Employee_25	N	11.29%	3.78%	11.70%	3.89%
xxx-xx-0007	Employee_8	N	11.34%	3.50%	11.70%	3.59%
Total HCEs			3	4	3	4
100% HCE Average			5.63%	13.95%*	6.29%	15.11%*
70% HCE Average			3.94%	9.76%*	4.40%	10.57%*
Total NHCEs			7	10	7	10
100% NHCE Average			10.98%	9.78%*	11.43%	10.45%*
Average Benefit Percentage Test:				Pass	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 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>
5.28%	5.28%	3	7	75.00%	70.00%	93.33%	N/A	N/A
5.62%	6.36%	2	7	50.00%	70.00%	140.00%	N/A	N/A
6.00%	7.22%	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

FOR DC & DB COMBO PLAN REPORT

Components Support Page

ABPT Rate: Annual Accrual using Current Compensation
For the Plan Year ending December 31, 2024

<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	8.87%	9.43%
xxx-xx-0002	Employee_3	Y	0	2	18.98%	21.87%
xxx-xx-0004	Employee_5	Y	0	2	15.92%	15.92%
xxx-xx-0003	Employee_4	Y	0	2	12.02%	13.20%
xxx-xx-0025	Employee_27	N	0	1	2.99%	3.05%
xxx-xx-0019	Employee_19	N	0	1	19.90%	21.54%
xxx-xx-0022	Employee_24	N	0	1	27.21%	29.83%
xxx-xx-0020	Employee_20	N	0	2	5.16%	5.39%
xxx-xx-0013	Employee_14	N	0	2	4.78%	4.98%
xxx-xx-0011	Employee_12	N	0	2	2.46%	2.48%
xxx-xx-0027	Employee_29	N	0	2	19.78%	21.54%
xxx-xx-0001	Employee_2	N	0	2	8.22%	8.22%
xxx-xx-0023	Employee_25	N	0	2	3.78%	3.89%
xxx-xx-0007	Employee_8	N	0	2	3.50%	3.59%
Total HCEs					4	4
100% HCE Average					13.95%	15.11%
70% HCE Average					9.76%	10.57%
Total NHCEs					10	10
100% NHCE Average					9.78%	10.45%
Average Benefit Percentage Test:					Pass	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 FOR DC & DB COMBO PLAN REPORT

Gateway Allocation Rates Plan Year Ending December 31, 2024

Name	Att Age	Ret Age	Defined Contribution				Defined Benefit							
			Current Alloc	5% Threshold	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
Employee_6	59	62	36,000.00	291,085.12	291,085.12	12.37	12.37	837.39	101.829	1.27729	291,085.12	291,085.12	22.93	22.93
Employee_27	58	62	1,603.55	16,396.23	16,396.23	9.78	9.78	3.72	101.829	1.38586	16,396.23	16,396.23	1.67	1.67
Employee_19	34	59	5,918.36	60,514.86	60,514.86	9.78	9.78	35.98	107.834	7.68676	60,514.86	60,514.86	0.83	0.83
Employee_24	30	62	3,756.61	38,411.14	38,411.14	9.78	9.78	34.11	101.829	13.60666	38,411.14	38,411.14	0.66	0.66
Employee_3	29	62	2,707.00	50,518.26	50,518.26	5.36	5.36	47.11	101.829	14.76323	50,518.26	50,518.26	0.64	0.64
Employee_5	30	N/A	3,362.00	63,641.07	63,641.07	5.28	5.28	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_4	34	62	3,448.00	67,457.02	67,457.02	5.11	5.11	32.86	101.829	9.81822	67,457.02	67,457.02	0.51	0.51
Employee_20	51	62	8,511.35	87,028.12	87,028.12	9.78	9.78	27.75	101.829	2.45317	87,028.12	87,028.12	1.32	1.32
Employee_14	52	62	3,472.64	35,507.54	35,507.54	9.78	9.78	10.78	101.829	2.26098	35,507.54	35,507.54	1.37	1.37
Employee_12	77	79	1,787.59	18,278.04	18,278.04	9.78	9.78	6.54	61.939	1.17723	18,278.04	18,278.04	1.88	1.88
Employee_29	34	62	3,736.62	38,206.79	38,206.79	9.78	9.78	27.91	101.829	9.81822	38,206.79	38,206.79	0.76	0.76
Employee_2	44	N/A	7,846.69	80,231.94	80,231.94	9.78	9.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_25	55	62	4,264.60	43,605.30	43,605.30	9.78	9.78	11.44	101.829	1.77014	43,605.30	43,605.30	1.51	1.51
Employee_8	56	62	7,547.36	77,171.41	77,171.41	9.78	9.78	19.27	101.829	1.63147	77,171.41	77,171.41	1.56	1.56

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, 2024

<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	59	65	24,257.09	36,000.00	95.382	1.63147	837.39	1.36362	1.11927	7.25	7.81
Employee_27	58	65	1,366.35	1,603.55	95.382	1.77014	3.72	1.36362	1.15514	2.55	2.61
Employee_19	34	65	5,042.91	5,918.36	95.382	12.54070	35.98	1.84443	2.24612	16.74	18.38
Employee_24	30	65	3,200.93	3,756.61	95.382	17.37964	34.11	1.36362	2.80643	22.84	25.46
Employee_3	29	65	4,209.86	2,707.00	95.382	18.85691	47.11	1.36362	2.89666	6.00	7.22
Employee_5	30	65	5,303.42	3,362.00	95.382	17.37964	0.00	1.36362	2.80643	5.28	5.28
Employee_4	34	65	5,621.42	3,448.00	95.382	12.54070	32.86	1.36362	2.47237	5.62	6.36
Employee_20	51	65	7,252.34	8,511.35	95.382	3.13340	27.75	1.36362	1.44062	11.10	11.69
Employee_14	52	65	2,958.96	3,472.64	95.382	2.88793	10.78	1.36362	1.39575	11.15	11.69
Employee_12	77	77	1,523.17	1,787.59	66.847	1.00000	6.54	0.78708	1.07069	11.66	11.80
Employee_29	34	65	3,183.90	3,736.62	95.382	12.54070	27.91	1.36362	2.47237	10.54	11.65
Employee_2	44	65	6,686.00	7,846.69	95.382	5.54657	0.00	1.36362	1.79930	9.78	9.78
Employee_25	55	65	3,633.78	4,264.60	95.382	2.26098	11.44	1.36362	1.26978	11.29	11.70
Employee_8	56	65	6,430.95	7,547.36	95.382	2.08386	19.27	1.36362	1.23040	11.34	11.70

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, 2024

<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	59	65	24,257.09	59,000.00	95.382	1.63147	837.39	1.36362	1.11927	8.87	9.43
Employee_27	58	65	1,366.35	1,931.47	95.382	1.77014	3.72	1.36362	1.15514	2.99	3.05
Employee_19	34	65	5,042.91	7,128.66	95.382	12.54070	35.98	1.84443	2.24612	19.90	21.54
Employee_24	30	65	3,200.93	4,524.83	95.382	17.37964	34.11	1.36362	2.80643	27.21	29.83
Employee_3	29	65	4,209.86	3,717.37	95.382	18.85691	47.11	1.36362	2.89666	18.98	21.87
Employee_5	30	65	5,303.42	4,634.82	95.382	17.37964	0.00	1.36362	2.80643	15.92	15.92
Employee_4	34	65	5,621.42	4,797.14	95.382	12.54070	32.86	1.36362	2.47237	12.02	13.20
Employee_20	51	65	7,252.34	10,251.91	95.382	3.13340	27.75	1.36362	1.44062	5.16	5.39
Employee_14	52	65	2,958.96	4,182.79	95.382	2.88793	10.78	1.36362	1.39575	4.78	4.98
Employee_12	77	77	1,523.17	2,153.15	66.847	1.00000	6.54	0.78708	1.07069	2.46	2.48
Employee_29	34	65	3,183.90	4,500.76	95.382	12.54070	27.91	1.36362	2.47237	19.78	21.54
Employee_2	44	65	6,686.00	9,451.33	95.382	5.54657	0.00	1.36362	1.79930	8.22	8.22
Employee_25	55	65	3,633.78	5,136.71	95.382	2.26098	11.44	1.36362	1.26978	3.78	3.89
Employee_8	56	65	6,430.95	9,090.79	95.382	2.08386	19.27	1.36362	1.23040	3.50	3.59

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

Gateway Allocation Rates Plan Year Ending December 31, 2024

Name	Att Age	Ret Age	Defined Contribution				Defined Benefit							
			Current Alloc	5% Threshold	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
Employee_6	59	62	36,000.00	291,085.12	291,085.12	12.37	12.37	837.39	101.829	1.27729	291,085.12	291,085.12	22.93	22.93
Employee_27	58	62	1,603.55	16,396.23	16,396.23	9.78	9.78	3.72	101.829	1.38586	16,396.23	16,396.23	1.67	1.67
Employee_19	34	59	5,918.36	60,514.86	60,514.86	9.78	9.78	35.98	107.834	7.68676	60,514.86	60,514.86	0.83	0.83
Employee_24	30	62	3,756.61	38,411.14	38,411.14	9.78	9.78	34.11	101.829	13.60666	38,411.14	38,411.14	0.66	0.66
Employee_3	29	62	2,707.00	50,518.26	50,518.26	5.36	5.36	47.11	101.829	14.76323	50,518.26	50,518.26	0.64	0.64
Employee_5	30	N/A	3,362.00	63,641.07	63,641.07	5.28	5.28	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_4	34	62	3,448.00	67,457.02	67,457.02	5.11	5.11	32.86	101.829	9.81822	67,457.02	67,457.02	0.51	0.51
Employee_20	51	62	8,511.35	87,028.12	87,028.12	9.78	9.78	27.75	101.829	2.45317	87,028.12	87,028.12	1.32	1.32
Employee_14	52	62	3,472.64	35,507.54	35,507.54	9.78	9.78	10.78	101.829	2.26098	35,507.54	35,507.54	1.37	1.37
Employee_12	77	79	1,787.59	18,278.04	18,278.04	9.78	9.78	6.54	61.939	1.17723	18,278.04	18,278.04	1.88	1.88
Employee_29	34	62	3,736.62	38,206.79	38,206.79	9.78	9.78	27.91	101.829	9.81822	38,206.79	38,206.79	0.76	0.76
Employee_2	44	N/A	7,846.69	80,231.94	80,231.94	9.78	9.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee_25	55	62	4,264.60	43,605.30	43,605.30	9.78	9.78	11.44	101.829	1.77014	43,605.30	43,605.30	1.51	1.51
Employee_8	56	62	7,547.36	77,171.41	77,171.41	9.78	9.78	19.27	101.829	1.63147	77,171.41	77,171.41	1.56	1.56

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, 2024

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	59	62	291,085.12	36,000.00	1,733.72	101.829	1.27729	1.11927	7.25	7.81
Employee_27	58	62	16,396.23	1,603.55	10.03	101.829	1.38586	1.15514	2.55	2.61
Employee_19	34	59	60,514.86	5,918.36	275.31	107.834	7.68676	2.24612	16.74	18.38
Employee_24	30	62	38,411.14	3,756.61	92.07	101.829	13.60666	2.80643	22.84	25.46
Employee_3	29	62	50,518.26	2,707.00	182.15	101.829	14.76323	2.89666	6.00	7.22
Employee_5	30	62	63,641.07	3,362.00	38.41	101.829	13.60666	2.80643	5.28	5.28
Employee_4	34	62	67,457.02	3,448.00	99.85	101.829	9.81822	2.47237	5.62	6.36
Employee_20	51	62	87,028.12	8,511.35	74.88	101.829	2.45317	1.44062	11.10	11.69
Employee_14	52	62	35,507.54	3,472.64	29.10	101.829	2.26098	1.39575	11.15	11.69
Employee_12	77	79	18,278.04	1,787.59	17.65	61.939	1.17723	1.07069	11.66	11.80
Employee_29	34	62	38,206.79	3,736.62	75.34	101.829	9.81822	2.47237	10.54	11.65
Employee_2	44	62	80,231.94	7,846.69	24.46	101.829	4.34245	1.79930	9.78	9.78
Employee_25	55	62	43,605.30	4,264.60	30.87	101.829	1.77014	1.26978	11.29	11.70
Employee_8	56	62	77,171.41	7,547.36	52.02	101.829	1.63147	1.23040	11.34	11.70

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, 2024

<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	59	65	24,257.09	59,000.00	95.382	1.63147	837.39	1.36362	1.11927	8.87	9.43
Employee_27	58	65	1,366.35	1,931.47	95.382	1.77014	3.72	1.36362	1.15514	2.99	3.05
Employee_19	34	65	5,042.91	7,128.66	95.382	12.54070	35.98	1.84443	2.24612	19.90	21.54
Employee_24	30	65	3,200.93	4,524.83	95.382	17.37964	34.11	1.36362	2.80643	27.21	29.83
Employee_3	29	65	4,209.86	3,717.37	95.382	18.85691	47.11	1.36362	2.89666	18.98	21.87
Employee_5	30	65	5,303.42	4,634.82	95.382	17.37964	0.00	1.36362	2.80643	15.92	15.92
Employee_4	34	65	5,621.42	4,797.14	95.382	12.54070	32.86	1.36362	2.47237	12.02	13.20
Employee_20	51	65	7,252.34	10,251.91	95.382	3.13340	27.75	1.36362	1.44062	5.16	5.39
Employee_14	52	65	2,958.96	4,182.79	95.382	2.88793	10.78	1.36362	1.39575	4.78	4.98
Employee_12	77	77	1,523.17	2,153.15	66.847	1.00000	6.54	0.78708	1.07069	2.46	2.48
Employee_29	34	65	3,183.90	4,500.76	95.382	12.54070	27.91	1.36362	2.47237	19.78	21.54
Employee_2	44	65	6,686.00	9,451.33	95.382	5.54657	0.00	1.36362	1.79930	8.22	8.22
Employee_25	55	65	3,633.78	5,136.71	95.382	2.26098	11.44	1.36362	1.26978	3.78	3.89
Employee_8	56	65	6,430.95	9,090.79	95.382	2.08386	19.27	1.36362	1.23040	3.50	3.59

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

Top Heavy Illustration
Determination Date: December 31, 2024

<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	58,512.21	58,512.21	
Employee_6	xxx-xx-0005	670,261.78	670,261.78	
Employee_5	xxx-xx-0004	70,287.00	70,287.00	
Employee_4	xxx-xx-0003	74,169.01	74,169.01	
Employee_27	xxx-xx-0025	6,059.74		6,059.74
Employee_20	xxx-xx-0020	88,291.56		88,291.56
Employee_14	xxx-xx-0013	47,563.94		47,563.94
Employee_12	xxx-xx-0011	17,819.34		17,819.34
Employee_29	xxx-xx-0027	28,790.52		28,790.52
Employee_2	xxx-xx-0001	100,518.79		100,518.79
Employee_19	xxx-xx-0019	87,855.02		87,855.02
Employee_25	xxx-xx-0023	49,201.04		49,201.04
Employee_8	xxx-xx-0007	91,242.28		91,242.28
Employee_24	xxx-xx-0022	39,715.25		39,715.25
Sub-total		1,430,287.48	873,230.00	557,057.48
Count			4	10

The total value of the key employees' account balances is 61.0528% 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, 2024

<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	11,010.00		11,010.00
Employee_3	xxx-xx-0002	4,794.00	4,794.00	
Employee_6	xxx-xx-0005	236,293.00	236,293.00	
Employee_5	xxx-xx-0004	963.00	963.00	
Employee_4	xxx-xx-0003	3,163.00	3,163.00	
Employee_27	xxx-xx-0025	1,289.00		1,289.00
Employee_20	xxx-xx-0020	6,398.00		6,398.00
Employee_14	xxx-xx-0013	2,635.00		2,635.00
Employee_12	xxx-xx-0011	1,488.00		1,488.00
Employee_29	xxx-xx-0027	2,387.00		2,387.00
Employee_2	xxx-xx-0001	1,389.00		1,389.00
Employee_25	xxx-xx-0023	3,331.00		3,331.00
Employee_8	xxx-xx-0007	5,951.00		5,951.00
Employee_24	xxx-xx-0022	2,309.00		2,309.00
Sub-total		283,400.00	245,213.00	38,187.00
Count			4	10

The total value of the key employees' present values is 86.5254% 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	1,430,287.48	873,230.00	557,057.48
CASH BALANCE PLAN SAMPLE PLAN FOR DC & DB COMBO PLAN REPORT	283,400.00	245,213.00	38,187.00
Grand Total	1,713,687.48	1,118,443.00	595,244.48

The total value of the key employees' account balances is 65.3% 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.

DEFINED BENEFIT SAMPLE PLAN

SAMPLE FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0012
February 11, 2025 (15:06:32)

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>	
33 ¹	0.00	0.00	0.00	8,172.00	0.00	0.00						
34 ²	0.00	0.00	0.00	8,172.00	0.00	0.00						
35	0.00	0.00	0.00	8,172.00	0.00	0.00						
36	0.00	0.00	0.00	8,172.00	0.00	0.00						
37	0.00	0.00	0.00	8,172.00	0.00	0.00						
38	0.00	0.00	0.00	8,172.00	0.00	0.00						
39	0.00	0.00	0.00	8,172.00	0.00	0.00						
40	12,189.17	12,189.17	12,189.17	8,172.00	9,751.34	2,271.64						
41	12,189.17	12,189.17	12,189.17	8,172.00	10,970.25	2,555.60						
42	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	2,839.55						
43	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	3,123.51						
44	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	3,407.46						
45	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	3,691.42						
46	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	3,975.37						
47	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	4,259.33						
48	12,189.17	12,189.17	12,189.17	8,172.00	12,189.17	4,543.28						
49	6,094.58	6,094.58	6,094.58	8,172.00	6,094.58	4,543.28						
50	7,226.52	7,226.52	7,226.52	8,172.00	7,226.52	4,543.28						
51	8,404.02	8,404.02	11,205.36	8,172.00	11,205.36	4,543.28						
52	9,344.88	9,344.88	12,032.39	8,172.00	12,032.39	4,543.28						
53	12,002.38	12,002.38	12,777.45	8,172.00	12,777.45	5,845.38						
54	12,565.27	12,565.27	13,279.17	8,172.00	13,279.17	6,495.24						
55	13,071.47	13,071.47	13,437.50	8,172.00	13,437.50	7,139.75						
56	13,455.17	13,455.17	13,626.67	8,172.00	13,626.67	7,726.44						
57	13,715.33	13,715.33	13,949.17	8,172.00	13,949.17	8,243.50						
58	13,971.37	13,971.37	14,277.28	8,172.00	14,277.28	8,772.95						
59	14,283.97	14,283.97	14,660.51	8,172.00	14,660.51	9,363.58						
60	14,568.25	14,568.25	14,859.02	8,172.00	14,859.02	9,949.17						
61	15,137.29	15,137.29	15,569.87	8,172.00	15,569.87	10,833.49						
62 ³	15,695.71	15,695.71	16,302.05	8,172.00	16,302.05	11,674.54	30.00	29.00	30.00	30.00	30.00	
63	16,291.42	16,291.42	17,149.24	8,172.00	17,149.24	12,617.70						
64	16,869.83	16,869.83	17,548.07	8,172.00	17,548.07	13,580.00						
65 ⁴	17,097.78	17,097.78	17,548.07	8,172.00	17,548.07	14,230.04	33.00	32.00	33.00	33.00	33.00	

¹ Entry age for EAN
² Entry age
³ Current age
⁴ Normal retirement age

DEFINED BENEFIT SAMPLE PLAN

SAMPLE FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0012
February 11, 2025 (15:06:32)

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	5.01%	5.01%	5.01%	5.01%
2. Mortality	0.004554	0.004918	0.005294	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	0.976881	0.952655	0.927427
8. Probability of survival (mort only)	0.985306	0.989814	0.994705	1.000000
9. Interest discount	1.000000	0.952290	0.906857	0.863591
10. Present value factor	123.312	123.312	123.312	123.312
11. Actuarial equivalence APR	152.157	148.650	145.106	141.529
<u>Normal Retirement</u>				
12. Accrued benefit	11,674.54	12,617.70	13,580.00	14,230.04
13. Present value factor	0.00000	0.00000	0.00000	114.36300
14. Present value EOY benefit	0.00	0.00	0.00	1,442,998.05
<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]	9,573.12	11,103.58	12,765.20	14,230.04
22. Pres val factor ERA to val	152.811	142.474	132.647	123.312
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]	4,367.14	5,046.06	5,779.12	6,417.75
29. Spouse's PVF	166.608	155.839	145.630	135.956
30. Present value factor [2x7x27x29]	0.28383	0.29940	0.31259	0.00000
31. Present value EOY benefit [12x30]	3,581.28	3,777.73	3,944.14	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]	11,674.54	12,617.70	13,580.00	14,230.04
37. Present value factor	126.460	116.791	107.706	99.187
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	2.35848	4.63802	6.82355	6.82355
39. Present value EOY benefit [12x38]	29,758.56	58,521.12	86,097.49	86,097.49
<u>Compensations</u>				
40. Compensation	206,414.88	210,555.00	214,760.76	0.00
41. PVComp	206,414.88	377,858.04	524,822.98	524,822.98
42. PVComp @ entry	1,013,627.76	1,024,978.37	1,034,708.36	1,034,708.36
43. PV \$10K/year	10,000.00	18,142.44	24,985.63	24,985.63
44. PV \$10K/year @ entry	95,603.77	96,142.85	96,595.91	96,595.91

DEFINED BENEFIT SAMPLE PLAN SAMPLE FOR MULTIPLE DECREMENT SUPPORT

Case: D28:0012
February 11, 2025 (15:07:23)

Compensations and Benefits (FAS) - Employee_9

<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>S e r v i c e</u>				<u>Unit Bnft</u>
								<u>415</u>	<u>415</u>	<u>Flat</u>		
								<u>\$</u>	<u>%</u>	<u>Bnft</u>		
33 ¹	0.00	0.00	0.00	0.00	0.00	0.00						
34 ²	0.00	0.00	0.00	0.00	0.00	0.00						
35	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	12,189.17	12,189.17	12,189.17	0.00	9,751.34	0.00						
41	12,189.17	12,189.17	12,189.17	0.00	10,970.25	0.00						
42	12,189.17	12,189.17	12,189.17	0.00	12,189.17	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	6,094.58	6,094.58	6,094.58	0.00	6,094.58	0.00						
50	7,226.52	7,226.52	7,226.52	0.00	7,226.52	0.00						
51	8,404.02	8,404.02	11,205.36	0.00	11,205.36	0.00						
52	9,344.88	9,344.88	12,032.39	0.00	12,032.39	0.00						
53	12,002.38	12,002.38	12,777.45	0.00	12,777.45	0.00						
54	12,565.27	12,565.27	13,279.17	0.00	13,279.17	0.00						
55	13,071.47	13,071.47	13,437.50	0.00	13,437.50	0.00						
56	13,455.17	13,455.17	13,626.67	0.00	13,626.67	0.00						
57	13,715.33	13,715.33	13,949.17	0.00	13,949.17	0.00						
58	13,971.37	13,971.37	14,277.28	0.00	14,277.28	0.00						
59	14,283.97	14,283.97	14,660.51	0.00	14,660.51	0.00						
60	14,568.25	14,568.25	14,859.02	0.00	14,859.02	0.00						
61	15,137.29	15,137.29	15,569.87	0.00	15,569.87	0.00						
62 ³	15,695.71	15,695.71	16,302.05	0.00	16,302.05	11,674.54	30.00	29.00	30.00	30.00	30.00	
63	16,222.42	16,222.42	17,034.23	0.00	17,034.23	12,553.53						
64	16,661.73	16,661.73	17,201.24	0.00	17,201.24	13,380.22						
65 ⁴	16,703.37	16,703.37	17,201.24	0.00	17,201.24	13,839.58	33.00	32.00	33.00	33.00	33.00	

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: D28:0012
February 11, 2025 (15:07:23)

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	0.004464	0.004824	0.005193	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	0.849963	0.746066	0.668272
8. Probability of survival (mort only)	0.985588	0.990007	0.994807	1.000000
9. Interest discount	1.000000	0.952381	0.907029	0.863838
10. Present value factor	139.003	146.608	154.685	0.000
<u>Normal Retirement</u>				
11. Accrued benefit	11,674.54	12,553.53	13,380.22	13,839.58
12. Present value of benefit (ABO)	0.00	0.00	0.00	1,100,329.95
13. Present value of benefit (PBO)	0.00	0.00	0.00	1,185,804.97
14. Service cost	0.00	0.00	0.00	39,526.79
<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	9,573.12	11,103.58	12,765.20	14,230.04
22. Pres val factor ERA to val	174.567	170.922	167.154	163.267
23. Present value of benefit (ABO)	217,249.72	359,394.62	458,700.30	0.00
24. Present value of benefit (PBO)	217,249.72	359,394.62	458,700.30	0.00
25. Service cost	217,249.72	222,180.27	225,736.97	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	4,367.14	5,046.06	5,779.12	6,417.75
31. Present value of benefit (ABO)	3,804.49	3,496.03	3,287.11	0.00
32. Present value of benefit (PBO)	3,804.49	3,637.99	3,531.90	0.00
33. Service cost	3,804.49	121.27	117.73	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)	35,783.54	66,131.57	92,548.50	0.00
42. Present value of benefit (PBO)	35,783.54	67,363.83	95,748.07	0.00
43. Service cost	35,783.54	36,836.21	37,782.35	0.00
<u>Compensations</u>				
44. Compensation	206,414.88	210,555.00	214,760.76	0.00

DEFINED BENEFIT SAMPLE PLAN

SAMPLE FOR MULTIPLE DECREMENT SUPPORT

PPA Actuarial Data
Val Date: 01/01/2025

2/11/2025 3:09:55 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	69	Acc Yr	25.41	VD-prt	25.00	
12/31/2000	33,627.22	33,627.22 1,000	DOH 08/02/1999	44	Max Acc	25.41	VD-svc	25.00	
12/31/2001	34,753.04	34,753.04 1,000	DOE 09/01/2000	45	Vest Yr	25.00	RD-prt	25.00	
12/31/2002	38,608.00	38,608.00 1,000	NRD 01/02/2025	69	Vest Pct	100.00	RD-svc	25.00	
12/31/2003	0.00	0.00 0	ERD 08/01/2010	55	Vst Strt 01/01/2000		VD-\$	31,543.69	
12/31/2004	0.00	0.00 0	SSRA	67	Acc Strt 08/02/1999		VD-%	5,100.67	
12/31/2005	0.00	0.00 0	DOT		Exp Fut Svc 0.000		VD-LS	647,276.00	
12/31/2006	0.00	0.00 0	REH				End/Yr	5,100.67	
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	4,910.96	4,910.96	5,100.67	2,619.87	31,543.69	
12/31/2011	33,627.22	33,627.22 1,000	Funding	4,910.96	4,910.96	5,100.67	2,619.87	31,543.69	
12/31/2012	34,972.31	34,972.31 1,000	Accrued	4,910.96	4,910.96	5,100.67	2,619.87	31,543.69	
12/31/2013	37,770.09	37,770.09 1,000	Prior	4,736.24		4,871.58	2,386.09		
12/31/2014	43,500.00	43,500.00 1,000	End/Yr	4,910.96	4,910.96	5,100.67	2,619.87		
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 126.900	-----APRs-----
12/31/2017	51,000.00	51,000.00 1,000	Projected	0.00	0.00	0.00	7,222	TH 117.944	
12/31/2018	52,020.00	52,020.00 1,000	Funding	0.00	0.00	0.00	7,222	417e 132.954	
12/31/2019	54,101.00	54,101.00 1,000	Accrued	0.00	0.00	0.00	7,222	PBGC 135.352	
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	332,462	FT	337,549.00	PVNR	337,549.35	-----430 MIN-----
12/31/2022	56,336.99	56,336.99 1,000	TH	308,997	TNC	0.00	PVER	0.00	-----PV MIN EOY----
12/31/2023	62,703.07	62,703.07 1,000	417(e)	348,323	FT Pr	322,994.00	PVTerm	0.00	
12/31/2024	64,584.16	64,584.16 0	PBGC	338,128	TNC Pr	0.00	PVDis	0.00	
					PVFund	128.84196	PVDth	0.00	
			-----404 MAX-----						
			FT	338,128.00	PVNR	338,127.80	Face Amount	0	----- Ins. Policy -----
			TNC	0.00	PVER	0.00	Curr CSV	0	
			FT Pr	328,035.00	PV Term	0.00	CSV @ NRD	0	
			TNC Pr	0.00	PVDis	0.00	Premium	0.00	
			PVFund	129.06275	PV Dth	0.00	-- FASB dx	5.00% ---	
			-----OTHER-----						
			Lump Sum	N	EIR	5.30%	PBO	376,994	
			Ret Year	2	ExAccSvc		PBO SC	0	
			Assumed RA	N	ExSvc				

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Actuarial Data - EOY Cash Balance
Val Date: 12/31/2024

2/11/2025 3:11:49 PM

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	61	Acc Yr	12.00	VD-prt 12.00
12/31/2014	265,000.00	265,000.00 1,000	DOH 01/01/2005	41	Max Acc	13.00	VD-svc 20.00
12/31/2015	265,000.00	265,000.00 1,000	DOE 01/01/2013	49	Vest Yr	12.00	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	1.000	
12/31/2020	297,733.86	297,733.86 1,000	REH				
12/31/2021	306,665.88	306,665.88 1,000	-----Average Comp for-----				
12/31/2022	321,999.17	321,999.17 1,000	Benefits	Top Heavy	415	Benefits	415 \$
12/31/2023	338,099.13	338,099.13 1,000	Projected	23,325.36	25,916.67	27,222.22	11,887.11 22,916.66
12/31/2024	348,242.10	348,242.10 0	Funding	23,325.36	25,916.67	27,222.22	11,887.11 22,916.66
			Accrued	28,750.00	25,916.67	27,222.22	11,029.76 22,916.66
			Prior			25,694.44	9,954.33 22,083.33
			Cert PIA	3,855.30	End of Yr Accrued		11,029.76
----- Benefit Adjustments -----							
			Forced Max	Offsets	Add ons	Int Lvl	AEQ 160.961
			Projected	0.00	0.00	0	TH 160.961
			Funding	0.00	0.00	0	417e 148.442
			Accrued	0.00	0.00	0	PBGC 151.252
----- APRs -----							
---- PVABs for ----							
			AEQ	1,690,823	Fdg Tgt	1,549,730.00	Fdg Tgt 1,550,243.00
			TH	1,690,822	Tgt NC	136,299.00	Tgt NC 136,344.00
			417(e)	1,637,276	PVFund	153.28159	PVFund 153.28159
			PBGC	1,551,341	EIR %	5.27%	
----- 430 MIN -----							
----- 404 MAX -----							
---EOY Cash Bal---							
			Beg B	1,494,361.95	PVFB	1,467,491.75	Face Amount 0
			Int Cred	74,718.10	PVER	0.00	Curr CSV 0
			Exp Ctb	138,000.00	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	611,550.15	ABO 1,690,823
			Curr B	1,707,080.05			PBO 1,525,963
			Basis	1,213,640.00			PBO SC 164,860
----- ASSUMPTIONS -----							
			Lump Sum	Y	Curr Int	5.00%	PVFAS 153.29640
			Disregard Prior		Future Int	4.00%	
			Ctb Input	N	Unitized	1	

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2024

Plan Year: 01/01/2024 to 12/31/2024

Employee_1

xxx-xx-7800

Parameters

2/11/2025 3:14:16 PM

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: 5.01% for the first 5 years

Segment 2: 5.26% for the next 15 years

Segment 3: 5.59% for years thereafter

PPAFASMP \ PPA Max Segment Rates:

Segment 1: 5.01% for the first 5 years

Segment 2: 5.26% for the next 15 years

Segment 3: 5.36% for years thereafter

ACTEQUIV \

Post-Retirement Interest: 5.00%

Post-Retirement Mortality: RP24C U

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

MAXBNADJ \

Age Reduction Method: Completed Months

Post-Retirement Mortality: RP24C 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:61

NRA: 62

NRA for 415 purposes: 62y, 0m

PPA Min Applicable Segment Rate: 5.01%

PPA Max Applicable Segment Rate: 5.01%

Step 1 Benefits

ACCRBENF \ Begin of Yr. Accrued Benefit: 10,138.11

LIABILITY \ EOY Accrued Benefit: 11,029.76

Step 2 415 Benefits

ACCRBENF \ BOY 415 Accrued Benefit: 22,916.66

LIABILITY \ EOY 415 Accrued Benefit: 22,916.66

Step 1 Factors

Normal Form: Single Life

ACCRBENF \ AEQ APR (5.00, RP24C U, 62): 160.961

VALPPA \ Min tab \

PPA Min Discount Factor: $1.0501^{(61-62)} = 0.95229$

VALPPA \ Max tab \

PPA Max Discount Factor: $1.0501^{(61-62)} = 0.95229$

Step 2 Factors

VALPPA \ 415 tab \

STAT 415 LS APR (5.50%, RP24C U, 62y, 0m): 153.563

AEQ 415 APR (5.00%, RP24C U, 62y, 0m): 160.961

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2024

Plan Year: 01/01/2024 to 12/31/2024

Employee_1

xxx-xx-7800

PPA Min Results

2/11/2025 3:14:16 PM

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.
 $10,138.11 \times 160.961 \times 0.95229 = 1,553,986$

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): 1,553,986

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.
 $11,029.76 \times 160.961 \times 0.95229 = 1,690,659$

b) PPA Min Deferred LS:

EOY Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,690,659

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
 $22,916.66 \times 160.961 \times 0.95229 = 3,512,701$

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
 $22,916.66 \times 153.563 \times 0.95229 = 3,351,248$

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): 3,351,248

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
 $22,916.66 \times 160.961 \times 0.95229 = 3,512,701$

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
 $22,916.66 \times 153.563 \times 0.95229 = 3,351,248$

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): 3,351,248

Minimum of Steps 1 and 2: 1,690,659

PPA Min Funding Target: Minimum of Steps 1 and 2:

Minimum of 1,553,986 and 3,351,248 = 1,553,986

PPA Min Target Normal Cost is 1,690,659 minus

PPA Min Funding Target:

1,690,659 minus 1,553,986 = 136,673

CASH BALANCE PLAN

SAMPLE FOR PPA REPORTS

PPA Fund to Lump Sum Limited by 415

Val Date: 12/31/2024

Plan Year: 01/01/2024 to 12/31/2024

Employee_1
xxx-xx-7800

PPA Max Results

2/11/2025 3:14:16 PM
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.
 $10,138.11 \times 160.961 \times 0.95229 = 1,553,986$

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): 1,553,986

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.
 $11,029.76 \times 160.961 \times 0.95229 = 1,690,659$

b) PPA Max Deferred LS:

EOY Accrued Benefit x PPA PVF
N/A because Disregard Prior Accrued Benefit: Yes
Maximum of a) and b): 1,690,659

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
 $22,916.66 \times 160.961 \times 0.95229 = 3,512,701$

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
 $22,916.66 \times 153.563 \times 0.95229 = 3,351,248$

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): 3,351,248

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
 $22,916.66 \times 160.961 \times 0.95229 = 3,512,701$

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
 $22,916.66 \times 153.563 \times 0.95229 = 3,351,248$

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): 3,351,248

Minimum of Steps 1 and 2: 1,690,659

PPA Max Funding Target: Minimum of Steps 1 and 2:

Minimum of 1,553,986 and 3,351,248 = 1,553,986

PPA Max Target Normal Cost is 1,690,659 minus

PPA Max Funding Target:

1,690,659 minus 1,553,986 = 136,673

Sample DC/CB Proposal

Combined Plan Proposal

For the Plan Year Ending December 31, 2024

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, 2024

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

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
Plan Specifications
For Plan Year Ending December 31, 2024

		<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:	\$69,000	\$103,000
	Group 2:	18.96%	5.5% of compensation
	Group 3:	7.5%	
415 Maximum Benefit		\$69,000	Lesser of \$22,916.66 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%

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
Summary of Assumptions
For Plan Year Ending December 31, 2024

	For Funding		For Actuarial Equivalence
	<u>Min</u>	<u>Max</u>	
Interest Rates	Seg 1:	5.01%	Pre-Retirement: 5.00%
	Seg 2:	5.26%	Post-Retirement: 5.00%
	Seg 3:	5.59%	
Applicable Date	12/2024	12/2024	
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-2024 Small Plan Static Table – Combined Male Female-2024 Small Plan Static Table – Combined Female		2024 Applicable Mortality Table from Notice 2023-73
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, 2024

<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	01/01/2024	1	B	01/01/2024	1
Subtotal (1 Participant):						250,000.00							
Staff2/NHCE		N	N	01/01/1970	01/01/2017	50,000.00	2080	B	01/01/2024	2	B	01/01/2024	2
Staff3/NHCE		N	N	01/01/1960	01/01/2017	50,000.00	2080	B	01/01/2024	3	B	01/01/2024	2
Staff4/NHCE		N	N	01/01/1975	01/01/2017	100,000.00	2080	B	01/01/2024	2	B	01/01/2024	2
Staff6/NHCE		N	N	01/01/1965	01/01/2017	50,000.00	2080	B	01/01/2024	2	B	01/01/2024	2
Staff7/NHCE		N	N	01/01/1955	01/01/2017	100,000.00	2080	B	01/01/2024	3	B	01/01/2024	2
Staff8/NHCE		N	N	01/01/1955	01/01/2017	25,000.00	2080	B	01/01/2024	3	B	01/01/2024	2
Staff9/NHCE		N	N	01/01/1960	01/01/2017	50,000.00	2080	B	01/01/2024	3	B	01/01/2024	2
Staff10/NHCE		N	N	01/01/1970	01/01/2017	50,000.00	2080	B	01/01/2024	2	B	01/01/2024	2
Staff11/NHCE		N	N	01/01/1965	01/01/2017	25,000.00	2080	B	01/01/2024	3	B	01/01/2024	2
Staff12/NHCE		N	N	01/01/1960	01/01/2017	25,000.00	2080	B	01/01/2024	3	B	01/01/2024	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, 2024

<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	9,480.00	9,480.00	18.96
Staff3/NHCE		N	N	3	50,000.00	3,750.00	3,750.00	7.50
Staff4/NHCE		N	N	2	100,000.00	18,960.00	18,960.00	18.96
Staff6/NHCE		N	N	2	50,000.00	9,480.00	9,480.00	18.96
Staff7/NHCE		N	N	3	100,000.00	7,500.00	7,500.00	7.50
Staff8/NHCE		N	N	3	25,000.00	1,875.00	1,875.00	7.50
Staff9/NHCE		N	N	3	50,000.00	3,750.00	3,750.00	7.50
Staff10/NHCE		N	N	2	50,000.00	9,480.00	9,480.00	18.96
Staff11/NHCE		N	N	3	25,000.00	1,875.00	1,875.00	7.50
Staff12/NHCE		N	N	3	25,000.00	1,875.00	1,875.00	7.50
Subtotal					525,000.00	68,025.00	68,025.00	
Total					775,000.00	68,125.00	68,125.00	

Sample DC/CB Proposal
Cash Balance Plan Costs
For Plan Year Ending December 31, 2024

<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	103,000.00	41.20	0.00	103,000.00	0.00	103,000.00	103,000.00	330,610.00	684.79
Subtotal					250,000.00	103,000.00		0.00	103,000.00	0.00	103,000.00	103,000.00		
Staff2/NHCE		N	N	2	50,000.00	2,750.00	5.50	0.00	2,703.00	0.00	2,703.00	2,703.00	247,175.00	24.04
Staff3/NHCE		N	N	2	50,000.00	2,750.00	5.50	0.00	2,750.00	0.00	2,750.00	2,750.00	330,610.00	18.28
Staff4/NHCE		N	N	2	100,000.00	5,500.00	5.50	0.00	5,339.00	0.00	5,339.00	5,339.00	192,705.00	61.36
Staff6/NHCE		N	N	2	50,000.00	2,750.00	5.50	0.00	2,750.00	0.00	2,750.00	2,750.00	317,162.00	18.84
Staff7/NHCE		N	N	2	100,000.00	5,500.00	5.50	0.00	5,500.00	0.00	5,500.00	5,500.00	421,897.00	41.93
Staff8/NHCE		N	N	2	25,000.00	1,375.00	5.50	0.00	1,375.00	0.00	1,375.00	1,375.00	211,052.00	10.48
Staff9/NHCE		N	N	2	50,000.00	2,750.00	5.50	0.00	2,750.00	0.00	2,750.00	2,750.00	330,610.00	18.28
Staff10/NHCE		N	N	2	50,000.00	2,750.00	5.50	0.00	2,703.00	0.00	2,703.00	2,703.00	247,175.00	24.04
Staff11/NHCE		N	N	2	25,000.00	1,375.00	5.50	0.00	1,375.00	0.00	1,375.00	1,375.00	266,371.00	9.42
Staff12/NHCE		N	N	2	25,000.00	1,375.00	5.50	0.00	1,375.00	0.00	1,375.00	1,375.00	240,442.00	9.14
Subtotal					525,000.00	28,875.00		0.00	28,620.00	0.00	28,620.00	28,620.00		
Total					775,000.00	131,875.00		0.00	131,620.00	0.00	131,620.00	131,620.00		

Sample DC/CB Proposal
Employee Contributions and Costs Summary
For Plan Year Ending December 31, 2024

<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	103,000.00	41.20	78.10	100.00	103,000.00	103,100.00	41.24	51.62	125,600.00
Subtotal				250,000.00	103,000.00			100.00	103,000.00	103,100.00			125,600.00
Staff2/NHCE		N	N	50,000.00	2,750.00	5.50	2.09	9,480.00	2,703.00	12,183.00	24.37	6.10	13,183.00
Staff3/NHCE		N	N	50,000.00	2,750.00	5.50	2.09	3,750.00	2,750.00	6,500.00	13.00	3.25	7,500.00
Staff4/NHCE		N	N	100,000.00	5,500.00	5.50	4.17	18,960.00	5,339.00	24,299.00	24.30	12.16	26,299.00
Staff6/NHCE		N	N	50,000.00	2,750.00	5.50	2.08	9,480.00	2,750.00	12,230.00	24.46	6.12	13,230.00
Staff7/NHCE		N	N	100,000.00	5,500.00	5.50	4.17	7,500.00	5,500.00	13,000.00	13.00	6.51	15,000.00
Staff8/NHCE		N	N	25,000.00	1,375.00	5.50	1.04	1,875.00	1,375.00	3,250.00	13.00	1.63	3,750.00
Staff9/NHCE		N	N	50,000.00	2,750.00	5.50	2.09	3,750.00	2,750.00	6,500.00	13.00	3.25	7,500.00
Staff10/NHCE		N	N	50,000.00	2,750.00	5.50	2.09	9,480.00	2,703.00	12,183.00	24.37	6.10	13,183.00
Staff11/NHCE		N	N	25,000.00	1,375.00	5.50	1.04	1,875.00	1,375.00	3,250.00	13.00	1.63	3,750.00
Staff12/NHCE		N	N	25,000.00	1,375.00	5.50	1.04	1,875.00	1,375.00	3,250.00	13.00	1.63	3,750.00
Subtotal				525,000.00	28,875.00			68,025.00	28,620.00	96,645.00			107,145.00
Total				775,000.00	131,875.00			68,125.00	131,620.00	199,745.00			232,745.00

**Sample DC/CB Proposal
Combo Plan Budget Summary**
For Plan Year Ending December 31, 2024

Cash Balance Funding Range

A)	Cash Balance PPA Minimum Required Contribution:	131,620
B)	Cash Balance Contribution Credits:	131,875
C)	Cash Balance PPA Maximum Deductible Contribution:	131,620
D)	Estimated Cash Balance Cost [Greater of A and B, but no more than C]:	131,620

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:	68,125
H)	Ratio of Employer Contributions to Limited Compensation [G / F]:	8.79%
I)	Do DC Contributions Exceed 6% of Limited Compensation? [Is H > 6%]:	Yes
J)	Potential Combined Plan Deduction Limit [C + 25% of F]:	325,370
	<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:	68,125
	2) Employee Deferral:	N/A
M)	Cash Balance Cost:	131,620
N)	Total Combined Plan Cost:	199,745

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, 2024

	<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	103,000.00	103,100.00	51.62%	103,100.00
Other Employees	68,025.00	28,620.00	96,645.00	48.38%	96,645.00
Total	68,125.00	131,620.00	199,745.00	100.00%	199,745.00

SAMPLE