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Thanks for taking a moment to view our sample defined benefit reporting features!

Below is a partial listing of available reports that ASC's Defined Benefit system can generate. Use the bookmark feature of your .pdf program to navigate to the sample report that you want to preview.

In addition to the samples included here, there are additional reports users can generate. From optional forms output to PBGC Notice of Plan Benefits to SB Age/Service chart attachments, you'll find most any output available with the click of a finger. If for some reason, a report isn't already available, we offer custom report writing on a fee-based basis.

If you'd like to learn more about the DB system, contact ASC sales by email at Sales@asc-net.com or by phone at (800) 950-2082, Extension 1.

Sample Reports Included

- I. Sample PPA Actuarial Reports
 - a. Traditional DB Plan
 - b. Cash Balance Plan
 - c. Additional Optional Report Pages

- II. Sample Participant Statements
 - a. Traditional DB Plan (Basic Format)
 - b. Traditional DB Plan (Flexible Format)
 - c. Cash Balance Plan

- III. Compliance Reports for Combined Plans
 - a. Combo Plan Report
 - b. DB 401(a)(26) Report
 - c. 410(b) Report
 - d. 401(a)(4) Report
 - e. Top Heavy Report

- IV. Sample Life Participant Calculation Output
 - a. Multiple Decrement Traditional DB Plan – PPA
 - b. Multiple Decrement Traditional DB Plan – FASB
 - c. Cash Balance Plan – PPA

ABC, Inc.

DEFINED BENEFIT PENSION PLAN

Actuarial Valuation

Plan Year: January 1, 2014 to December 31, 2014

Valuation Date: January 1, 2014

Prepared by

Actuarial Systems Corporation

on July 7, 2014

ABC, Inc.
DEFINED BENEFIT PENSION PLAN
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Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

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ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Actuarial Certification
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

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 ABC, Inc. DEFINED BENEFIT PENSION PLAN.

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 Moving Ahead for Progress in the 21st Century Act (MAP-21). 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. I have tested the reasonable accuracy of this information in accordance with generally accepted actuarial principles and practices, and have otherwise relied upon it without audit.

Future actuarial measurements may differ significantly from the measurement 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. 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:

ACTUARY

Date

Enrollment Number

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

ABC, Inc.
DEFINED BENEFIT PENSION PLAN
Determination of Maximum Deductible Contribution
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

(a) Minimum contribution due as of the beginning of the year	\$63,388
(b) Target Normal Cost	\$3,828
(c) Funding Target	\$1,987,390
(d) Cushion Amount	
(1) Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2) Funding Target (c) - (d1)	\$1,987,390
(3) 50% of Funding Target	\$993,695
(4) Increase in Funding Target due to salary increases	\$104,130
(5) Cushion Amount (d3) + (d4)	\$1,097,825
(e) Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$3,089,043
(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)	\$3,089,043
(j) Actuarial Value of Assets	\$1,324,887
(k) Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$1,764,156

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Determination of Minimum Contribution
 Plan Year: 1/1/2014 to 12/31/2014
 Valuation Date: 1/1/2014

The Minimum Required Contribution to your pension plan is defined in Section 430 of the Internal Revenue Code. A funding deficiency should not be allowed to develop as it is subject to a penalty tax. To prevent a deficiency, your contribution should be at least equal to the minimum deposit shown below, adjusted by the effective interest rate to the date it is actually deposited. The application of the carryover balance and/or prefunding balance is not available if the prior year funding ratio is less than 80%.

<u>Charges</u>	<u>Valuation Date: 1/1/2014</u>
(a) Target Normal Cost	\$2,406
(b) Shortfall Amortization Payment (outstanding balance \$263,105 as of 1/1/2014)	\$60,982
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2014)	\$0
Total Charges	\$63,388
<u>Credits</u>	
(d) Available carryover balance	\$0
(e) Available prefunding balance	\$0
(f) Discounted contributions deposited after valuation date	\$49,212
Total Credits	\$49,212
Minimum Balance of Contribution Due as of the beginning of the year	\$14,176
Interest at effective interest rate of 5.68%	\$803
Minimum Balance of Contribution Due as of the end of the year	\$14,979*
Interest at effective interest rate to 8 1/2 months past the end of the year	\$597
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$15,576*

*Balance does not include additional interest that may apply for required quarterly payments made after their due date.

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Shortfall Amortization
 Plan Year: 1/1/2014 to 12/31/2014
 Valuation Date: 1/1/2014

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2010	2+7	5	\$6,000	\$27,560
01/01/2012	7-year	5	\$8,520	\$39,136
01/01/2013	7-year	6	\$119,151	\$637,959
01/01/2014	7-year	7	<u>\$(72,689)</u>	<u>\$(441,550)</u>
Total			\$60,982	\$263,105

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Funded Status
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$1,750,626	\$1,559,992
(b) Actuarial Value of Assets	\$974,833	\$1,324,887
(c) Carryover Balance	\$15,000	\$0
(d) Prefunding Balance	\$0	\$28,000
(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>	55.68%	83.13%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	54.82%	83.13%
(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>	\$790,793	\$263,105
(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)-(d). If (h)=No, (b)</i>		\$1,324,887
(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		83.13%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2014 Plan Year
Valuation Date: 1/1/2014

Plan Effective Date: January 1, 1988

EIN: 95-4500000 PN: 001

1. Funding Target without regard to at-risk	\$1,559,992
2. Actuarial Value of Assets	1,324,887
3. Carryover Balance	0
4. Prefunding Balance	28,000
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	84.92%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage (2-3-4+5)/(1+5)	83.13%

Disclosures

IRC Section 436(f) Contributions Included in Assets	\$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:

ACTUARY

Date

Enrollment Number

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

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Statement of Actuarial Assumptions and Method
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

		<u>For Funding</u>			<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>
		<u>Min</u>	<u>Max</u>			
Interest Rates	Seg 1	4.43%	1.25%	Seg 1	1.25%	Pre-Retirement 5.50%
	Seg 2	5.62%	4.06%	Seg 2	4.57%	Post-Retirement 5.50%
	Seg 3	6.22%	5.08%	Seg 3	5.60%	
Pre-Retirement						
Turnover	Male-Insulfab Turnover Rates Female-Insulfab Female Turnover Rates	Male	Male	None		None
Mortality	Male-RP2000 Employee Male Table Projected to 2029 with Scale AA Female-RP2000 Employee Female Table Projected to 2029 with Scale AA			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
Early Ret Rates	Percentage of remaining lives that retire early at the indicated number of years before NRA					
		Years to Retire	Pct Retire			
		1	8%			
		2	10%			
		3	13%			
		4	7%			
		5	5%			
		6	3%			
		7	2.5%			
		8	2%			
		9	1.5%			
		10	1%			
Future Salary Incr	3% Salary Scale		7	None		None

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Summary of Plan Provisions
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

Plan Effective Date	January 1, 1988
Plan Year	From January 1 to December 31
Eligibility	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: 1 year of service Minimum age 18
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on the later of the following: Attainment of age 62 Completion of 5 years of participation from entry date
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: 4 percent of compensation times credited years Credited years are plan years commencing with the year of entry and ending with the retirement year excluding the following: Years with less than 1,000 hours with a maximum of 25 years Maximum benefit is \$17,500 per month Maximum percent of salary is 100% Benefit is based on average salary during the highest 3 consecutive years of participation
Early Retirement Age	Attainment of age 55 Completion of 10 plan years of service
Early Retirement Benefit	5% per year
Normal Form of Benefit	A benefit payable for the life of the participant

ABC, Inc.

DEFINED BENEFIT PENSION PLAN

Schedule of Active Participant Data
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	1	0	0	0	0	0	0	0	0	1
30-34	0	1	0	0	0	0	0	0	0	0	1
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	2	0	0	0	0	0	0	0	2
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	1	0	0	1	0	0	0	2
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	2	1	0	0	1	0	0	0	6

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

Average Age: 41.5 Average Service: 10

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Active Participant Census Data
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

<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>
DOE, JOHN	M	11/04/1959	09/01/1986	01/01/1988	11/04/2024	274,275.00
DOE, JANE	F	08/29/1962	09/01/2001	01/01/1988	08/29/2024	40,365.00
RUBBLE, BARNEY	M	03/14/1969	02/25/2003	01/01/2005	03/14/2031	34,776.00
SEYMOUR, JANE	F	04/23/1973	06/03/2003	01/01/2005	04/23/2035	60,030.00
SPRATT, JACK/2	M	06/04/1982	07/27/2007	07/01/2011	06/04/2044	28,980.00
BOOP, BETTY	F	09/23/1984	09/01/2008	01/01/2013	09/23/2046	32,602.50
Total (6 Participants):						471,028.50

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Inactive Employee Census Data
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

<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>
TEMPLE, SHIRLEY	F	06/05/1965	10/17/2003	0.00	T=Terminated	10/15/2012
Total (1 Employee):				0.00		

ABC, Inc.

DEFINED BENEFIT PENSION PLAN

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2014 to 12/31/2014

Valuation Date: 1/1/2014

Actuarial Equivalence: Pre: 5.50% Post: 5.50% RP10C 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>
DOE, JOHN	11/04/2024	17,500.00	2,422,122	1,239,687	0
DOE, JANE	08/29/2024	3,526.66	523,035	142,339	0
RUBBLE, BARNEY	03/14/2031	2,898.00	429,799	52,202	0
SEYMOUR, JANE	04/23/2035	5,002.50	741,915	69,891	0
SPRATT, JACK	06/04/2044	2,415.00	358,166	6,986	520
BOOP, BETTY	09/23/2046	2,716.88	402,937	2,016	1,886
Total (6 Participants)		34,059.04	4,877,977	1,513,121	2,406

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates: (1) 1.25% (2) 4.57% (3) 5.60%
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

(1)		(2)	(3)	(4)	(5)	(6)	(7)
<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>	<u>415 Maximum Present Value</u>	<u>Lesser of (4) & (6)</u>
DOE, JOHN/100.00%	54	17,500.00	17,500.00	1,453,670	1,453,670	1,691,160	1,453,670
DOE, JANE/100.00%	51	1,840.00	1,840.00	162,808	162,808	684,461	162,808
RUBBLE, BARNEY/100.00%	45	1,023.76	1,023.76	62,643	62,643	540,911	62,643
SEYMOUR, JANE/100.00%	41	1,740.30	1,740.30	83,847	83,847	719,270	83,847
SPRATT, JACK/100.00%	32	311.92	311.92	9,281	9,281	148,082	9,281
BOOP, BETTY/80.00%	29	108.68	86.94	2,754	2,203	44,349	2,754
Active Subtotal (6)		22,524.66	22,502.92	1,775,003	1,774,452		1,775,003

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.

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Present Benefits for Term Vested and Inactive
 Greater of Actuarial Equivalence and 417(e) Rates
 417(e) Segment Rates: (1) 1.25% (2) 4.57% (3) 5.60%
 Plan Year: 1/1/2014 to 12/31/2014
 Valuation Date: 1/1/2014

<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>
TEMPLE, SHIRLEY/100.00% 49		T	10/15/2012	711.11	711.11	55,941	55,941
Term Vested Subtotal (1)				711.11	711.11	55,941	55,941
Total Participants (7)				23,235.77	23,214.03	1,830,944	1,830,393

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.

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

PPA Funding Values
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014
Minimum Funding Segment Rates 4.43% / 5.62% / 6.22%
Maximum Deductible Segment Rates 1.25% / 4.06% / 5.08%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Minimum Present Value Factor</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
DOE, JOHN / 54	17,500.00	0.00	70.839	1,239,687	1,239,687	0	A
DOE, JANE / 51	1,840.00	153.33	77.358	142,339	142,339	0	A
RUBBLE, BARNEY / 45	1,023.76	133.95	50.990	52,202	52,202	0	A
SEYMOUR, JANE / 41	1,740.30	258.21	40.160	69,891	69,891	0	A
SPRATT, JACK / 32	311.92	73.98	22.396	6,986	6,986	520	A
BOOP, BETTY / 29	108.68	111.94	18.548	2,016	1,613	1,886	A
Active Subtotal	22,524.66	731.41		1,513,121	1,512,718	2,406	
Retirees & Vesteds*							
TEMPLE, SHIRLEY / 49	711.11	0.00	65.912	46,871	46,871	0	T
Vesteds Subtotal	711.11	0.00		46,871	46,871	0	
Retirees Subtotal	0.00			0	0		
Total	23,235.77	731.41		1,559,992	1,559,589	2,406	
Total Minimum Funding Values at Valuation Date						1,562,398	

*Vested amounts shown in all columns for Terminated Vesteds

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

PPA Funding Values
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014
Minimum Funding Segment Rates 4.43% / 5.62% / 6.22%
Maximum Deductible Segment Rates 1.25% / 4.06% / 5.08%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Maximum Present Value Factor</u>	<u>Present Value of (1) at BOY</u>	<u>Vested Pres Val of (1) at BOY</u>	<u>Present Value of (2) at BOY</u>	<u>Stat</u>
DOE, JOHN / 54	17,500.00	0.00	89.339	1,563,427	1,563,427	0	A
DOE, JANE / 51	1,840.00	153.33	98.767	181,731	181,731	0	A
RUBBLE, BARNEY / 45	1,023.76	133.95	68.322	69,945	69,945	0	A
SEYMOUR, JANE / 41	1,740.30	258.21	55.664	96,872	96,872	0	A
SPRATT, JACK / 32	311.92	73.98	34.050	10,621	10,621	834	A
BOOP, BETTY / 29	108.68	111.94	29.363	3,191	2,553	2,994	A
Active Subtotal	22,524.66	731.41		1,925,787	1,925,149	3,828	
Retirees & Vesteds*							
TEMPLE, SHIRLEY / 49	711.11	0.00	86.630	61,603	61,603	0	T
Vesteds Subtotal	711.11	0.00		61,603	61,603	0	
Retirees Subtotal	0.00			0	0		
Total	23,235.77	731.41		1,987,390	1,986,752	3,828	
Total Maximum Values at Valuation Date						1,991,218	

*Vested amounts shown in all columns for Terminated Vesteds

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

PPA Funding Values
 Plan Year: 1/1/2014 to 12/31/2014
 Valuation Date: 1/1/2014
 Minimum Funding Segment Rates 4.43% / 5.62% / 6.22%
 Maximum Deductible Segment Rates 1.25% / 4.06% / 5.08%

(a)	Values as of 1/1/2014	<u>Minimum</u>	<u>Maximum</u>	
	(1) Funding Target	1,559,992	1,987,390	
	(2) Target Normal Cost	2,406	3,828	
(b)	Minimum Funding Target as of 1/1/2014	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1) Retirees Receiving Payments	0	0	0
	(2) Terminated Vesteds	1	46,871	46,871
	(3) Actives	6	1,512,718	1,513,121
	(4) Total	7	1,559,589	1,559,992

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Projected Retirement Benefits
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

<u>Participant Name</u>	<u>Prior Projected Benefit</u>	<u>Increase Projected Benefit</u>	<u>Current Projected Benefit</u>	<u>Social Security Benefit</u>	<u>Total Benefit</u>	<u>% of Current Comp</u>
DOE, JOHN	17,083.33	416.67	17,500.00	2,703.30	20,203.30	88%
DOE, JANE	3,526.66	0.00	3,526.66	1,664.60	5,191.26	154%
RUBBLE, BARNEY	2,811.11	86.89	2,898.00	1,431.70	4,329.70	149%
SEYMOUR, JANE	4,833.33	169.17	5,002.50	2,038.90	7,041.40	141%
SPRATT, JACK	2,333.33	81.67	2,415.00	1,286.20	3,701.20	153%
BOOP, BETTY	2,625.00	91.88	2,716.88	1,340.30	4,057.18	149%
Total (6 Participants)	33,212.76	846.28	34,059.04	10,465.00	44,524.04	

Average compensation used to calculate projected benefits assumes that current compensation continues until retirement.

EOY CASH BALANCE

PENSION PLAN

Actuarial Valuation
Plan Year: January 1, 2013 to December 31, 2013
Valuation Date: December 31, 2013

Prepared by
Actuarial Systems Corporation
on June 25, 2014

**EOY CASH BALANCE
PENSION PLAN
Table of Contents**
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

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**EOY CASH BALANCE
PENSION PLAN**

Actuarial Certification
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

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 EOY CASH BALANCE PENSION PLAN.

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 Moving Ahead for Progress in the 21st Century Act (MAP-21). 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. I have tested the reasonable accuracy of this information in accordance with generally accepted actuarial principles and practices, and have otherwise relied upon it without audit.

Future actuarial measurements may differ significantly from the measurement 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. 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:

ACTUARY

Date

Enrollment Number

**EOY CASH BALANCE
PENSION PLAN**

Determination of Maximum Deductible Contribution
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

(a) Minimum contribution due as of the end of the year	\$366,497
(b) Target Normal Cost	\$413,858
(c) Funding Target	\$340,057
(d) Cushion Amount	
(1) Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2) Funding Target (c) - (d1)	\$340,057
(3) 50% of Funding Target	\$170,029
(4) Increase in Funding Target due to salary increases	\$0
(5) Cushion Amount (d3) + (d4)	\$170,029
(e) Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$923,944
(f) Target Normal Cost with At Risk Loads	\$430,412
(g) Funding Target with At Risk Loads	\$356,459
(h) Total (f) + (g)	\$786,871
(i) Greater of (e) and (h)	\$923,944
(j) Actuarial Value of Assets	\$252,523
(k) Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$671,420

**EOY CASH BALANCE
PENSION PLAN**

Determination of Minimum Contribution
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

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: 12/31/2013</u>
(a) Target Normal Cost	\$359,833
(b) Shortfall Amortization Payment (outstanding balance \$39,931 as of 12/31/2013)	\$6,664
(c) Waiver Amortization Payment (outstanding balance \$0 as of 12/31/2013)	\$0
Total Charges	\$366,497
<u>Credits</u>	
(d) Available carryover balance	\$0
Interest at effective interest rate of 6.06%	\$0
Total	\$0
(e) Available prefunding balance	\$0
Interest at effective interest rate of 6.06%	\$0
Total	\$0
(f) Pre-contributions \$302,204	
Pre-contributions adjusted to valuation date	\$310,436
Discounted contributions deposited after valuation date	\$0
Total (f)	\$310,436
Total Credits	\$310,436
Minimum Balance of Contribution Due as of the end of the year	\$56,061
Interest at effective interest rate to 8 1/2 months past the end of the year	\$2,381
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$58,442*

*Balance does not include additional interest that may apply for required quarterly payments made after their due date.

**EOY CASH BALANCE
PENSION PLAN**

Shortfall Amortization
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
12/31/2013	7-year	7	<u>\$6,664</u>	<u>\$39,931</u>
Total			\$6,664	\$39,931

**EOY CASH BALANCE
PENSION PLAN**

Funded Status
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$0	\$292,454
(b) Actuarial Value of Assets	\$309,231	\$252,523
(c1) Carryover Balance Beginning of Year	\$0	\$0
(c2) Carryover Balance End of Year	\$0	\$0
(d1) Prefunding Balance Beginning of Year	\$0	\$0
(d2) Prefunding Balance End of Year	\$0	\$0
(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>	80.00%	86.34%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c2)-(d2)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	100.00%	86.34%
(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>	\$0	\$39,931
(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>		\$252,523
(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		86.30%

**EOY CASH BALANCE
PENSION PLAN**

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2014 Plan Year
Valuation Date: 12/31/2013

Plan Effective Date: January 1, 2012

EIN: 95-0123456 PN: 001

1. Funding Target without regard to at-risk	\$292,454
2. Target Normal Cost without regard to at-risk	359,833
3. Actuarial Value of Assets	252,523
4. Pre-Contributions and Interest	310,436
5. Discounted Contributions made after Valuation Date	0
6. Carryover Balance	0
7. Prefunding Balance	0
8. Annuity Purchases for NHCEs in Prior Two Years	0
9. Funding Percentage for IRC Section 436(j)(3) $(3+4+5-6-7)/(1+2)$	86.30%
10. Item 9 at least 100%?	No
11. Certified Adjusted Funding Target Attainment Percentage $(3+4+5-6-7+8)/(1+2+8)$	86.30%

Disclosures

IRC Section 436(f) Contributions Included in Assets \$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:

ACTUARY

Date

Enrollment Number

**EOY CASH BALANCE
PENSION PLAN**

Statement of Actuarial Assumptions and Method

Plan Year: 1/1/2013 to 12/31/2013

Valuation Date: 12/31/2013

		<u>For Funding</u>			<u>For 417(e)</u>	<u>For Actuarial Equiv.</u>
		<u>Min</u>	<u>Max</u>			
Interest Rates	Seg 1	4.94%	1.37%	Seg 1	1.00%	Pre-Retirement 5.00%
	Seg 2	6.15%	4.05%	Seg 2	3.57%	Post-Retirement 5.00%
	Seg 3	6.76%	5.06%	Seg 3	4.77%	
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	2013 Applicable Mortality Table from Rev Rul 2007-67			2013 Applicable Mortality Table from Rev Rul 2007-67		GAR 94 without loads projected to 2002 with scale AA 50%M/50%F
Assumed Benefit Form For Funding				Lump Sum		
Calculated Effective Interest Rate				6.06%		
Cash Balance Projected Interest Crediting Rate				5.00%		
Maximum Deduction Limit						
	Loading factor for plans eligible to use the special rule under IRC 404(o)(2)(B):					
	Percent Load	4.00%				
	\$ per Participant Load	\$700				

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.

**EOY CASH BALANCE
PENSION PLAN**

Summary of Plan Provisions
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

Plan Effective Date January 1, 2012

Plan Year From January 1 to December 31

Eligibility 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:

1 year of service
Minimum age 21

Normal Retirement Age All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 62
Completion of 5 years of participation from entry date

Normal Retirement Benefit Based on their group classification, participants receive a cash balance contribution equal to a percentage of compensation or a fixed dollar amount as follows:

Group 1: 40.000%
Group 2: 2.750%
Group 3: 2.750%

Maximum benefit is \$17,083 per month
Maximum percent of salary is 100%

Normal Form of Benefit A benefit payable for the life of the participant

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.

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:

Credited Years	Vested Percent
1	0
2	0
3	100

Credited years are years commencing with the date of hire and ending with the retirement year excluding the following:

Years with less than 1,000 hours

**EOY CASH BALANCE
PENSION PLAN**

Summary of Plan Provisions
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

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 Interest Crediting Rate for this plan year is 5.00%

EOY CASH BALANCE

PENSION PLAN

Schedule of Active Participant Data
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

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

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

Average Age: 48.3 Average Service: 2

**EOY CASH BALANCE
PENSION PLAN**

Active Participant Census Data
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

<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>
Doe, John/1	M	01/08/1962	09/01/1996	01/01/2012	01/08/2024	742,210.16
Spratt, Jack/1	M	10/20/1953	09/01/1996	01/01/2012	01/01/2017	520,508.25
Laurel, Stan/1	M	12/07/1958	04/03/2006	01/01/2012	12/07/2020	995,458.75
Doe, Jane/2	F	11/04/1982	07/01/2007	01/01/2012	11/04/2044	24,163.16
Total (4 Participants):						2,282,340.32

**EOY CASH BALANCE
PENSION PLAN**

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2013 to 12/31/2013

Valuation Date: 12/31/2013

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>
Doe, John	01/08/2024	10,647.71	1,620,123	91,981	93,655
Spratt, Jack	01/01/2017	3,775.21	561,184	102,720	168,950
Laurel, Stan	12/07/2020	7,372.33	1,121,751	95,036	96,767
Doe, Jane	11/04/2044	467.72	71,166	2,717	461
Total (4 Participants)		22,262.97	3,374,227	292,454	359,833

**EOY CASH BALANCE
PENSION PLAN**

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates: (1) 1.00% (2) 3.57% (3) 4.77%
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013

(1)		(2)	(3)	(4)	(5)	(6)	(7)
<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>	<u>415 Maximum Present Value</u>	<u>Lesser of (4) & (6)</u>
Doe, John/100.00%	51	2,216.00	2,216.00	245,079	245,079	292,698	245,079
Spratt, Jack/100.00%	60	2,112.03	2,112.03	319,524	319,524	460,597	319,524
Laurel, Stan/100.00%	55	1,914.27	1,914.27	244,338	244,338	357,939	244,338
Doe, Jane/100.00%	31	158.70	158.70	5,968	5,968	107,429	5,968
Total (4)		6,401.00	6,401.00	814,909	814,909		814,909

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.

**EOY CASH BALANCE
PENSION PLAN**

Cash Balance Summary
Plan Year: 1/1/2013 to 12/31/2013
Valuation Date: 12/31/2013
Interest Crediting Rate: Current: 5.00% Future: 5.00%

<u>Participant Name</u>	<u>Prior Balance</u>	<u>Contribution Credit</u>	<u>Earnings</u>	<u>Ending Balance</u>	<u>Vested Percent</u>	<u>Vested Ending Balance</u>
Doe, John	100,000.00	102,000.00	5,000.00	207,000.00	100	207,000.00
Spratt, Jack	100,000.00	102,000.00	5,000.00	207,000.00	100	207,000.00
Laurel, Stan	100,000.00	102,000.00	5,000.00	207,000.00	100	207,000.00
Doe, Jane	4,434.71	664.49	221.74	5,320.94	100	5,320.94
Active Subtotal	304,434.71	306,664.49	15,221.74	626,320.94		626,320.94

**EOY CASH BALANCE
PENSION PLAN**

PPA Funding Values

Plan Year: 1/1/2013 to 12/31/2013

Valuation Date: 12/31/2013

Minimum Funding Segment Rates 4.94% / 6.15% / 6.76%

Maximum Deductible Segment Rates 1.37% / 4.05% / 5.06%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at EOY</u>	<u>Vested Pres Val of (1) at EOY</u>	<u>Present Value of (2) at EOY</u>	<u>Stat</u>
Doe, John / 51	1,098.01	1,117.99	91,981	91,981	93,655	A
Spratt, Jack / 60	798.57	1,313.46	102,720	102,720	168,950	A
Laurel, Stan / 55	948.50	965.77	95,036	95,036	96,767	A
Doe, Jane / 31	135.66	23.04	2,717	2,717	461	A
Total	2,980.74	3,420.26	292,454	292,454	359,833	
Total Minimum Funding Values at Valuation Date					652,287	

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.

**EOY CASH BALANCE
PENSION PLAN**

PPA Funding Values

Plan Year: 1/1/2013 to 12/31/2013

Valuation Date: 12/31/2013

Minimum Funding Segment Rates 4.94% / 6.15% / 6.76%

Maximum Deductible Segment Rates 1.37% / 4.05% / 5.06%

<u>Participant Name/Age</u>	<u>(1) BOY Mo. Accrued Benefit</u>	<u>(2) Expected Mo. Accr in Year</u>	<u>Present Value of (1) at EOY</u>	<u>Vested Pres Val of (1) at EOY</u>	<u>Present Value of (2) at EOY</u>	<u>Stat</u>
Doe, John / 51	1,098.01	1,117.99	112,325	112,325	114,369	A
Spratt, Jack / 60	798.57	1,313.46	113,959	113,959	187,436	A
Laurel, Stan / 55	948.50	965.77	109,304	109,304	111,294	A
Doe, Jane / 31	135.66	23.04	4,469	4,469	759	A
Total	2,980.74	3,420.26	340,057	340,057	413,858	
Total Maximum Values at Valuation Date					753,915	

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.

**EOY CASH BALANCE
PENSION PLAN**

PPA Funding Values

Plan Year: 1/1/2013 to 12/31/2013

Valuation Date: 12/31/2013

Minimum Funding Segment Rates 4.94% / 6.15% / 6.76%

Maximum Deductible Segment Rates 1.37% / 4.05% / 5.06%

(a)	Values as of 12/31/2013	<u>Minimum</u>	<u>Maximum</u>	
	(1) Funding Target	292,454	340,057	
	(2) Target Normal Cost	359,833	413,858	
(b)	Minimum Funding Target as of 12/31/2013	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1) Retirees Receiving Payments	0	0	0
	(2) Terminated Vesteds	0	0	0
	(3) Actives	4	292,454	292,454
	(4) Total	4	292,454	292,454

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.

The report in section I.a. can be supplemented with these optional report pages. These optional report pages are available for all plan types, including cash balances plans.

ABC, Inc.

DEFINED BENEFIT PENSION PLAN

Actuarial Valuation

Plan Year: January 1, 2014 to December 31, 2014

Valuation Date: January 1, 2014

Prepared by

Actuarial Systems Corporation

on June 25, 2014

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

PBGC Standard Premium Funding Target
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014
Participant Count Date: 12/31/2013
PBGC Segment Rates: 1.25% / 4.57% / 5.60%
Actuarial Equivalence Rates
Lump Sum Funding

<u>Participant Name/Age</u>	<u>Status</u>	<u>Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Vested Percent</u>	<u>Premium Funding Target</u>
DOE, JOHN / 54	A	17,500.00	1,513,210	100	1,513,210
DOE, JANE / 51	A	1,840.00	174,734	100	174,734
RUBBLE, BARNEY / 45	A	1,023.76	80,051	100	80,051
SEYMOUR, JANE / 41	A	1,740.30	119,971	100	119,971
SPRATT, JACK / 32	A	311.92	16,183	100	16,183
BOOP, BETTY / 29	A	108.68	5,554	80	4,443
Active Subtotal (6)		22,524.66	1,909,703		1,908,592
Retireds & Vesteds					
TEMPLE, SHIRLEY / 49	T	711.11	56,946	100	56,946
Term Vested Subtotal (1)		711.11	56,946		56,946
Retired Subtotal (0)		0.00	0		0
Total (7)		23,235.77	1,966,649		1,965,538

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

EIN: 95-4500000 PN: 001

Schedule SB Information
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

Part I

Line 2a: Market Value of Assets		\$1,324,887
Line 2b: Actuarial Value of Assets		\$1,324,887
Line 3: Funding Target/Participant Count Breakdown	Number	Funding Target
a: Retired, Beneficiary, Disabled	0	\$0
b: Terminated Vested	1	\$46,871
c: Active		
(i) Non-vested benefits		\$403
(ii) Vested benefits		\$1,512,718
(iii) Total active	6	\$1,513,121
d: Total Funding Target		\$1,559,992
Line 5: Effective Interest Rate		5.68%
Line 6: Target Normal Cost		\$2,406

Part II

Line 7(a): Carryover balance at beginning of prior plan year	\$15,000
Line 7(b): Prefunding balance at beginning of prior plan year	\$0
Line 10: Prior year actual rate of return	9.00%
Line 11b: Prior year's effective rate	6.20%
Line 13(a): Carryover balance at beginning of current plan year	\$0
Line 13(b): Prefunding balance at beginning of current plan year	\$28,000

Part III

Line 14: Funding target attainment percentage	83.13%
Line 15: Adjusted funding target attainment percentage	83.13%
Line 16: Prior year's funding percentage for purposes of 430(f)(3)	55.68%
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	\$49,212
Line 20a: Did the plan have a "funding shortfall" for the prior year?	Yes

Part V

Line 21a: Funding segment rates	4.43%	5.62%	6.22%
Line 21b: Applicable month			January (0)
Line 22: Weighted average retirement age			

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	\$2,406
Line 31b: Excess assets, if applicable	\$0

**Outstanding
Balance**

**Net
Charges**

Line 32a: Shortfall amortization charge	\$263,105	\$60,982
Line 34: Minimum funding requirement (without regard to waivers and waiver charges, not less than zero)		\$63,388

Part IX

Line 41a: Alternative amortization schedule elected	2 plus 7 years
Line 41b: Eligible plan year(s)	2010

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Weighted Average Retirement Age

Plan Year: 1/1/2014 to 12/31/2014

Valuation Date: 1/1/2014

Assumed Retirement Age - The percentage of remaining lives that retire early at the indicated number of years before NRA:

Years to Retire	Pct Retire
1	8%
2	10%
3	13%
4	7%
5	5%
6	3%
7	2.5%
8	2%
9	1.5%
10	1%

Weighted average retirement age 61

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Funding Comp
Case Number 1057 / Disk D14
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014
Valuation Printed on 6/25/2014

<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>
DOE, JOHN	M	51	27	54	65	274,275.00	260,000.04	17,500.00	103
DOE, JANE	F	54	39	51	62	40,365.00	52,684.32	3,526.66	103
RUBBLE, BARNEY	M		35	45	62	34,776.00	55,818.24	2,898.00	103
SEYMOUR, JANE	F		31	41	62	60,030.00	108,458.40	5,002.50	103
SPRATT, JACK	M		26	32	62	28,980.00	68,316.96	2,415.00	103
BOOP, BETTY	F		24	29	62	32,602.50	81,540.96	2,716.88	103
Total (6 Participants)						471,028.50	626,818.92	34,059.04	

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Integration
Projected Benefit with Salary Scale
Case Number 0005 / Disk D22
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

<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>
DOE, JOHN	22,312.50	1,286.55	0.00	5,117.31	8,577.00
DOE, JANE	7,276.88	0.00	0.00	0.00	9,677.00
RUBBLE, BARNEY	6,477.79	0.00	0.00	0.00	9,750.00
SEYMOUR, JANE	6,292.04	0.00	0.00	0.00	9,750.00
SPRATT, JACK	2,005.35	0.00	0.00	0.00	8,022.00
BOOP, BETTY	8,010.02	912.38	0.00	0.00	8,945.00
Total (6 Participants)	52,374.58	2,198.93	0.00	5,117.31	54,721.00

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

AB/Vest
Case Number 1057 / Disk D14
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

<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>
DOE, JOHN	20,833.33	20,833.33	25.00/ 36.00	17,083.33	17,500.00	26.00	100.00%
DOE, JANE	3,833.33	1,839.99	13.00/ 36.00	1,686.67	1,840.00	12.00	100.00%
RUBBLE, BARNEY	2,843.78	1,023.76	9.00/ 26.00	886.67	1,023.76	11.00	100.00%
SEYMOUR, JANE	4,834.17	1,740.30	9.00/ 30.00	1,502.22	1,740.30	11.00	100.00%
SPRATT, JACK	2,599.33	311.91	3.00/ 33.00	217.78	311.92	6.00	100.00%
BOOP, BETTY	2,716.88	108.67	1.00/ 34.00	0.00	108.68	5.00	80.00%
Total (6 Participants)	37,660.82	25,857.96		21,376.67	22,524.66		
Average:			10.00/ 32.50				

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Plan Year: 1/ 1/ 2014 to 12/ 31/ 2014

Valuation Date: 1/ 1/ 2014

EE Hist by Yr
Case Number 1057 / Disk D14

<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>
DOE, JOHN	1/1/2014	274275.00	17500.00	17500.00	0	0.00	>1000
DOE, JOHN	1/1/2013	265000.00	17083.33	17083.33	0	0.00	2080
DOE, JOHN	1/1/2012	280000.00	16250.00	6500.00	0	0.00	>1000
DOE, JOHN	1/1/2011	265000.00	14000.00	4000.00	0	0.00	>1000
DOE, JOHN	1/1/2010	270000.00	13500.00	3500.00	0	0.00	>1000
DOE, JOHN	1/1/2009	265000.00	13270.83	3472.22	0	0.00	2080
DOE, JOHN	1/1/2008	197500.00	0.00	0.00	0	0.00	600
DOE, JOHN	1/1/2007	197500.00	0.00	0.00	0	0.00	2080
DOE, JOHN	1/1/2006	202000.00	0.00	0.00	0	0.00	2080
Total (9)		2216275.00	91604.16	52055.55	0	0.00	
DOE, JANE	1/1/2014	40365.00	4039.13	1840.00	0	0.00	>1000
DOE, JANE	1/1/2013	39000.00	4019.28	1686.67	0	0.00	2080
DOE, JANE	1/1/2012	48000.00	0.00	0.00	0	0.00	>1000
DOE, JANE	1/1/2011	48000.00	0.00	0.00	0	0.00	>1000
DOE, JANE	1/1/2010	42000.00	0.00	0.00	0	0.00	>1000
DOE, JANE	1/1/2009	39000.00	4917.27	733.33	0	0.00	2080
DOE, JANE	1/1/2008	43000.00	0.00	0.00	0	0.00	>1000
DOE, JANE	1/1/2007	43000.00	0.00	0.00	0	0.00	2080
DOE, JANE	1/1/2006	46000.00	0.00	0.00	0	0.00	2080
Total (9)		388365.00	12975.68	4260.00	0	0.00	
RUBBLE, BARNEY	1/1/2014	34776.00	4651.52	1023.76	0	0.00	>1000
RUBBLE, BARNEY	1/1/2013	33600.00	4629.68	886.67	0	0.00	1600
RUBBLE, BARNEY	1/1/2012	34000.00	6408.82	400.00	0	0.00	>1000
RUBBLE, BARNEY	1/1/2009	33600.00	6408.82	554.17	0	0.00	1600
RUBBLE, BARNEY	1/1/2008	33075.00	0.00	0.00	0	0.00	>1000
RUBBLE, BARNEY	1/1/2007	33075.00	0.00	0.00	0	0.00	1575
RUBBLE, BARNEY	1/1/2006	33390.00	0.00	0.00	0	0.00	1590
Total (7)		235516.00	22098.84	2864.60	0	0.00	
SEYMOUR, JANE	1/1/2014	60030.00	9038.20	1740.30	0	0.00	>1000
SEYMOUR, JANE	1/1/2013	58000.00	8994.02	1502.22	0	0.00	1850
SEYMOUR, JANE	1/1/2012	56000.00	0.00	0.00	0	0.00	>1000
SEYMOUR, JANE	1/1/2011	55000.00	0.00	0.00	0	0.00	>1000
SEYMOUR, JANE	1/1/2010	52000.00	0.00	0.00	0	0.00	>1000
SEYMOUR, JANE	1/1/2009	49950.00	8718.72	838.50	0	0.00	1850
SEYMOUR, JANE	1/1/2008	49815.00	0.00	0.00	0	0.00	>1000
SEYMOUR, JANE	1/1/2007	49815.00	0.00	0.00	0	0.00	1845
SEYMOUR, JANE	1/1/2006	51300.00	0.00	0.00	0	0.00	1900
Total (9)		481910.00	26750.94	4081.02	0	0.00	

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Plan Year: 1/ 1/ 2014 to 12/ 31/ 2014

Valuation Date: 1/ 1/ 2014

EE Hist by Yr
Case Number 1057 / Disk D14

<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>
SPRATT, JACK	1/1/2014	28980.00	5693.08	311.92	0	0.00	>1000
SPRATT, JACK	1/1/2013	28000.00	5665.88	217.78	0	0.00	2000
SPRATT, JACK	1/1/2012	42000.00	0.00	0.00	0	0.00	>1000
SPRATT, JACK	1/1/2011	36000.00	0.00	0.00	0	0.00	>1000
Total (4)		134980.00	11358.96	529.70	0	0.00	
BOOP, BETTY	1/1/2014	32602.50	6795.08	108.68	0	0.00	>1000
BOOP, BETTY	1/1/2013	31500.00	6761.27	0.00	0	0.00	>1000
Total (2)		64102.50	13556.35	108.68	0	0.00	

ABC, Inc.
DEFINED BENEFIT PENSION PLAN
Personal Statement For JOHN DOE

As of January 1, 2014

Your Estimated Monthly Benefit at Normal Retirement Date

From Your Pension Plan	\$ 17,500.00 *
From Social Security	\$ 2,690.20 **
Total Monthly Retirement Income	\$ 20,190.20

Your Vesting and Accrued Benefits

Your Current Monthly Accrued Benefit	\$ 17,500.00 *
Your Vested Percentage to Date is	100 %
Your Current Vested Monthly Accrued Benefit	\$ 17,500.00 *

Our Records Indicate:

- 1) You Were Born On 11/04/1959
- 2) You Were Employed On 09/01/1986
- 3) Your Normal Retirement Date is 11/04/2021

* Benefits are payable starting at your normal retirement date for the balance of your life.

** The Social Security benefit is estimated assuming that your current salary continues only until your Normal Retirement Date and the benefit begins at your full Social Security Retirement Date.

ABC, Inc.

DEFINED BENEFIT PENSION PLAN

Personal Statement For Betty Boop

As of January 1, 2014

Your Estimated Monthly Benefit at Normal Retirement Date

From Your Pension Plan	\$ 2,716.88 *
From Social Security	\$ 1,340.30 **
Total Monthly Retirement Income	\$ 4,057.18

* Benefits are payable starting at retirement for the balance of your life and are in addition to any benefits you receive from Social Security.

** The Social Security benefit is estimated assuming that your current salary continues only until your Normal Retirement Date and the benefit begins at your full Social Security Retirement Date.

<u>Your Vesting and Accrued Benefits</u>	<u>Monthly Benefit</u>	<u>Present Values</u>
Current Accrued Benefit	\$ 108.68	\$ 2,754.00
Vested Percentage to 01/01/2014	80 %	80 %
Current Vested Accrued Benefit	\$ 86.94	\$ 2,203.20

- Our Records Indicate:
- (1) You Were Born On 09/23/1984
 - (2) You Were Employed On 09/01/2008
 - (3) Your Normal Retirement Date is 09/23/2046
 - (4) Your 100% Vested Date is 01/01/2015

Prepared By: Actuarial Systems Corporation

Date: June 20, 2014

**EOY CASH BALANCE
PENSION PLAN**

**Personal Statement for Spratt, Jack
Social Security Number: xxx-xx-0024**

As of December 31, 2013

Date of Birth:	10/20/1953
Date of Hire:	09/01/1996
Normal Retirement Date:	01/01/2017

Cash Balance Benefit

Prior Balance as of December 31, 2012	100,000.00
Additions	
Contribution Credit	102,000.00
Interest Credit on Prior Balance	<u>5,000.00</u>
Current Balance as of December 31, 2013	207,000.00
Vested Percent	100%
Vested Balance as of December 31, 2013	207,000.00

Additional Benefits Earned

In addition to the cash balance benefit shown above, you have earned a monthly benefit starting at your Normal Retirement Date and continuing for your lifetime as follows:

Your Additional Benefit	500.00
Vested Percent	100%
Your Vested Additional Benefit	500.00

Your benefit is composed of both a cash balance amount and an additional annuity amount.

ALL VALUES SHOWN ARE BASED ON INFORMATION PROVIDED TO OUR OFFICE BY YOUR EMPLOYER AND/OR ITS ADVISORS. WE DID NOT VERIFY THIS INFORMATION FOR ACCURACY OR COMPLETENESS. WE RELIED SOLELY ON IT IN PREPARING THE PLAN'S VALUATION AND THIS REPORT. FOR FURTHER INFORMATION REGARDING YOUR BENEFITS, PLEASE CONTACT YOUR EMPLOYER.

401(k)/CASH BALANCE COMBO REPORT

Combined Plan Valuation

For the Plan Year Ending December 31, 2013

Prepared By

Actuarial Systems Corporation

On June 25, 2014

401(k)/CASH BALANCE COMBO REPORT**Plan Specifications**

For Plan Year Ending December 31, 2013

		<u>DC Plan</u>	<u>DB Plan</u>
Eligibility	Age:	0	0
	Service:	1 year	1 year
	Exclusions:	None	None
	Entry Date(s):	Jan 1 and Jul 1	Jan 1 and Jul 1
Normal Retirement	Age:	62	62
	Participation:	5	5
Contributions	Group 1:	9.2%	
	Group 2:	0%	
	Group 3:	0%	
	Group 4:	\$1,000.00	
	Group 5:	\$1,000.00	
	Group 6:	\$1,295.00	
	Group 7:	\$1,190.00	
	Group 8:	\$1,088.00	
Benefits	Group 1:		32.8% of pay
	Group 2:		0% of pay
	Group 3:		3% of pay
	Group 4:		2% of pay

401(k)/CASH BALANCE COMBO REPORT

Employee Census

For Plan Year Ending December 31, 2013

<u>Participant Name</u>	<u>HCE</u>	<u>Key</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Hours</u>	<u>Defined Contribution Plan</u>				<u>Defined Benefit Plan</u>				<u>Comp Rate</u>
						<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>	<u>Status Code</u>	<u>Date of Entry</u>	<u>Group Code</u>	<u>Current Comp</u>	
JOLIE, ANGELINA	Y	Y	10/20/1973	01/01/2005	1000	A	01/01/2007	1	255,469.31	B	01/01/2013	1	255,469.31	255,469.31
PITT, BRAD	Y	Y	11/18/1969	01/01/2005	1000	A	01/01/2007	2	25,496.26	B	01/01/2013	2	25,496.26	25,496.26
EASTWOOD, CLINT	Y	Y	10/26/2004	10/27/2010	500	B	01/01/2013	3	6,000.00	B	01/01/2013	3	6,000.00	6,000.00
STREEP, MERYL	N	N	01/27/1971	11/03/2006	1000	A	01/01/2009	7	27,324.42	B	01/01/2013	3	27,324.42	27,324.42
BULLOCK, SANDRA	N	N	01/22/1963	03/16/2007	999	A	01/01/2009	5	15,727.86	B	01/01/2013	4	15,727.86	15,727.86
LAWRENCE, JENNIFER	N	N	08/12/1955	06/15/2006	1000	A	07/01/2007	6	29,790.68	B	01/01/2013	4	29,790.68	29,790.68
STONE, EMMA	N	N	01/23/1991	12/04/2012	1000	B	01/01/2013	4	16,966.94	B	01/01/2013	4	16,966.94	16,966.94
MCADAMS, RACHEL	N	N	03/17/1988	10/06/2011	1000	B	01/01/2013	8	25,015.98	B	01/01/2013	4	25,015.98	25,015.98
STILLER, BEN	N	N	03/14/1995	09/04/2012	999	B	01/01/2013	4	9,533.87	B	01/01/2013	4	9,533.87	9,533.87
FEY, TINA	N	N	07/14/1991	07/31/2012	1000	M	01/01/2013	4	15,541.63	B	01/01/2013	4	15,541.63	15,541.63
SMITH, WILL	N	N	10/20/1958	03/23/2010	999	H	07/01/2011	4	13,634.43	B	01/01/2013	4	13,634.43	13,634.43
DAMON, MATT	N	N	04/18/1988	05/24/2011	999	H	07/01/2012	4	9,498.00	B	01/01/2013	4	9,498.00	9,498.00
STEWART, KRISTEN	N	N	08/29/1989	08/26/2010	1000	M	01/01/2012	4	16,402.40	B	01/01/2013	4	16,402.40	16,402.40
Totals (13 Participants):									466,401.78				466,401.78	466,401.78

401(k)/CASH BALANCE COMBO REPORT

Employee Contributions and Costs

For Plan Year Ending December 31, 2013

<u>Participant Name</u>	<u>HCE</u>	<u>Key</u>	<u>Comp</u>	<u>Employer Contrib</u>	<u>%</u>	<u>Employer Safe Harbor</u>	<u>%</u>	<u>Employee Deferral</u>	<u>Catch-up</u>	<u>Employer Match</u>	<u>Total DC Plan Contrib</u>	<u>Defined Benefit Cost</u>	<u>Total Both Plans</u>	<u>%</u>
JOLIE, ANGELINA	Y	Y	255,469.31	15,650.00	6.13	10,200.00	3.99	17,500.00	0.00	7,650.00	51,000.00	81,693.00	132,693.00	51.94
PITT, BRAD	Y	Y	25,496.26	0.00	0.00	1,019.85	4.00	17,500.00	0.00	764.89	19,284.74	0.00	19,284.74	75.64
EASTWOOD, CLINT	Y	Y	6,000.00	0.00	0.00	180.00	3.00	0.00	0.00	0.00	180.00	0.00	180.00	3.00
STREEP, MERYL	N	N	27,324.42	1,190.00	4.36	819.73	3.00	0.00	0.00	0.00	2,009.73	963.00	2,972.73	10.88
BULLOCK, SANDRA	N	N	15,727.86	1,000.00	6.36	629.11	4.00	754.00	0.00	471.84	2,854.95	0.00	2,854.95	18.15
LAWRENCE, JENNIFER	N	N	29,790.68	1,295.00	4.35	1,191.63	4.00	1,440.00	0.00	893.72	4,820.35	678.00	5,498.35	18.46
STONE, EMMA	N	N	16,966.94	1,000.00	5.89	509.01	3.00	0.00	0.00	0.00	1,509.01	328.00	1,837.01	10.83
MCADAMS, RACHEL	N	N	25,015.98	1,088.00	4.35	750.48	3.00	0.00	0.00	0.00	1,838.48	485.00	2,323.48	9.29
STILLER, BEN	N	N	9,533.87	1,000.00	10.49	286.02	3.00	0.00	0.00	0.00	1,286.02	0.00	1,286.02	13.49
FEY, TINA	N	N	15,541.63	1,000.00	6.43	466.25	3.00	0.00	0.00	0.00	1,466.25	301.00	1,767.25	11.37
SMITH, WILL	N	N	13,634.43	1,000.00	7.33	409.03	3.00	0.00	0.00	0.00	1,409.03	0.00	1,409.03	10.33
DAMON, MATT	N	N	9,498.00	1,000.00	10.53	284.94	3.00	0.00	0.00	0.00	1,284.94	0.00	1,284.94	13.53
STEWART, KRISTEN	N	N	16,402.40	1,000.00	6.10	492.07	3.00	0.00	0.00	0.00	1,492.07	317.00	1,809.07	11.03
Totals			466,401.78	26,223.00		17,238.12		37,194.00	0.00	9,780.45	90,435.57	84,765.00	175,200.57	

401(k)/CASH BALANCE COMBO REPORT

Employee Retirement Benefits

For Plan Year Ending December 31, 2013

<u>Participant Name</u>	<u>AA</u>	<u>RA</u>	<u>HCE</u>	<u>Annual Compensation</u>	<u>Total DC Plan Contribution</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>%</u>
JOLIE, ANGELINA	40	62	Y	255,469.31	51,000.00	5,951,755.69	58,448.53	17,083.33	2,661.30	78,193.16	367.29
PITT, BRAD	44	62	Y	25,496.26	19,284.74	1,535,251.67	15,076.76	0.00	1,049.00	16,125.76	758.97
EASTWOOD, CLINT	9	62	Y	6,000.00	180.00	171,286.74	1,682.10	283.19	450.10	2,415.39	483.08
STREEP, MERYL	42	62	N	27,324.42	2,009.73	132,887.33	1,305.00	173.70	1,099.30	2,578.00	113.22
BULLOCK, SANDRA	50	62	N	15,727.86	2,854.95	81,229.01	797.70	28.64	786.40	1,612.74	123.05
LAWRENCE, JENNIFER	58	62	N	29,790.68	4,820.35	82,117.08	806.42	21.10	1,002.70	1,830.22	73.72
STONE, EMMA	22	62	N	16,966.94	1,509.01	446,188.36	4,381.74	262.70	911.30	5,555.74	392.93
MCADAMS, RACHEL	25	62	N	25,015.98	1,838.48	420,898.74	4,133.39	325.85	1,126.00	5,585.24	267.92
STILLER, BEN	18	62	N	9,533.87	1,286.02	532,816.35	5,232.46	174.73	713.10	6,120.29	770.34
FEY, TINA	22	62	N	15,541.63	1,466.25	38,317.59	376.29	254.65	873.30	1,504.24	116.15
SMITH, WILL	55	62	N	13,634.43	1,409.03	8,311.60	81.62	14.23	722.50	818.35	72.03
DAMON, MATT	25	62	N	9,498.00	1,284.94	44,808.80	440.04	116.67	712.20	1,268.91	160.32
STEWART, KRISTEN	24	62	N	16,402.40	1,492.07	60,341.38	592.58	239.86	896.30	1,728.74	126.47
Totals				466,401.78	90,435.57						

401(k)/CASH BALANCE COMBO REPORT
Maximum Deductible Limit (Section 404)
For Plan Year Ending December 31, 2013

The 404 Deduction Limit for the combined DC/DB plan is based on the percentage of eligible compensation contributed to the DC and DB plans by the plan sponsor.

If the total employer contribution to the DC plan, excluding employee deferrals, is less than or equal to 6% of eligible compensation, the limit is the sum of the employer contributions to the DC plan plus the amount contributed to the DB plan up to the DB maximum deductible amount.

If the total employer contribution to the DC plan is greater than 6% of eligible compensation, the limit is the greater of 6% of eligible compensation plus the DB minimum contribution, and 31% of eligible compensation.

(a)	Eligible Compensation:	465,932.47
(b)	6% of Eligible Compensation:	27,955.95
(c)	31% of Eligible Compensation:	144,439.07
(d)	DB Minimum Contribution:	66,683.00
(e)	DB Maximum Contribution:	85,087.00
(f)	DC Employer Contribution:	53,241.57
(g)	DB Contribution:	84,765.00
(h)	DC Employer Contribution greater than 6% of Eligible Compensation?	Yes
(i)	DC/DB Combined Deduction Limit (Greater of (b)+(d) & (c)):	144,439.07
(j)	DC + DB Contributions ((f)+(g)):	138,006.57
(k)	Amount over 404 Limit ((j)-(i)), not less than zero:	0.00

This illustration does not take into account provisions contained in the Pension Protection Act of 2006 (PPA) that may change the amounts illustrated for the DB plan. You must contact your service provider before finalizing your plan contributions.

401(k)/CASH BALANCE COMBO REPORT

Percentage to Owner Employees

For Plan Year Ending December 31, 2013

	<u>DC Plan Contribution</u>	<u>DB Plan Contribution</u>	<u>Total Contribution</u>	<u>Percent of Total</u>
Owner Employees	51,000.00	81,693.00	132,693.00	75.74%
Other Employees	39,435.57	3,072.00	42,507.57	24.26%
Total	90,435.57	84,765.00	175,200.57	100.00%

CASH BALANCE PLAN

401(a)(26) Minimum Participation Test Report Parameters For the Plan Year Ending December 31, 2013

Primary plan:	D22:0004
Current date (time):	06/27/2014 (12:37:35)
Run for multiple plans?	N
Run Meaningful Benefit Test?	Y
Meaningful Benefit Percentage:	0.50%
Meaningful Benefit Test method:	Annual Accrual
Mortality table for actuarial equivalence:	RP09C U
Pre-retirement interest rate:	7.50%
Post-retirement interest rate:	7.50%
Restructured test?	N
Exception:	None

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

CASH BALANCE PLAN

401(a)(26) Minimum Participation Test
 Classification Support Page
 For the Plan Year Ending December 31, 2013

SSN	Employee Name	Excluded from Count		Excludable Because				Non-Excludable EEs	
		Term<BOY	Hire>EOY	Age/Svc	Union	Alien	Hours	Benefit	Don't Benefit
xxx-xx-7800	JOLIE, ANGELINA	-	-	-	-	-	-	X	-
xxx-xx-6188	FEY, TINA	-	-	-	-	-	-	X	-
xxx-xx-2319	STONE, EMMA	-	-	-	-	-	-	X	-
xxx-xx-8518	STEWART, KRISTEN	-	-	-	-	-	-	X	-
xxx-xx-3754	MCADAMS, RACHEL	-	-	-	-	-	-	X	-
xxx-xx-1272	STREEP, MERYL	-	-	-	-	-	-	X	-
xxx-xx-1940	LAWRENCE, JENNIFER	-	-	-	-	-	-	X	-
xxx-xx-8199	PITT, BRAD	-	-	-	-	-	-	-	X
xxx-xx-4113	EASTWOOD, CLINT	-	-	-	-	-	-	-	X
xxx-xx-0826	BULLOCK, SANDRA	-	-	-	-	-	-	-	X
xxx-xx-8689	STILLER, BEN	-	-	-	-	-	-	-	X
xxx-xx-8547	DIAZ, CAMERON	-	-	X	-	-	-	-	-
xxx-xx-6458	PORTMAN, NATALIE	-	-	X	-	-	-	-	-
xxx-xx-4283	SMITH, WILL	-	-	-	-	-	-	-	X
xxx-xx-2677	DAMON, MATT	-	-	-	-	-	-	-	X
xxx-xx-0401	ROBERTS, JULIA	-	-	X	-	-	-	-	-
xxx-xx-7434	WITHERSPOON, REESE	-	-	X	-	-	-	-	-
Totals		0	0	4	0	0	0	7	6

CASH BALANCE PLAN

401(a)(26) Minimum Participation Test

Meaningful Benefit Support Page

Meaningful Benefit Percentage: 0.50%

Annual Accrual Rates

For the Plan Year Ending December 31, 2013

<u>SSN</u>	<u>Employee Name</u>	<u>Age</u>	<u>NRA</u>	<u>Current Salary</u>	<u>Current Accrual</u>	<u>Prior Accrual</u>	<u>Normal Form Factor</u>	<u>Normal Accrual Rate</u>	<u>Meaningful</u>	<u>Not Meaningful</u>
xxx-xx-7800	JOLIE, ANGELINA	40	62	21,250.00	1,567.94	0.00	1.00000	7.38	X	-
xxx-xx-6188	FEY, TINA	22	62	1,295.14	14.02	0.00	1.00000	1.08	X	-
xxx-xx-2319	STONE, EMMA	23	62	1,413.91	14.58	0.00	1.00000	1.03	X	-
xxx-xx-8518	STEWART, KRISTEN	24	62	1,366.87	13.42	0.00	1.00000	0.98	X	-
xxx-xx-3754	MCADAMS, RACHEL	26	62	2,084.67	18.57	0.00	1.00000	0.89	X	-
xxx-xx-1272	STREEP, MERYL	43	62	2,277.04	13.27	0.00	1.00000	0.58	X	-
xxx-xx-1940	LAWRENCE, JENNIFER	58	62	2,482.56	4.64	0.00	1.00000	0.19	-	X
xxx-xx-8199	PITT, BRAD	44	62	2,124.69	0.00	0.00	1.00000	0.00	-	X
xxx-xx-4113	EASTWOOD, CLINT	9	62	500.00	0.00	0.00	1.00000	0.00	-	X
xxx-xx-0826	BULLOCK, SANDRA	51	62	1,310.66	0.00	0.00	1.00000	0.00	-	X
xxx-xx-8689	STILLER, BEN	19	62	794.49	0.00	0.00	1.00000	0.00	-	X
xxx-xx-8547	DIAZ, CAMERON	39	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-6458	PORTMAN, NATALIE	26	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-4283	SMITH, WILL	55	62	1,136.20	0.00	0.00	1.00000	0.00	-	X
xxx-xx-2677	DAMON, MATT	26	62	791.50	0.00	0.00	1.00000	0.00	-	X
xxx-xx-0401	ROBERTS, JULIA	52	62	0.00	0.00	0.00	1.00000	0.00	-	-
xxx-xx-7434	WITHERSPOON, REESE	20	62	0.00	0.00	0.00	1.00000	0.00	-	-
Totals									6	7

CASH BALANCE PLAN

401(a)(26) Minimum Participation Test For the Plan Year Ending December 31, 2013

A. Total number of employees of the employer:		17
B. Excludable because of:		
(1) Minimum age or years of service	4	
(2) Collective bargaining agreement	0	
(3) Non-resident aliens	0	
(4) Terms with less than 500 hours of service	0	
Total excludable employees:		4
C. Total non-excludable employees:		13
D. Total non-excludable employees who benefit from plan:		7
E. Total benefiting employees with meaningful benefits based on 0.50%:		6
F. 40% test (E/C):		46.15%
G. 50 employee test (E):		6
Test results:		Pass

410(b) RATIO PERCENTAGE TEST - 401(k)/CASH BALANCE

410(b) Ratio Percentage Test Report Parameters For the Plan Year Ending December 31, 2013

Primary plan: D22:0003
Current date (time): 06/25/2014 (14:04:25)

Includes data aggregated from other plans sponsored by same Employer
Included plans: D22:0004

Employees participate in multiple plans

Test type: Standard test

Sources included in test:
Employer Discretionary
Safe Harbor Nonelective

This report does not test forfeitures only

Test is not being run on a restructured basis

Values were not entered for non-ASC cases

The test is being run for the entire plan

410(b) RATIO PERCENTAGE TEST - 401(k)/CASH BALANCE

410(b) Ratio Percentage Test
Standard Test Version Support Page
For the Plan Year Ending December 31, 2013

<u>SSN</u>	<u>Employee Name</u>	<u>Age/Svc</u>	<u>Excludable Because</u>			<u>Hours</u>	<u>Non-Excludable EEs</u>		<u>HCE</u>
			<u>Union</u>	<u>Alien</u>	<u>Other</u>		<u>Benefit</u>	<u>Don't Benefit</u>	
xxx-xx-7800	JOLIE, ANGELINA	-	-	-	-	-	X	-	X
xxx-xx-8199	PITT, BRAD	-	-	-	-	-	X	-	X
xxx-xx-4113	EASTWOOD, CLINT	-	-	-	-	-	X	-	X
xxx-xx-1272	STREEP, MERYL	-	-	-	-	-	X	-	-
xxx-xx-0826	BULLOCK, SANDRA	-	-	-	-	-	X	-	-
xxx-xx-1940	LAWRENCE, JENNIFER	-	-	-	-	-	X	-	-
xxx-xx-2319	STONE, EMMA	-	-	-	-	-	X	-	-
xxx-xx-3754	MCADAMS, RACHEL	-	-	-	-	-	X	-	-
xxx-xx-8689	STILLER, BEN	-	-	-	-	-	X	-	-
xxx-xx-8547	DIAZ, CAMERON	X	-	-	-	-	-	-	-
xxx-xx-6458	PORTMAN, NATALIE	X	-	-	-	-	-	-	-
xxx-xx-6188	FEY, TINA	-	-	-	-	-	X	-	-
xxx-xx-4283	SMITH, WILL	-	-	-	-	-	X	-	-
xxx-xx-2677	DAMON, MATT	-	-	-	-	-	X	-	-
xxx-xx-8518	STEWART, KRISTEN	-	-	-	-	-	X	-	-
xxx-xx-0401	ROBERTS, JULIA	X	-	-	-	-	-	-	-
xxx-xx-7434	WITHERSPOON, REESE	X	-	-	-	-	-	-	-
	Totals	4	0	0	0	0	13	0	3

410(b) RATIO PERCENTAGE TEST - 401(k)/CASH BALANCE

410(b) Ratio Percentage Test
Standard Test Version
For the Plan Year Ending December 31, 2013

Total number of employees of the employer:		17
Excludable because of:		
(1) Minimum age or years of service	4	
(2) Collective bargaining agreement	0	
(3) Non-resident aliens	0	
(4) Excludable employees	0	
(5) Terms with 500 or less hours of service	0	
Total excludable employees:		4
Total non-excludable employees:		13
Total non-excludable employees who are highly compensated:		3
Total non-excludable employees who benefit from plan:		13
Total benefitting employees who are highly compensated:		3
Ratio Percentage:		100.00%

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

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Summary of Questions For the Plan Year ending December 31, 2013

Primary plan:	D22:0003
Current date (time):	06/25/2014 (13:54:22)
Run for multiple plans? Disk D22 Case 0004	Y
Do employees participate in multiple plans?	Y
Select common index:	Social Security number
Status codes for Average Benefits Percentage test:	ABCHMNIPF
Status codes for Average Benefits test:	ABCHMNIPF
Mortality table for actuarial equivalence:	83GAM F
Pre-retirement interest rate:	8.50%
Post-retirement interest rate:	8.50%
Normalization factor for most valuable benefit:	Qualified J&S @ curr age
Exclude non-termines with less than 500 hours?	N
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary Safe Harbor Nonelective	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary Employer Matching Safe Harbor Nonelective	
Include "extra" compensation?	Y
Use post-entry compensation?	N
Use net compensation?	N
Include terminees with <501 hours?	Y
Include terms with <501 hours for concentration test?	Y
Sources included in Minimum Allocation Gateway test: Employer Discretionary Safe Harbor Nonelective	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Summary of Questions For the Plan Year ending December 31, 2013

Status codes to include for Minimum Allocation Gateway Test	ABCHMNRD
Hours required for Minimum Allocation Gateway Test	1
Eligibility to use for Gateway test	Primary
5% Threshold	
Use post-entry compensation?	Y
1/3 Threshold	
Include "extra" compensation?	Y
Use post-entry compensation?	Y
Use net compensation?	N
Age used to normalize benefits:	NRA
Restructured test?	N
Use actual months for monthly comp?	N
Limit post-NRA APRs to age 65?	N
Use additional counts?	N
Rate methods calculated:	
Annual Accrual (Average Comp) with Permitted Disparity	
Rate method used for rate restructuring:	
Annual Accrual (Average Comp) with Permitted Disparity	
Rate banding:	None
The 401(a)(4) test is being performed for the entire plan	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCEAllocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	H C E	Actual		Average	
			5% Threshold Rate	1/3 Threshold Rate	5% Threshold Rate	1/3 Threshold Rate
xxx-xx-7800	JOLIE, ANGELINA	Y	22.34%	22.34%	22.34%	22.34%
xxx-xx-8199	PITT, BRAD	Y	4.00%	4.00%	4.00%	4.00%
xxx-xx-4113	EASTWOOD, CLINT	Y	3.00%	3.00%	3.00%	3.00%
xxx-xx-1272	STREEP, MERYL	N	8.59%	8.59%	8.08%	8.08%
xxx-xx-0826	BULLOCK, SANDRA	N	10.36%	10.36%	10.36%	10.36%
xxx-xx-1940	LAWRENCE, JENNIFER	N	9.69%	9.69%	9.07%	9.07%
xxx-xx-2319	STONE, EMMA	N	9.32%	9.32%	9.61%	9.61%
xxx-xx-3754	MCADAMS, RACHEL	N	7.82%	7.82%	8.07%	8.07%
xxx-xx-8689	STILLER, BEN	N	13.49%	13.49%	13.49%	13.49%
xxx-xx-6188	FEY, TINA	N	9.84%	9.84%	10.15%	10.15%
xxx-xx-4283	SMITH, WILL	N	10.33%	10.33%	10.33%	10.33%
xxx-xx-2677	DAMON, MATT	N	13.53%	13.53%	13.53%	13.53%
xxx-xx-8518	STEWART, KRISTEN	N	9.54%	9.54%	9.82%	9.82%
	Highest HCE Rate		22.34%	22.34%	22.34%	22.34%
	Minimum NHCE Rate Needed to Pass		5.00%	7.45%	5.00%	7.45%
	Lowest NHCE Rate		7.82%	7.82%	8.07%	8.07%
	Minimum Allocation Gateway Test:		Pass	Pass	Pass	Pass

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Annual Accrual using Average Compensation Rates with Permitted Disparity
For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	H C E	Normal Rates	Normal Rates*	Most Valuable Rates	Most Valuable Rates*
xxx-xx-7800	JOLIE, ANGELINA	Y	13.73%	19.69%	19.33%	25.29%
xxx-xx-8199	PITT, BRAD	Y	1.75%	33.00%	1.75%	33.00%
xxx-xx-4113	EASTWOOD, CLINT	Y	22.75%	22.75%	22.75%	22.75%
xxx-xx-1272	STREEP, MERYL	N	4.86%	4.86%	5.22%	5.22%
xxx-xx-0826	BULLOCK, SANDRA	N	2.99%	4.86%	2.99%	4.86%
xxx-xx-1940	LAWRENCE, JENNIFER	N	1.85%	2.94%	1.87%	2.96%
xxx-xx-2319	STONE, EMMA	N	24.89%	24.89%	26.87%	26.87%
xxx-xx-3754	MCADAMS, RACHEL	N	16.50%	16.50%	17.99%	17.99%
xxx-xx-8689	STILLER, BEN	N	49.59%	49.59%	49.59%	49.59%
xxx-xx-6188	FEY, TINA	N	26.36%	26.36%	28.54%	28.54%
xxx-xx-4283	SMITH, WILL	N	1.94%	1.94%	1.94%	1.94%
xxx-xx-2677	DAMON, MATT	N	22.96%	22.96%	22.96%	22.96%
xxx-xx-8518	STEWART, KRISTEN	N	20.75%	20.75%	22.46%	22.46%
Total HCEs			3	3	3	3
100% HCE Average			12.74%	25.15%	14.61%	27.01%
70% HCE Average			8.92%	17.60%	10.23%	18.91%
Total NHCEs			10	10	10	10
100% NHCE Average			17.27%	17.57%	18.04%	18.34%
Average Benefit Percentage Test:				Fail		Fail
(To pass the ABPT, the "100% NHCE average" must be greater than or equal to the "70% HCE average")						
Number of HCEs for Concentration Test:			3			
Number of NHCEs for Concentration Test:			10			
Concentration Percentage:			76.00%			
Safe Harbor Ratio:			38.00%			
Midpoint Ratio:			33.00%			
Unsafe Harbor Ratio:			28.00%			

General Test - Accrual Rates
Annual Accrual (Average Comp) with Permitted Disparity

<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>
1.75%	1.75%	3	10	100.00%	100.00%	100.00%	N/A	N/A
13.73%	19.33%	2	5	66.67%	50.00%	75.00%	N/A	N/A
22.75%	22.75%	1	4	33.33%	40.00%	120.01%	N/A	N/A
Average Benefit Percentage Test:							N/A	N/A
Number of HCEs for Concentration Test:				3				
Number of NHCEs for Concentration Test:				10				
Concentration Percentage:				76.00%				
Safe Harbor Ratio:				38.00%				
Midpoint Ratio:				33.00%				
Unsafe Harbor Ratio:				28.00%				
Total Highly Compensated Employees				3				
Total Non-highly Compensated Employees				10				

This plan passes 401(a)(4).

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates
 Annual Accrual using Average Compensation Rates with Permitted Disparity
 Safe Harbor Ratio: 38.00%
 Midpoint Ratio: 33.00%
 Unsafe Harbor Ratio: 28.00%

<u>Name</u>	<u>H</u> <u>C</u> <u>E</u>	<u>Normal</u> <u>Rate</u>	<u>Most</u> <u>Valuable</u> <u>Rate</u>	<u>Group</u> <u>1</u>	<u>Group</u> <u>2</u>	<u>Group</u> <u>3</u>
JOLIE, ANGELINA	Y	13.73%	19.33%	13.73/19.33	13.73/19.33	--
PITT, BRAD	Y	1.75%	1.75%	1.75/1.75	--	--
EASTWOOD, CLINT	Y	22.75%	22.75%	22.75/22.75	22.75/22.75	22.75/22.75
STREEP, MERYL	N	4.86%	5.22%	4.86/5.22	--	--
BULLOCK, SANDRA	N	2.99%	2.99%	2.99/2.99	--	--
LAWRENCE, JENNIFER	N	1.85%	1.87%	1.85/1.87	--	--
STONE, EMMA	N	24.89%	26.87%	24.89/26.87	24.89/26.87	24.89/26.87
MCADAMS, RACHEL	N	16.50%	17.99%	16.50/17.99	--	--
STILLER, BEN	N	49.59%	49.59%	49.59/49.59	49.59/49.59	49.59/49.59
FEY, TINA	N	26.36%	28.54%	26.36/28.54	26.36/28.54	26.36/28.54
SMITH, WILL	N	1.94%	1.94%	1.94/1.94	--	--
DAMON, MATT	N	22.96%	22.96%	22.96/22.96	22.96/22.96	22.96/22.96
STEWART, KRISTEN	N	20.75%	22.46%	20.75/22.46	20.75/22.46	--
Normal Rate				1.75%	13.73%	22.75%
Most valuable Rate				1.75%	19.33%	22.75%
HCEs		3		3	2	1
Non-HCEs		10		10	5	4
HCE Ratio				100.00%	66.67%	33.33%
Non-HCE Ratio				100.00%	50.00%	40.00%
Non-HCE/HCE Ratio				100.00%	75.00%	120.01%
70% HCE Average				N/A	N/A	N/A
100% Non-HCE Average				N/A	N/A	N/A
Test Results				Pass	Pass	Pass
Average Benefit Percentage Test:		N/A				
Minimum Allocation Gateway Test:						
Highest HCE Rate		22.34%				
Lowest Non-HCE Rate		7.82%				
Test Results		Pass				

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates
 Annual Accrual using Average Compensation Rates with Permitted Disparity
 Safe Harbor Ratio: 38.00%
 Midpoint Ratio: 33.00%
 Unsafe Harbor Ratio: 28.00%

Rate Group: PITT, BRAD

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
JOLIE, ANGELINA	Y	1	255,000.00	1,567.94	13.73%	19.33%
PITT, BRAD	Y	2	25,496.26	0.00	1.75%	1.75%
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STREEP, MERYL	N	7	27,324.42	13.27	4.86%	5.22%
BULLOCK, SANDRA	N	5	15,727.86	0.00	2.99%	2.99%
LAWRENCE, JENNIFER	N	6	29,790.68	4.64	1.85%	1.87%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
MCADAMS, RACHEL	N	8	25,015.98	18.57	16.50%	17.99%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
SMITH, WILL	N	4	13,634.43	0.00	1.94%	1.94%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
STEWART, KRISTEN	N	4	16,402.40	13.42	20.75%	22.46%
Rates					1.75%	1.75%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (3/3)					100.00%	
Non-HCE Ratio (10/10)					100.00%	
Non-HCE/HCE Ratio					100.00%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates

Annual Accrual using Average Compensation Rates with Permitted Disparity

Safe Harbor Ratio: 38.00%

Midpoint Ratio: 33.00%

Unsafe Harbor Ratio: 28.00%

Rate Group: JOLIE, ANGELINA

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
JOLIE, ANGELINA	Y	1	255,000.00	1,567.94	13.73%	19.33%
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
STEWART, KRISTEN	N	4	16,402.40	13.42	20.75%	22.46%
Rates					13.73%	19.33%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (2/3)					66.67%	
Non-HCE Ratio (5/10)					50.00%	
Non-HCE/HCE Ratio					75.00%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates
 Annual Accrual using Average Compensation Rates with Permitted Disparity
 Safe Harbor Ratio: 38.00%
 Midpoint Ratio: 33.00%
 Unsafe Harbor Ratio: 28.00%

Rate Group: EASTWOOD, CLINT

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
Rates					22.75%	22.75%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (1/3)					33.33%	
Non-HCE Ratio (4/10)					40.00%	
Non-HCE/HCE Ratio					120.01%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE**Gateway Allocation Rates
Plan Year Ending December 31, 2013**

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Current Alloc</u>	<u>Defined Contribution</u>				<u>Current Accrual</u>	<u>APR</u>	<u>PV Factor</u>	<u>Defined Benefit</u>			
				<u>5% Comp</u>	<u>1/3 Comp</u>	<u>5% Rate</u>	<u>1/3 Rate</u>				<u>5% Comp</u>	<u>1/3 Comp</u>	<u>5% Rate</u>	<u>1/3 Rate</u>
JOLIE, ANGELINA	40	62	25,850.00	255,000.00	255,000.00	10.14	10.14	1,567.94	119.437	6.01803	255,000.00	255,000.00	12.20	12.20
PITT, BRAD	44	N/A	1,019.85	25,496.26	25,496.26	4.00	4.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EASTWOOD, CLINT	9	N/A	180.00	6,000.00	6,000.00	3.00	3.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STREEP, MERYL	43	62	2,009.73	27,324.42	27,324.42	7.36	7.36	13.27	119.437	4.71156	27,324.42	27,324.42	1.23	1.23
BULLOCK, SANDRA	51	N/A	1,629.11	15,727.86	15,727.86	10.36	10.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAWRENCE, JENNIFER	58	62	2,486.63	29,790.68	29,790.68	8.35	8.35	4.64	119.437	1.38586	29,790.68	29,790.68	1.34	1.34
STONE, EMMA	23	62	1,509.01	16,966.94	16,966.94	8.89	8.89	14.58	119.437	24.08573	16,966.94	16,966.94	0.43	0.43
MCADAMS, RACHEL	26	62	1,838.48	25,015.98	25,015.98	7.35	7.35	18.57	119.437	18.85691	25,015.98	25,015.98	0.47	0.47
STILLER, BEN	19	N/A	1,286.02	9,533.87	9,533.87	13.49	13.49	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FEY, TINA	22	62	1,466.25	15,541.63	15,541.63	9.43	9.43	14.02	119.437	26.13301	15,541.63	15,541.63	0.41	0.41
SMITH, WILL	55	N/A	1,409.03	13,634.43	13,634.43	10.33	10.33	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DAMON, MATT	26	N/A	1,284.94	9,498.00	9,498.00	13.53	13.53	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STEWART, KRISTEN	24	62	1,492.07	16,402.40	16,402.40	9.10	9.10	13.42	119.437	22.19883	16,402.40	16,402.40	0.44	0.44

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Average Benefit Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Average Salary</u>	<u>Employer Contrib</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>Disparity Factor</u>	<u>Covered Comp</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
JOLIE, ANGELINA	40	62	21,250.00	15,650.00	25,850.00	119.436	6.01803	1,567.94	1.00000	1.75862	0.50000	9,304.00	13.73	19.33
PITT, BRAD	44	62	2,124.69	0.00	1,019.85	119.436	4.34245	0.00	1.00000	1.56875	0.50000	9,054.00	1.75	1.75
EASTWOOD, CLINT	9	62	500.00	0.00	180.00	119.436	75.47031	0.00	1.00000	4.52876	0.50000	9,475.00	22.75	22.75
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	13.27	1.00000	1.61380	0.50000	9,186.00	4.86	5.22
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	1,629.11	119.436	2.66169	0.00	1.00000	1.29405	0.50000	8,443.00	2.99	2.99
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	2,486.63	119.436	1.38586	4.64	1.00000	1.07930	0.50000	7,307.00	1.85	1.87
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	14.58	1.00000	2.92409	0.50000	9,475.00	24.89	26.87
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	18.57	1.00000	2.66736	0.50000	9,475.00	16.50	17.99
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.30911	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,295.14	1,000.00	1,466.25	119.436	26.13301	14.02	1.00000	3.01556	0.50000	9,475.00	26.36	28.54
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16521	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.66736	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	1,435.93	1,000.00	1,492.07	119.436	22.19883	13.42	1.00000	2.83563	0.50000	9,475.00	20.75	22.46

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Average Benefit Percentage Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Average Salary</u>	<u>Employer Contrib</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>Disparity Factor</u>	<u>Covered Comp</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
JOLIE, ANGELINA	40	62	21,250.00	15,650.00	51,000.00	119.436	6.01803	1,567.94	1.00000	1.75862	0.50000	9,304.00	19.69	25.29
PITT, BRAD	44	62	2,124.69	0.00	19,284.74	119.436	4.34245	0.00	1.00000	1.56875	0.50000	9,054.00	33.00	33.00
EASTWOOD, CLINT	9	62	500.00	0.00	180.00	119.436	75.47031	0.00	1.00000	4.52876	0.50000	9,475.00	22.75	22.75
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	13.27	1.00000	1.61380	0.50000	9,186.00	4.86	5.22
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	2,854.95	119.436	2.66169	0.00	1.00000	1.29405	0.50000	8,443.00	4.86	4.86
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	4,820.35	119.436	1.38586	4.64	1.00000	1.07930	0.50000	7,307.00	2.94	2.96
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	14.58	1.00000	2.92409	0.50000	9,475.00	24.89	26.87
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	18.57	1.00000	2.66736	0.50000	9,475.00	16.50	17.99
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.30911	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,295.14	1,000.00	1,466.25	119.436	26.13301	14.02	1.00000	3.01556	0.50000	9,475.00	26.36	28.54
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16521	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.66736	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	1,435.93	1,000.00	1,492.07	119.436	22.19883	13.42	1.00000	2.83563	0.50000	9,475.00	20.75	22.46

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Summary of Questions For the Plan Year ending December 31, 2013

Status codes to include for Minimum Allocation Gateway Test	ABCHMNRD
Hours required for Minimum Allocation Gateway Test	1
Eligibility to use for Gateway test	Primary
5% Threshold	
Use post-entry compensation?	Y
1/3 Threshold	
Include "extra" compensation?	Y
Use post-entry compensation?	Y
Use net compensation?	N
Age used to normalize benefits:	NRA
Restructured test?	N
Use actual months for monthly comp?	N
Limit post-NRA APRs to age 65?	N
Use additional counts?	N
Rate methods calculated:	
Annual Accrual (Average Comp) with Permitted Disparity	
Rate method used for rate restructuring:	
Annual Accrual (Average Comp) with Permitted Disparity	
Rate banding:	None
The 401(a)(4) test is being performed for the entire plan	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCEAllocation Rates - Minimum Allocation Gateway
For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	H C E	Actual		Average	
			5% Threshold Rate	1/3 Threshold Rate	5% Threshold Rate	1/3 Threshold Rate
xxx-xx-7800	JOLIE, ANGELINA	Y	22.34%	22.34%	22.34%	22.34%
xxx-xx-8199	PITT, BRAD	Y	4.00%	4.00%	4.00%	4.00%
xxx-xx-4113	EASTWOOD, CLINT	Y	3.00%	3.00%	3.00%	3.00%
xxx-xx-1272	STREEP, MERYL	N	8.59%	8.59%	8.08%	8.08%
xxx-xx-0826	BULLOCK, SANDRA	N	10.36%	10.36%	10.36%	10.36%
xxx-xx-1940	LAWRENCE, JENNIFER	N	9.69%	9.69%	9.07%	9.07%
xxx-xx-2319	STONE, EMMA	N	9.32%	9.32%	9.61%	9.61%
xxx-xx-3754	MCADAMS, RACHEL	N	7.82%	7.82%	8.07%	8.07%
xxx-xx-8689	STILLER, BEN	N	13.49%	13.49%	13.49%	13.49%
xxx-xx-6188	FEY, TINA	N	9.84%	9.84%	10.15%	10.15%
xxx-xx-4283	SMITH, WILL	N	10.33%	10.33%	10.33%	10.33%
xxx-xx-2677	DAMON, MATT	N	13.53%	13.53%	13.53%	13.53%
xxx-xx-8518	STEWART, KRISTEN	N	9.54%	9.54%	9.82%	9.82%
	Highest HCE Rate		22.34%	22.34%	22.34%	22.34%
	Minimum NHCE Rate Needed to Pass		5.00%	7.45%	5.00%	7.45%
	Lowest NHCE Rate		7.82%	7.82%	8.07%	8.07%
	Minimum Allocation Gateway Test:		Pass	Pass	Pass	Pass

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Annual Accrual using Average Compensation Rates with Permitted Disparity
For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	H C E	Normal Rates	Normal Rates*	Most Valuable Rates	Most Valuable Rates*	
xxx-xx-7800	JOLIE, ANGELINA	Y	13.73%	19.69%	19.33%	25.29%	
xxx-xx-8199	PITT, BRAD	Y	1.75%	33.00%	1.75%	33.00%	
xxx-xx-4113	EASTWOOD, CLINT	Y	22.75%	22.75%	22.75%	22.75%	
xxx-xx-1272	STREEP, MERYL	N	4.86%	4.86%	5.22%	5.22%	
xxx-xx-0826	BULLOCK, SANDRA	N	2.99%	4.86%	2.99%	4.86%	
xxx-xx-1940	LAWRENCE, JENNIFER	N	1.85%	2.94%	1.87%	2.96%	
xxx-xx-2319	STONE, EMMA	N	24.89%	24.89%	26.87%	26.87%	
xxx-xx-3754	MCADAMS, RACHEL	N	16.50%	16.50%	17.99%	17.99%	
xxx-xx-8689	STILLER, BEN	N	49.59%	49.59%	49.59%	49.59%	
xxx-xx-6188	FEY, TINA	N	26.36%	26.36%	28.54%	28.54%	
xxx-xx-4283	SMITH, WILL	N	1.94%	1.94%	1.94%	1.94%	
xxx-xx-2677	DAMON, MATT	N	22.96%	22.96%	22.96%	22.96%	
xxx-xx-8518	STEWART, KRISTEN	N	20.75%	20.75%	22.46%	22.46%	
Total HCEs			3	3	3	3	
100% HCE Average			12.74%	25.15%	14.61%	27.01%	
70% HCE Average			8.92%	17.60%	10.23%	18.91%	
Total NHCEs			10	10	10	10	
100% NHCE Average			17.27%	17.57%	18.04%	18.34%	
Average Benefit Percentage Test:				Fail		Fail	
(To pass the ABPT, the "100% NHCE average" must be greater than or equal to the "70% HCE average")							
Number of HCEs for Concentration Test:			3				
Number of NHCEs for Concentration Test:			10				
Concentration Percentage:			76.00%				
Safe Harbor Ratio:			38.00%				
Midpoint Ratio:			33.00%				
Unsafe Harbor Ratio:			28.00%				

General Test - Accrual Rates
Annual Accrual (Average Comp) with Permitted Disparity

<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>
1.75%	1.75%	3	10	100.00%	100.00%	100.00%	N/A	N/A
13.73%	19.33%	2	5	66.67%	50.00%	75.00%	N/A	N/A
22.75%	22.75%	1	4	33.33%	40.00%	120.01%	N/A	N/A
Average Benefit Percentage Test:							N/A	N/A
Number of HCEs for Concentration Test:				3				
Number of NHCEs for Concentration Test:				10				
Concentration Percentage:				76.00%				
Safe Harbor Ratio:				38.00%				
Midpoint Ratio:				33.00%				
Unsafe Harbor Ratio:				28.00%				
Total Highly Compensated Employees				3				
Total Non-highly Compensated Employees				10				

This plan passes 401(a)(4).

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates
 Annual Accrual using Average Compensation Rates with Permitted Disparity
 Safe Harbor Ratio: 38.00%
 Midpoint Ratio: 33.00%
 Unsafe Harbor Ratio: 28.00%

Name	H C E	Normal Rate	Most Valuable Rate	Group <u>1</u>	Group <u>2</u>	Group <u>3</u>
JOLIE, ANGELINA	Y	13.73%	19.33%	13.73/19.33	13.73/19.33	--
PITT, BRAD	Y	1.75%	1.75%	1.75/1.75	--	--
EASTWOOD, CLINT	Y	22.75%	22.75%	22.75/22.75	22.75/22.75	22.75/22.75
STREEP, MERYL	N	4.86%	5.22%	4.86/5.22	--	--
BULLOCK, SANDRA	N	2.99%	2.99%	2.99/2.99	--	--
LAWRENCE, JENNIFER	N	1.85%	1.87%	1.85/1.87	--	--
STONE, EMMA	N	24.89%	26.87%	24.89/26.87	24.89/26.87	24.89/26.87
MCADAMS, RACHEL	N	16.50%	17.99%	16.50/17.99	--	--
STILLER, BEN	N	49.59%	49.59%	49.59/49.59	49.59/49.59	49.59/49.59
FEY, TINA	N	26.36%	28.54%	26.36/28.54	26.36/28.54	26.36/28.54
SMITH, WILL	N	1.94%	1.94%	1.94/1.94	--	--
DAMON, MATT	N	22.96%	22.96%	22.96/22.96	22.96/22.96	22.96/22.96
STEWART, KRISTEN	N	20.75%	22.46%	20.75/22.46	20.75/22.46	--
Normal Rate				1.75%	13.73%	22.75%
Most valuable Rate				1.75%	19.33%	22.75%
HCEs		3		3	2	1
Non-HCEs		10		10	5	4
HCE Ratio				100.00%	66.67%	33.33%
Non-HCE Ratio				100.00%	50.00%	40.00%
Non-HCE/HCE Ratio				100.00%	75.00%	120.01%
70% HCE Average				N/A	N/A	N/A
100% Non-HCE Average				N/A	N/A	N/A
Test Results				Pass	Pass	Pass
Average Benefit Percentage Test:		N/A				
Minimum Allocation Gateway Test:						
Highest HCE Rate		22.34%				
Lowest Non-HCE Rate		7.82%				
Test Results		Pass				

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates
 Annual Accrual using Average Compensation Rates with Permitted Disparity
 Safe Harbor Ratio: 38.00%
 Midpoint Ratio: 33.00%
 Unsafe Harbor Ratio: 28.00%

Rate Group: PITT, BRAD

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
JOLIE, ANGELINA	Y	1	255,000.00	1,567.94	13.73%	19.33%
PITT, BRAD	Y	2	25,496.26	0.00	1.75%	1.75%
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STREEP, MERYL	N	7	27,324.42	13.27	4.86%	5.22%
BULLOCK, SANDRA	N	5	15,727.86	0.00	2.99%	2.99%
LAWRENCE, JENNIFER	N	6	29,790.68	4.64	1.85%	1.87%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
MCADAMS, RACHEL	N	8	25,015.98	18.57	16.50%	17.99%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
SMITH, WILL	N	4	13,634.43	0.00	1.94%	1.94%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
STEWART, KRISTEN	N	4	16,402.40	13.42	20.75%	22.46%
Rates					1.75%	1.75%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (3/3)					100.00%	
Non-HCE Ratio (10/10)					100.00%	
Non-HCE/HCE Ratio					100.00%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates

Annual Accrual using Average Compensation Rates with Permitted Disparity

Safe Harbor Ratio: 38.00%

Midpoint Ratio: 33.00%

Unsafe Harbor Ratio: 28.00%

Rate Group: JOLIE, ANGELINA

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
JOLIE, ANGELINA	Y	1	255,000.00	1,567.94	13.73%	19.33%
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
STEWART, KRISTEN	N	4	16,402.40	13.42	20.75%	22.46%
Rates					13.73%	19.33%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (2/3)					66.67%	
Non-HCE Ratio (5/10)					50.00%	
Non-HCE/HCE Ratio					75.00%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

General Test - Accrual Rates

Annual Accrual using Average Compensation Rates with Permitted Disparity

Safe Harbor Ratio: 38.00%

Midpoint Ratio: 33.00%

Unsafe Harbor Ratio: 28.00%

Rate Group: EASTWOOD, CLINT

<u>Name</u>	<u>HCE</u>	<u>Benefit Group</u>	<u>Compensation</u>	<u>Benefit</u>	<u>Normal Rate</u>	<u>Most Valuable Rate</u>
EASTWOOD, CLINT	Y	3	6,000.00	0.00	22.75%	22.75%
STONE, EMMA	N	4	16,966.94	14.58	24.89%	26.87%
STILLER, BEN	N	4	9,533.87	0.00	49.59%	49.59%
FEY, TINA	N	4	15,541.63	14.02	26.36%	28.54%
DAMON, MATT	N	4	9,498.00	0.00	22.96%	22.96%
Rates					22.75%	22.75%
Total HCEs					3	
Total Non-HCEs					10	
HCE Ratio (1/3)					33.33%	
Non-HCE Ratio (4/10)					40.00%	
Non-HCE/HCE Ratio					120.01%	
70% HCE Average						N/A
100% Non-HCE Average						N/A
Test Results					Pass	
Average Benefit Percentage Test:					N/A	
Minimum Allocation Gateway Test:						
Highest HCE Rate					22.34%	
Lowest Non-HCE Rate					7.82%	
Test Results					Pass	

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE**Gateway Allocation Rates
Plan Year Ending December 31, 2013**

Name	Att Age	Ret Age	Current Alloc	Defined Contribution				Current Accrual	APR	PV Factor	Defined Benefit			
				5% Comp	1/3 Comp	5% Rate	1/3 Rate				5% Comp	1/3 Comp	5% Rate	1/3 Rate
JOLIE, ANGELINA	40	62	25,850.00	255,000.00	255,000.00	10.14	10.14	1,567.94	119.437	6.01803	255,000.00	255,000.00	12.20	12.20
PITT, BRAD	44	N/A	1,019.85	25,496.26	25,496.26	4.00	4.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EASTWOOD, CLINT	9	N/A	180.00	6,000.00	6,000.00	3.00	3.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STREEP, MERYL	43	62	2,009.73	27,324.42	27,324.42	7.36	7.36	13.27	119.437	4.71156	27,324.42	27,324.42	1.23	1.23
BULLOCK, SANDRA	51	N/A	1,629.11	15,727.86	15,727.86	10.36	10.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAWRENCE, JENNIFER	58	62	2,486.63	29,790.68	29,790.68	8.35	8.35	4.64	119.437	1.38586	29,790.68	29,790.68	1.34	1.34
STONE, EMMA	23	62	1,509.01	16,966.94	16,966.94	8.89	8.89	14.58	119.437	24.08573	16,966.94	16,966.94	0.43	0.43
MCADAMS, RACHEL	26	62	1,838.48	25,015.98	25,015.98	7.35	7.35	18.57	119.437	18.85691	25,015.98	25,015.98	0.47	0.47
STILLER, BEN	19	N/A	1,286.02	9,533.87	9,533.87	13.49	13.49	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FEY, TINA	22	62	1,466.25	15,541.63	15,541.63	9.43	9.43	14.02	119.437	26.13301	15,541.63	15,541.63	0.41	0.41
SMITH, WILL	55	N/A	1,409.03	13,634.43	13,634.43	10.33	10.33	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DAMON, MATT	26	N/A	1,284.94	9,498.00	9,498.00	13.53	13.53	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STEWART, KRISTEN	24	62	1,492.07	16,402.40	16,402.40	9.10	9.10	13.42	119.437	22.19883	16,402.40	16,402.40	0.44	0.44

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Average Benefit Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Average Salary</u>	<u>Employer Contrib</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>Disparity Factor</u>	<u>Covered Comp</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
JOLIE, ANGELINA	40	62	21,250.00	15,650.00	25,850.00	119.436	6.01803	1,567.94	1.00000	1.75862	0.50000	9,304.00	13.73	19.33
PITT, BRAD	44	62	2,124.69	0.00	1,019.85	119.436	4.34245	0.00	1.00000	1.56875	0.50000	9,054.00	1.75	1.75
EASTWOOD, CLINT	9	62	500.00	0.00	180.00	119.436	75.47031	0.00	1.00000	4.52876	0.50000	9,475.00	22.75	22.75
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	13.27	1.00000	1.61380	0.50000	9,186.00	4.86	5.22
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	1,629.11	119.436	2.66169	0.00	1.00000	1.29405	0.50000	8,443.00	2.99	2.99
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	2,486.63	119.436	1.38586	4.64	1.00000	1.07930	0.50000	7,307.00	1.85	1.87
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	14.58	1.00000	2.92409	0.50000	9,475.00	24.89	26.87
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	18.57	1.00000	2.66736	0.50000	9,475.00	16.50	17.99
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.30911	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,295.14	1,000.00	1,466.25	119.436	26.13301	14.02	1.00000	3.01556	0.50000	9,475.00	26.36	28.54
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16521	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.66736	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	1,435.93	1,000.00	1,492.07	119.436	22.19883	13.42	1.00000	2.83563	0.50000	9,475.00	20.75	22.46

401(a)(4) COMBO TEST - 401(k)/CASH BALANCE

Average Benefit Percentage Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Average Salary</u>	<u>Employer Contrib</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>Disparity Factor</u>	<u>Covered Comp</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
JOLIE, ANGELINA	40	62	21,250.00	15,650.00	51,000.00	119.436	6.01803	1,567.94	1.00000	1.75862	0.50000	9,304.00	19.69	25.29
PITT, BRAD	44	62	2,124.69	0.00	19,284.74	119.436	4.34245	0.00	1.00000	1.56875	0.50000	9,054.00	33.00	33.00
EASTWOOD, CLINT	9	62	500.00	0.00	180.00	119.436	75.47031	0.00	1.00000	4.52876	0.50000	9,475.00	22.75	22.75
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	13.27	1.00000	1.61380	0.50000	9,186.00	4.86	5.22
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	2,854.95	119.436	2.66169	0.00	1.00000	1.29405	0.50000	8,443.00	4.86	4.86
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	4,820.35	119.436	1.38586	4.64	1.00000	1.07930	0.50000	7,307.00	2.94	2.96
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	14.58	1.00000	2.92409	0.50000	9,475.00	24.89	26.87
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	18.57	1.00000	2.66736	0.50000	9,475.00	16.50	17.99
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.30911	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,295.14	1,000.00	1,466.25	119.436	26.13301	14.02	1.00000	3.01556	0.50000	9,475.00	26.36	28.54
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16521	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.66736	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	1,435.93	1,000.00	1,492.07	119.436	22.19883	13.42	1.00000	2.83563	0.50000	9,475.00	20.75	22.46

TOP HEAVY TEST - 401(k)/CASH BALANCE

Top-Heavy Illustration Report Parameters

Primary plan:	D22:0003
Current date (time):	06/25/2014 (14:09:33)
Run for multiple plans? Disk D22 Case 0004	Y
Store results in plan specifications?	N
Exclude receivable fund?	N
Use distributions from history records?	N
Use override balances for all employees?	N
Status codes to include:	All status codes
Determination date:	12/31/2013
Other (non-asc) plans?	N
Sources for test: Employee Deferral Employer Discretionary Employer Matching Safe Harbor Nonelective ROLLOVER RELATED	

The top heavy determination is being performed for the entire plan

401(k) PLAN

Top-Heavy Illustration Determination Date: December 31, 2013

<u>Participant Name</u>	<u>SS Number</u>	<u>Investment Fund Balance</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
JOLIE, ANGELINA	xxx-xx-7800	506,072.90	506,072.90	
PITT, BRAD	xxx-xx-8199	178,911.98	178,911.98	
EASTWOOD, CLINT	xxx-xx-4113	180.00	180.00	
STREEP, MERYL	xxx-xx-1272	9,578.88		9,578.88
BULLOCK, SANDRA	xxx-xx-0826	13,215.78		13,215.78
LAWRENCE, JENNIFER	xxx-xx-1940	43,464.04		43,464.04
STONE, EMMA	xxx-xx-2319	1,509.01		1,509.01
MCADAMS, RACHEL	xxx-xx-3754	1,838.48		1,838.48
STILLER, BEN	xxx-xx-8689	1,286.02		1,286.02
FEY, TINA	xxx-xx-6188	1,466.25		1,466.25
SMITH, WILL	xxx-xx-4283	4,695.44		4,695.44
DAMON, MATT	xxx-xx-2677	2,376.25		2,376.25
STEWART, KRISTEN	xxx-xx-8518	2,718.22		2,718.22
Sub-total		767,313.25	685,164.88	82,148.37
Count			3	10

The total value of the key employees' account balances is 89.3% 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.

CASH BALANCE PLAN

Top-Heavy Illustration Determination Date: December 31, 2013

<u>Participant Name</u>	<u>SS Number</u>	<u>Value of Accrued Benefit</u>	<u>Key Employees</u>	<u>Non-Key Employees</u>
JOLIE, ANGELINA	xxx-xx-7800	83,039.00	83,039.00	
PITT, BRAD	xxx-xx-8199	0.00	0.00	
EASTWOOD, CLINT	xxx-xx-4113	0.00	0.00	
STREEP, MERYL	xxx-xx-1272	813.00		813.00
BULLOCK, SANDRA	xxx-xx-0826	0.00		0.00
LAWRENCE, JENNIFER	xxx-xx-1940	591.00		591.00
STONE, EMMA	xxx-xx-2319	336.00		336.00
MCADAMS, RACHEL	xxx-xx-3754	496.00		496.00
STILLER, BEN	xxx-xx-8689	0.00		0.00
FEY, TINA	xxx-xx-6188	308.00		308.00
SMITH, WILL	xxx-xx-4283	0.00		0.00
DAMON, MATT	xxx-xx-2677	0.00		0.00
STEWART, KRISTEN	xxx-xx-8518	325.00		325.00
Sub-total		85,908.00	83,039.00	2,869.00
Count			3	10

The total value of the key employees' present values is 96.7% 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>
401(k) PLAN	767,313.25	685,164.88	82,148.37
CASH BALANCE PLAN	85,908.00	83,039.00	2,869.00
Grand Total	853,221.25	768,203.88	85,017.37

The total value of the key employees' account balances is 90% 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.

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:50)

Compensations and Benefits (PPA) - DOE, JOHN

<u>Age</u>	<u>Plan Comp</u>	<u>Minimum Comp</u>	<u>Maximum Comp</u>	<u>Cov Comp/ PLA</u>	<u>415 Limit</u>	<u>Projected Benefit</u>	<u>Accr Bnft</u>	<u>Service</u>			<u>Unit Bnft</u>
								<u>415 \$</u>	<u>415 %</u>	<u>Flat Bnft</u>	
27 ¹	0.00	0.00	0.00	0.00	0.00	0.00					
28 ²	0.00	0.00	0.00	0.00	0.00	0.00					
29	0.00	0.00	0.00	0.00	0.00	0.00					
30	0.00	0.00	0.00	0.00	0.00	0.00					
31	0.00	0.00	0.00	0.00	0.00	0.00					
32	0.00	0.00	0.00	0.00	0.00	0.00					
33	0.00	0.00	0.00	0.00	0.00	0.00					
34	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	0.00	0.00	0.00	0.00	0.00	0.00					
41	0.00	0.00	0.00	0.00	0.00	0.00					
42	0.00	0.00	0.00	0.00	0.00	0.00					
43	0.00	0.00	0.00	0.00	0.00	0.00					
44	0.00	0.00	0.00	0.00	0.00	0.00					
45	0.00	0.00	0.00	0.00	0.00	0.00					
46	16,833.33	16,833.33	16,833.33	0.00	16,833.33	12,119.99					
47	16,645.83	16,645.83	16,645.83	0.00	16,645.83	12,650.83					
48	16,583.33	16,583.33	16,583.33	0.00	16,583.33	12,650.83					
49	17,361.11	17,229.17	17,361.11	0.00	17,361.11	13,888.88					
50	18,680.56	17,866.67	18,680.56	0.00	17,500.00	15,691.67					
51	20,000.00	18,583.33	20,000.00	0.00	17,500.00	17,500.00					
52	20,416.67	19,375.00	20,416.67	0.00	17,500.00	17,500.00					
53	20,555.56	20,250.00	20,555.56	0.00	17,500.00	17,083.33					
54 ³	20,833.33	20,666.67	20,833.33	0.00	17,500.00	17,500.00	25.00	25.00	27.00	27.00	25.00
55	21,250.00	20,916.67	21,250.00	0.00	17,500.00	17,500.00					
56	21,527.78	21,166.67	21,527.78	0.00	17,500.00	17,500.00					
57	21,666.67	21,416.67	21,666.67	0.00	17,500.00	17,500.00					
58	21,666.67	21,583.33	21,666.67	0.00	17,500.00	17,500.00					
59	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
60	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
61	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
62	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
63	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
64	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00					
65 ⁴	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00	36.00	36.00	38.00	38.00	36.00

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

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:50)

Present Values (PPA) - DOE, JOHN

<u>Description @ Age</u>	<u>54</u> ³	<u>55</u>	<u>56</u>	<u>57</u>	<u>58</u>
1. Segment rate	1.25%	1.25%	1.25%	1.25%	1.25%
2. Mortality	0.000000	0.000000	0.000000	0.000000	0.000000
3. Turnover	0.017932	0.013713	0.009995	0.006880	0.004414
4. Disability	0.000000	0.000000	0.000000	0.000000	0.000000
5. Early retirement	0.000000	0.100000	0.050000	0.050000	0.050000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.982068	0.871740	0.819876	0.773523
8. Probability of survival (mort only)	1.000000	1.000000	1.000000	1.000000	1.000000
9. Interest discount	1.000000	0.987654	0.975461	0.963418	0.951524
10. Present value factor	91.422	91.422	91.422	91.422	91.422
11. Actuarial equivalence APR	171.400	168.811	166.135	163.385	160.546
<u>Normal Retirement</u>					
12. Accrued benefit	17,500.00	17,500.00	17,500.00	17,500.00	17,500.00
13. Present value factor	0.000000	0.000000	0.000000	0.000000	0.000000
14. Present value EOY benefit	0.00	0.00	0.00	0.00	0.00
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Expected contrib	0.00	0.00	0.00	0.00	0.00
19. Present value EOY contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.000000	0.500000	0.549999	0.600000	0.650000
21. Benefit [12x20]	0.00	8,750.00	9,624.99	10,500.00	11,375.00
22. Pres val factor ERA to val	0.000	184.563	173.169	161.973	150.957
23. Present value factor [5x6x7x20x22]	0.000000	0.04849	0.07188	0.09557	0.11949
24. Present value EOY benefit [12x23]	0.00	848.70	1,257.93	1,672.62	2,091.23
<u>Termination</u>					
25. Present value factor [3x6x7x8x10]	1.63939	2.87059	3.66716	4.18285	4.49500
26. Present value EOY benefit [12x25]	28,689.37	50,235.35	64,175.34	73,199.97	78,662.56
<u>Pre-retirement Death (Annuity)</u>					
27. Reduction	0.000000	0.000000	0.000000	0.000000	0.000000
28. Benefit [6x12x27]	0.00	0.00	0.00	0.00	0.00
29. Spouse's PVF	0.000	0.000	0.000	0.000	0.000
30. Present value factor [2x7x27x29]	0.000000	0.000000	0.000000	0.000000	0.000000
31. Present value EOY benefit [12x30]	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
32. Benefit	1,344,064.21	1,417,987.74	1,495,977.07	1,578,255.81	1,665,059.88
33. Present value factor [2x7x9x32/12]	0.000000	0.000000	0.000000	0.000000	0.000000
34. Present value EOY benefit [12x33]	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
35. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
36. Benefit [12x35]	17,500.00	17,500.00	17,500.00	17,500.00	17,500.00
37. Present value factor	0.000	184.563	173.169	161.973	150.957
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	0.000000	0.000000	0.000000	0.000000	0.000000
39. Present value EOY benefit [12x38]	0.00	0.00	0.00	0.00	0.00
<u>Compensations</u>					
40. Compensation	274,275.00	282,513.84	290,980.56	299,713.08	308,711.28
41. PVComp	274,275.00	553,301.01	837,141.21	1,125,890.29	1,419,636.57
42. PVComp @ entry	4,148,269.26	4,347,785.76	4,550,744.64	4,757,213.59	4,967,255.76
43. PV \$10K/year	10,000.00	19,876.54	29,631.15	39,265.33	48,780.57
44. PV \$10K/year @ entry	237,962.99	245,025.17	252,000.17	258,889.06	265,692.90

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:50)

Present Values (PPA) - DOE, JOHN

<u>Description @ Age</u>	<u>59</u>	<u>60</u>	<u>61</u>	<u>62</u>	<u>63</u>
1. Segment rate	4.06%	4.06%	4.06%	4.06%	4.06%
2. Mortality	0.000000	0.000000	0.000000	0.000000	0.000000
3. Turnover	0.002580	0.001315	0.000535	0.000137	0.000000
4. Disability	0.000000	0.000000	0.000000	0.000000	0.000000
5. Early retirement	0.050000	0.050000	0.050000	0.200000	0.100000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	0.731604	0.693230	0.657703	0.624483	0.499518
8. Probability of survival (mort only)	1.000000	1.000000	1.000000	1.000000	1.000000
9. Interest discount	0.819560	0.787584	0.756855	0.727326	0.698949
10. Present value factor	91.422	91.422	91.422	91.422	91.422
11. Actuarial equivalence APR	157.616	154.594	151.485	148.308	145.062
<u>Normal Retirement</u>					
12. Accrued benefit	17,500.00	17,500.00	17,500.00	17,500.00	17,500.00
13. Present value factor	0.000000	0.000000	0.000000	0.000000	0.000000
14. Present value EOY benefit	0.00	0.00	0.00	0.00	0.00
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Expected contrib	0.00	0.00	0.00	0.00	0.00
19. Present value EOY contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.700000	0.750000	0.800000	0.850000	0.900000
21. Benefit [12x20]	12,250.00	13,125.00	14,000.00	14,875.00	15,750.00
22. Pres val factor ERA to val	140.113	130.994	122.288	113.993	106.090
23. Present value factor [5x6x7x20x22]	0.14048	0.16095	0.18087	0.25808	0.28950
24. Present value EOY benefit [12x23]	2,458.48	2,816.78	3,165.23	4,516.49	5,066.38
<u>Termination</u>					
25. Present value factor [3x6x7x8x10]	4.66756	4.75090	4.78307	4.79089	4.79089
26. Present value EOY benefit [12x25]	81,682.42	83,140.89	83,703.85	83,840.72	83,840.72
<u>Pre-retirement Death (Annuity)</u>					
27. Reduction	0.000000	0.000000	0.000000	0.000000	0.000000
28. Benefit [6x12x27]	0.00	0.00	0.00	0.00	0.00
29. Spouse's PVF	0.000	0.000	0.000	0.000	0.000
30. Present value factor [2x7x27x29]	0.000000	0.000000	0.000000	0.000000	0.000000
31. Present value EOY benefit [12x30]	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
32. Benefit	1,756,638.17	1,853,253.27	1,955,182.20	2,062,717.22	2,176,166.67
33. Present value factor [2x7x9x32/12]	0.000000	0.000000	0.000000	0.000000	0.000000
34. Present value EOY benefit [12x33]	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
35. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
36. Benefit [12x35]	17,500.00	17,500.00	17,500.00	17,500.00	17,500.00
37. Present value factor	140.113	130.994	122.288	113.993	106.090
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	0.000000	0.000000	0.000000	0.000000	0.000000
39. Present value EOY benefit [12x38]	0.00	0.00	0.00	0.00	0.00
<u>Compensations</u>					
40. Compensation	317,975.28	327,504.96	337,338.48	347,437.80	357,878.76
41. PVComp	1,718,462.44	2,022,444.32	2,331,687.87	2,646,257.52	2,957,638.33
42. PVComp @ entry	5,180,930.09	5,398,291.19	5,619,414.64	5,844,346.49	6,066,998.17
43. PV \$10K/year	58,178.35	67,460.09	76,627.25	85,681.24	94,381.97
44. PV \$10K/year @ entry	272,412.74	279,049.62	285,604.56	292,078.58	298,300.00

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:50)

Present Values (PPA) - DOE, JOHN

<u>Description @ Age</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	4.06%	4.06%
2. Mortality	0.000000	0.000000
3. Turnover	0.000000	0.000000
4. Disability	0.000000	0.000000
5. Early retirement	0.100000	0.000000
6. Vested percent	100.00%	100.00%
7. Probability of survival (all decs)	0.449566	0.404609
8. Probability of survival (mort only)	1.000000	1.000000
9. Interest discount	0.671679	0.645472
10. Present value factor	91.422	91.422
11. Actuarial equivalence APR	141.769	138.407
 <u>Normal Retirement</u>		
12. Accrued benefit	17,500.00	17,500.00
13. Present value factor	0.000000	36.99055
14. Present value EOY benefit	0.00	647,334.75
 <u>Employee Mandatory</u>		
15. Contribution	0.00	0.00
16. Accumulated contribs	0.00	0.00
17. Benefit by contribs	0.00	0.00
18. Expected contrib	0.00	0.00
19. Present value EOY contrib	0.00	0.00
 <u>Early Retirement</u>		
20. Reduction	0.950000	1.000000
21. Benefit [12x20]	16,625.00	17,500.00
22. Pres val factor ERA to val	98.578	91.422
23. Present value factor [5x6x7x20x22]	0.31819	0.31819
24. Present value EOY benefit [12x23]	5,568.39	5,568.40
 <u>Termination</u>		
25. Present value factor [3x6x7x8x10]	4.79089	4.79089
26. Present value EOY benefit [12x25]	83,840.72	83,840.72
 <u>Pre-retirement Death (Annuity)</u>		
27. Reduction	0.000000	0.000000
28. Benefit [6x12x27]	0.00	0.00
29. Spouse's PVF	0.000	0.000
30. Present value factor [2x7x27x29]	0.000000	0.000000
31. Present value EOY benefit [12x30]	0.00	0.00
 <u>Pre-retirement Death (Lump Sum)</u>		
32. Benefit	2,295,855.84	2,422,127.91
33. Present value factor [2x7x9x32/12]	0.000000	0.000000
34. Present value EOY benefit [12x33]	0.00	0.00
 <u>Disability</u>		
35. Reduction	1.000000	1.000000
36. Benefit [12x35]	17,500.00	17,500.00
37. Present value factor	98.578	91.422
38. Pres val factor [4x7x8x37/(1^(Calc-Eoy))]	0.000000	0.000000
39. Present value EOY benefit [12x38]	0.00	0.00
 <u>Compensations</u>		
40. Compensation	368,623.44	0.00
41. PVComp	3,265,854.24	3,265,854.24
42. PVComp @ entry	6,287,386.80	6,287,386.80
43. PV \$10K/year	102,743.24	102,743.24
44. PV \$10K/year @ entry	304,278.70	304,278.70

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:51)

Compensations and Benefits (FAS) - DOE, JOHN

<u>Age</u>	<u>Plan Comp</u>	<u>Minimum Comp</u>	<u>Maximum Comp</u>	<u>Cov Comp/ PLA</u>	<u>415 Limit</u>	<u>Projected Benefit</u>	<u>Accr Bnft</u>	<u>Service</u>			
								<u>415 \$</u>	<u>415 %</u>	<u>Flat Bnft</u>	<u>Unit Bnft</u>
27 ¹	0.00	0.00	0.00	0.00	0.00	0.00					
28 ²	0.00	0.00	0.00	0.00	0.00	0.00					
29	0.00	0.00	0.00	0.00	0.00	0.00					
30	0.00	0.00	0.00	0.00	0.00	0.00					
31	0.00	0.00	0.00	0.00	0.00	0.00					
32	0.00	0.00	0.00	0.00	0.00	0.00					
33	0.00	0.00	0.00	0.00	0.00	0.00					
34	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	0.00	0.00	0.00	0.00	0.00	0.00					
41	0.00	0.00	0.00	0.00	0.00	0.00					
42	0.00	0.00	0.00	0.00	0.00	0.00					
43	0.00	0.00	0.00	0.00	0.00	0.00					
44	0.00	0.00	0.00	0.00	0.00	0.00					
45	0.00	0.00	0.00	0.00	0.00	0.00					
46	16,833.33	16,833.33	16,833.33	0.00	16,833.33	0.00					
47	16,645.83	16,645.83	16,645.83	0.00	16,645.83	0.00					
48	16,583.33	16,583.33	16,583.33	0.00	16,583.33	0.00					
49	18,194.44	17,854.17	18,194.44	0.00	17,500.00	0.00					
50	19,930.56	18,616.67	19,930.56	0.00	17,500.00	0.00					
51	21,666.67	19,583.33	21,666.67	0.00	17,500.00	0.00					
52	21,666.67	20,625.00	21,666.67	0.00	17,500.00	0.00					
53	21,666.67	21,666.67	21,666.67	0.00	17,500.00	0.00					
54 ³	21,666.67	21,666.67	21,666.67	0.00	17,500.00	17,500.00	25.00	25.00	27.00	27.00	25.00
55	21,666.67	21,666.67	21,666.67	0.00	18,025.00	18,025.00					
56	21,883.33	21,796.67	21,883.33	0.00	18,565.75	18,565.75					
57	22,323.17	22,060.57	22,323.17	0.00	19,122.72	19,122.72					
58	22,992.86	22,462.38	22,992.86	0.00	19,696.40	19,696.40					
59	23,682.65	23,006.26	23,682.65	0.00	20,287.29	20,287.29					
60	24,393.13	23,696.44	24,393.13	0.00	20,895.91	20,895.91					
61	25,124.92	24,407.34	25,124.92	0.00	21,522.79	21,522.79					
62	25,878.67	25,139.56	25,878.67	0.00	22,168.47	22,168.47					
63	26,655.03	25,893.74	26,655.03	0.00	22,833.53	22,833.53					
64	27,454.68	26,670.56	27,454.68	0.00	23,518.53	23,518.53					
65 ⁴	27,454.68	26,971.29	27,454.68	0.00	24,224.09	24,224.09	36.00	36.00	38.00	38.00	36.00

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

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:51)

Present Values (FAS) - DOE, JOHN

<u>Description @ Age</u>	<u>54</u> ³	<u>55</u>	<u>56</u>	<u>57</u>	<u>58</u>
1. Segment rate	5.00%	5.00%	5.00%	5.00%	5.00%
2. Mortality	0.000000	0.000000	0.000000	0.000000	0.000000
3. Turnover	0.017932	0.013713	0.009995	0.006880	0.004414
4. Disability	0.000000	0.000000	0.000000	0.000000	0.000000
5. Early retirement	0.000000	0.100000	0.050000	0.050000	0.050000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	1.000000	0.935302	0.790694	0.708240	0.636379
8. Probability of survival (mort only)	1.000000	1.000000	1.000000	1.000000	1.000000
9. Interest discount	1.000000	0.952380	0.907029	0.863837	0.822702
10. Present value factor	0.000	0.000	0.000	0.000	0.000
<u>Normal Retirement</u>					
11. Accrued benefit	17,500.00	18,025.00	18,565.75	19,122.72	19,696.40
12. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
13. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
14. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Present value of contrib	0.00	0.00	0.00	0.00	0.00
19. Expected contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.000000	0.500000	0.549999	0.600000	0.650000
21. Benefit	0.00	8,750.00	9,624.99	10,500.00	11,375.00
22. Pres val factor ERA to val	0.000	9012.500	10211.162	11473.633	12802.662
23. Present value of benefit (ABO)	0.00	144,801.90	210,955.74	274,421.43	335,020.17
24. Present value of benefit (PBO)	0.00	144,801.90	210,955.74	274,421.43	335,020.17
25. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Termination</u>					
26. Present value of benefit (ABO)	26,104.97	45,710.05	58,394.30	66,605.97	71,576.48
27. Present value of benefit (PBO)	26,104.97	46,298.21	59,754.93	68,728.04	74,322.39
28. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>					
29. Reduction	0.000000	0.000000	0.000000	0.000000	0.000000
30. Benefit	0.00	0.00	0.00	0.00	0.00
31. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
32. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
33. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
34. Benefit	1,344,064.21	1,417,987.74	1,495,977.07	1,578,255.81	1,665,059.88
35. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
36. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
37. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
38. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
39. Benefit	0.00	0.00	0.00	0.00	0.00
40. Pres val factor NRA to val	0.000	0.000	0.000	0.000	0.000
41. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
42. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
43. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Compensations</u>					
44. Compensation	274,275.00	282,513.84	290,980.56	299,713.08	308,711.28

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:51)

Present Values (FAS) - DOE, JOHN

<u>Description @ Age</u>	<u>59</u>	<u>60</u>	<u>61</u>	<u>62</u>	<u>63</u>
1. Segment rate	5.00%	5.00%	5.00%	5.00%	5.00%
2. Mortality	0.000000	0.000000	0.000000	0.000000	0.000000
3. Turnover	0.002580	0.001315	0.000535	0.000137	0.000000
4. Disability	0.000000	0.000000	0.000000	0.000000	0.000000
5. Early retirement	0.050000	0.050000	0.050000	0.200000	0.100000
6. Vested percent	100.00%	100.00%	100.00%	100.00%	100.00%
7. Probability of survival (all decs)	0.573230	0.517299	0.467417	0.422675	0.321994
8. Probability of survival (mort only)	1.000000	1.000000	1.000000	1.000000	1.000000
9. Interest discount	0.783526	0.746215	0.710681	0.676839	0.644608
10. Present value factor	0.000	0.000	0.000	0.000	0.000
<u>Normal Retirement</u>					
11. Accrued benefit	20,287.29	20,895.91	21,522.79	22,168.47	22,833.53
12. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
13. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
14. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Employee Mandatory</u>					
15. Contribution	0.00	0.00	0.00	0.00	0.00
16. Accumulated contribs	0.00	0.00	0.00	0.00	0.00
17. Benefit by contribs	0.00	0.00	0.00	0.00	0.00
18. Present value of contrib	0.00	0.00	0.00	0.00	0.00
19. Expected contrib	0.00	0.00	0.00	0.00	0.00
<u>Early Retirement</u>					
20. Reduction	0.700000	0.750000	0.800000	0.850000	0.900000
21. Benefit	12,250.00	13,125.00	14,000.00	14,875.00	15,750.00
22. Pres val factor ERA to val	14201.107	15671.936	17218.234	17500.000	17500.000
23. Present value of benefit (ABO)	392,628.59	447,158.56	498,556.34	677,792.93	742,485.17
24. Present value of benefit (PBO)	392,628.59	447,158.56	498,556.34	677,792.93	742,485.17
25. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Termination</u>					
26. Present value of benefit (ABO)	74,324.31	75,651.39	76,163.64	76,288.19	76,288.19
27. Present value of benefit (PBO)	77,507.88	79,092.49	79,722.48	79,880.26	79,880.26
28. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Annuity)</u>					
29. Reduction	0.000000	0.000000	0.000000	0.000000	0.000000
30. Benefit	0.00	0.00	0.00	0.00	0.00
31. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
32. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
33. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Pre-retirement Death (Lump Sum)</u>					
34. Benefit	1,756,638.17	1,853,253.27	1,955,182.20	2,062,717.22	2,176,166.67
35. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
36. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
37. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Disability</u>					
38. Reduction	1.000000	1.000000	1.000000	1.000000	1.000000
39. Benefit	0.00	0.00	0.00	0.00	0.00
40. Pres val factor NRA to val	0.000	0.000	0.000	0.000	0.000
41. Present value of benefit (ABO)	0.00	0.00	0.00	0.00	0.00
42. Present value of benefit (PBO)	0.00	0.00	0.00	0.00	0.00
43. Service cost	0.00	0.00	0.00	0.00	0.00
<u>Compensations</u>					
44. Compensation	317,975.28	327,504.96	337,338.48	347,437.80	357,878.76

ABC, Inc.
DEFINED BENEFIT PENSION PLAN

Case: D13:0018
Date Run: 06/20/2014 (10:51)

Present Values (FAS) - DOE, JOHN

<u>Description @ Age</u>	<u>64</u>	<u>65</u> ⁴
1. Segment rate	5.00%	5.00%
2. Mortality	0.000000	0.000000
3. Turnover	0.000000	0.000000
4. Disability	0.000000	0.000000
5. Early retirement	0.100000	0.000000
6. Vested percent	100.00%	100.00%
7. Probability of survival (all decs)	0.275994	0.236567
8. Probability of survival (mort only)	1.000000	1.000000
9. Interest discount	0.613913	0.584679
10. Present value factor	0.000	0.000
 <u>Normal Retirement</u>		
11. Accrued benefit	23,518.53	24,224.09
12. Present value of benefit (ABO)	0.00	0.00
13. Present value of benefit (PBO)	0.00	0.00
14. Service cost	0.00	0.00
 <u>Employee Mandatory</u>		
15. Contribution	0.00	0.00
16. Accumulated contribs	0.00	0.00
17. Benefit by contribs	0.00	0.00
18. Present value of contrib	0.00	0.00
19. Expected contrib	0.00	0.00
 <u>Early Retirement</u>		
20. Reduction	0.950000	1.000000
21. Benefit	16,625.00	17,500.00
22. Pres val factor ERA to val	17500.000	17500.000
23. Present value of benefit (ABO)	794,982.61	0.00
24. Present value of benefit (PBO)	794,982.61	0.00
25. Service cost	0.00	0.00
 <u>Termination</u>		
26. Present value of benefit (ABO)	76,288.19	0.00
27. Present value of benefit (PBO)	79,880.26	0.00
28. Service cost	0.00	0.00
 <u>Pre-retirement Death (Annuity)</u>		
29. Reduction	0.000000	0.000000
30. Benefit	0.00	0.00
31. Present value of benefit (ABO)	0.00	0.00
32. Present value of benefit (PBO)	0.00	0.00
33. Service cost	0.00	0.00
 <u>Pre-retirement Death (Lump Sum)</u>		
34. Benefit	2,295,855.84	2,422,127.91
35. Present value of benefit (ABO)	0.00	0.00
36. Present value of benefit (PBO)	0.00	0.00
37. Service cost	0.00	0.00
 <u>Disability</u>		
38. Reduction	1.000000	1.000000
39. Benefit	0.00	0.00
40. Pres val factor NRA to val	0.000	0.000
41. Present value of benefit (ABO)	0.00	0.00
42. Present value of benefit (PBO)	0.00	0.00
43. Service cost	0.00	0.00
 <u>Compensations</u>		
44. Compensation	368,623.44	0.00

BOY CASH BALANCE PLAN

PPA Actuarial Data - BOY Cash Balance
Val Date: 01/01/2014

6/20/2014 11:27:14 AM

Nancy Drew
000-00-0250

EE#: Loc: 0

Personal Information

Officer: N	Key: N	HCE: N	Spouse's DOB: None	Formula Group: 2
Sex: F	Stat Code: A		Primary beneficiary: None	
Form: 0	#YrsCC 0	J&S%: 0		Elig Unitized? Y

History

Dates and Values

Plan Year	Elig Comp	Tot Comp Hours	Date	Age	Years	----415 Years----	
12/31/2006	0.00	0.00 0	DOB 01/24/1959	55	Acc Yr 7.00	VD-prt	7.00
12/31/2007	48,144.39	48,144.39 1,000	DOH 08/20/2005	47	Max Acc 14.00	VD-svc	9.00
12/31/2008	56,871.79	56,871.79 1,000	DOE 01/01/2007	48	Vest Yr 8.00	RD-prt	14.00
12/31/2009	60,015.00	60,015.00 1,000	NRD 02/01/2021	62	Vest Pct 100.00	RD-svc	16.00
12/31/2010	65,000.00	65,000.00 1,000	ERD 01/24/2021	62	Vst Strt 01/01/2006		
12/31/2011	70,000.00	70,000.00 1,000	SSRA	67	Acc Strt 01/01/2007		
12/31/2012	70,000.00	70,000.00 1,000	DOT		Exp Fut Svc 7.000		
12/31/2013	73,500.00	73,500.00 0	REH				

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

	Benefits	Top Heavy	415	Benefits	Max Ben
Projected	5,702.57	6,125.00	6,125.00	399.17	17,500.00
Funding	5,702.57	6,125.00	6,125.00	481.45	17,500.00
Accrued	5,280.13	5,641.92	5,930.56	206.85	12,250.00
Prior			5,694.44	194.62	10,249.99
Cert PIA	2,356.90	End of Yr Accrued		234.66	

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

	Forced Max	Offsets	Add ons	Int Lvl	----APRs----	
Projected	0.00	0.00	0.00	0	AEQ	157.556
Funding	0.00	0.00	0.00	0	TH	145.471
Accrued	0.00	0.00	0.00	0	417e	114.462
				0	PBGC	110.554

---- PVABs for ----

AEQ	23,676
TH	20,685
417(e)	23,676
PBGC	22,868

----BOY Cash Bal----

Beg Bal	19,346.82
Int Cred	773.87
Pr Ctb	1,470.00
Curr Bal	21,590.69
Exp Ctb	1,470.00
Basis	30,298.44

----- EAN Costs -----

Ins EAN AL	39,918
Ins EAN NC	0
EAN AL	39,918
EAN NC	0

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

Fdg Tgt	20,022.33
Tgt NC	2,691.91
EIR%	6.06%
PVFund	96.79359

----- PVFBs -----

PVFB	39,918.75
PVER	0.00
PV Term	0.00
PV Dis	0.00
PV Dth	0.00
PVFComp	440,671.47

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

Face Amount	0
Curr CSV	0
CSV @ NRD	0
Premium	0.00
-- FASB dx	6.00% ---
ABO	19,160
PBO	19,857
PBO SC	2,837

-----ASSUMPTIONS-----

Lump Sum	Y	Recalculate	P
Disregard Prior	Y	Future Int	5.00%
Ctb Input	N	Unitized	Y