


DB/Win Coding Benefit Formulas

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Items to be covered today

- Plan Level (Review Benefit Provisions)
- Source Level (Traditional Benefit Formula Examples)
 - Unit Credit, Multiple Levels
 - Fixed Benefit, Fractional Accrual
 - Graded (Class) Benefits
 - Union Plan Benefits, Multiple Tiers
 - Fresh Start (without Wear-Away)
- Source Level (Eligibility & Vesting)
- Employee Level (Reviewing the Results)


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Plan Level (Provisions)

- Eligibility
 - Credited Service/Participation
 - Class, Division, and Location Groups
- Average Compensation
- Limits and Top Heavy Minimums
- Vesting Provisions
 - Vesting Schedule at Source Level
 - Vesting Service and Other Parameters at Plan Level

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Plan Level (Provisions)

- Retirement Dates
 - Normal Retirement Date
 - Early Retirement Date
- Late Retirement Benefits
 - Benefit Option
 - Adjustment Age Options

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Credited Service/Participation Plans | Provisions | Eligibility (PL-2-1)

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1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Eligibility

Eligibility Computation Period
Plan Year (DOH 1st Yr) [dropdown]

Eligible Employees

- Exclude Members of Collective Bargaining Unit
 - Include Collective Bargaining in Testing
 - Exclude Non-Collectively Bargained
- Exclude Nonresident Aliens
- Exclude Members of Excluded Class
- Exclude NHCE's Exclude HCE's

[Advanced]

Credited Service/Participation

Period for Measuring Credited Svc/Part
Plan Year [dropdown]

Hrs for Yr of Credited Svc
1,000 YOS While Participant

Mo Eq Yr of Cr Svc
6

Exclude Svc Prior To
01/01/2003 [dropdown]

Use Acc Ben YODCS for YODCS

Terminees Share in Gain/Loss
Yes [dropdown]

Click here if based on years of plan participation.

Click here if based on service defined for accrued benefits at the Source Level.

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Class, Division, and Location Plans | Provisions | Eligibility (PL-2-1)

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1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Eligibility

Eligibility Computation Period
Plan Year (DOH 1st Yr) [dropdown]

Eligible Employees

- Exclude Members of Collective Bargaining Unit
 - Include Collective Bargaining in Testing
 - Exclude Non-Collectively Bargained
- Exclude Nonresident Aliens
- Exclude Members of Excluded Class
- Exclude NHCE's Exclude HCE's

[Advanced]


Exclude Include Only
 Members of Class, Division, or Location

Check Groups to Exclude

- C, CLERKS, CLERKS
- C, MANAGERS, MANAGERS
- C, OWNERS, OWNERS
- D, A, A
- D, B, B
- D, C, C
- C, COMMISSND, Commissioned

Click here to view the advanced options below.

Click here to add new or edit existing class, division, or location.



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Average Compensation Plans | Provisions | Avg Comp (PL-2-3)

1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Average Compensation

Average Compensation Option
Highest xx Consecutive Years of Last yy Yr

Years (xx) in Avg Last Years (yy)

Include Yrs Svc When Not Participant

Include Current Yr Comp in Beg Yr Val

Exclude Compensation in Year NRA Attained

Exclusion Period

Exclusion Date

Exclude Compensation in Year of Plan Termination

Limit 401(i) Final Avg Comp to Avg Comp

Adjust for Less Than Full Year of Comp if EE
 Is on Disability or Leave of Absence
 Severs Employment During the Year
 Fails to Earn a Year of Credited Service
 Fails to Earn a Partial Year of Credited Service
 Is Credited with a Break in Service

Adjustment of Partial Year

Years in Top-heavy Average Compensation


Include Years When Plan is Not Top-heavy

Check this box to include years prior to entry into the plan.

Average Compensation for T/H Minimum Benefits

Average Compensation for T/H Minimum Benefits

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Limits and Top Heavy Minimums Plans | Provisions | Limits/TH (PL-2-4)

1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Limits and Top-heavy

415 Benefit Limits
 Annual Dollar Limit Percent Limit

415 Contribution Limits
 Dollar Limit Percent Limit

Deferral Limit Catch-up

401(a)(17) Comp Limit 414(s) De Minimis Percentage

Use Pre-2002 401(a)(17) Limit in Avg Comp
 Use 105% of 417(e) Prong of 415 Minimum PVAB
 Use G94 Mortality for 415 in 2009

Mortality in 415 Statutory Age 62 Adjustment

Top-heavy Minimum Accrual Percent

Top-heavy Minimums Required in this Plan this Year

Include Yrs of Svc When Not Participant

Include Non-Top-heavy Years

Include Years Prior to 1984

Include Years Prior to Adoption Date

Use Normal Form for TH Min

Key Employees Get TH Min

Freeze Accrued Benefits

Freeze Top-heavy Benefits

Do Not Preserve Prior Year Accrued Benefit

Do Not Preserve Prior Year Vested PVAB

Do Not Use 415 \$10,000 Minimum Benefit

Do Not Apply 417(e) Minimum for PVAB


Do Not Apply 417(e) Applicable Mortality for Funding

Do Not Adjust 415 Dollar Limit for Age 62/65

Do Not Apply 415 Limit to Funding Lump Sum

Enter 999 here to have no limit (i.e., when you have no compensation data).

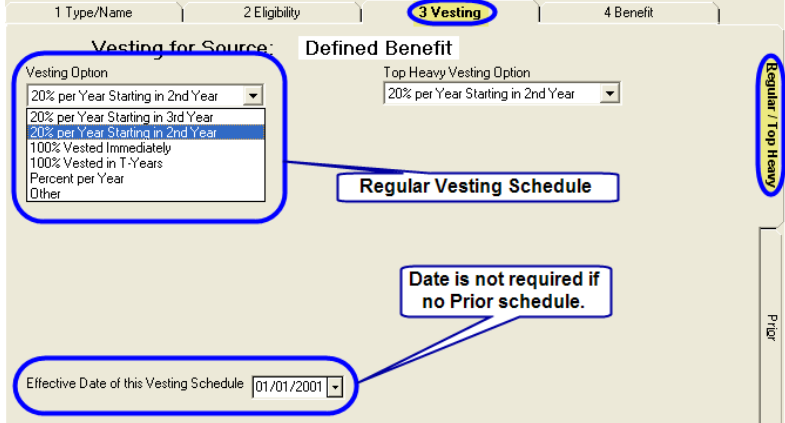
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Vesting Schedule

Sources | Vesting | Regular / Top Heavy (SRC-3-1)

Vesting schedules are defined at the Source Level

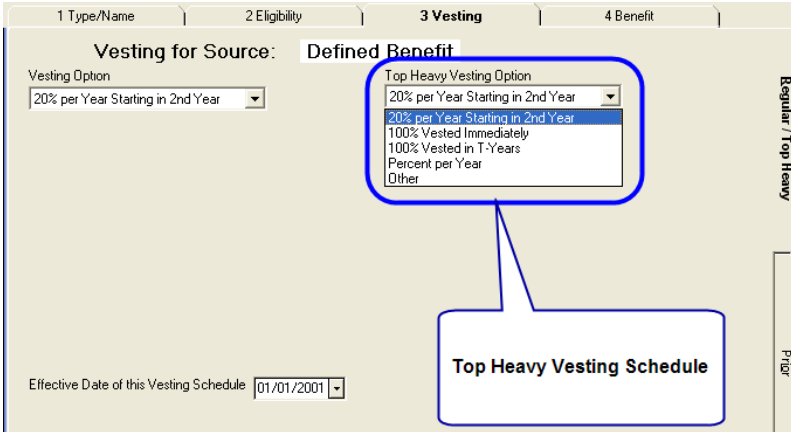


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Vesting Schedule

Sources | Vesting | Regular / Top Heavy (SRC-3-1)



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Vesting Provisions

Plans | Provisions | Vesting (PL-2-5)

1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Vesting Service Definition

Vesting Year of Service Definition: Plan Year

Hours for a Year of Vesting: 1,000

Exclude Service Prior to: Date / / Age 18

Require Re-Employment within 5 Years to Count Pre-Break Service

Months Equal Yr of Svc: 6

Other Vesting Options

Breaks in Service until Forfeitures Release:

Vest Deceased Same as Terminees
 Vest Disabled Same as Terminees
 100% Vested at Early Ret Age
 Do Not Allocate Forfeitures to New Entrants

Vested Payment Option: No Vested Payment at this Time

Forfeiture Release Option: Release Forfeitures on Release Date

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Retirement Dates

Plans | Provisions | Ret (PL-2-6)

1 Plan / Sponsor | **2 Provisions** | 3 Assumptions | 4 Misc | 5 DB

Retirement

Normal

Normal Retirement Date: 1st of Month Following

Age 65 and 5th Anniv of Participation

Normal Retirement Age: 65

Minimum Participation: 5

Use Anniv of 1st Day of 1st Yr
 Count Only Years When Benefiting

Minimum Service: 0

Sum of Age and Service: 0 Min Age: 0

Use Years of Service, Not Anniversaries

100% Vested at NRD if Earlier than NRA

Postponed Retirement Benefit Option: Greater of Act Equiv of Ben @ Ret Age or Ben at Curr Age

Postponed Ret Adjustment Age Option: First Day of Plan Year

Weighted Avg Ret Age:

Early

Early Retirement Date

Date ERA Attained:

Early Retirement Age: 55

Minimum Participation: 10

Use Anniv of 1st Day of 1st Yr
 Count Only Years When Benefiting

Minimum Service: 0


Sum of Age and Service: 0 Min Age: 0

Years Before NRD: 0

Use Years of Service, Not Anniversaries

Required Minimum Dist Start Date Option: At 70.5

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Late Retirement Benefits Plans | Provisions | Ret (PL-2-6)

1 Plan / Sponsor **2 Provisions** 3 Assumptions 4 Misc 5 DB

Retirement

Normal Retirement Date: 1st of Month Following

Age 65 and 5th Anniv of Participation

Normal Retirement Age:

Minimum Participation:

Use Anniv of 1st Day of 1st Yr

Count Only Years When Benefiting

Minimum Service:

Sum of Age and Service: Min Age:

Use Years of Service, Not Anniversaries

100% Vested at NRD if Earlier than NRA

Postponed Retirement Benefit Option: Greater of Act Equiv of Ben @ Ret Age or Ben at Curr Age


Postponed Ret Adjustment Age Option: First Day of Plan Year

Weighted Avg Ret Age:

The late retirement benefit option is defined here. In this example, the benefit is the greater of

- a) actuarial equivalent of benefit at NRD, or
- b) formula benefit at current age.

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Late Retirement Benefits Plans | Provisions | Ret (PL-2-6)

Retirement is assumed at Normal Retirement Date (NRD) unless the current valuation date is later.

Postponed Retirement Benefit Option

Greater of Act Equiv of Ben @ Ret Age Each Yr or Ben at Curr Age

Greater of Act Equiv of Ben @ Ret Age or Ben at Curr Age

Greater of AE of Ben @ Ret Age, AE of Ben Each Yr, or Ben at Curr Age Benefit at Current Age

Greater of

- a) actuarial equivalent of benefit at anniversary of NRD each year, or
- b) formula benefit at current age.

Greater of


- a) actuarial equivalent of benefit at NRD, or
- b) formula benefit at current age.

Greater of

- a) actuarial equivalent of benefit at NRD, or
- b) actuarial equivalent of benefit at anniversary of NRD each year, or
- c) formula benefit at current age.

Formula benefit at current age only. No actuarial equivalent benefits will apply. Generally, this will not be selected for qualified plans.

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Late Retirement Benefits Plans | Provisions | Ret (PL-2-6)

1 Plan / Sponsor
2 Provisions
3 Assumptions
4 Misc
5 DB

Retirement

Normal Retirement Date

Age 65 and 5th Anniv of Participation

Normal Retirement Age

Minimum Participation

Use Anniv of 1st Day of 1st Yr
 Count Only Years When Benefiting

Minimum Service

Sum of Age and Service Min Age

Use Years of Service, Not Anniversaries

100% Vested at NRD if Earlier than NRA

Postponed Retirement Benefit Option

Weighted Avg Ret Age

This option defines the retirement assumption for participants who are beyond NRD.

Minimum Participat

Use Ann Day of 1st Yr
 Count On When Benefiting

Minimum Service

Sum of Age and Serv Min Age

Years Before NRD


Use Years of Serv Not Anniversaries

Required Minimum Dist Start Date Option

Postponed Ret Adjustment Age Option

Eligibility
 Comp
 Avg Comp
 Limits/TH
 Vesting
Ret

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Late Retirement Benefits Plans | Provisions | Ret (PL-2-6)

Retirement is assumed at Normal Retirement Date (NRD) unless the current valuation date is later.

- Use the “Day After Valuation Date” option to assume immediate retirement with no Target Normal Cost for late retirees.
- All other options assume retirement will occur in the following plan year based on the date chosen.
- For an EOY valuation date, “First Day of Plan Year” is the same as the “Day After Valuation Date” option.

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Late Retirement Benefits

Plans | Provisions | Ret (PL-2-6)

Retirement assumption for participants beyond NRD.

Postponed Ret Adjustment Age Option
 First Day of Plan Year
 Last Day of Plan Year
 Anniv of Normal Retirement Date
 December 31
 First Day of Plan Year
 Day After Valuation Date

Last Day of the next Plan Year


Anniversary of Normal Retirement Date in the next plan year

December 31 in the next plan year

First Day of the next Plan Year

Day After Valuation Date (assumes immediate retirement with no TNC).


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Source Level Overview

- Type / Name
 - Detail
 - Browse
- Eligibility
 - Participation
 - Contribution
- Vesting
 - Regular / Top Heavy
 - Prior
- Benefit
 - Benefit Formula
 - Accrued Benefit

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Example #1 Unit Credit, Multiple Levels

Level 1 2% of Average Compensation times
 Years of Credited Service (no limit), plus

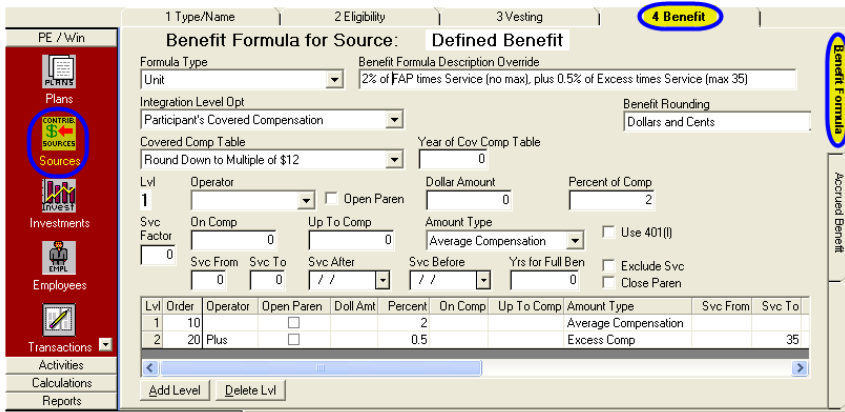
Level 2 0.5% of Excess Compensation times
 Years of Credited Service (max 35).

- Average Comp = Highest 3 Consecutive Years
- Unit credit accrual based on past service
- Late retirement benefit equal to greater of a) Act Equiv of Ben @ Ret Age Each Year, or b) Ben at Curr Age

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Example #1 Sources | Benefit | Benefit Formula (SRC-4-1)



The screenshot shows the 'Benefit Formula for Source: Defined Benefit' configuration screen. It includes fields for Formula Type (Unit), Description Override (2% of FAP times Service (no max), plus 0.5% of Excess times Service (max 35)), Integration Level Opt, Covered Comp Table, and a table of levels. The table below is a transcription of the data visible in the screenshot.

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	On Comp	Up To Comp	Amount Type	Svc From	Svc To
1	10		<input type="checkbox"/>		2			Average Compensation		
2	20	Plus	<input type="checkbox"/>		0.5			Excess Comp		35

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Example #1 Sources | Benefit | Benefit Formula (SRC-4-1)

Text boxes have corresponding table view values

Benefit Formula for Source: **Defined Benefit**

Formula Type: Unit | Benefit Formula Description Override: 2% of FAP times Service (no max), plus 0.5% of Excess times Service (max 35)

Integration Level Opt: Participant's Covered Compensation | Benefit Rounding: Dollars and Cents

Covered Comp Table: Round Down to Multiple of \$12 | Year of Cov Comp Table: 0

Lvl: 1 | Operator: Plus | Dollar Amount: 0 | Percent of Comp: 2

Amount Type: Average Compensation

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	On Comp	Up To Comp	Amount Type	Svc From	Svc To	Svc After	Sv
1	10	Plus		0	2			Average Comp				
2	20	Plus			0.5			Excess Comp		35		

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Click on level to see the values for that level displayed in the text boxes.



Example #1 Sources | Benefit | Benefit Formula (SRC-4-1)

Click on a level in the table view to see values in the text boxes for that level

Benefit Formula for Source: **Defined Benefit**

Formula Type: Unit | Benefit Formula Description Override: 2% of FAP times Service (no max), plus 0.5% of Excess times Service (max 35)

Integration Level Opt: Participant's Covered Compensation | Benefit Rounding: Dollars and Cents

Covered Comp Table: Round Down to Multiple of \$12 | Year of Cov Comp Table: 0

Lvl: 2 | Operator: Plus | Dollar Amount: 0 | Percent of Comp: 0.5


Amount Type: Excess Comp

Svc From: 0 | Svc To: 35

If zero, then covered comp for current plan year will be used.

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	On Comp	Up To Comp	Amount Type	Svc From	Svc To	Svc After	Sv
1	10	Plus		0	2			Average Comp				
2	20	Plus			0.5			Excess Comp		35		

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Example #1

Sources | Benefit | Accrued Benefit (SRC-4-2)

Accrual method is defined on the Accrued Benefit tab

1 Type/Name
2 Eligibility
3 Vesting
4 Benefit

Accrued Benefit for Source: **Defined Benefit**

Accrued Benefit Method
Unit Credit

Max Yrs for Acc Ben: Apply 415 Limit to Normal Retirement Benefit

Maximum Acc Ben: Min Acc Ben per Yr: Min Pct of Comp per Yr: Max Yrs for Min Acc Ben:


Accrued Benefit Credited Service Definition: Hours Plan Year

Hrs for Yr of Credited Svc: Svc Pro Rata if Hours Less Than: Exclude Svc Prior to:

YOS While Part for Acc Ben YOS While Part for Min Acc Ben

This plan recognizes past service. Check this box if credited service only counts years of participation.

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Example #1

Plans | Provisions | Avg Comp (PL-2-3)

Average Compensation is defined at the Plan Level. For this plan it is highest 5 consecutive years of the last 10 years

Average Compensation

Average Compensation Option
Highest xx Consecutive Years of Last yy Yr

Years (xx) in Avg: Last Years (yy):

Include Yrs Svc When Not Participant

Include Current Yr Comp in Beg Yr Val

Exclude Compensation in Year NRA Attained

Exclusion Period:

Exclusion Date:

Exclude Compensation in Year of Plan Termination

Adjust for Less Than Full Year of Comp if EE

- Is on Disability or Leave of Absence
- Severs Employment During the Year
- Fails to Earn a Year of Credited Service
- Fails to Earn a Partial Year of Credited Service
- Is Credited with a Break in Service


Adjustment of Partial Year

Years in Top-heavy Average Compensation:

Exclude Years When Plan is Not Top-heavy

This plan includes years before entry into the plan. This box is not checked if the plan recognizes only years of plan participation.

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Example #1

Plans | Provisions | Eligibility (PL-2-1)

Credited service is also defined at the Plan Level.

Eligibility

Eligibility Computation Period
Plan Year (OOH 1st Yr)

Eligible Employees

- Exclude Members of Collective Bargaining Unit
 - Include Collective Bargaining in Testing
 - Exclude Non-Collectively Bargained
- Exclude Nonresident Aliens
- Exclude Members of Excluded Class
- Exclude NHCE's Exclude HCE's

Age Nearest Birthday for Eligibility

Age Nearest Birthday for Other Ages

Mo Eq Yr of Elig Svc Break in Service Hrs

Use 410(a)(4) for Otherwise Excludable

Project New Participants for BOY Val

Last Day Date

Period for Measuring Credited Svc/Part
Plan Year

Hrs for Yr of Credited Svc YOS While Participant


Mo Eq Yr of Cr Svc Exclude Svc Prior To

Use Acc Ben YODCS for YODCS

Terminees Share in Gain/Loss

This plan recognizes past service. Check this box if credited service is based on years of participation only.

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Example #1

Plans | Provisions | Ret (PL-2-6)

Retirement is assumed at Normal Retirement Date (NRD) unless the current valuation date is later

Retirement

Normal Retirement Date

Age 65 and 5th Anniv of Participation

Normal Retirement Age

Minimum Participation

Use Anniv of 1st Day of 1st Yr

Early Retirement Date

Early Retirement Age

Minimum Participation

Use Anniv of 1st Day of 1st Yr

Count Only Years When Benefiting

Late retirement benefit equal to greater of

a) actuarial equivalent of benefit payable at the anniversary of Normal Retirement Date (NRD) each plan year, or

b) formula calculated benefit at the current age.


100% Vested at NRD Earlier than NRA

Postponed Retirement Benefit Option

Postponed Ret Adjustment Age Option

Weighted Avg Ret Age

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Example #2

Fixed Benefit, Fractional Accrual

30% of Average Compensation reduced for less than 25 Years of Participation

- Average Comp = Highest 3 Consecutive Years
- Benefit accrues over years of plan participation
- Late retirement benefit equal to greater of a) formula benefit, or b) actuarial equivalent of benefit payable at Normal Retirement Date

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Example #2


Plans | Provisions | Avg Comp (PL-2-3)

Average Compensation is defined at the Plan Level.

<p>Average Compensation</p> <p>Average Compensation Option Highest xx Consecutive Years</p> <p>Years (xx) in Avg: <input type="text" value="3"/> Last Years (yy): <input type="text" value="0"/></p> <p><input type="checkbox"/> Include Yrs Svc When Not Participant</p> <p><input type="checkbox"/> Include Current Yr Comp in Beg Yr Val</p> <p><input type="checkbox"/> Exclude Compensation in Year NRA Attained</p> <p>Exclusion Period: <input type="text" value="0"/></p> <p>Exclusion Date: <input type="text" value=" / /"/></p> <p><input type="checkbox"/> Exclude Compensation in Year of Plan Termination</p> <p><input type="checkbox"/> Limit 401(j) Final Avg Comp to Avg Comp</p>	<p>Adjust for Less Than Full Year of Comp if EE</p> <p><input type="checkbox"/> Is on Disability or Leave of Absence</p> <p><input type="checkbox"/> Severs Employment During the Year</p> <p><input type="checkbox"/> Fails to Earn a Year of Credited Service</p> <p><input type="checkbox"/> Fails to Earn a Partial Year of Credited Service</p> <p><input type="checkbox"/> Is Credited with a Break in Service</p> <p>Adjustment of Partial Year Treat Partial Year as Full Year</p> <p>Years in Top-heavy Average Compensation <input type="text" value="5"/></p> <p><input type="checkbox"/> Include Years When Plan is Not Top-heavy</p>
--	--

Years of plan participation only by default. Check this box if recognizing years of compensation when not a participant.

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Example #2 Plans | Provisions | Eligibility (PL-2-1)

Credited service is also defined at the Plan Level.

1 Plan / Sponsor | 2 Provisions | 3 Assumptions | 4 Misc | 5 DB

Eligibility

Eligibility Computation Period
Plan Year (DDH 1st Yr)

Eligible Employees

- Exclude Members of Collective Bargaining Unit
- Include Collective Bargaining in Testing
- Exclude Non-Collectively Bargained
- Exclude Nonresident Aliens
- Exclude Members of Excluded Class
- Exclude NHCE's
- Exclude HCE's

Advanced

Age Nearest Birthday for Eligibility

Age Nearest Birthday for Other Ages

Mo Eq Yr of Elig Svc: 6 | Break in Service Hrs: 500

Use 410(a)(4) for Otherwise Excludable

Project New Participants for BOY Val

Last Day Date: / / | Advanced

Period for Measuring Credited Svc/Pat

Plan Year

Hrs for Yr of Credited Svc: 1,000 | YOS While Participant


Mo Eq Yr of Cr Svc: 6 | Exclude Svc Prior To: / /

Use Acc Ben YDCS for YDCS

Termines Share in Gain/Loss: Yes

Credited service based on years of participation.

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Example #2 Plans | Provisions | Ret (PL-2-6)

Retirement is assumed at Normal Retirement Date (NRD) unless the current valuation date is later.

Retirement

Normal Retirement Date: 1st of Month Following

Age 65 and 5th Anniv of Participation

Normal Retirement Age: 65

Minimum Participation: 5

Use Anniv of 1st Day of 1st Yr

Count Only Years When Beneficial

Minimum Service: 0

Sum of Age and Service: 0 | Min Age: 0

Use Years of Service, Not Anniversaries

100% Vested at NRD if Earlier than NRA

Postponed Retirement Benefit Option: Greater of Act Eq of Ben @ Ret Age or Ben at Curr Age

Weighted Avg Ret Age:

Early Retirement Date: Date ERA Attained

Early Retirement Age: 55

Minimum Participation:

Sum of Age and Service: 0 | Min Age: 0

Years Before NRD:

Use Required: At 70.5


100% Vested at NRD if Earlier than NRA

Postponed Ret Adjustment Age Option: First Day of Plan Year

Late retirement benefit equal to greater of
a) Act Eq of NRB (Ben @ Ret Age), or
b) Formula Benefit at Curr Age.

this option defines the retirement assumption for participants who are beyond NRD.

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Example #2

Sources | Benefit | Benefit Formula (SRC-4-1)

Values are displayed in table view at the bottom and corresponding text boxes above

1 Type/Name
2 Eligibility
3 Vesting
4 Benefit

Benefit Formula for Source: Defined Benefit

Formula Type: Fixed | Benefit Formula Description Override: 30% of Average Compensation reduced for less than 25 Years of Participation

Integration Level Opt: Participant's Covered Compensation | Benefit Rounding: Dollars and Cents

Covered Comp Table: Round Down to Multiple of \$12 | Year of Cov Comp Table: 0

Lvl Operator: 1 | Operator: [] | Open Paren: [] | Dollar Amount: 0 | Percent of Comp: 30


Svc Factor: 0 | On Comp: 0 | Up To Comp: 0 | Amount Type: Average Compensation | Use 401(i): []

Svc From: 0 | Svc To: 0 | Svc After: 7/7 | Svc Before: 7/7 | Yrs for Full Ben: 25 | Exclude Svc: [] | Close Paren: []

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	On Comp	Up To Comp	Amount Type	Svc From	Svc To	Svc After	Svc Before	Exclude Svc	YOS Full Ben	401
1	10	[]	[]		30			Average Compensation						25	

Benefit Formula
Accrued Benefit

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Example #2

Sources | Benefit | Accrued Benefit (SRC-4-2)

Accrual method is defined on the Accrued Benefit tab

1 Type/Name
2 Eligibility
3 Vesting
4 Benefit

Accrued Benefit for Source: Defined Benefit

Accrued Benefit Method: Fractional Rule

Maximum Acc Ben: 0 | Min Acc Ben per Yr: 0 | Min Pct of Comp per Yr: 0 | Max Yrs for Min Acc Ben: 0

Apply 415 Limit to Normal Retirement Benefit: []

Accrued Benefit Credited Service Definition: Hours | Accrued Benefit Service Computation Period: Plan Year


Hrs for Yr of Credited Svc: 0 | Svc Pro Rata if Hours Less Than: 0 | Exclude Svc Prior to: 7/7

YOS While Part for Acc Ben | YOS While Part for Min Acc Ben

Graded Hours and Fractional Years									
Hours	0	0	0	0	0	0	0	0	0
Fraction	0	0	0	0	0	0	0	0	0

Benefit Formula
Accrued Benefit

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Example #3


Graded (Class) Benefits

Owners 10% of Average Compensation times Years of Credited Service (max 10)

Managers 5% of Average Compensation times Years of Credited Service (max 10)

Clerks 2% of Average Compensation times Years of Credited Service (max 10)

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Example #3

Sources | Benefit | Benefit Formula (SRC-4-1)

Benefit Formula for Source: **Defined Benefit**

Formula Type: Graded Benefit Formula Description Override: 2% of FAP times Service (no max), plus 0.5% of Excess times Service (max 35)

Integration Level Opt: Participant Benefit Rounding: Dollars and Cents

Covered Compensation: Multiple Levels Year of Cov Comp Table: 0

Round Down to Multiple of \$12: Dollar Amount: Percent of Comp: Operator: Exclude Svc:

Close Paren:

Lvl	Order	Class	DP	LI	JS	IS	VC	IPC	NP	HCE	NHCE	Key	Non-Key	Open Paren	Amt	Percent	Comp	Amount Type	Svc From
1	1	Owners													10			Average Compensation	1
2	2	Managers													5			Average Compensation	1
3	3	Clerks													2			Average Compensation	1

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Example #4 Union Plan Benefits, Multiple Tiers

Unit credit accruals based on multipliers that change periodically.

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Years of Credited Service	Benefit Multiplier
....prior to 1/1/1996	\$ 10.00
after 12/31/1995 and before 1/1/1999	15.00
after 12/31/1998 and before 1/1/2002	20.00
after 12/31/2001 and before 1/1/2005	25.00
after 12/31/2004 and before 1/1/2008	30.00
after 12/31/2007	35.00



Example #4 Sources | Benefit | Benefit Formula (SRC-4-1)

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Benefit Formula for Source: Defined Benefit

Formula Type: Unit
Benefit Formula Description Override: Flat dollar, unit credit, multiple levels

Integration Level Opt: Participant's Covered Compensation
Benefit Rounding: Dollars and Cents

Covered Compensation: Multiple Levels
Round Down to Multiple of \$12


Year of Cov Comp Table: 0
Dollar Amount: 10
Percent of Comp: 0

Lvl 1 Operator
Operator

Svc Factor: 0
Svc From: 0
Svc To: 4
Svc After: / /
Svc Before: 01/01/1996
Yrs for Full Ben: 0
Exclude Svc:
Close Paren:

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	On Comp	Up To Comp	Amount Type	Svc From	Svc To	Svc After	Svc Before	Excl
1	1	Plus	<input type="checkbox"/>	10						4		01/01/1996	
2	2	Plus	<input type="checkbox"/>	15						3	12/31/1995	01/01/1999	
3	3	Plus	<input type="checkbox"/>	20						3	12/31/1998	01/01/2002	
4	4	Plus	<input type="checkbox"/>	25						3	12/31/2001	01/01/2005	
5	5	Plus	<input type="checkbox"/>	30						3	12/31/2004	01/01/2008	
6	6	Plus	<input type="checkbox"/>	35						99	12/31/2007		

Add Level | Delete Lvl



Example #5


Fresh Start (without Wear-Away)

Level 1 Fresh start accrued benefit at 1/1/2006

Level 2 3.00% of Excess Compensation times Years of Credited Service after 12/31/2005 (no max)

Level 3 \$100.00 per month minimum

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Example #5

Sources | Benefit | Benefit Formula (SRC-4-1)

Benefit Formula for Source: **Defined Benefit**

Formula Type: Benefit Formula Description Override:

Unit: Percent of pay, unit credit, multiple levels

Integration Level Opt: Benefit Rounding:

Participant's Covered Compensation: Dollars and Cents

Covered Comp Table: of \$12

Lvl: Operator: Open Paren Close Paren

Svc Factor: On Comp: Up To Comp: Amount Times: Use 401(k):

Svc From: Svc To: Svc Alter: Svc Before: Yrs for Full Ben: Exclude Svc:

Close Paren

Lvl	Order	Operator	Open Paren	Doll Amt	Percent	omp	omp	Amount Type	om: To	Svc Alter	Svc Before	Excl	401(k)	Close Paren	Di
1	1		<input checked="" type="checkbox"/>		100			Fresh Start Acc Ben	1		01/01/2006	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2	2	Plus	<input type="checkbox"/>		3			Average Compensation			12/31/2005	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	3	Not Less Than	<input type="checkbox"/>	100								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Add Level Delete Lvl

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DATAIR Customer Support Team
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