

Sample Plan Sponsor

Sample DB Plan

For the plan year 1/1/2008 through 12/31/2008

Sample DB Trust

Trust ID Number: 12-3456780

Three Digit Plan Number: 002

Prepared By: Datair Employee Benefit Systems, Inc.



EMPLOYEE CENSUS

Sample DB Plan

For the plan year 1/1/2008 through 12/31/2008

Key	Percent Owner	- SVC - PS FS		- Ages - Gender PA AA RA			- Dates - Birth Hire		Part	Retire	Compensation	Hours Worked	HCE	OEX
1 Sam Wiggins														
Y	100.000	8	5	M	52	60	65	10/16/48	03/14/92	01/01/01	11/01/13	\$250,000.00	*	Y
2 Sally Jahr														
		6	14	F	45	50	65	04/08/58	01/03/02	07/01/03	05/01/23	\$80,000.00	*	
3 John Spears														
		5	19	M	41	46	65	08/19/62	07/03/02	01/01/04	09/01/27	\$60,000.00	*	
4 Susie Smith -- new participant														
		1	43	F	21	22	65	12/03/86	10/10/03	01/01/08	01/01/52	\$40,000.00	*	
5 Taylor Bluffton														
		6	30	M	28	34	65	03/18/74	11/16/01	01/01/03	04/01/39	\$45,000.00	*	
6 Janie Beach														
		4	27	F	34	38	65	09/05/70	08/22/03	01/01/05	10/01/35	\$55,000.00	*	
8 Bob Lewis														
		4	25	M	36	40	65	08/07/68	04/13/04	07/01/05	09/01/33	\$70,000.00	*	
9 Todd Lund														
		3	37	M	24	27	65	02/28/81	09/14/04	01/01/06	03/01/46	\$50,000.00	*	
11 Pat Williams -- active late retiree														
		8	1	M	58	66	65	11/19/42	10/31/94	01/01/01	12/01/07	\$150,000.00	*	Y
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment														
		8	0	M	58	66	65	03/23/42	07/20/94	01/01/01	04/01/07	\$75,000.00	*	
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid														
		8	0	M	40	48	65	07/05/60	12/16/95	01/01/01	08/01/25	\$65,000.00	*	

Participants at Beginning of Plan Year	10	Census Count	11
New Participants on First Day of Year	1	Total Compensation	\$940,000.00
New Participants During the Year	0		
Retired or Separated Without Any Future Benefits	0		
Participants at End of Year	11		

* Employee worked more than minimum hours required for contribution

PS=Past Service FS=Future Service PA=Participation Age AA=Attained Age RA=Retirement Age HCE=Highly Compensated Employee
OEX=Otherwise Excludable



Sample DB Plan
For the plan year 1/1/2008 through 12/31/2008

Valuation Date: 12/31/2008

Funding Method: As prescribed in IRC Section 430
 Age - Eligibility age at last birthday and other ages at last birthday

Retrospective Compensation - Highest 3 consecutive years of participation

Form of Payment - Assumed form of payment for funding is lump sum equivalent of normal form. Funding Target is the greater of the present value of accrued benefit computed using funding segment rates and 417(e) Applicable Mortality Table or lump sum at the assumed retirement date of accrued benefit using plan actuarial equivalence discounted using appropriate segment rate. Lump sum on plan actuarial equivalence rates will not exceed 415 maximum allowable distribution, which is the lesser amount computed using a) 5.5% interest and the Applicable Mortality Table or b) plan actuarial equivalence interest and mortality

Segment #	Years	Rate %
Segment 1	0 - 5	5.25
Segment 2	6 - 20	6.38
Segment 3	> 20	6.68

Interest Rates - Segment rates for the Valuation Date as permitted under IRC 430(h)(2)(C)

Pre-Retirement - Mortality Table - None
 Turnover/Disability - None
 Salary Scale - None
 Expense Load - None
 Ancillary Ben Load - None

Post-Retirement - Mortality Table - 08A - 2008 Funding Target - Annuitant - IRC 430(h)(3)(A)
 Cost of Living - None
 Lump Sum - G94 - 1994 Group Annuity Reserving Proj 2002 (unisex)
 or
 08E - 2008 Applicable Mortality Table for 417(e) (unisex)

Asset Valuation Method: Fair market value of assets adjusted for contributions under IRC 430(g)(4)

410(b)/401(a)(4) Testing:

Pre-Retirement - Interest - 8.5%

Post-Retirement - Interest - 8.5%

Mortality Table - G94 - 1994 Group Annuity Reserving Proj 2002 (unisex)

Permissively Aggregated Plans - Not tested As Single Plan

Compensation - Use current compensation to calculate the benefit accrual rate (annual method)

Testing Age - Normal retirement age or attained age, if older

Normal Form for MVAR - Joint with 50% Survivor Benefits



Benefit Limits (415, 416 & 417(e))

Sample DB Plan
For the plan year 1/1/2008 through 12/31/2008

	Benefits			Lump Sum/Present Values						
	Projected	Accrued	Top Heavy	415 Max Projected	415 Max Accrued	415 Offset	415 Maximum Lump Sum	Plan PVAB	417(e)	415 Maximum PVAB
1 Sam Wiggins	15,416.67	12,333.33	0.00	15,416.67	12,333.33	0.00	2,010,162	1,154,459	1,409,773	1,551,514
2 Sally Jahr	6,666.67	3,466.67	0.00	6,666.67	4,044.45	0.00	869,259	175,366	243,508	681,396
3 John Spears	5,000.00	2,222.22	0.00	5,000.00	3,111.11	0.00	651,944	88,510	127,984	478,699
4 Susie Smith -- new participant	3,333.33	333.33	0.00	3,333.33	1,541.67	0.00	434,629	3,224	5,997	28,942
5 Taylor Bluffton	3,750.00	1,966.67	0.00	3,750.00	2,622.22	0.00	488,958	38,516	63,254	315,543
6 Janie Beach	4,583.33	1,133.33	0.00	4,583.33	2,350.00	0.00	597,615	28,099	44,239	256,772
8 Bob Lewis	5,833.33	1,511.11	0.00	5,833.33	2,611.11	0.00	760,601	42,163	64,983	283,707
9 Todd Lund	4,166.67	800.00	0.00	4,166.67	1,833.34	0.00	543,287	10,377	18,335	111,302
11 Pat Williams -- active late retiree	9,950.00	8,844.45	0.00	11,055.56	11,055.56	0.00	1,407,837	1,126,270	1,253,897	1,407,837
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment	4,400.00	4,400.00	0.00	5,500.00	5,500.00	0.00	717,139	573,711	623,797	700,381
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid	3,888.89	3,888.89	0.00	4,861.11	4,861.11	0.00	633,834	174,515	247,431	836,785
Totals:	\$66,988.89	\$40,900.00					\$9,115,265	\$3,415,210	\$4,103,198	\$6,652,878



Compensation Report

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

Average Monthly Compensation						
Current (@ Ret)	415 (curr)(@ Ret)	Acc Ben (BOY)	Acc Ben 415 (BOY)	Proj Top Heavy (@ Ret)	Top Heavy (BOY)	
Projected (@ Ret)	415 (proj)(@ Ret)	Acc Ben (EOY)	Acc Ben 415 (EOY)	Final Avg. Comp	Top Heavy (EOY)	
1 Sam Wiggins						
\$19,166.67	\$19,166.67	\$17,083.33	\$17,083.33	\$0.00	\$0.00	
\$19,166.67	\$19,166.67	\$17,083.33	\$17,083.33	\$17,083.33	\$0.00	
2 Sally Jahr						
\$6,666.67	\$6,666.67	\$5,777.78	\$5,777.78	\$0.00	\$0.00	
\$6,666.67	\$6,666.67	\$5,777.78	\$5,777.78	\$5,777.78	\$0.00	
3 John Spears						
\$5,000.00	\$5,000.00	\$4,444.44	\$4,444.44	\$0.00	\$0.00	
\$5,000.00	\$5,000.00	\$4,444.44	\$4,444.44	\$4,444.44	\$0.00	
4 Susie Smith -- new participant						
\$3,333.33	\$3,333.33	\$0.00	\$3,027.78	\$0.00	\$0.00	
\$3,333.33	\$3,333.33	\$3,333.33	\$3,027.78	\$0.00	\$0.00	
5 Taylor Bluffton						
\$3,750.00	\$3,750.00	\$3,277.78	\$3,277.78	\$0.00	\$0.00	
\$3,750.00	\$3,750.00	\$3,277.78	\$3,277.78	\$3,277.78	\$0.00	
6 Janie Beach						
\$4,583.33	\$4,583.33	\$2,611.11	\$3,916.67	\$0.00	\$0.00	
\$4,583.33	\$4,583.33	\$2,833.33	\$3,916.67	\$2,611.11	\$0.00	
8 Bob Lewis						
\$5,833.33	\$5,833.33	\$3,555.56	\$5,222.22	\$0.00	\$0.00	
\$5,833.33	\$5,833.33	\$3,777.78	\$5,222.22	\$3,555.56	\$0.00	
9 Todd Lund						
\$4,166.67	\$4,166.67	\$1,916.67	\$3,666.67	\$0.00	\$0.00	
\$4,166.67	\$4,166.67	\$2,666.67	\$3,666.67	\$1,916.67	\$0.00	
11 Pat Williams -- active late retiree						
\$11,055.56	\$11,055.56	\$11,055.56	\$11,055.56	\$0.00	\$0.00	
\$11,055.56	\$11,055.56	\$11,055.56	\$11,055.56	\$11,055.56	\$0.00	
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment						
\$5,500.00	\$5,500.00	\$5,500.00	\$5,500.00	\$0.00	\$0.00	
\$5,500.00	\$5,500.00	\$5,500.00	\$5,500.00	\$5,500.00	\$0.00	
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid						
\$4,861.11	\$4,861.11	\$4,861.11	\$4,861.11	\$0.00	\$0.00	
\$4,861.11	\$4,861.11	\$4,861.11	\$4,861.11	\$4,861.11	\$0.00	



Maximum Contribution 404(o)

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

Maximum Contribution

1) Funding Target	2,911,559
2) Target Normal Cost	358,514
3) 50% of the Funding Target	1,455,780
4) Increase in Funding Target Due to Salary Increases	68,531
5) Cushion Amount (3+4)	1,524,311
6) Total (1+2+5)	4,794,384
7) Funding Target as if At-Risk	2,936,146
8) Target Normal Cost as if At-Risk	360,886
9) Total (7+8)	3,297,032
10) Greater of 6 and 9	4,794,384
11) Assets	2,500,000
12) Undeducted Contributions	0
13) Maximum Contribution (IRC 404(o) (10-(11-12)))	2,294,384



Maximum Contribution 404(o) (Detail)

Sample DB Plan
For the plan year 1/1/2008 through 12/31/2008

	Projected Comp Accrued Benefit	Projected Funding Target	Funding Target	Increase in Funding Target	50% Funding Target	Cushion Amount	At-Risk	
							Funding Target	Target Normal Cost
1 Sam Wiggins	10,791.67	981,703	981,703	0	490,852	490,852	999,028	142,718
2 Sally Jahr	3,333.34	165,323	143,280	22,043	71,640	93,683	149,335	29,867
3 John Spears	2,000.00	72,069	64,061	8,008	32,031	40,039	72,792	18,198
4 Susie Smith -- new participant	0.00	0	0	0	0	0	0	0
5 Taylor Bluffton	1,875.00	30,932	27,037	3,895	13,519	17,414	33,349	6,670
6 Janie Beach	1,375.00	30,787	17,539	13,248	8,770	22,018	20,124	8,992
8 Bob Lewis	1,750.00	42,554	25,938	16,616	12,969	29,585	30,790	12,829
9 Todd Lund	833.33	8,743	4,022	4,721	2,011	6,732	0	0
11 Pat Williams -- active late retiree	7,738.92	1,033,510	1,033,510	0	516,755	516,755	1,016,259	53,831
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment	3,850.00	473,718	473,718	0	236,859	236,859	473,718	67,674
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid	3,402.78	140,751	140,751	0	70,376	70,376	140,751	20,107
Totals:	\$36,950.04	\$2,980,090	\$2,911,559	\$68,531	\$1,455,780	\$1,524,311	\$2,936,146	\$360,886



Plan Provisions

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

<u>Employer:</u>	Sample Plan Sponsor														
Type of Entity -	C-Corporation														
EIN:	TIN: 12-3456780 Plan #: 002														
<u>Dates:</u>	Effective - 1/1/2001 Year end - 12/31/2008														
	Top Heavy Years - 2007														
<u>Eligibility:</u>	All employees excluding non-resident aliens, members of an excluded class and union														
	Minimum age - 21 Months of service - 12														
Hours Required for -	Eligibility - 1000 Benefit accrual - 0 Vesting - 1000														
Plan Entry -	First day of 1st or 7th month of plan year on or next following eligibility satisfaction														
<u>Retirement:</u>	Normal - First of month coincident with or next following attainment of age 65 and completion of 5 years of participation														
	Early - Attainment of age 55 and completion of 10 years of participation														
<u>Average Compensation:</u>	Highest 3 consecutive years of participation														
Top Heavy Minimum Benefit -	Highest 5 consecutive top heavy years of participation														
<u>Plan Benefits:</u>	Retirement - 10% of average monthly compensation.														
	Accrued Benefit - Unit accrual based upon participant classification														
	Minimum Benefit - None														
	Maximum Benefit - None														
	Maximum allowable distribution is lump sum equivalent of normal form not to exceed 415 maximum allowable distribution, which is the lesser amount computed using a) 5.5% interest and the Applicable Mortality Table or b) plan actuarial equivalence interest and mortality														
Death Benefit -	Qualified pre-retirement survivor annuity														
<u>Top Heavy Minimum:</u>	None														
<u>IRS Limitations:</u>	415 Limits - Percent: 100 Dollar: \$185,000														
	Maximum 401(a)(17) compensation - \$230,000														
<u>Normal Form:</u>	Life Annuity														
<u>Optional Forms:</u>	Lump Sum Life Annuity Guaranteed for 10 or 20 Years Joint with 50% or 100% Survivor Benefit														
<u>Vesting Schedule:</u>	<table border="0"> <thead> <tr> <th>Years</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>0-1</td> <td>0%</td> </tr> <tr> <td>2</td> <td>20%</td> </tr> <tr> <td>3</td> <td>40%</td> </tr> <tr> <td>4</td> <td>60%</td> </tr> <tr> <td>5</td> <td>80%</td> </tr> <tr> <td>6</td> <td>100%</td> </tr> </tbody> </table> <p>Service is calculated using all years of service</p>	Years	Percent	0-1	0%	2	20%	3	40%	4	60%	5	80%	6	100%
Years	Percent														
0-1	0%														
2	20%														
3	40%														
4	60%														
5	80%														
6	100%														



Plan Provisions

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

Present Value of Accrued Benefit: Based on the greater of 417(e) or Actuarial Equivalence

417(e):

Interest Rates -

Segment #	Years	Rate %
Segment 1	0 - 5	4.61
Segment 2	6 - 20	4.85
Segment 3	> 20	4.96

Mortality Table - 08E - 2008 Applicable Mortality Table for 417(e) (unisex)

Actuarial Equivalence:

Pre-Retirement - Interest - 6%
Mortality Table - G94 - 1994 Group Annuity Reserving Proj 2002 (unisex)

Post-Retirement - Interest - 6%
Mortality Table - G94 - 1994 Group Annuity Reserving Proj 2002 (unisex)



Schedule of Benefits

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

						Current		Present Value of Vested Accrued Benefit	Death Benefit
	Beg Year Acc Ben Monthly Compensation	End Year Acc Ben Monthly Compensation	Monthly Benefit	Lump Sum @ Ret	Accrued Benefit	Vest Pct	Vested Accrued Benefit		
1 Sam Wiggins	17,083.33	17,083.33	15,416.67	2,010,162	12,333.33	100	12,333.33	1,409,773	0
2 Sally Jahr	5,777.78	5,777.78	6,666.67	869,259	3,466.67	100	3,466.67	243,508	0
3 John Spears	4,444.44	4,444.44	5,000.00	651,944	2,222.22	100	2,222.22	127,984	0
4 Susie Smith -- new participant	0.00	3,333.33	3,333.33	434,629	333.33	60	200.00	3,598	0
5 Taylor Bluffton	3,277.78	3,277.78	3,750.00	488,958	1,966.67	100	1,966.67	63,254	0
6 Janie Beach	2,611.11	2,833.33	4,583.33	597,615	1,133.33	80	906.66	35,391	0
8 Bob Lewis	3,555.56	3,777.78	5,833.33	760,601	1,511.11	80	1,208.89	51,986	0
9 Todd Lund	1,916.67	2,666.67	4,166.67	543,287	800.00	60	480.00	11,001	0
11 Pat Williams -- active late retiree	11,055.56	11,055.56	9,950.00	1,267,053	8,844.45	100	8,844.45	1,253,897	0
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment	5,500.00	5,500.00	4,400.00	573,711	4,400.00	100	4,400.00	623,797	0
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid	4,861.11	4,861.11	3,888.89	507,068	3,888.89	100	3,888.89	247,431	174,515
Totals:	\$60,083.34	\$64,611.11	\$66,988.89	\$8,704,287	\$40,900.00		\$39,917.78	\$4,071,620	

Disclaimer: The PVVABs shown on this report should not be used for distribution purposes.



Valuation Statement

Sample DB Plan For the plan year 1/1/2008 through 12/31/2008

	Accrued Benefit	Funding Target	Benefit Increase	Target Normal Cost
1 Sam Wiggins	10,791.67	981,703	1,541.66	140,243
2 Sally Jahr	2,888.90	143,280	577.77	28,656
3 John Spears	1,777.78	64,061	444.44	16,015
4 Susie Smith -- new participant	0.00	0	333.33	2,652
5 Taylor Bluffton	1,638.90	27,037	327.77	5,407
6 Janie Beach	783.33	17,539	350.00	7,837
8 Bob Lewis	1,066.68	25,938	444.43	10,807
9 Todd Lund	383.34	4,022	416.66	4,371
11 Pat Williams -- active late retiree	8,399.53	1,033,510	444.92	54,745
13 Kyle Johnson -- retired 12/1/2008 no BIS - receiving payment	3,850.00	473,718	550.00	67,674
14 John Doe -- terminated 12/30/2008 no BIS - not yet paid	3,402.78	140,751	486.11	20,107
Totals:	\$34,982.91	\$2,911,559	\$5,917.09	\$358,514

