

401(k) Plan Specifications

- **Effective Date:** January 1, 2005
- **Normal Retirement Age:** Exact date attainment of age 65
- **Assumptions:**
 - Pre-Retirement Salary Scale: 3.00 %
 - Pre-Retirement Interest Rate: 7.00 %
 - APR: UP84/6%/LIFE (\$8.92 per \$1000)
- **Top-Heavy Status:** This plan has been determined top-heavy for the current plan year.
- **Business Entity Type:** C-Corporation
- **Eligibility Requirements:**
 - Minimum Months of Service: 12
 - Minimum Age: 21
 - Minimum Hours: 1,000
 - Entry Date(s): 01/01 07/01
 - Participant enters plan on 1st day of 1st and 7th month of plan year following completion of eligibility requirements
- **Vesting Schedule:**

Year	1	2	3	4	5	6	7
Vesting %	0	20	40	60	80	100	100

6-year graded
- **Employer Contribution Amount:** \$7,170.00
- **Employer Contribution Formula:** 2.00% of annual compensation
- **Deferral Contribution Amount:** \$20,955.00

401(k) Plan Specifications

- ***Deferral Contribution Formula:*** Deferrals for highly-compensated, key employees calculated at 12% of salary. Deferrals for highly-compensated, non-key employees calculated at 0% of salary. Deferrals for non-highly compensated employees calculated at 3% of salary.
Catch-up Contributions allowed
- ***Match Contribution Amount:*** None
- ***Match Contribution Formula:*** A discretionary amount allocated proportionately based on deferrals.
- ***Match Contribution Amount:*** \$12,855.00
Safe Harbor Match
- ***Match Contribution Formula:*** 100% of deferrals
Safe Harbor Match not in excess of 3% of compensation
plus 50% of deferrals
not in excess of 5% of compensation.