

Proposed
New Comparability Cash Balance Plan
FOR THE PLAN YEAR 01/01/2007 THROUGH 12/31/2007

Cross-tested Cash Balance Plan PLUS Profit Sharing Plan WITH 401(k) Deferrals permitted.

- Top-Heavy Minimum Benefit requirement is met in Profit Sharing Plan (total Employer contribution at least 5% allocation).
- Safe-Harbor 401(k) ADP test is met in Profit Sharing Plan (Non-Elective Safe Harbor contribution at least 3% allocation).
- Gateway test for Cash Balance Plan Cross-testing is met by Profit Sharing Plan + Cash Balance Plan (at least 7.5% allocation).
- Total contribution (Cash Balance Plan PLUS Profit Sharing Plan) is less than the 25% of Covered Payroll deductibility limit.

EMPLOYEE NAME	SEX	DATE	DATE	PLAN CONSIDERED COMPENSATN	AGE	PS	TS	RA	CASH BALANCE HYPOTHETICAL ALLOCATION		PROFIT SHARING ALLOCATION		NON-ELECTIVE SAFE HARBOR ALLOCATION		401(k) ALLOCATION		CATCH UP 401(k) ALLOCATION		TOTAL EMPLOYEE ALLOCATION	
		OF BIRTH	OF HI RE						AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%
Age 55 owner-1	M	07/01/52	01/01/02	225,000	55	6	13	62	153,926	68.41	6,750	3.00	6,750	3.00	15,500	6.89	5,000	2.22	187,926	83.52
Age 55 employee-01	M	07/01/52	01/01/06	55,000	55	2	9	62	34,650	63.00	1,650	3.00	1,650	3.00	0	0.00	0	0.00	37,950	69.00
Age 60 employee-01	M	07/01/47	01/01/06	60,000	60	2	6	65	37,800	63.00	1,800	3.00	1,800	3.00	0	0.00	0	0.00	41,400	69.00
TOTALS:				340,000					226,376		10,200		10,200		15,500		5,000		267,276	

404 Deductibility Limit is satisfied if either:

1. Cash Balance Plan + Profit Sharing + Safe Harbor <= 25% of Covered Payroll:

$$(226,376 + 10,200 + 10,200) = 246,776 <= 85,000$$

OR 2. Profit Sharing + Safe Harbor <= 6% of Covered Payroll:

$$(10,200 + 10,200) = 20,400 <= 20,400$$

NOTE: Cash Balance Plan is NOT Cross-Tested with 401(k) Plan, so 401(k) Plan is OPTIONAL, not required.