

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	0	0.00	0	0.00	15,500	6.89	5,000	2.22	174,426	77.52
Age 55 employee-01	M	07/01/52	01/01/06	55,000	55	2	9	62	22,144	40.26	8,107	14.74	1,650	3.00	0	0.00	0	0.00	31,901	58.00
Age 60 employee-01	M	07/01/47	01/01/06	60,000	60	2	6	65	24,157	40.26	8,843	14.74	1,800	3.00	0	0.00	0	0.00	34,800	58.00
TOTALS:				340,000					200,227		16,950		3,450		15,500		5,000		241,127	

404 Deductibility Limit is satisfied if either:

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

$$(200,227 + 16,950 + 3,450) = 220,627 <= 85,000$$

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

$$(16,950 + 3,450) = 20,400 <= 20,400$$

NOTE: Cash Balance Plan is Cross-Tested with 401(k) Plan, so 401(k) Plan is REQUIRED, not optional.