

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 65 owner-1	M	07/01/42	01/01/02	225,000	65	6	10	70	203,639	90.51	6,750	3.00	6,750	3.00	15,500	6.89	5,000	2.22	237,639	105.62
Age 25 employee-01	M	07/01/82	01/01/06	25,000	25	2	42	65	4,500	18.00	750	3.00	750	3.00	0	0.00	0	0.00	6,000	24.00
Age 45 employee-01	M	07/01/62	01/01/06	45,000	45	2	22	65	8,100	18.00	1,350	3.00	1,350	3.00	0	0.00	0	0.00	10,800	24.00
TOTALS:				295,000					216,239		8,850		8,850		15,500		5,000		254,439	

404 Deductibility Limit is satisfied if either:

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

$$( 216,239 + 8,850 + 8,850 ) = 233,939 <= 73,750$$

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

$$( 8,850 + 8,850 ) = 17,700 <= 17,700$$

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