

**Salmon Enterprises, LLC.**  
**Sample Profit Sharing Plan**  
**Current Valuation Date: 12/31/2015**  
**Summary of Plan Provisions**

<b>Field</b>	<b>Value</b>
Plan Effective Date	January 1, 2013
Beginning of Plan Year	January 1, 2015
End of Plan Year	December 31, 2015
Plan Sponsor Date of Incorporation	January 1, 2002
Pre-incorporation Service Considered	Y
Age Calculation Method	Age Nearest Birthday(days)
Assumed #Days/Year	365

**Salmon Enterprises, LLC.  
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Summary of Plan Provisions**

*IRC401(k) Elective Deferral Allocation Eligibility Requirements*

<b>Field</b>	<b>Value</b>
Timing	The satisfaction date
Entry Month(1)	0
Entry Day(1)	0
Entry Month(2)	0
Entry Day(2)	0
Entry Month(3)	0
Entry Day(3)	0
Entry Month(4)	0
Entry Day(4)	0
Minimum Age	18
Minimum Months of Service	6
Minimum Annual Compensation	0
Minimum Hours Worked	0
And/Or for Min Age/Service Requirements	Or
Multiple Entry Dates Option	Latest Prior Entry Date
Employed on Last Day of Plan Year	N

**Salmon Enterprises, LLC.**  
**Sample Profit Sharing Plan**  
**Current Valuation Date: 12/31/2015**  
**Summary of Plan Provisions**

*IRC401(m) Plan Sponsor Match Allocation Eligibility Requirements*

Field	Value
Timing	The satisfaction date
Entry Month(1)	0
Entry Day(1)	0
Entry Month(2)	0
Entry Day(2)	0
Entry Month(3)	0
Entry Day(3)	0
Entry Month(4)	0
Entry Day(4)	0
Minimum Age	18
Minimum Months of Service	6
Minimum Annual Compensation	0
Minimum Hours Worked	0
And/Or for Min Age/Service Requirements	Or
Multiple Entry Dates Option	Latest Prior Entry Date
Employed on Last Day of Plan Year	N

**Salmon Enterprises, LLC.  
Sample Profit Sharing Plan  
Current Valuation Date: 12/31/2015  
Summary of Plan Provisions**

*IRC401(a) Plan Sponsor Contribution Allocation Eligibility Requirements*

<b>Field</b>	<b>Value</b>
Timing	The satisfaction date
Entry Month(1)	0
Entry Day(1)	0
Entry Month(2)	0
Entry Day(2)	0
Entry Month(3)	0
Entry Day(3)	0
Entry Month(4)	0
Entry Day(4)	0
Minimum Age	18
Minimum Months of Service	6
Minimum Annual Compensation	0
Minimum Hours Worked	0
And/Or for Min Age/Service Requirements	And
Multiple Entry Dates Option	Latest Prior Entry Date
Employed on Last Day of Plan Year	Y

**Salmon Enterprises, LLC.  
Sample Profit Sharing Plan  
Current Valuation Date: 12/31/2015  
Summary of Plan Provisions**

*IRC416 Top Heavy Allocation Eligibility Requirements*

<b>Field</b>	<b>Value</b>
Timing	The satisfaction date
Entry Month(1)	0
Entry Day(1)	0
Entry Month(2)	0
Entry Day(2)	0
Entry Month(3)	0
Entry Day(3)	0
Entry Month(4)	0
Entry Day(4)	0
Minimum Age	18
Minimum Months of Service	6
Minimum Annual Compensation	0
Minimum Hours Worked	0
And/Or for Min Age/Service Requirements	And
Multiple Entry Dates Option	Latest Prior Entry Date
Employed on Last Day of Plan Year	N

**Salmon Enterprises, LLC.  
Sample Profit Sharing Plan  
Current Valuation Date: 12/31/2015  
Summary of Plan Provisions**

*IRC401(k) QNEC or IRC401(m) QMAC Allocation Eligibility Requirements*

<b>Field</b>	<b>Value</b>
Timing	The satisfaction date
Entry Month(1)	0
Entry Day(1)	0
Entry Month(2)	0
Entry Day(2)	0
Entry Month(3)	0
Entry Day(3)	0
Entry Month(4)	0
Entry Day(4)	0
Minimum Age	18
Minimum Months of Service	6
Minimum Annual Compensation	0
Minimum Hours Worked	0
And/Or for Min Age/Service Requirements	Or
Multiple Entry Dates Option	Latest Prior Entry Date
Employed on Last Day of Plan Year	N

**Salmon Enterprises, LLC.**  
**Sample Profit Sharing Plan**  
**Current Valuation Date: 12/31/2015**  
**IRC401(k) Elective Deferral Allocation Eligibility**

<b>Employee Name</b>	<b>Employee Id#</b>	<b>Date of Birth</b>	<b>Date of Hire</b>	<b>Date of Termination</b>	<b>Current Hours Worked</b>	<b>Current Annual Comp</b>	<b>Hire Age</b>	<b>Curr Val Age</b>	<b>Elig for Alloc on Val Date</b>	<b>Anticipated Eligibility Date</b>	<b>Antic Elig Age</b>	<b>Date Age/Service Requirements Satisfied</b>
Atlantic Salmon	1	01/01/1950	01/01/1980		1000	200000	30	66	Yes	01/01/2013	63	01/01/1980
Brook Trout	2	01/01/1970	01/01/2000		1000	50000	30	46	Yes	01/01/2013	43	01/01/2000
Arctic Char	3	01/01/1998	01/01/2009		500	18500	11	18	Yes	01/01/2013	15	07/01/2009
Bull Trout	4	01/01/1970	01/01/1990	06/30/2009	540	24300	20	46	Yes	01/01/2013	43	01/01/1990

**Salmon Enterprises, LLC.**  
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**IRC401(m) Plan Sponsor Match Allocation Eligibility**

<b>Employee Name</b>	<b>Employee Id#</b>	<b>Date of Birth</b>	<b>Date of Hire</b>	<b>Date of Termination</b>	<b>Current Hours Worked</b>	<b>Current Annual Comp</b>	<b>Hire Age</b>	<b>Curr Val Age</b>	<b>Elig for Alloc on Val Date</b>	<b>Anticipated Eligibility Date</b>	<b>Antic Elig Age</b>	<b>Date Age/Service Requirements Satisfied</b>
Atlantic Salmon	1	01/01/1950	01/01/1980		1000	200000	30	66	Yes	01/01/2013	63	01/01/1980
Brook Trout	2	01/01/1970	01/01/2000		1000	50000	30	46	Yes	01/01/2013	43	01/01/2000
Arctic Char	3	01/01/1998	01/01/2009		500	18500	11	18	Yes	01/01/2013	15	07/01/2009
Bull Trout	4	01/01/1970	01/01/1990	06/30/2009	540	24300	20	46	Yes	01/01/2013	43	01/01/1990



**Salmon Enterprises, LLC.**  
**Sample Profit Sharing Plan**  
**Current Valuation Date: 12/31/2015**  
**IRC401(a) Plan Sponsor Contribution Allocation Eligibility**

<b>Employee Name</b>	<b>Employee Id#</b>	<b>Date of Birth</b>	<b>Date of Hire</b>	<b>Date of Termination</b>	<b>Current Hours Worked</b>	<b>Current Annual Comp</b>	<b>Hire Age</b>	<b>Curr Val Age</b>	<b>Elig for Alloc on Val Date</b>	<b>Anticipated Eligibility Date</b>	<b>Antic Elig Age</b>	<b>Date Age/Service Requirements Satisfied</b>
Atlantic Salmon	1	01/01/1950	01/01/1980		1000	200000	30	66	Yes	01/01/2013	63	07/01/1980
Brook Trout	2	01/01/1970	01/01/2000		1000	50000	30	46	Yes	01/01/2013	43	07/01/2000
Arctic Char	3	01/01/1998	01/01/2009		500	18500	11	18	No	01/01/2016	18	01/01/2016
Reason for Ineligibility on Curr Val Date: Minimum Age												
Bull Trout	4	01/01/1970	01/01/1990	06/30/2009	540	24300	20	46	No	01/01/2013	43	07/01/1990
Reason for Ineligibility on Curr Val Date: Terminated prior to EOPY												

**Salmon Enterprises, LLC.**  
**Sample Profit Sharing Plan**  
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**IRC416 Top Heavy Allocation Eligibility**

<b>Employee Name</b>	<b>Employee Id#</b>	<b>Date of Birth</b>	<b>Date of Hire</b>	<b>Date of Termination</b>	<b>Current Hours Worked</b>	<b>Current Annual Comp</b>	<b>Hire Age</b>	<b>Curr Val Age</b>	<b>Elig for Alloc on Val Date</b>	<b>Anticipated Eligibility Date</b>	<b>Antic Elig Age</b>	<b>Date Age/Service Requirements Satisfied</b>
Atlantic Salmon	1	01/01/1950	01/01/1980		1000	200000	30	66	Yes	01/01/2013	63	07/01/1980
Brook Trout	2	01/01/1970	01/01/2000		1000	50000	30	46	Yes	01/01/2013	43	07/01/2000
Arctic Char	3	01/01/1998	01/01/2009		500	18500	11	18	No	01/01/2016	18	01/01/2016
Reason for Ineligibility on Curr Val Date: Minimum Age												
Bull Trout	4	01/01/1970	01/01/1990	06/30/2009	540	24300	20	46	Yes	01/01/2013	43	07/01/1990

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**IRC401(k) QNEC or IRC401(m) QMAC Allocation Eligibility**

<b>Employee Name</b>	<b>Employee Id#</b>	<b>Date of Birth</b>	<b>Date of Hire</b>	<b>Date of Termination</b>	<b>Current Hours Worked</b>	<b>Current Annual Comp</b>	<b>Hire Age</b>	<b>Curr Val Age</b>	<b>Elig for Alloc on Val Date</b>	<b>Anticipated Eligibility Date</b>	<b>Antic Elig Age</b>	<b>Date Age/Service Requirements Satisfied</b>
Atlantic Salmon	1	01/01/1950	01/01/1980		1000	200000	30	66	Yes	01/01/2013	63	01/01/1980
Brook Trout	2	01/01/1970	01/01/2000		1000	50000	30	46	Yes	01/01/2013	43	01/01/2000
Arctic Char	3	01/01/1998	01/01/2009		500	18500	11	18	Yes	01/01/2013	15	07/01/2009
Bull Trout	4	01/01/1970	01/01/1990	06/30/2009	540	24300	20	46	Yes	01/01/2013	43	01/01/1990