

**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
70% Ratio Percentage Test**

1.	Non-Highly Compensated Employees Benefiting in Census:	5
2.	Non-Highly Compensated Employees in Census:	5
3.	Percentage of Non-Highly Compensated Employees Benefiting in Census: [ 100 x (1) / (2) ]	100.00%
4.	Highly Compensated Employees Benefiting in Census:	3
5.	Highly Compensated Employees in Census:	3
6.	Percentage of Highly Compensated Employees Benefiting in Census: [ 100 x (4) / (5) ]	100.00%
7.	Ratio of Non-HC Percentage to HC Percentage: [ 100 x (3) / (6) ]	100.00%
The '70% Ratio Percentage Test' is <b>Satisfied</b> .		
Minimum Number of Non-Highly Compensated Employees who must benefit to satisfy the test, [at least 70% of (2) x (6) / 100].		4

This test applies to the Plan Year beginning January 1, 2019

Refer to IRS CODE 410(b)(1) and Related Regulations.

Prior employees (terminated prior to the current plan year) are not considered in this test.

This test considers benefiting under:

IRC401(a) Account Additions



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC410(b) Nondiscriminatory Classification Test**

1.	Non-Highly Compensated, Benefiting Employee in Census:	5
2.	Non-Highly Compensated Employees in Census:	5
3.	Non-Highly Compensated Employee Benefiting Percentage in Census: [ 100 x (1) / (2) ]	100.00%
4.	Highly Compensated, Benefiting Employee in Census:	3
5.	Highly Compensated Employees in Census:	3
6.	Highly Compensated Employees Benefiting Percentage in Census: [ 100 x (4) / (5) ]	100.00%
7.	Non-Excludable Employees in Census:	8
7(a)	Non-Excludable NHC Employees in Census:	5
7(b)	Non-Excludable HC Employees in Census:	3
8.	Non-Highly Compensated Employee Concentration Percentage: [ 100 x (7(a)) / (7) ]	62.50%
9.	Safe Harbor Percentage:	48.50%
10.	Unsafe Harbor Percentage:	38.50%
11.	Ratio of Non-HC Percentage to HC Percentage: [ 100 x (3) / (6) ]	100.00%
Minimum #Non-Highly Compensated Employees who must benefit to satisfy the test [at least (2) x (6) x (9) / 10000]		3
Maximum #Non-Highly Compensated Employees who can benefit and the test fails [at least (2) x (6) x (10) / 10000]		1
The Nondiscriminatory Classification Test is <b>Satisfied</b> . This test result must be considered along with the results of the Average Benefit% Test.		

This test applies to the Plan Year beginning January 1, 2019

Refer to IRS CODE 410(b)(1) and Related Regulations.

Prior employees (terminated prior to the current plan year) are not considered in this test.

This test considers benefiting under:

IRC401(a) Account Additions



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC401(a)(4)/IRC410(b) 70% Average Benefit Percentage Test**

1.	Number of Included Non-HC Employees in Census	5
2.	Sum of Equivalent Benefit Accrual Rates [Includable Non-HC EEs]	40.38%
3.	Non-HC Average Equivalent Benefit Accrual Rate [(2) / (1)]	8.08%
4.	Number of Includable HC Employees	3
5.	Sum of Equivalent Benefit Accrual Rates [Includable HC EEs]	14.99%
6.	HC Average Equivalent Benefit Accrual Rate [(5) / (4)]	5.00%
7.	Average Benefit Accrual Rate Ratio Percentage [100 x (3) / (6)]	161.60%
8.	Total Number of Includable Employees	8
<p>The 70% Average Benefit Percentage Test is <b>Satisfied</b>. [Average Benefit Percentage is Equal To or Greater Than 70%]</p>		

This test result must be considered along with the results of the Non-Discriminatory Classification Test.

Testing numerator includes IRC401(a), IRC401(k), and IRC401(m) values.

Testing compensation is Plan Compensation.

Testing is performed on a Benefits basis.

Accrual Rates testing basis: Current Service Method.

A DB/DC Aggregate Plan is being tested.

Rates are computed with imputed disparity.

This test includes active employees and employees who have terminated on or after the first day of the plan year.

**Summary of Actuarial Assumptions:**

**Normalization Assumptions:**

Pre-Retirement Effective Annual Interest Rate: 8.5000%  
 Retirement Effective Annual Interest Rate: 8.5000%  
 Mortality Table: 1984 Unisex Pension (UP-84)

**Cross Testing Assumptions:**

Pre-Retirement Effective Annual Interest Rate: 8.5000%  
 Retirement Effective Annual Interest Rate: 8.5000%  
 Mortality Table: 1984 Unisex Pension (UP-84)

Imputed Disparity Maximum Factor: 0.75%

Covered Compensation Table: I - Maximum: \$132900 - Year: 2019



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC401(a)(4)/IRC410(b) 70% Average Benefit Percentage Test**

Plan Year being tested: January 1, 2019 through December 31, 2019



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC401(a)(4) Employee Details - Defined Contribution Allocation (or Equiv. Alloc.) Rate  
70% Average Benefit Percentage Test**

Employee Name	Ages			SocSec#	Testing Service	DC Plan Allocation	DC Cross Testing				DB Value	Test Comp	Accrual Rate%		H C
	VA	NRA	TA				(1+I)*TA-VA	LS @TA	PV\$1TA	MoBen@TA			AccrI%	ImpDisp	
ONE, HIGH	56	65	65	000-00-0001	1.00	41050.00	2.08385571	85542	95.3829	896.83	219.58	280000	4.78	5.03	H
TWO, HIGH	61	65	65	000-00-0002	1.00	40790.00	1.38585870	56529	95.3829	592.66	219.58	155000	6.29	6.71	H
THREE, HIGH	84	84	84	000-00-0003	1.00	23650.00	1.00000000	23650	50.0980	472.07	168.43	245000	3.14	3.25	H
ONE, NONHIGH	68	68	68	000-00-0101	1.00	3060.00	1.00000000	3060	88.6669	34.51	113.27	29000	6.12	6.82	
TWO, NONHIGH	62	65	65	000-00-0102	1.00	1650.00	1.27728912	2108	95.3829	22.10	109.79	19000	8.33	8.98	
THREE, NONHIGH	68	68	68	000-00-0103	1.00	9320.00	1.00000000	9320	88.6669	105.11	113.27	38000	6.90	7.60	
FOUR, NONHIGH	71	71	71	000-00-0104	1.00	1910.00	1.00000000	1910	81.6530	23.39	117.99	17000	9.98	10.68	
FIVE, NONHIGH	62	65	65	000-00-0105	1.00	2700.00	1.27728912	3449	95.3829	36.16	109.79	31000	5.65	6.30	
Total						124130.00									

AGES: VA=Valuation Age; NRA=Normal Retirement Age; TA=Testing Age

H Indicates Highly Compensated Employees

Testing numerator includes IRC401(a), IRC401(k), and IRC401(m) values.

Testing compensation is Plan Compensation.

Testing is performed on a Benefits basis.

Accrual Rates testing basis: Current Service Method.

A DB/DC Aggregate Plan is being tested.

Rates are computed with imputed disparity.

This test includes active employees and employees who have terminated on or after the first day of the plan year.

Summary of Actuarial Assumptions:

Normalization Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%

Retirement Effective Annual Interest Rate: 8.5000%



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC401(a)(4) Employee Details - Defined Contribution Allocation (or Equiv. Alloc.) Rate  
70% Average Benefit Percentage Test**

Mortality Table: 1984 Unisex Pension (UP-84)

Cross Testing Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%

Retirement Effective Annual Interest Rate: 8.5000%

Mortality Table: 1984 Unisex Pension (UP-84)

Imputed Disparity Maximum Factor: 0.75%

Covered Compensation Table: I - Maximum: \$132900 - Year: 2019

Plan Year being tested: January 1, 2019 through December 31, 2019



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
Combined Plans Primarily Defined Benefit in Character**

Non-Highly Compensated Employee Name	Include In Test	Accrual Rates		DB Rate Exceeds
		DB	DC	DC Rate
ONE, NONHIGH	Yes	4.69	0.69	Yes
TWO, NONHIGH	Yes	6.93	0.70	Yes
THREE, NONHIGH	Yes	3.58	1.45	Yes
FOUR, NONHIGH	Yes	8.33	0.83	Yes
FIVE, NONHIGH	Yes	4.25	0.70	Yes

Total Number of Included Non-Highly Compensation Employees: 5  
 Number Receiving More Benefits From DB Plan: 5  
 Percentage of NHCE Receiving More Benefits from DB Plan: 100 %.

**The Plan is Primarily DB in Character ( 100 % is more than 50%).** Minimum Aggregate Allocation Gateway Test is not illustrated.

Summary of Actuarial Assumptions:

DB Benefits have been Normalized

Normalization Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%  
 Retirement Effective Annual Interest Rate: 8.5000%  
 Mortality Table: 1984 Unisex Pension (UP-84)

Cross Testing Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%  
 Retirement Effective Annual Interest Rate: 8.5000%  
 Mortality Table: 1984 Unisex Pension (UP-84)

Plan Year being tested: January 1, 2019 through December 31, 2019



**Blaze SSI Default  
DB AND/OR DC PLAN  
Valuation as of December 31, 2019  
IRC401(a)(4)-9 Minimum Aggregate Allocation Gateway Employee Details**

Employee Name	Ages			SocSec#	DC Current Allocation	DB Accrued Benefit	Cross Testing		DC Equivalent Monthly Ben	DB Equivalent Allocation	Test Comp	Accrual Rate%		Allocation Rate%		H C
	VA	NRA	TA				(1+I)*TA-VA	PV\$1TA				DB	DC	DB	DC	
ONE, HIGH	56	65	65	000-00-0001	14550.00	219.58	2.083856	95.3829	317.88	10050.68	280000.00	0.94	1.36	3.59	5.20	H
TWO, HIGH	61	65	65	000-00-0002	14290.00	219.58	1.385859	95.3829	207.63	15112.78	155000.00	1.70	1.61	9.75	9.22	H
THREE, HIGH	84	84	84	000-00-0003	7150.00	168.43	1.000000	50.0980	142.72	8438.01	245000.00	0.82	0.70	3.44	2.92	H
ONE, NONHIGH	68	68	68	000-00-0101	1485.00	113.27	1.000000	88.6669	16.75	10043.30	29000.00	4.69	0.69	34.63	5.12	
TWO, NONHIGH	62	65	65	000-00-0102	825.00	109.79	1.277289	95.3829	11.05	8198.68	19000.00	6.93	0.70	43.15	4.34	
THREE, NONHIGH	68	68	68	000-00-0103	4070.00	113.27	1.000000	88.6669	45.90	10043.30	38000.00	3.58	1.45	26.43	10.71	
FOUR, NONHIGH	71	71	71	000-00-0104	955.00	117.99	1.000000	81.6530	11.70	9634.24	17000.00	8.33	0.83	56.67	5.62	
FIVE, NONHIGH	62	65	65	000-00-0105	1350.00	109.79	1.277289	95.3829	18.08	8198.68	31000.00	4.25	0.70	26.45	4.35	

AGES: VA=Valuation Age; NRA=Normal Retirement Age; TA=Testing Age

H Indicates Highly Compensated Employees

Summary of Actuarial Assumptions:

DB Benefits have been Normalized

Normalization Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%

Retirement Effective Annual Interest Rate: 8.5000%

Mortality Table: 1984 Unisex Pension (UP-84)

Cross Testing Assumptions:

Pre-Retirement Effective Annual Interest Rate: 8.5000%

Retirement Effective Annual Interest Rate: 8.5000%

Mortality Table: 1984 Unisex Pension (UP-84)

Plan Year being tested: January 1, 2019 through December 31, 2019

