

QUALIFIED PLAN DESIGN

FOR

Salmon Enterprises

PENDEAS - Pension Ideas Illustration System
Sample Comparison Reports

PREPARED BY:

BLAZE SSI Corp
Box 333, Brielle, NJ 08730
732-223-5575

DATE PREPARED: 05/07/2019



Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
EMPLOYEE CENSUS

Employee		Sex	Dates		Annual Compensation	KHP
			Birth	Hire		
Name	Id#					
Char, A	###-##-0001	M	05/20/1945	05/10/1988	280,000	KHP
Salmon, A	###-##-0002	M	03/15/1957	01/01/1982	150,000	KHP
Vardon, D	###-##-0003	F	07/19/1980	04/15/2000	75,000	
Trout, C	###-##-0004	F	12/15/1970	10/01/1988	20,000	
Trout, R	###-##-0005	F	08/05/1960	02/16/2000	30,000	
Total					555,000	
Preferred Total					430,000	P
Preferred %Total					77%	P

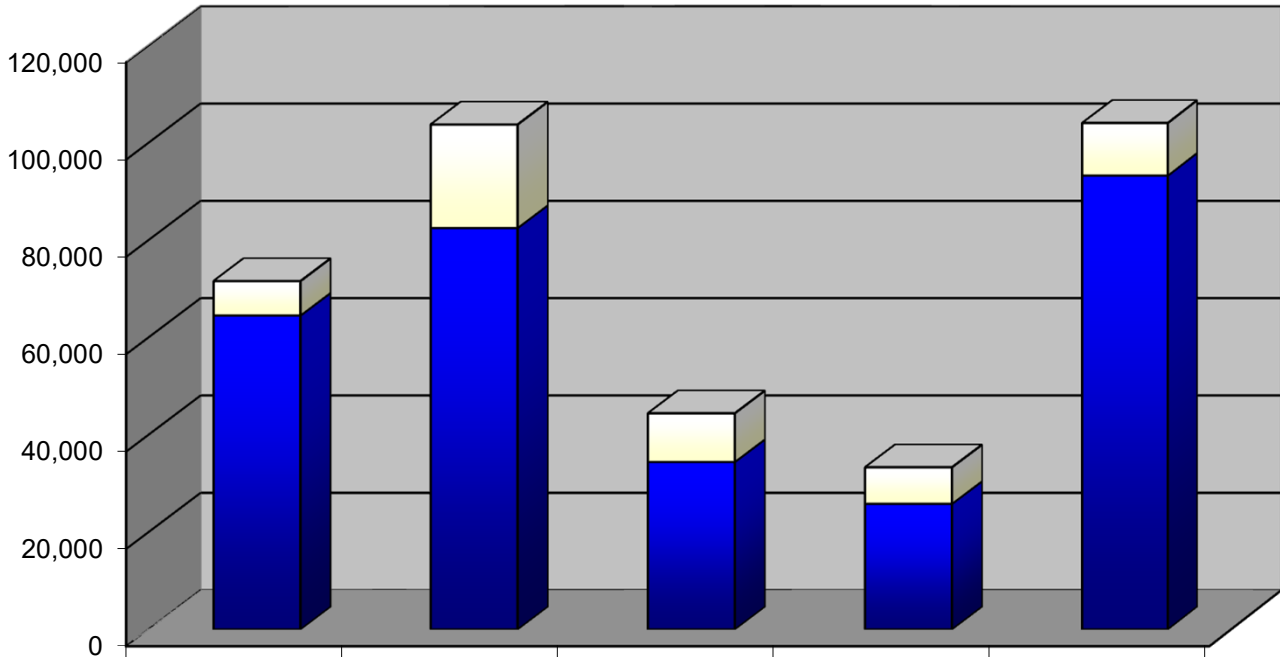
K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee



1st Year Contribution Salmon Enterprises



	Design #1	Design #2	Design #3	Design #4	Design #5
Other Participants	7,072	21,257	10,000	7,500	10,814
Highly Compensated Participants	64,500	82,482	34,400	25,800	93,240

- Design #1 PROFIT SHARING/ NEW COMP/ MULTI-GROUP
- Design #2 PROFIT SHARING/ INTEGRATED/401K/ MATCH
- Design #3 DEFINED CONTRIBUTION 401(k) SAFE HARBOR QNEC
- Design #4 SIMPLE 401(k) WITH MATCHING FORMULA
- Design #5 INTEGRATED DEFINED BENEFIT BUDGET W/INSURANCE

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
ALLOCATION COMPARISON

Demographic Information For Salmon Enterprises			401(k) Projections		Projections														
					PROFIT SHARING/ NEW COMP/ MULTI-GROUP			PROFIT SHARING/ INTEGRATED/401K/ MATCH			DEFINED CONTRIBUTION 401(k) SAFE HARBOR QNEC			SIMPLE 401(k) WITH MATCHING FORMULA			INTEGRATED DEFINED BENEFIT BUDGET W/INSURANCE		
Employee Name	Annual Comp.	Preferred	Deferral	Match	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total
Char, A	280,000	Preferred	8,400	8,400	42,000	15	59	56,000	20	54	22,400	8	50	16,800	6	50	102,509	37	57
Salmon, A	150,000	Preferred	4,500	4,500	22,500	15	31	26,483	18	26	12,000	8	27	9,000	6	27	58,889	39	33
Total	430,000	Preferred	12,900	12,900	64,500	15	90	82,483	19	80	34,400	8	77	25,800	6	77	161,398	38	89
Total	125,000	Others	3,750	3,750	7,072	6	10	21,257	17	20	10,000	8	23	7,500	6	23	19,247	15	11
Total	555,000	All	16,650	16,650	71,572	13	100	103,740	19	100	44,400	8	100	33,300	6	100	180,645	33	100

Illustrated IRC401(k) Projections apply to the PROFIT SHARING/ INTEGRATED/401K/ MATCH plan design. Plan design projection includes all allocations under the plan design.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual allocations illustrated for a defined benefit plan design are theoretical values. The theoretical employee-level allocations illustrated are based upon the initial anticipated maximum permitted plan-level defined benefit cost for the plan design.



Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
COMPARISON OF CURRENT (FIRST YEAR) ANNUAL COSTS

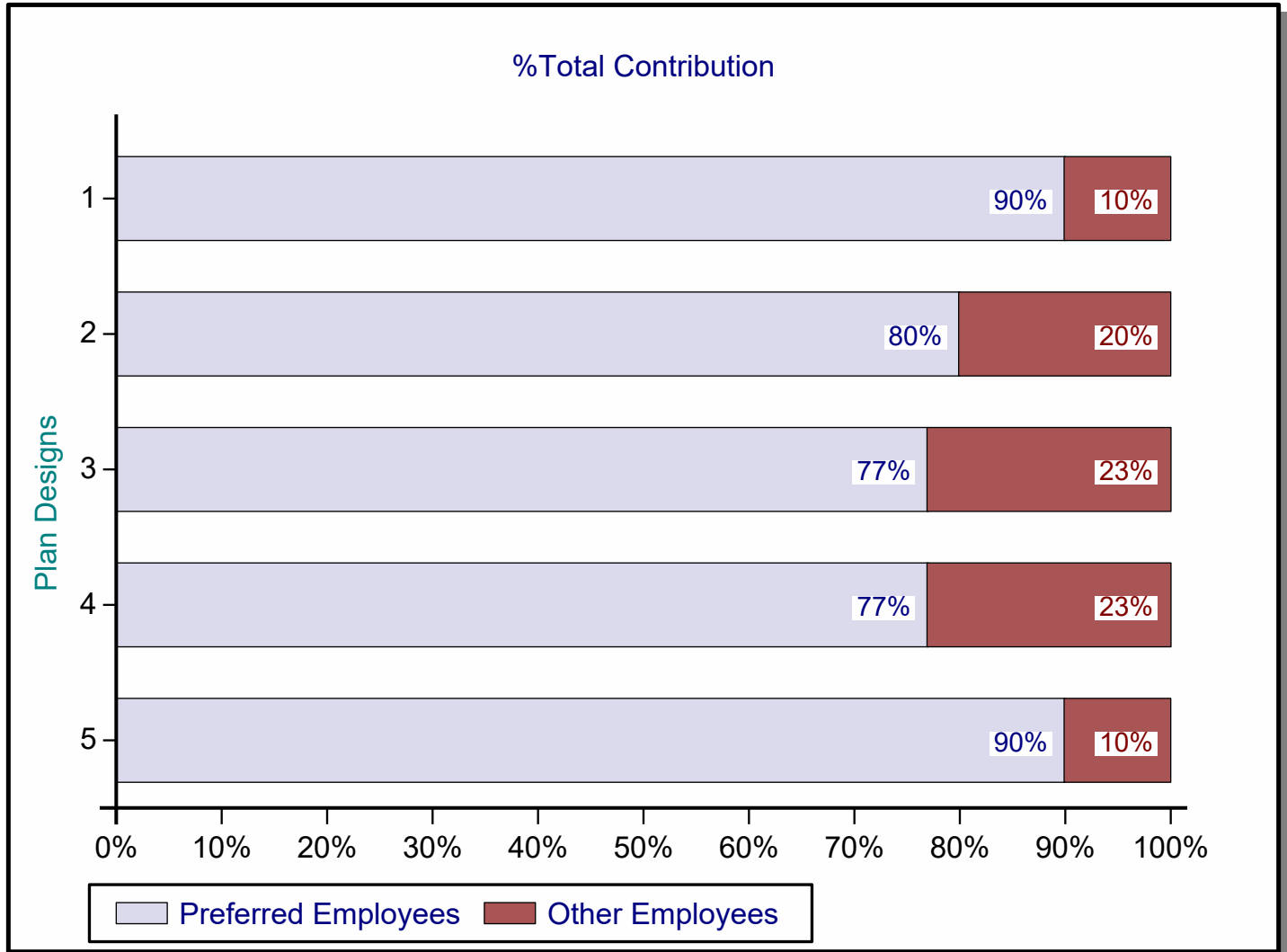
Employee Name	P	Compensation	Design#1	Design#2	Design#3	Design#4	Design#5
Char, A	P	280,000	42,000	56,000	22,400	16,800	52,940
Salmon, A	P	150,000	22,500	26,483	12,000	9,000	40,300
Totals							
All Employees		555,000	71,572	103,740	44,400	33,300	104,055
Preferred Employees	P	430,000	64,500	82,483	34,400	25,800	93,240
%Total	P		90.1%	79.5%	77.5%	77.5%	89.6%

P indicates a preferred employee for plan design purposes.

Contributions are computed as due as of the End of the Plan Year. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual costs illustrated for defined benefit plan designs are theoretical values. IRC412(m) may require quarterly contributions for defined benefit plans.

#	Design Description
1	PROFIT SHARING/ NEW COMP/ MULTI-GROUP
2	PROFIT SHARING/ INTEGRATED/401K/ MATCH
3	DEFINED CONTRIBUTION 401(k) SAFE HARBOR QNEC
4	SIMPLE 401(k) WITH MATCHING FORMULA
5	INTEGRATED DEFINED BENEFIT BUDGET W/INSURANCE

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
Comparison of Initial Contribution

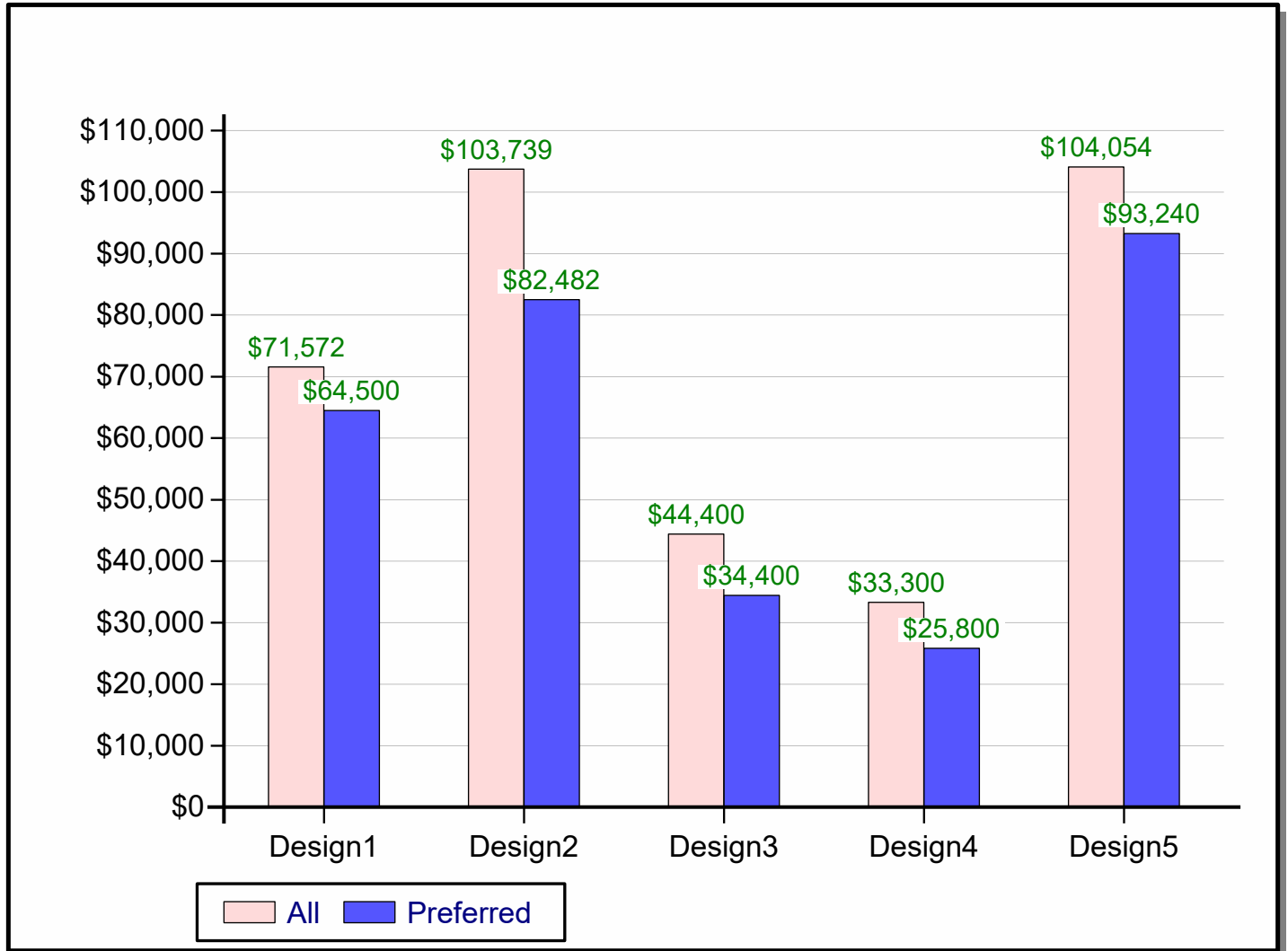


Contributions are computed as due as of the End of the Plan Year. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual costs illustrated for defined benefit plan designs are theoretical values. IRC412(m)/IRC430(m) may require quarterly contributions for defined benefit plans.

#	Design Id	Design Description
1	PSNCMG	PROFIT SHARING/ NEW COMP/ MULTI-GROUP
2	PS401K	PROFIT SHARING/ INTEGRATED/401K/ MATCH
3	SHF401K	DEFINED CONTRIBUTION 401(k) SAFE HARBOR QNEC
4	SIMPLEK	SIMPLE 401(k) WITH MATCHING FORMULA
5	DBBUDIN	INTEGRATED DEFINED BENEFIT BUDGET W/INSURANCE



Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
Comparison of Initial Contribution



Preferred indicates preferred employees for plan design purposes.

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