

QUALIFIED PLAN DESIGN

FOR

Salmon Enterprises

121 Coast Highway

Suite 8A

Brielle, NJ 08730

PREPARED BY:

Pension Plan Designers, Inc.

1313 Mockingbird Lane

Seattle, Washington 98101

DATE PREPARED: 03/25/2019



BLAZE SSI

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

Employee Name	Owner%	Sex	Dates		Annual Compensation	KHP
			Birth	Hire		
Char, A	75.0%	M	05/20/1952	05/10/1990	95,537	KHP
Salmon, A	25.0%	M	03/15/1959	01/01/1984	32,306	KHP
Vardon, D		F	07/19/1982	04/15/2002	75,000	
Trout, C		F	12/15/1972	10/01/1990	20,000	
Trout, R		F	08/05/1972	02/16/2002	30,000	
Total					252,843	
Preferred Total					127,843	P
Preferred %Total					51%	P

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee

Anticipated Beginning of Plan Year: 01/01/2019

Client Business Type: S Corporation

Schedule C Earnings: 200,000.00

#	Design Description	Budget
1	Defined Benefit Traditional Accrual Plan	60,000.00
2	Profit Sharing Traditional Plan	60,000.00
3	Profit Sharing Multi-Group New Comparability Plan	60,000.00
4	Multi-Group Defined Benefit Cash Balance Plan	60,000.00

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
COMPARISON OF PLAN DESIGN FEATURES

A retirement plan provides benefits for participating employees. Retirement plans are an investment for financial security at retirement. In addition, plan benefits are generally not taxed until they are distributed. A qualified retirement plan requires a legal plan trust document and must satisfy applicable Federal government rules each year of the plan.

Here are the features provided by each of the illustrated plan designs, which have an anticipated plan effective date of 01/01/2019:

Design Description: Defined Benefit Traditional Accrual Plan

This is a defined benefit plan design, which provides predictable retirement income for plan participants unaffected by fluctuations in plan investment returns. The plan sponsor makes actuarially-determined annual contributions to the plan trust and selects the plan's investment manager. A defined benefit plan represents an on-going commitment of the plan sponsor to make contributions to the plan trust necessary to provide the benefit promised to plan participants.

Benefits are based on a unit benefit formula defined as 2.83837% of total compensation times future service plus 2.83837% of total compensation times past service plus 0.65% of compensation over the integration level times future service plus 0.65% of compensation over the integration level times past service.

Design Description: Profit Sharing Traditional Plan

This is a defined contribution profit sharing design in which the plan sponsor's discretionary contribution is determined annually. The plan will also specify the method which allocates contributions to participant's individual accounts. The accumulated value of the participant's account, including future contribution allocations and investment results, are available at retirement to provide plan benefits. The plan can provide for participant-level investment direction.

The profit sharing allocation is based on a salary ratio method which is integrated with Social Security. The plan sponsor's annual contribution to the plan is discretionary. It can be any amount up to the maximum deductible amount under government rules or zero in any year.

This plan includes a provision for IRC401(k) employee-elective compensation deferrals. The plan design includes a qualified non-elective contribution for non-highly compensated plan participants of 3.00% of pay as a 'safe harbor' method of satisfying the non-discrimination requirements of IRC401(k).

Design Description: Profit Sharing Multi-Group New Comparability Plan

This is a defined contribution profit sharing design in which the plan sponsor's discretionary contribution is determined annually. The plan will also specify the method which allocates contributions to participant's individual accounts. The accumulated value of the participant's account, including future contribution allocations and investment results, are available at retirement to provide plan benefits. The plan can provide for participant-level investment direction.

The plan sponsor profit sharing contribution is allocated to members of specified employee groups. The allocation to each employee group is determined so that the IRC401(a) non-discrimination rules on a benefit or contribution basis are satisfied. The membership in the plan sponsor specified employee groups must be non-discriminatory. The plan sponsor's annual contribution to the plan is discretionary. It can be any amount up to the maximum deductible amount under government rules or zero in any year.

This plan includes a provision for IRC401(k) employee-elective compensation deferrals. The plan design includes a qualified non-elective contribution for non-highly compensated plan participants of 3.00% of pay as a 'safe harbor' method of satisfying the non-discrimination requirements of IRC401(k).

Plan sponsor contribution allocations may be different if the employee-level IRC401(k) elective deferrals are not as illustrated.

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
COMPARISON OF PLAN DESIGN FEATURES

Design Description: Multi-Group Defined Benefit Cash Balance Plan

This is a defined benefit plan design, which provides predictable retirement income for plan participants unaffected by fluctuations in plan investment returns. The plan sponsor makes actuarially-determined annual contributions to the plan trust and selects the plan's investment manager. A defined benefit plan represents an on-going commitment of the plan sponsor to make contributions to the plan trust necessary to provide the benefit promised to plan participants.

Benefits under a cash balance plan are based on theoretical annual contributions on behalf of plan participants which accumulate at a theoretical rate to account balances at retirement.

Establishing a New Tax-qualified Retirement Plan:

Establishing a tax-qualified pension or profit-sharing plan requires careful preparation. Tax deductions taken by the plan sponsor for contributions to retirement plan are allowed by the Internal Revenue Service only if the requirements of Federal statutes and regulations defining the operation, reporting and fiduciary responsibilities are met. A qualified retirement plans must provide for:

- An irrevocable trust containing plan contributions and earnings
- The disbursement of trust funds only for the benefit of plan participants
- The non-discriminatory provision of plan benefits to eligible employees

For most plan designs annual pension and profit sharing reports must be submitted to the Federal government. A properly stated trust document must be executed, and initial and annual servicing must be provided to ensure that the reporting is performed correctly. A defined benefit plan design also requires an actuarial certification.

Annual reporting to eligible plan participants is also required on the status of their benefits and contributions and investment types, earnings or losses. Besides asset information, participants must be furnished with a Summary Plan Description when the plan is established or significantly amended. Advance Notice of Intention to Terminate a Plan is also required by the government.

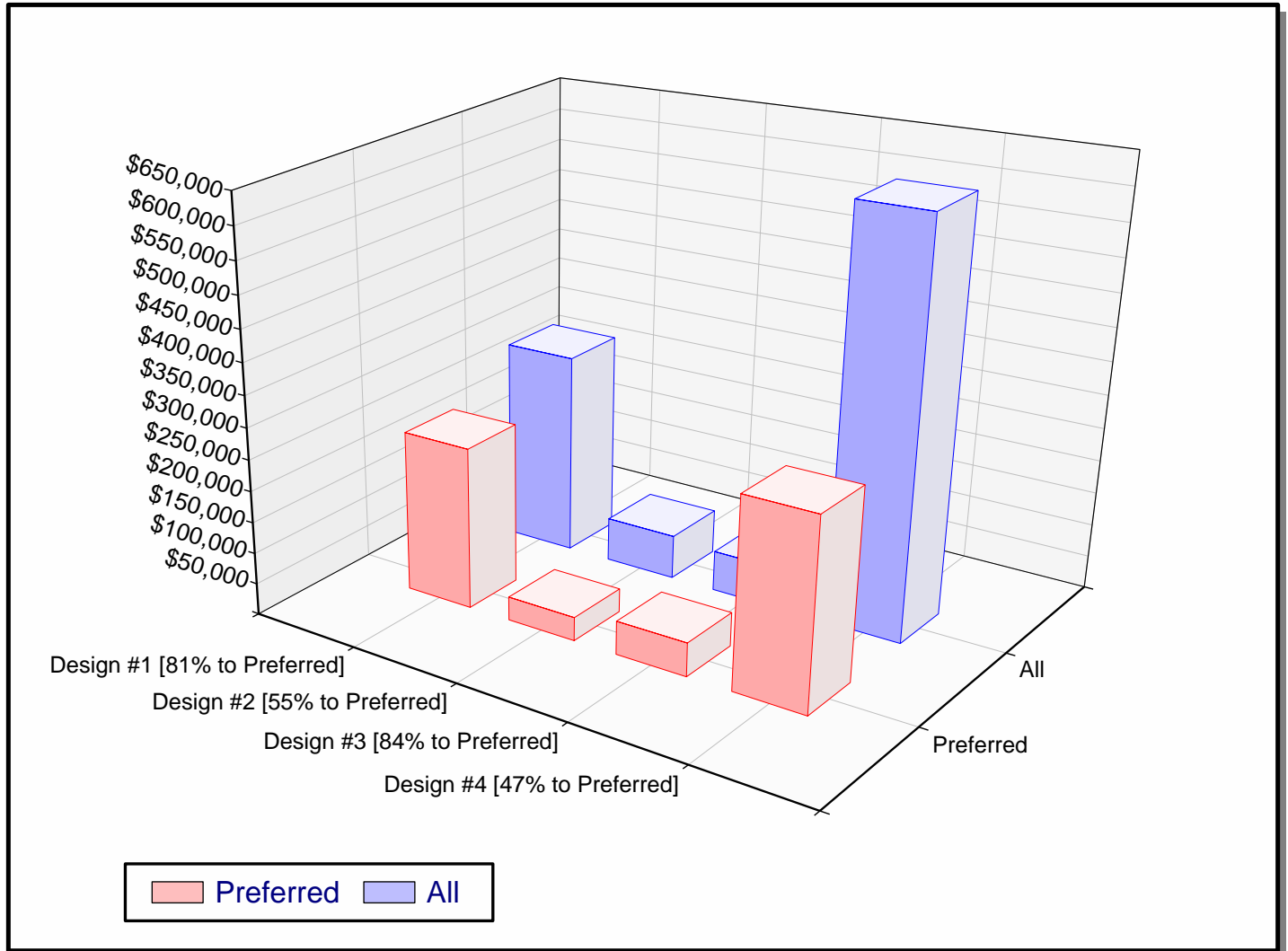
Government rules are subject to frequent modification by the U.S. Congress and Federal agencies such as the IRS, DOL and PBGC. The plan sponsor's accountant and tax advisers need to be consulted when a qualified retirement plan is created, and conferred with periodically to properly consider legislative and regulatory changes.

Government rules which must be considered include, but are not limited to, maximum benefit and contribution limits under IRC401(k) and IRC415, maximum compensation that may be considered under IRC401(a)(17), minimum benefits under IRC416, non-discrimination rules under IRC401(a) and IRC414(q) and maximum deduction rules under IRC404.

The illustrations provided here depend on the client and census information that has been provided by the potential plan sponsor. Future operation of the plan will depend on future census and plan sponsor information and government rules.

This illustration does not constitute legal, financial, accounting or actuarial advice.

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



Preferred indicates preferred employees 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. Maximum deductible contributions are illustrated for defined benefit plan designs. For defined contribution plan designs, IRC401(k) elective deferrals, if any, are included in the contributions for the Owner Employees.

#	Design Description	Preferred Contribution	Total Contribution
1	Defined Benefit Traditional Accrual Plan	255,186	315,032
2	Profit Sharing Traditional Plan	37,505	68,755
3	Profit Sharing Multi-Group New Comparability Plan	52,816	62,816
4	Multi-Group Defined Benefit Cash Balance Plan	294,146	624,265

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
COMPARISON OF INITIAL ANNUAL CONTRIBUTIONS

Employee Name	P	Defined Benefit Traditional Accrual Plan			Profit Sharing Traditional Plan			Profit Sharing Multi-Group New Comparability Plan			Multi-Group Defined Benefit Cash Balance Plan		
		\$Amount	%Total	%Pay	\$Amount	%Total	%Pay	\$Amount	%Total	%Pay	\$Amount	%Total	%Pay
Char, A	P	188,534	59.8%	198.1%	28,129	40.9%	30.0%	46,815	74.5%	52.1%	219,745	35.2%	230.0%
Salmon, A	P	66,652	21.2%	210.8%	9,376	13.6%	30.0%	6,001	9.6%	15.0%	74,401	11.9%	230.3%
Other Employees		59,846	19.0%	47.9%	31,250	45.5%	25.0%	10,000	15.9%	8.0%	330,119	52.9%	264.1%
All Employees		315,032	100.0%	125.1%	68,755	100.0%	27.5%	62,816	100.0%	24.6%	624,265	100.0%	246.9%
Preferred Employees	P	255,186	81.0%	201.3%	37,505	54.5%	30.0%	52,816	84.1%	40.7%	294,146	47.1%	230.1%

P indicates a preferred employee for plan design purposes.

Preferred employees are listed separately above. The 'Other Employee' values represent the totals for all other employees.

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. For defined benefit plan designs, maximum deductible contributions are illustrated. IRC412(m) may require quarterly contributions for defined benefit plans. For defined contribution plans, IRC401(k) deferrals, if any, are included in the contributions for Owner Employees. Compensation used to determine the %Pay is limited by IRC401(a)(17).

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

Employee Name	P	Compensation	Design#1	Design#2	Design#3	Design#4
Char, A	P	95,164	289,359	149,341	248,547	163,109
Salmon, A	P	31,612	98,990	49,780	31,858	55,157
Vardon, D		75,000	35,601	99,546	31,855	269,823
Trout, C		20,000	22,209	29,731	11,680	58,368
Trout, R		30,000	28,995	39,819	12,742	84,685
Totals						
All Employees		251,776	475,154	368,217	336,682	631,142
Preferred Employees	P	126,776	388,349	199,121	280,405	218,266

P indicates a preferred employee for plan design purposes.

Illustrated compensation is the amount which may be considered in the plan under IRC401(a)(17). The illustrated accumulations are as of the latest anticipated retirement age of the Preferred plan participants. Accumulations are theoretical values. Government distribution regulations may limit lump sum payouts from the plan.

#	Design Description
1	Defined Benefit Traditional Accrual Plan
2	Profit Sharing Traditional Plan
3	Profit Sharing Multi-Group New Comparability Plan
4	Multi-Group Defined Benefit Cash Balance Plan

Salmon Enterprises
EFFECTIVE AS OF 01/01/2019
COMPARISON OF PLAN SPONSOR'S AFTER TAX ANALYSIS

		Design#1	Design#2	Design#3	Design#4
(1)	Plan Sponsor's Tax Rate	25.0%	25.0%	25.0%	25.0%
(2)	Total Plan Sponsor's Contribution	60,000	62,505	56,322	59,996
(3)	Plan Sponsor's Tax Savings [(2) x (1) / 100]	15,000	15,626	14,081	14,999
(4)	After Tax Cost of Plan to Plan Sponsor [(2) - (3)]	45,000	46,879	42,241	44,997
(5)	Plan Cost for Preferred Employees	50,952	31,255	46,322	32,145
(6)	%Net After Tax Cost for Preferred EEs [100 x (5) / (4)]	113.0%	67.0%	110.0%	71.0%

Preferred employees are designated for plan design purposes.

For defined benefit plan designs, the cost illustrated for Preferred participants is a theoretical allocation of the minimum required plan sponsor contribution.

#	Design Description
1	Defined Benefit Traditional Accrual Plan
2	Profit Sharing Traditional Plan
3	Profit Sharing Multi-Group New Comparability Plan
4	Multi-Group Defined Benefit Cash Balance Plan

Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Retirement Benefit Normal Form

Life Annuity

Retirement Benefit Formula

2.83837% Of Pay Times Years of Future Service Plus 2.83837% Of Pay Times Years Of Past Service Plus 0.65% Of Pay In Excess Of The Integration Level: Table I - Maximum: \$128400 - Year: 2018 Times Years of Future Service Plus 0.65% Of Pay In Excess Of The Integration Level: Table I - Maximum: \$128400 - Year: 2018 Times Years Of Past Service

Maximum years for future service: 35

Maximum years for past service: 5

Retirement Benefit Adjustments

Total Retirement Benefit Reduced: IRC401(L) Table For Normal Retirement Age Before OASDI Retirement Age.

Pre-Retirement Death Benefit

100% Of Present Value of Accrued Retirement Benefit

Top Heavy

Top Heavy

IRC416 Minimum Benefit: 2.00% of Pay Per Year of Top Heavy Service

IR415 Limitation

Maximum Single Life Annuity \$Amount: \$225,000

Maximum Single Life Annuity As %Pay: 100%

Interest Rate for Life Annuity: 5.00%

Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

IR415 Limitation

Interest Rate for Other Benefit Forms: 5.50%

Mortality: 2019 417 Applicable Mortality Table N2018-02

Compensation

Plan Compensation: 3 Year Average

Maximum Compensation: Up To \$280,000 Considered

Accrued Benefit

Employment Service Pro-rata

Pre-retirement Assumptions

Compensation Increase: NONE

Mortality: 2019 430 Non-Annuitant N2018-02

Retirement Assumptions

IRC430 Interest:

First 5 years: 3.74%

Next 15 years: 5.35%

After 20 years: 6.11%

IRC404 Interest:

First 5 years: 2.50%

Next 15 years: 3.92%

After 20 years: 4.50%

Mortality: 2019 430 Annuitant N2018-02

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 5.00%

Mortality: NONE

Retirement Actuarial Equivalence Assumptions

Interest: 5.00%

Mortality: 2018 417 Applicable Mortality Table N2017-60

IRC417(e) Assumptions

Interest:

First 5 years: 3.43%

Next 15 years: 4.46%

Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

IRC417(e) Assumptions

After 20 years: 4.88%

Mortality: 2019 417 Applicable Mortality Table N2018-02

Vesting Schedule

6 Year Graded Vesting (20% After 2 Years Of Service, Plus 20% For Each Additional Year of Service And 100% After 6 Years Of Service)

Vesting Based On All Service Excluding That Prior To Age 18

Actuarial Cost Method

PPA06 Funding Rules

Current Liability Assumptions

IRS Notice 89-52: In subsequent years, quarterly contributions to the plan may be required

**Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PROPOSAL AS OF 12/31/2019
EMPLOYEE CENSUS**

Employees Eligible to Participate in the Plan

Employee Name	Owner%	Sex	Ages			Dates				Annual Compensation	KHP
			Hire	Curr	Ret	Birth	Hire	Participation	Retirement		
Char, Arctic	75.0%	M	38	68	72	05/20/1952	05/10/1990	01/01/2019	01/01/2024	95164	KHP
Salmon, Atlantic	25.0%	M	25	61	65	03/15/1959	01/01/1984	01/01/2019	04/01/2024	31612	KHP
Vardon, Dolly		F	20	37	65	07/19/1982	04/15/2002	01/01/2019	08/01/2047	75000	
Trout, Cutthroat		F	18	47	65	12/15/1972	10/01/1990	01/01/2019	01/01/2038	20000	
Trout, Rainbow		F	30	47	65	08/05/1972	02/16/2002	01/01/2019	09/01/2037	30000	
Total										251776	
Preferred Total										126776	
Preferred %Total										50%	

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee

**Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PROPOSAL AS OF 12/31/2019
BENEFITS AND CONTRIBUTIONS**

Participant Name	Annual Compensation	Anticipated Benefits			Contribution		P
		Monthly Retirement	Lump Sum		\$Amount	%Pay	
			Retirement	Death			
Char, A	95,164	2,311.40	289,237	125,998	38,191	40.1%	P
Salmon, A	31,612	652.18	98,938	43,967	12,761	40.4%	P
Vardon, D	75,000	5,260.85	798,331	14,375	3,422	4.6%	
Trout, C	20,000	990.28	150,228	9,632	2,478	12.4%	
Trout, R	30,000	1,485.42	225,341	11,708	3,148	10.5%	
TOTAL	251,776			205,680	60,000	23.8%	
Preferred Employees	126,776			169,965	50,952	40.2%	
%Total to Preferred	50.4%			82.6%	84.9%		P

P indicates a preferred employee for plan design purposes.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The plan contribution satisfies the Minimum Funding Standards of IRC430 and is illustrated as due as of the end of the plan year. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and Tax Accountant. Notice 89-52: In subsequent years, quarterly contributions to the plan may be required. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, salary changes, and plan amendments.

The 'Anticipated Lump Sum Death Benefit' illustrated is the anticipated initial pre-retirement death benefit as of the plan effective date.

The illustrated benefits and current contributions are estimates which depend on accurate sponsor and census data and the assumptions selected. Availability of the monthly retirement benefit commencing at the retirement date or the lump sum at retirement depend on the plan provisions. Government distribution regulations may limit lump sum payouts from the plan.

Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PROPOSAL AS OF 12/31/2019
Owner Employee Earned Income Analysis

Owner-Employee				Initial Plan Contribution		Deductible			
		Minimum			Common	OASDI	Earned	Compensation	
Name	Pct	Compensation	Profit	Owner	Law	Tax	Income	Plan	OASDI
Char, A	75%	0	150,000	38,191	6,786	9,879	133,335	95,164	132261
Salmon, A	25%	0	50,000	12,761	2,262	3,373	44,365	31,612	44087
Total	100%	0	200,000	50,952	9,048	13,252	177,700	126,776	176348

1	Schedule C or K-1 earnings ('Profit') for the plan sponsor	\$200,000
2	Common-law Plan Cost	-\$9,048
3	Deductible OASDI Tax for Owner-employees	-\$13,252
4	Owner-employee Earned Income [(1) - {(2) + (3)}]	\$177,700
5	Initial Plan Contribution for Owner-employees	-\$50,952
6	Owner-employee Plan Compensation [(4) - (5)]	\$126,748
7	Iterative Roundoff Error [(6) - Iteratively Computed Plan Compensation (\$126,776)]	-\$28

Iterative roundoff error arises because earned income is computed by a repetitive algorithm using results from consecutive estimates to obtain a final result with the illustrated accuracy. In general an explicit formula for earned income without an iterative algorithm is not mathematically possible.

The initial plan contribution for an owner-employee and the common-law plan cost is actuarially computed based on compensation, plan benefits and assumptions. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The individual allocation of plan costs is for the purpose of this illustration only. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, compensation changes and plan amendments.

The plan compensation for an owner-employee is the portion of the owner-employee's earned income which is in excess of the initial plan contribution for the owner-employee. The owner-employee earned income is the portion of the profit attributable to the owner-employee which is subject to federal income tax. It is the excess, if any, of the portion of the Schedule C or K earnings attributable to the owner-employee over the sum of the deductible portion of the OASDI tax for the owner-employee and the portion of the common law plan cost attributable to the owner-employee. It includes the initial plan contribution made on behalf of the owner-employee.

Generally the OASDI tax deduction is not applicable to 'S' corporations.

The Minimum is the pre-arranged minimum compensation amount for the specified owner-employee allocated from Profit prior to the application of the Profit%. The Minimum Compensation is included in the Profit column value.

**Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Plan Contribution

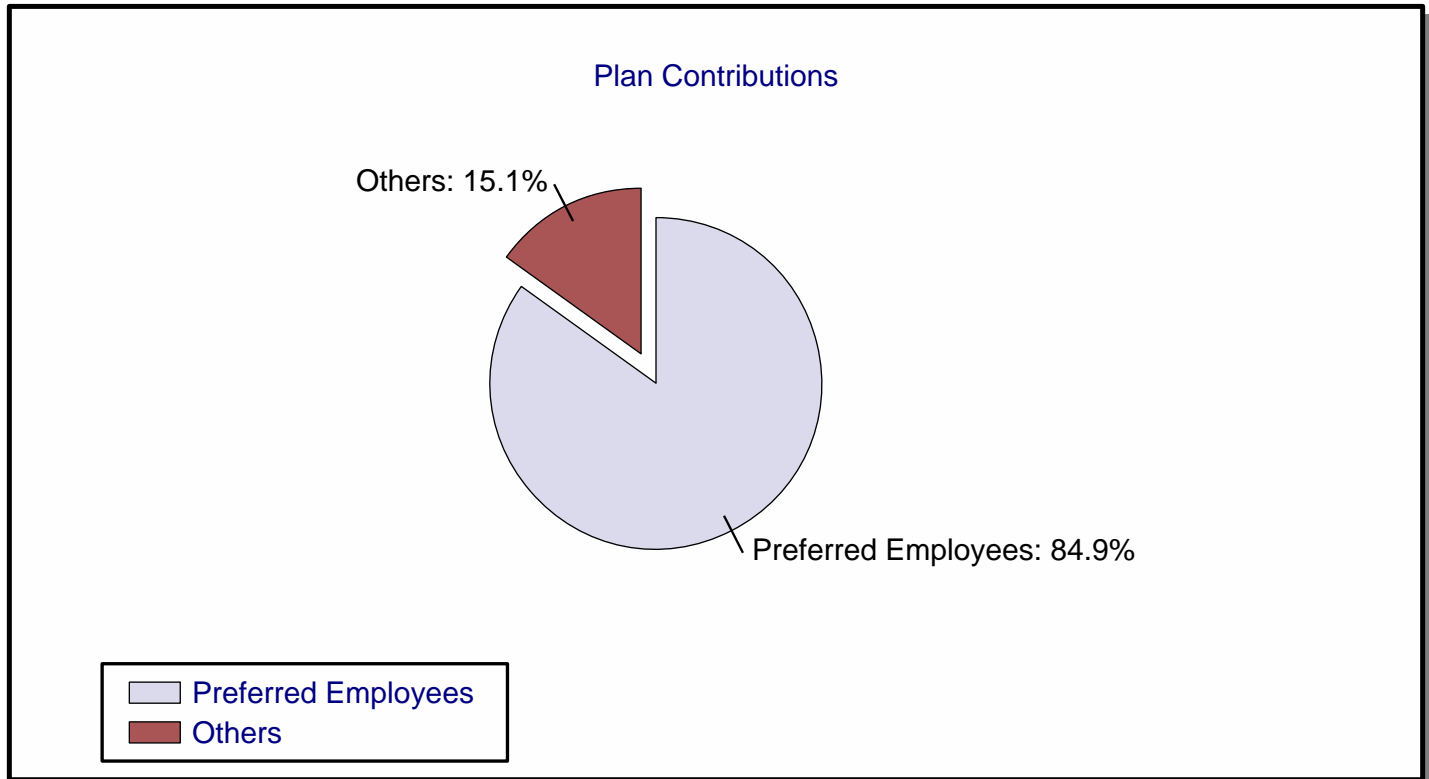
1st Year Amount \$60,000

Contribution Actuarially Determined

Pre-Retirement Death Benefit

100% Of Present Value of Accrued Retirement Benefit

**Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**



Participant Name	Ages		Service			Compensation		Initial Contribution			
	A	RA	P	F	T	\$Amount	%Total	\$Amount	%Total	%Pay	
Char, A	68	72	29	5	34	95,164	37.8%	38,191	63.7%	40.1%	P
Salmon, A	61	65	35	5	40	31,612	12.6%	12,761	21.3%	40.4%	P
Total Preferred						126,776	50.4%	50,952	84.9%	40.2%	P
All Participants						251,776	100.0%	60,000	100.0%	23.8%	

P indicates a preferred employee for plan design purposes.

Age: A is age as of the end of the plan year and RA is age as of the anticipated retirement date.

Service: P is past service, F is anticipated future service and T is anticipated total service at retirement.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The plan contribution satisfies the Minimum Funding Standards of IRC430 and is illustrated as due as of the end of the plan year. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and Tax Accountant. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, salary changes, and plan amendments. IRS Notice 89-52 provides that in subsequent plan years, quarterly contributions to the plan may be required. The illustrated Initial Contributions are estimates which depend on accurate sponsor and census data and the assumptions selected.

**Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PROPOSAL AS OF 12/31/2019
Maximum Deductible Contribution for the Plan Year Beginning: 01/01/2019**

1	Target Normal Cost	\$44,792
2	Funding Target	\$180,160
3	Cushion	
	(a) $.5 \times$ Funding Target	\$90,080
	(b) Increases to Funding Target due to increases in compensation	\$0
4	Target Normal Cost using the additional assumptions under IRC430(i)	\$44,792
5	Funding Target using the additional assumptions under IRC430(i)	\$180,160
6	Greater of (1 + 2 + 3) and (4 + 5)	\$315,032
7	Actuarial Value of Plan Assets	\$0
8	Minimum Required Contribution	\$60,000
9	Maximum Deductible Contribution [Greater of 8 and (6 - 7)]	\$315,032

The values illustrated above are subject to review by the Plan's Enrolled Actuary and Tax Accountant, and depend on data provided by the Plan Administrator. They may not apply if there are additional qualified benefit plans associated with this Plan, or the Plan Year is not a full year, or the deductible limit is based on a weighted average of deductible limits for two consecutive Plan Years, or the Plan Year is not coincident with the Plan Sponsor's Tax Year.

Salmon Enterprises
Pension Plan Designers, Inc.
Defined Benefit Traditional Accrual Plan
PROPOSAL AS OF 12/31/2019
Benefits and Contributions

Participant Name	Current Annual Compensation	Current Liabilities		Theoretical Contribution Allocation				H C
		Accrued Benefit At BOPY	Individual Funding Target	Minimum Required		Maximum Deductible		
				Amount	%Total	Amount	%Total	
Char, Arctic	95,164	986	92,525	38,191	63.65	188,534	59.85	H
Salmon, Atlantic	31,612	285	32,162	12,761	21.27	66,652	21.16	H
Vardon, Dolly	75,000	292	7,902	3,422	5.70	24,541	7.79	
Trout, Cutthroat	20,000	123	6,113	2,478	4.13	15,935	5.06	
Trout, Rainbow	30,000	146	7,268	3,148	5.25	19,370	6.15	
Total: HC EEs	126,776		124,687	50,952	84.92	255,186	81.00	
Total: Non-HC EEs	125,000		21,283	9,048	15.08	59,846	19.00	
Total: All EEs	251,776		145,970	60,000	100.00	315,032	100.00	

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Current and subsequent contributions depend on aggregate plan experience including investment earnings, mortality, turnover, salary changes, and plan amendments.

The plan contribution satisfies the Minimum Funding Standards of IRC430 and is computed as due on the valuation date. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and depends on data provided by the Plan Administrator.

IRC401(a)(17) limits Current Annual Compensation which may be considered under the plan.

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019**

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date nearest (months) to the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Retirement Benefit Normal Form

Life Annuity

Defined Contribution Formula

Plan Sponsor IRC401(k) Safe Harbor Contribution: 3.00% Of Pay

IRC401(k) Compensation Deferral: Employee-Discretionary Contribution

Plan Sponsor Profit Sharing Contribution: Allocation Up To 5.7% Of Pay In Excess Of The Integration Level: \$132,900
Remainder, If Any, Allocated On Compensation Ratio Basis

Excess Percent Allocated This Year: 0 %

Plan Sponsor Profit Sharing Contribution Allocated: \$55,004 [22% Of Pay]

Pre-Retirement Death Benefit

Investment Fund Value

Top Heavy

Not Top Heavy

IRC416 Minimum Contribution: 3.00% of Pay

IR415 Limitation

Maximum Allocation Amount: \$56,000

Maximum Allocation As %Pay: 100%

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019**

Compensation

Maximum Compensation: Up To \$280,000 Considered

Accrued Benefit

Accumulation of Contributions to Date

Pre-retirement Assumptions

Return on Fund: 3.00%

Retirement Assumptions

Interest: 8.50%

Mortality: 1983 IAM MALE/FEMALE

Vesting Schedule

6 Year Graded Vesting (20% After 2 Years Of Service, Plus 20% For Each Additional Year of Service And 100% After 6 Years Of Service)

Vesting Based On All Service Excluding That Prior To Age 18

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PROPOSAL AS OF 12/31/2019
EMPLOYEE CENSUS**

Employees Eligible to Participate in the Plan

Employee Name	Owner%	Sex	Ages			Dates				Annual Compensation	KHP
			Hire	Curr	Ret	Birth	Hire	Participation	Retirement		
Char, Arctic	75.0%	M	38	68	72	05/20/1952	05/10/1990	01/01/2019	01/01/2024	93763	KHP
Salmon, Atlantic	25.0%	M	25	61	65	03/15/1959	01/01/1984	01/01/2019	04/01/2024	31254	KHP
Vardon, Dolly		F	20	37	65	07/19/1982	04/15/2002	01/01/2019	08/01/2047	75000	
Trout, Cutthroat		F	18	47	65	12/15/1972	10/01/1990	01/01/2019	01/01/2038	20000	
Trout, Rainbow		F	30	47	65	08/05/1972	02/16/2002	01/01/2019	09/01/2037	30000	
Total										250017	
Preferred Total										125017	
Preferred %Total										50%	

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PROPOSAL AS OF 12/31/2019
BENEFITS AND CONTRIBUTIONS**

Participant Name	Annual Compensation	Anticipated Benefits			Initial Contribution		P
		Monthly Retirement	Lump Sum		\$Amount	%Pay	
			Retirement	Death			
Char, A	93,763	1,665.15	149,341	28,129	28,129	30.0%	P
Salmon, A	31,254	469.92	49,780	9,376	9,376	30.0%	P
Vardon, D	75,000	7,350.89	847,854	18,750	18,750	25.0%	
Trout, C	20,000	1,219.47	140,654	5,600	5,600	28.0%	
Trout, R	30,000	1,633.22	188,377	7,500	7,500	25.0%	
TOTAL	250,017			69,355	69,355	27.7%	
Preferred Employees	125,017			37,505	37,505	30.0%	P
%Total to Preferred	50.0%			54.1%	54.1%		P

P indicates a preferred employee for plan design purposes.

The illustrated benefits and current contributions are estimates. Illustrated benefits may not be guaranteed. The values illustrated depend on accurate sponsor and census data and the assumptions selected. Availability of the monthly retirement benefit commencing at the retirement date or the lump sum at retirement depends on the plan provisions. The pre-retirement death benefit illustration assumes that the initial plan sponsor contribution will be made. The pre-retirement death benefit in subsequent plan years will be based on the participant's account balance which will change with additional future contributions and investment results.

The Initial Contribution illustrated includes the plan sponsor discretionary contribution, the IRC401(k) elective compensation deferrals and the plan sponsor's non-elective 'fail safe' contribution.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PROPOSAL AS OF 12/31/2019
Owner Employee Earned Income Analysis

Owner-Employee				Initial Plan Contribution		Deductible	Earned	Elective	Compensation	
Name	Pct	Minimum	Profit	Owner	Common Law	OASDI Tax	Income	Deferral	Plan	OASDI
Char, A	75%	0	150,000	28,129	23,888	8,910	117,202	4,688	93,763	116,465
Salmon, A	25%	0	50,000	9,376	7,963	2,970	39,067	1,563	31,254	38,822
Total	100%	0	200,000	37,505	31,851	11,880	156,269	6,251	125,017	155,287

1	Schedule C or K-1 earnings ('Profit') for the plan sponsor	\$200,000
2	Common-law Plan Cost	\$31,851
3	Deductible OASDI Tax for Owner-employees	\$11,880
4	Owner-employee Earned Income $[(1) - \{(2) + (3)\}]$	\$156,269
5	Initial Plan Contribution for Owner-employees	\$37,505
6	Owner-employee Elective Deferral	\$6,251
7	Owner-employee Plan Compensation $[(4) - \{(5) - (6)\}]$	\$125,015
8	Iterative Roundoff Error $[(7) - \text{Iteratively Computed Plan Compensation } (\$125,017)]$	-\$2

Iterative roundoff error arises because earned income is computed by a repetitive algorithm using results from consecutive estimates to obtain a final result with the illustrated accuracy. In general an explicit formula for earned income without an iterative algorithm is not mathematically possible.

The initial plan contribution for an owner-employee is the total of the account additions under the plan based on plan compensation for the owner-employee. The employee-elective compensation deferral, if any, for the owner-employee is included in the initial plan contribution for the owner-employee. The common-law plan cost is the total of the account additions under the plan for the non-owner-employee plan participants.

The plan compensation for an owner-employee is the owner-employee's earned income reduced by the initial plan contribution for the owner-employee and increased by the employee-elective compensation deferral, if any, for the owner-employee. The owner-employee earned income is the portion of the profit attributable to the owner-employee which is subject to federal income tax. It is the excess, if any, of the portion of the Schedule C or K-1 earnings attributable to the owner-employee over the sum of the deductible portion of the OASDI tax for the owner-employee and the portion of the common law plan cost attributable to the owner-employee. It includes the initial plan contribution made on behalf of the owner-employee.

Generally the OASDI tax deduction is not applicable to 'S' corporations.

The Minimum Compensation is the pre-arranged minimum compensation amount for the specified owner-employee allocated from Profit prior to the application of the Profit%. The Minimum Compensation is included in the Profit column value.

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date nearest (months) to the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Plan Contribution

1st Year Amount \$69,355

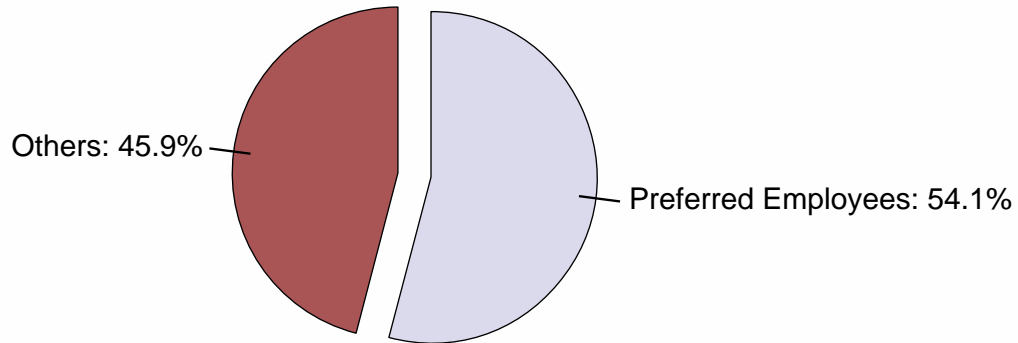
Allocation Based On Compensation

Pre-Retirement Death Benefit

Investment Fund Value

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**

Plan Contributions



Participant Name	Ages		Service			Compensation		Initial Contribution			
	A	RA	P	F	T	\$Amount	%Total	\$Amount	%Total	%Pay	
Char, A	68	72	30	4	34	93,763	37.5%	28,129	40.6%	30.0%	P
Salmon, A	61	65	36	4	40	31,254	12.5%	9,377	13.5%	30.0%	P
Total Preferred						125,017	50.0%	37,506	54.1%	30.0%	P
All Participants						250,017	100.0%	69,356	100.0%	27.7%	

P indicates a preferred employee for plan design purposes.

Age: A is age as of the end of the plan year and RA is age as of the anticipated retirement date.

Service: P is past service, F is anticipated future service and T is anticipated total service at retirement.

The Initial Contribution illustrated includes the plan sponsor discretionary contribution, the IRC401(k) elective compensation deferrals and the plan sponsor's non-elective 'fail safe' contribution.

The illustrated Initial Contributions are estimates which depend on accurate sponsor and census data and the assumptions selected.

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Traditional Plan
PROPOSAL AS OF 12/31/2019
Analysis of Plan Contributions**

All Eligible Employees					
Employee Name	Annual Compensation	Contributions			
		Profit Sharing	Elective Deferral	Non-elective	Total
Char, A	93,763	20,628	4,688	2,813	28,129
Salmon, A	31,254	6,876	1,563	938	9,377
Vardon, D	75,000	16,500	0	2,250	18,750
Trout, C	20,000	4,400	600	600	5,600
Trout, R	30,000	6,600	0	900	7,500
All Employees	250,017	55,004	6,851	7,501	69,356

The Profit Sharing contribution illustrated is the participant's discretionary contribution, which varies in any plan year.

The Elective Deferral contribution illustrated is the participant's discretionary compensation deferral under the IRC401(k) provisions of the plan. The calendar amount of this contribution is limited by IRC402(g) rules.

The Non-elective contribution illustrated is a plan sponsor 'safe harbor' contribution to assure that the plan is non-discriminatory according to IRC401(k) rules.

Profit Sharing contributions are subject to the plan vesting schedule. IRC401(k) deferrals are always non-forfeitable.

The illustrated plan sponsor contribution is the maximum amount under IRC404.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Retirement Benefit Normal Form

Life Annuity

Defined Contribution Formula

Plan Sponsor IRC401(k) Safe Harbor Contribution: 3.00% Of Pay

IRC401(k) Compensation Deferral: Employee-Discretionary Contribution

Plan Sponsor Profit Sharing Contribution: Allocation to Plan-sponsor-selected Groups

Allocation of 5%Pay to Census Subgroup #0

Allocation of 44.09%Pay to Census Subgroup #1

Allocation of 7%Pay to Census Subgroup #2

Plan Sponsor Profit Sharing Contribution Allocated: \$48,676 [19.1% Of Pay]

Pre-Retirement Death Benefit

Investment Fund Value

Top Heavy

Top Heavy

IRC416 Minimum Contribution: 3.00% of Pay

IR415 Limitation

Maximum Allocation Amount: \$56,000

Maximum Allocation As %Pay: 100%

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Compensation

Maximum Compensation: Up To \$280,000 Considered

Accrued Benefit

Accumulation of Contributions to Date

Pre-retirement Assumptions

Return on Fund: 3.00%

Retirement Assumptions

Interest: 8.50%

Mortality: 1984 Unisex Pension (UP-84)

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Mortality: NONE

Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Mortality: 1984 Unisex Pension (UP-84)

Vesting Schedule

6 Year Graded Vesting (20% After 2 Years Of Service, Plus 20% For Each Additional Year of Service And 100% After 6 Years Of Service)

Vesting Based On All Service Excluding That Prior To Age 18

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PROPOSAL AS OF 12/31/2019
EMPLOYEE CENSUS**

Employees Eligible to Participate in the Plan

Employee Name	Owner%	Sex	Ages			Dates				Annual Compensation	KHPS
			Hire	Curr	Ret	Birth	Hire	Participation	Retirement		
Char, Arctic	75.0%	M	38	68	72	05/20/1952	05/10/1990	01/01/2019	01/01/2024	89866	KHP1
Salmon, Atlantic	25.0%	M	25	61	65	03/15/1959	01/01/1984	01/01/2019	04/01/2024	40005	KHP2
Vardon, Dolly		F	20	37	65	07/19/1982	04/15/2002	01/01/2019	08/01/2047	75000	0
Trout, Cutthroat		F	18	47	65	12/15/1972	10/01/1990	01/01/2019	01/01/2038	20000	0
Trout, Rainbow		F	30	47	65	08/05/1972	02/16/2002	01/01/2019	09/01/2037	30000	0
Total										254871	
Preferred Total										129871	
Preferred %Total										51%	

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PROPOSAL AS OF 12/31/2019
BENEFITS AND CONTRIBUTIONS

Participant Name	Annual Compensation	Anticipated Benefits			Initial Contribution		P
		Monthly Retirement	Lump Sum		\$Amount	%Pay	
			Retirement	Death			
Char, A	89,866	3,136.66	248,547	46,815	46,815	52.1%	P
Salmon, A	40,005	333.88	31,858	6,001	6,001	15.0%	P
Vardon, D	75,000	2,843.36	271,313	6,000	6,000	8.0%	
Trout, C	20,000	579.09	55,257	2,200	2,200	11.0%	
Trout, R	30,000	631.74	60,280	2,400	2,400	8.0%	
TOTAL	254,871			63,416	63,416	24.9%	
Preferred Employees	129,871			52,816	52,816	40.7%	P
%Total to Preferred	51.0%			83.3%	83.3%		P

P indicates a preferred employee for plan design purposes.

The illustrated benefits and current contributions are estimates. Illustrated benefits may not be guaranteed. The values illustrated depend on accurate sponsor and census data and the assumptions selected. Availability of the monthly retirement benefit commencing at the retirement date or the lump sum at retirement depends on the plan provisions. The pre-retirement death benefit illustration assumes that the initial plan sponsor contribution will be made. The pre-retirement death benefit in subsequent plan years will be based on the participant's account balance which will change with additional future contributions and investment results.

The Initial Contribution illustrated includes the plan sponsor discretionary contribution, the IRC401(k) elective compensation deferrals and the plan sponsor's non-elective 'fail safe' contribution.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PROPOSAL AS OF 12/31/2019
Owner Employee Earned Income Analysis

Owner-Employee			Initial Plan Contribution		Deductible	Earned	Elective	Compensation		
Name	Pct	Minimum	Profit	Owner	Common Law	OASDI Tax	Income	Deferral	Plan	OASDI
Char, A	75%	0	150,000	46,815	7,950	9,863	132,187	4,493	89,866	131,183
Salmon, A	25%	0	50,000	6,001	2,650	3,345	44,005	2,000	40,005	43,728
Total	100%	0	200,000	52,816	10,600	13,208	176,192	6,493	129,871	174,911

1	Schedule C or K-1 earnings ('Profit') for the plan sponsor	\$200,000
2	Common-law Plan Cost	\$10,600
3	Deductible OASDI Tax for Owner-employees	\$13,208
4	Owner-employee Earned Income $[(1) - \{(2) + (3)\}]$	\$176,192
5	Initial Plan Contribution for Owner-employees	\$52,816
6	Owner-employee Elective Deferral	\$6,493
7	Owner-employee Plan Compensation $[(4) - \{(5) - (6)\}]$	\$129,869
8	Iterative Roundoff Error $[(7) - \text{Iteratively Computed Plan Compensation } (\$129,871)]$	-\$2

Iterative roundoff error arises because earned income is computed by a repetitive algorithm using results from consecutive estimates to obtain a final result with the illustrated accuracy. In general an explicit formula for earned income without an iterative algorithm is not mathematically possible.

The initial plan contribution for an owner-employee is the total of the account additions under the plan based on plan compensation for the owner-employee. The employee-elective compensation deferral, if any, for the owner-employee is included in the initial plan contribution for the owner-employee. The common-law plan cost is the total of the account additions under the plan for the non-owner-employee plan participants.

The plan compensation for an owner-employee is the owner-employee's earned income reduced by the initial plan contribution for the owner-employee and increased by the employee-elective compensation deferral, if any, for the owner-employee. The owner-employee earned income is the portion of the profit attributable to the owner-employee which is subject to federal income tax. It is the excess, if any, of the portion of the Schedule C or K-1 earnings attributable to the owner-employee over the sum of the deductible portion of the OASDI tax for the owner-employee and the portion of the common law plan cost attributable to the owner-employee. It includes the initial plan contribution made on behalf of the owner-employee.

Generally the OASDI tax deduction is not applicable to 'S' corporations.

The Minimum Compensation is the pre-arranged minimum compensation amount for the specified owner-employee allocated from Profit prior to the application of the Profit%. The Minimum Compensation is included in the Profit column value.

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Plan Contribution

1st Year Amount \$63,416

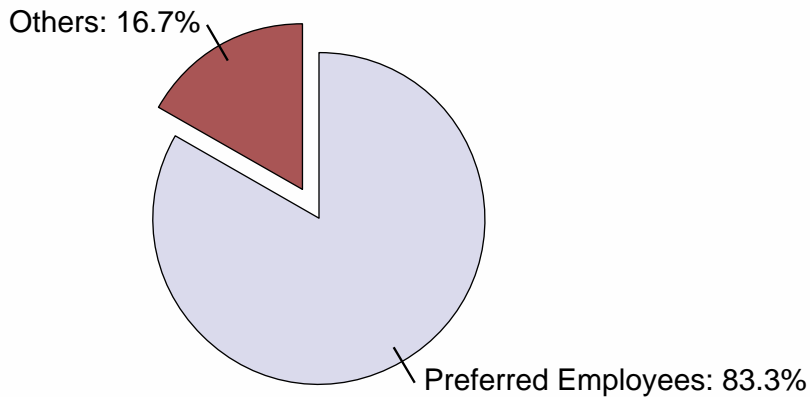
Allocation Based On Membership In Census Groups

Pre-Retirement Death Benefit

Investment Fund Value

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019

Plan Contributions



Participant Name	Ages		Service			Compensation		Initial Contribution			
	A	RA	P	F	T	\$Amount	%Total	\$Amount	%Total	%Pay	
Char, A	68	72	30	4	34	89,866	35.3%	46,815	73.8%	52.1%	P
Salmon, A	61	65	36	4	40	40,005	15.7%	6,000	9.5%	15.0%	P
Total Preferred						129,871	51.0%	52,815	83.3%	40.7%	P
All Participants						254,871	100.0%	63,415	100.0%	24.9%	

P indicates a preferred employee for plan design purposes.

Age: A is age as of the end of the plan year and RA is age as of the anticipated retirement date.

Service: P is past service, F is anticipated future service and T is anticipated total service at retirement.

The Initial Contribution illustrated includes the plan sponsor discretionary contribution, the IRC401(k) elective compensation deferrals and the plan sponsor's non-elective 'fail safe' contribution.

The illustrated Initial Contributions are estimates which depend on accurate sponsor and census data and the assumptions selected.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
PROPOSAL AS OF 12/31/2019
Analysis of Plan Contributions

All Eligible Employees					
Employee	Annual Compensation	Contributions			
Name		Profit Sharing	Elective Deferral	Non-elective	Total
Char, A	89,866	39,626	4,493	2,696	46,815
Salmon, A	40,005	2,800	2,000	1,200	6,000
Vardon, D	75,000	3,750	0	2,250	6,000
Trout, C	20,000	1,000	600	600	2,200
Trout, R	30,000	1,500	0	900	2,400
All Employees	254,871	48,676	7,093	7,646	63,415

The Profit Sharing contribution illustrated is the participant's discretionary contribution, which varies in any plan year.

The Elective Deferral contribution illustrated is the participant's discretionary compensation deferral under the IRC401(k) provisions of the plan. The calendar amount of this contribution is limited by IRC402(g) rules.

The Non-elective contribution illustrated is a plan sponsor 'safe harbor' contribution to assure that the plan is non-discriminatory according to IRC401(k) rules.

Profit Sharing contributions are subject to the plan vesting schedule. IRC401(k) deferrals are always non-forfeitable.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
IRC401(a) Non-Discrimination Test Summary
PROPOSAL AS OF 12/31/2019

Test Description	Test Basis	Test Status
70% Ratio Percentage	Current Allocation	Fail
Non-Discriminatory Classification	Current Allocation	Fail
Average Benefits Percentage	Current Allocation	Fail
70% Ratio Percentage	Current Equivalent Benefit	Fail
Non-Discriminatory Classification	Current Equivalent Benefit	Pass
Average Benefits Percentage	Current Equivalent Benefit	Pass
Minimum Contribution Gateway	N/A	Pass

The Non-Discriminatory Classification and Average Benefits Percentage tests must both pass if they are used to satisfy the IRC401(a) non-discrimination rules, so if either test fails the associated test result is not relevant.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
70% Ratio Percentage Test and Non-Discriminatory Classification Test
Equivalent Benefit Test Basis
PROPOSAL AS OF 12/31/2019

Equivalent Benefit Accrual Rate% Detail For Employees Included In The Test

Employee		Ages		Annual Comp.	Tested Allocation				PV\$1 at VA	H C	S G
Name	Id	VA	TA		\$Amount	%Pay	Ebar%nd	Ebar%			
Char, Arctic	###-##-0001	68	72	89866	42322	47.09%	9.88%	10.45%	57.17	H	1
Salmon, Atlantic	###-##-0002	61	65	40005	4000	10.00%	1.74%	2.31%	68.83	H	2
Vardon, Dolly	###-##-0003	37	65	75000	6000	8.00%	9.88%	10.45%	9.71		0
Trout, Cutthroat	###-##-0004	47	65	20000	1600	8.00%	4.37%	4.93%	21.97		0
Trout, Rainbow	###-##-0005	47	65	30000	2400	8.00%	4.37%	4.93%	21.97		0
Totals				254871	56322						

IRC401(k)(12)(C) safe harbor non-elective compensation deferral, if any, is included in the illustrated allocation amount.

Annual compensation is illustrated.

Ebar% is the equivalent benefit accrual rate (as a percentage of compensation) used in the test. The Equivalent Benefit Accrual Rate% (EBAR%) is computed as 100 times the ratio of the applicable allocation (projected to the testing age and converted to an annual annuity benefit commencing at the testing age) to the current annual compensation. **Ebar%nd** is the Ebar% without imputed disparity.

PV\$1 at VA is the present value, as of the valuation age, of \$1 of single life annuity commencing on the testing age using the plan's actuarial equivalence assumptions.

VA is the age on the valuation date, 12/31/2019. **TA** is the testing age.

HC indicates IRC414(q) highly compensated status. **NHC** indicates non-highly compensated status.

SG indicates members of plan-specified census subgroups.

Testing age is the normal retirement age, or if greater the current age of the plan participant.

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Mortality Table: 1984 Unisex Pension (UP-84)

Imputed disparity is used in the testing.

OASDI maximum taxable wage base: \$132900

OASDI covered compensation table: I - Maximum: \$128400 - Year: 2018

IRC401(l) maximum defined benefit disparity: 0.65%

IRC401(l) maximum defined contribution disparity: 5.70%

OASDI retirement age: 65 if birth date is before 01/01/1938, 67 if birthdate is after 12/31/1954, otherwise 66.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
70% Ratio Percentage Test and Non-Discriminatory Classification Test
Equivalent Benefit Test Basis
PROPOSAL AS OF 12/31/2019

HC Rate Group Detail

Highly Compensated Rate Group%	HC EEs		NHC EEs		NHC/HC Ratio%	Results	
	#In Rate Group	%Total HCEEs	#In Rate Group	%Total NHCEEs		R	N
2.31%	2	100.00%	3	100.00%	100.00%	P	P
10.45%	1	50.00%	1	33.33%	66.67%	F	P

The **Results R** column indicates the 70%Ratio test result for the rategroup. The **Results N** column indicates the NDC test result for the rategroup. P indicates pass and F indicates fail for the rategroup.

70% Ratio% Test Minimum Passing% [Applicable to each HC rate group]	70.00%
The 70% Ratio Percentage Test is not satisfied [The NHC/HC Ratio% is less than 70% for at least one HC rate group]	Failed
#Highly Compensated Employees included in test	2
#Non-Highly Compensated Employees included in test	3
Non-Highly Compensated Concentration%	60.00%
Safe Harbor%	50.00%
Unsafe Harbor%	40.00%
Mid-point%	45.00%
#Benefiting Highly Compensated Employees	2
#Benefiting Non-Highly Compensated Employees	3
Minimum Passing% [Applicable to each HC rate group]	45.00%
The Non-discriminatory Classification Test is satisfied [The NHC/HC Ratio% is at least the NDC Minimum Passing% for each HC rate group]	Passed

Since the 70%Ratio% test did not pass and the Non-discriminatory Classification test did pass, to satisfy the IRC401(a) non-discrimination rules it is also necessary that the Average Benefit% test pass.

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
Average Benefit Percentage Test
Equivalent Benefit Test Basis
PROPOSAL AS OF 12/31/2019

Equivalent Benefit Accrual Rate% Detail For Employees Included In The Test

Employee		Ages		Annual Comp.	Tested Allocation				PV\$1 at VA	H C	S G
Name	Id	VA	TA		\$Amount	%Pay	Ebar%nd	Ebar%			
Char, Arctic	###-##-0001	68	72	89866	46815	52.09%	10.93%	11.50%	57.17	H	1
Salmon, Atlantic	###-##-0002	61	65	40005	6001	15.00%	2.62%	3.18%	68.83	H	2
Vardon, Dolly	###-##-0003	37	65	75000	6000	8.00%	9.88%	10.45%	9.71		0
Trout, Cutthroat	###-##-0004	47	65	20000	2200	11.00%	6.01%	6.57%	21.97		0
Trout, Rainbow	###-##-0005	47	65	30000	2400	8.00%	4.37%	4.93%	21.97		0
Totals				254871	63416						

IRC401(k)(12)(C) safe harbor non-elective compensation deferral, if any, is included in the illustrated allocation amount.

Annual compensation is illustrated.

Ebar% is the equivalent benefit accrual rate (as a percentage of compensation) used in the test. The Equivalent Benefit Accrual Rate% (EBAR%) is computed as 100 times the ratio of the applicable allocation (projected to the testing age and converted to an annual annuity benefit commencing at the testing age) to the current annual compensation. **Ebar%nd** is the Ebar% without imputed disparity.

PV\$1 at VA is the present value, as of the valuation age, of \$1 of single life annuity commencing on the testing age using the plan's actuarial equivalence assumptions.

VA is the age on the valuation date, 12/31/2019. **TA** is the testing age.

HC indicates IRC414(q) highly compensated status. **NHC** indicates non-highly compensated status.

SG indicates members of plan-specified census subgroups.

Testing age is the normal retirement age, or if greater the current age of the plan participant.

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Retirement Actuarial Equivalence Assumptions

Interest: 8.50%

Mortality Table: 1984 Unisex Pension (UP-84)

Imputed disparity is used in the testing.

OASDI maximum taxable wage base: \$132900

OASDI covered compensation table: I - Maximum: \$128400 - Year: 2018

IRC401(l) maximum defined benefit disparity: 0.65%

IRC401(l) maximum defined contribution disparity: 5.70%

OASDI retirement age: 65 if birth date is before 01/01/1938, 67 if birthdate is after 12/31/1954, otherwise 66.

Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
Average Benefit Percentage Test
Equivalent Benefit Test Basis
PROPOSAL AS OF 12/31/2019

Average Benefit Percent Test Values	
#Highly Compensated Employees included in test	2
#Non-Highly Compensated Employees included in test	3
Minimum Passing Percentage	70.00%
[The Passing Percentage is applicable on a plan-level]	
Average Equivalent Benefit Accrual% for HC EEs	7.34%
[(Sum of HC Equivalent Benefit Accrual%s) / #HC EEs]	
Average Equivalent Benefit Accrual% for NHC EEs	7.32%
[(Sum of NHC Equivalent Benefit Accrual%s) / #NHC EEs]	
Average Equivalent Benefit Accrual% Ratio%	99.73%
[100 x NHC Average Equivalent Benefit Accrual% / HC Average Equivalent Benefit Accrual%]	
The Average Benefit% test is satisfied	Passed
[The Average Equivalent Benefit Accrual% Ratio% is at least 70%]	

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

**Salmon Enterprises
Pension Plan Designers, Inc.
Profit Sharing Multi-Group New Comparability Plan
Minimum Contribution Gateway Test
PROPOSAL AS OF 12/31/2019**

Allocation Detail For Employees Included In The Test

Employee		Compensation		Tested Allocation			H C
				\$Amount	%Compensation		
Name	Id#	Testing	IRC415		Testing	IRC415	
Char, Arctic	###-##-0001	89866	89866	42322	47.09%	47.09%	H
Salmon, Atlantic	###-##-0002	40005	40005	4000	10.00%	10.00%	H
Vardon, Dolly	###-##-0003	75000	75000	6000	8.00%	8.00%	
Trout, Cutthroat	###-##-0004	20000	20000	1600	8.00%	8.00%	
Trout, Rainbow	###-##-0005	30000	30000	2400	8.00%	8.00%	

Minimum Contribution Gateway Test Results

1	Highest HC Allocation as %Testing Compensation	47.09%
2	33.33% of the Highest HC Allocation as %Testing Compensation	15.70%
3	Lowest NHC Allocation as %Testing Compensation	8.00%
4	Lowest NHC Allocation as %IRC415 compensation	8.00%
5	The Minimum Contribution Gateway Test is satisfied	Passed
	[The allocation is not less than 5% IRC415 compensation for every NHC EE]	

The Minimum Contribution Gateway Test is required because the beginning of plan year is after 12/31/2001 and the plan design tests non-discrimination on a equivalent benefit basis.

HC indicates IRC414(q) highly compensated status and NHC indicates non-highly compensated status.

The allocation includes the plan sponsor's current and year-to-date contributions, including IRC401(a) regular profit sharing contribution, reallocated forfeitures (if any) and IRC401(k) qualified non-elective contribution (QNEC) contribution (if any).

Testing compensation is Plan Compensation

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Retirement Benefit Normal Form

Life Annuity

Retirement Benefit Optional Forms

Lump Sum

Retirement Benefit Formula

This cash balance plan uses a compensation-based, annual accrual unit benefit formula. The retirement benefit is the actuarial equivalent of the accumulation of annual cash balance allocations. The theoretical cash balance allocations may be based upon compensation, job classification and upon age or service determined as of the current valuation date. Non-discrimination testing under IRC401(a)(4) rules may be required for plan qualification.

Cash Balance Census Groups

Group #1 Employee Class #0

Allocation is 18.916037150135% of All Compensation

Compensation up to \$999,999,999 is considered

Group #2 Employee Class #1

Allocation is 30.890076264739% of All Compensation

Compensation up to \$999,999,999 is considered

Pre-Retirement Death Benefit

100% Of Present Value of Accrued Retirement Benefit

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Top Heavy

Not Top Heavy

(Plan Would Be Top Heavy If IRC416 Minimums Are Not Provided)

IRC416 Minimum Benefit: 2.00% of Pay Per Year of Top Heavy Service

IR415 Limitation

Maximum Single Life Annuity \$Amount: \$225,000

Maximum Single Life Annuity As %Pay: 100%

Interest Rate for Life Annuity: 5.00%

Interest Rate for Other Benefit Forms: 5.50%

Mortality: 2019 417 Applicable Mortality Table N2018-02

Compensation

Plan Compensation: 3 Year Average

Maximum Compensation: Up To \$280,000 Considered

Accrued Benefit

Benefit Service Accrued to Date

Pre-retirement Assumptions

Compensation Increase: NONE

Mortality: 2019 430 Non-Annuitant N2018-02

Retirement Assumptions

IRC430 Interest:

First 5 years: 3.74%

Next 15 years: 5.35%

After 20 years: 6.11%

IRC404 Interest:

First 5 years: 2.50%

Next 15 years: 3.92%

After 20 years: 4.50%

Mortality: 2019 430 Annuitant N2018-02

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 5.00%

Mortality: NONE

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PLAN PROVISIONS AND ASSUMPTIONS
PROPOSAL AS OF 12/31/2019

Retirement Actuarial Equivalence Assumptions

Interest: 5.00%

Mortality: 2018 417 Applicable Mortality Table N2017-60

IRC417(e) Assumptions

Interest:

First 5 years: 3.43%

Next 15 years: 4.46%

After 20 years: 4.88%

Mortality: 2019 417 Applicable Mortality Table N2018-02

Vesting Schedule

3 Year Cliff Vesting (100% After 3 Years Of Service)

Vesting Based On All Service Excluding That Prior To Age 18

Actuarial Cost Method

PPA06 Funding Rules

Current Liability Assumptions

IRS Notice 89-52: In subsequent years, quarterly contributions to the plan may be required

**Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
EMPLOYEE CENSUS**

Employees Eligible to Participate in the Plan

Employee Name	Owner%	Sex	Ages			Dates				Annual Compensation	KHP
			Hire	Curr	Ret	Birth	Hire	Participation	Retirement		
Char, Arctic	75.0%	M	38	68	72	05/20/1952	05/10/1990	01/01/2019	01/01/2024	95537	KHP
Salmon, Atlantic	25.0%	M	25	61	65	03/15/1959	01/01/1984	01/01/2019	04/01/2024	32306	KHP
Vardon, Dolly		F	20	37	65	07/19/1982	04/15/2002	01/01/2019	08/01/2047	75000	
Trout, Cutthroat		F	18	47	65	12/15/1972	10/01/1990	01/01/2019	01/01/2038	20000	
Trout, Rainbow		F	30	47	65	08/05/1972	02/16/2002	01/01/2019	09/01/2037	30000	
Total										252843	
Preferred Total										127843	
Preferred %Total										51%	

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
BENEFITS AND CONTRIBUTIONS

Participant Name	Annual Compensation	Anticipated Benefits			Contribution		P
		Monthly Retirement	Lump Sum		\$Amount	%Pay	
			Retirement	Death			
Char, A	95,537	1,302.92	163,079	134,157	24,454	25.6%	P
Salmon, A	32,306	363.39	55,083	45,366	7,691	23.8%	P
Vardon, D	75,000	5,733.22	869,954	73,044	9,496	12.7%	
Trout, C	20,000	761.38	115,478	48,008	7,345	36.7%	
Trout, R	30,000	1,104.67	167,678	69,653	11,010	36.7%	
TOTAL	252,843			370,228	59,996	23.7%	
Preferred Employees	127,843			179,523	32,145	25.1%	
%Total to Preferred	50.6%			48.5%	53.6%		P

P indicates a preferred employee for plan design purposes.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The plan contribution satisfies the Minimum Funding Standards of IRC430 and is illustrated as due as of the end of the plan year. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and Tax Accountant. Notice 89-52: In subsequent years, quarterly contributions to the plan may be required. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, salary changes, and plan amendments.

The 'Anticipated Lump Sum Death Benefit' illustrated is the anticipated initial pre-retirement death benefit as of the plan effective date.

The illustrated benefits and current contributions are estimates which depend on accurate sponsor and census data and the assumptions selected. Availability of the monthly retirement benefit commencing at the retirement date or the lump sum at retirement depend on the plan provisions. Government distribution regulations may limit lump sum payouts from the plan.

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
Owner Employee Earned Income Analysis

Owner-Employee				Initial Plan Contribution		Deductible			
		Minimum			Common	OASDI	Earned	Compensation	
Name	Pct	Compensation	Profit	Owner	Law	Tax	Income	Plan	OASDI
Char, A	75%	0	150,000	24,454	20,888	9,121	119,991	95,537	119234
Salmon, A	25%	0	50,000	7,691	6,963	3,040	39,997	32,306	39745
Total	100%	0	200,000	32,145	27,851	12,161	159,988	127,843	158979

1	Schedule C or K-1 earnings ('Profit') for the plan sponsor	\$200,000
2	Common-law Plan Cost	-\$27,851
3	Deductible OASDI Tax for Owner-employees	-\$12,161
4	Owner-employee Earned Income [(1) - {(2) + (3)}]	\$159,988
5	Initial Plan Contribution for Owner-employees	-\$32,145
6	Owner-employee Plan Compensation [(4) - (5)]	\$127,843

The initial plan contribution for an owner-employee and the common-law plan cost is actuarially computed based on compensation, plan benefits and assumptions. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The individual allocation of plan costs is for the purpose of this illustration only. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, compensation changes and plan amendments.

The plan compensation for an owner-employee is the portion of the owner-employee's earned income which is in excess of the initial plan contribution for the owner-employee. The owner-employee earned income is the portion of the profit attributable to the owner-employee which is subject to federal income tax. It is the excess, if any, of the portion of the Schedule C or K earnings attributable to the owner-employee over the sum of the deductible portion of the OASDI tax for the owner-employee and the portion of the common law plan cost attributable to the owner-employee. It includes the initial plan contribution made on behalf of the owner-employee.

Generally the OASDI tax deduction is not applicable to 'S' corporations.

The Minimum is the pre-arranged minimum compensation amount for the specified owner-employee allocated from Profit prior to the application of the Profit%. The Minimum Compensation is included in the Profit column value.

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019

Plan Effective Date

January 1, 2019

Plan Participation Eligibility

Minimum Age: None

Minimum Service: None

Timing: Plan entry date coincident with or following the 'satisfaction date'.

Entry date: 01/01

Retirement Eligibility

Minimum age: 65 years

Minimum participation: 5 years

Minimum age and participation required

Timing: 1st day of month on or after attainment of retirement age

Plan Contribution

1st Year Amount \$59,996

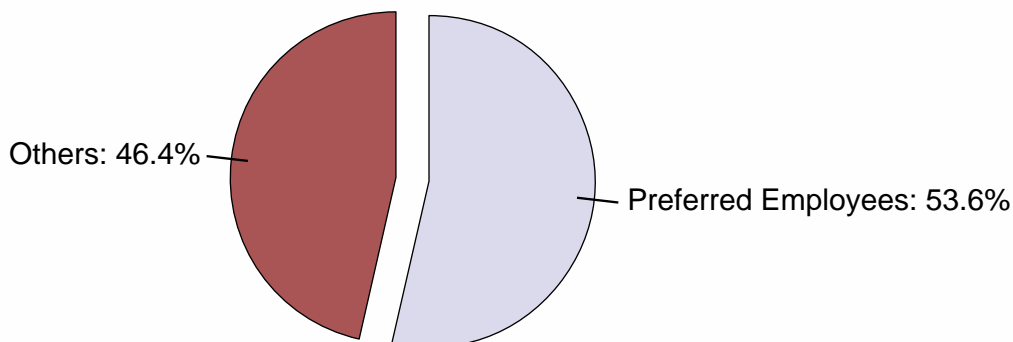
Contribution Actuarially Determined

Pre-Retirement Death Benefit

100% Of Present Value of Accrued Retirement Benefit

**Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PLAN CONTRIBUTIONS
PROPOSAL AS OF 12/31/2019**

Plan Contributions



Participant Name	Ages		Service			Compensation		Initial Contribution			
	A	RA	P	F	T	\$Amount	%Total	\$Amount	%Total	%Pay	
Char, A	68	72	29	5	34	95,537	37.8%	24,454	40.8%	25.6%	P
Salmon, A	61	65	35	5	40	32,306	12.8%	7,691	12.8%	23.8%	P
Total Preferred						127,843	50.6%	32,145	53.6%	25.1%	P
All Participants						252,843	100.0%	59,996	100.0%	23.7%	

P indicates a preferred employee for plan design purposes.

Age: A is age as of the end of the plan year and RA is age as of the anticipated retirement date.

Service: P is past service, F is anticipated future service and T is anticipated total service at retirement.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. The plan contribution satisfies the Minimum Funding Standards of IRC430 and is illustrated as due as of the end of the plan year. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and Tax Accountant. Subsequent contributions depend upon aggregate plan experience including that in respect of investment earnings, mortality, turnover, salary changes, and plan amendments. IRS Notice 89-52 provides that in subsequent plan years, quarterly contributions to the plan may be required. The illustrated Initial Contributions are estimates which depend on accurate sponsor and census data and the assumptions selected.

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
Maximum Deductible Contribution for the Plan Year Beginning: 01/01/2019

1	Target Normal Cost	\$4,040
2	Funding Target	\$413,483
3	Cushion	
	(a) $.5 \times$ Funding Target	\$206,742
	(b) Increases to Funding Target due to increases in compensation	\$0
4	Target Normal Cost using the additional assumptions under IRC430(i)	\$4,040
5	Funding Target using the additional assumptions under IRC430(i)	\$425,451
6	Greater of (1 + 2 + 3) and (4 + 5)	\$624,265
7	Actuarial Value of Plan Assets	\$0
8	Minimum Required Contribution	\$59,996
9	Maximum Deductible Contribution [Greater of 8 and (6 - 7)]	\$624,265

The values illustrated above are subject to review by the Plan's Enrolled Actuary and Tax Accountant, and depend on data provided by the Plan Administrator. They may not apply if there are additional qualified benefit plans associated with this Plan, or the Plan Year is not a full year, or the deductible limit is based on a weighted average of deductible limits for two consecutive Plan Years, or the Plan Year is not coincident with the Plan Sponsor's Tax Year.

Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
Benefits and Contributions

Participant Name	Current Annual Compensation	Current Liabilities		Theoretical Contribution Allocation				H C
		Accrued Benefit At BOPY	Individual Funding Target	Minimum Required		Maximum Deductible		
				Amount	%Total	Amount	%Total	
Char, Arctic	95,537	1,303	137,926	24,454	40.76	219,745	35.20	H
Salmon, Atlantic	32,306	363	47,333	7,691	12.82	74,401	11.92	H
Vardon, Dolly	75,000	1,887	51,266	9,496	15.83	118,927	19.05	
Trout, Cutthroat	20,000	761	45,204	7,345	12.24	86,170	13.80	
Trout, Rainbow	30,000	1,105	65,164	11,010	18.35	125,022	20.03	
Total: HC EEs	127,843		185,259	32,145	53.58	294,146	47.12	
Total: Non-HC EEs	125,000		161,634	27,851	46.42	330,119	52.88	
Total: All EEs	252,843		346,893	59,996	100.00	624,265	100.00	

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Current and subsequent contributions depend on aggregate plan experience including investment earnings, mortality, turnover, salary changes, and plan amendments.

The plan contribution satisfies the Minimum Funding Standards of IRC430 and is computed as due on the valuation date. The IRC430 Minimum Contribution is subject to review by the Plan's Enrolled Actuary and depends on data provided by the Plan Administrator.

IRC401(a)(17) limits Current Annual Compensation which may be considered under the plan.

**Salmon Enterprises
Pension Plan Designers, Inc.
Multi-Group Defined Benefit Cash Balance Plan
PROPOSAL AS OF 12/31/2019
THEORETICAL CASH BALANCE VALUES**

Participant Name	Ages		Annual Compensation	Cash Balance Values			KHP
	VA	RA		Current		Retirement	
				Amount	%Pay		
Char, Arctic	68	72	95,537	29,511	30.89	163,069	KHP
Salmon, Atlantic	61	65	32,306	9,979	30.89	55,142	KHP
Vardon, Dolly	37	65	75,000	14,187	18.92	869,987	
Trout, Cutthroat	47	65	20,000	3,783	18.92	115,535	
Trout, Rainbow	47	65	30,000	5,675	18.92	167,628	
Totals			252,843	63,135		1,371,361	

Illustrated cash balance values are used to estimate the anticipated retirement benefits under the plan, but do not necessarily indicate actual plan contributions or benefit amounts. Actual plan benefits may be limited by government statutes and regulations.

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee