

Proposed
New Comparability Cash Balance Plan
FOR THE PLAN YEAR 01/01/2007 THROUGH 12/31/2007

Cross-tested Cash Balance Plan PLUS Profit Sharing Plan WITH 401(k) Deferrals permitted.

- Top-Heavy Minimum Benefit requirement is met in Profit Sharing Plan (total Employer contribution at least 5% allocation).
- Safe-Harbor 401(k) ADP test is met in Profit Sharing Plan (Non-Eligible Safe Harbor contribution at least 3% allocation).
- Gateway test for Cash Balance Plan Cross-testing is met by Profit Sharing Plan + Cash Balance Plan (generally at least 7.5% allocation, but may be lower).
- Total contribution (Cash Balance Plan PLUS Profit Sharing Plan) is less than the 25% of Covered Payroll total deductibility limit OR Profit Sharing Plan is less than 6% of Covered Payroll deductibility limit.

EMPLOYEE NAME	SEX	DATE OF BIRTH	DATE OF HI RE	PLAN CONSIDERED				CASH BALANCE HYPOTHETICAL ALLOCATION		PROFIT SHARING ALLOCATION		NON-ELECTIVE SAFE HARBOR ALLOCATION		401(k) ALLOCATION		CATCH UP 401(k) ALLOCATION		TOTAL EMPLOYEE ALLOCATION		
				COMPENSATN	AGE	PS	TS	RA	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%
Age 35 owner-1	M	07/01/72	01/01/02	225,000	35	6	33	62	56,995	25.33	6,750	3.00	6,750	3.00	15,500	6.89	0	0.00	85,995	38.22
Age 20 employee-01	M	07/01/87	01/01/06	20,000	20	2	44	62	100	0.50	600	3.00	600	3.00	0	0.00	0	0.00	1,300	6.50
Age 20 employee-02	M	07/01/87	01/01/06	20,000	20	2	44	62	100	0.50	600	3.00	600	3.00	0	0.00	0	0.00	1,300	6.50
Age 25 employee-01	M	07/01/82	01/01/06	25,000	25	2	39	62	125	0.50	750	3.00	750	3.00	0	0.00	0	0.00	1,625	6.50
Age 25 employee-02	M	07/01/82	01/01/06	25,000	25	2	39	62	125	0.50	750	3.00	750	3.00	0	0.00	0	0.00	1,625	6.50
Age 30 employee-01	M	07/01/77	01/01/06	30,000	30	2	34	62	150	0.50	900	3.00	900	3.00	0	0.00	0	0.00	1,950	6.50
TOTALS:				345,000					57,595		10,350		10,350		15,500		0		93,795	

404 Deductibility Limit is satisfied if either:

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

$$(57,595 + 10,350 + 10,350) = 78,295 <= 86,250$$

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

$$(10,350 + 10,350) = 20,700 <= 20,700$$

NOTE: Cash Balance Plan is Cross-Tested with 401(k) Plan, so 401(k) Plan is REQUIRED, not optional.