

401(k) PLAN

Summary of Questions For the Plan Year ending December 31, 2013

Primary plan:	D22:0003
Current date (time):	12/02/2014 (17:24:05)
Run for multiple plans? Disk D22 Case 0004	Y
Do employees participate in multiple plans?	Y
Select common index:	Social Security number
Status codes for Average Benefits Percentage test:	ABCHMNIPF
Status codes for Average Benefits test:	ABCHMNIPF
Is this a Davis/Bacon (prevailing wage) plan?	N
Eligibility to use for ABT test:	Primary
Mortality table for actuarial equivalence:	83GAM F
Pre-retirement interest rate:	8.50%
Post-retirement interest rate:	8.50%
Normalization factor for most valuable benefit:	Qualified J&S @ curr age
Exclude non-terminees with less than 500 hours?	N
Number of years for average compensation:	3
Sources included in Average Benefits test: Employer Discretionary Safe Harbor Nonelective	
Sources included in Average Benefits Percentage test: Employee Deferral Employer Discretionary Employer Matching Safe Harbor Nonelective	
Include "extra" compensation?	Y
Use post-entry compensation?	N
Use net compensation?	N
Include terminees with <501 hours?	Y
Include terms with <501 hours for concentration test?	Y

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Sources included in Minimum Allocation Gateway test:

Employer Discretionary
Safe Harbor Nonelective

Status codes to include for Minimum Allocation Gateway Test ABCHMNRD

Hours required for Minimum Allocation Gateway Test 1

Eligibility to use for Gateway test Primary

5% Threshold

Use post-entry compensation? Y

1/3 Threshold

Include "extra" compensation? Y

Use post-entry compensation? Y

Use net compensation? N

Age used to normalize benefits: NRA

Restructured test? N

Use actual months for monthly comp? N

Limit post-NRA APRs to age 65? N

Use additional counts? N

Rate methods calculated:

Annual Accrual (Average Comp) with Permitted Disparity

Rate method used for rate restructuring:

Annual Accrual (Average Comp) with Permitted Disparity

Rate banding: None

The 401(a)(4) test is being performed for the entire plan

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Gateway Allocation Rates Plan Year Ending December 31, 2013

Name	Att Age	Ret Age	Defined Contribution				Defined Benefit							
			Current Alloc	5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate	Current Accrual	APR	PV Factor	5% Threshold Comp	1/3 Threshold Comp	5% Threshold Rate	1/3 Threshold Rate
JOLIE, ANGELINA	40	62	31,110.00	255,000.00	255,000.00	12.20	12.20	1,411.64	119.437	6.01803	255,000.00	255,000.00	10.99	10.99
PITT, BRAD	44	N/A	764.89	25,496.26	25,496.26	3.00	3.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EASTWOOD, CLINT	39	N/A	180.00	6,000.00	6,000.00	3.00	3.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STREEP, MERYL	43	62	2,009.73	27,324.42	27,324.42	7.36	7.36	12.12	119.437	4.71156	27,324.42	27,324.42	1.12	1.12
BULLOCK, SANDRA	51	N/A	1,471.84	15,727.86	15,727.86	9.36	9.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAWRENCE, JENNIFER	58	62	2,188.72	29,790.68	29,790.68	7.35	7.35	4.55	119.437	1.38586	29,790.68	29,790.68	1.32	1.32
STONE, EMMA	23	62	1,509.01	16,966.94	16,966.94	8.89	8.89	12.10	119.437	24.08573	16,966.94	16,966.94	0.35	0.35
MCADAMS, RACHEL	26	62	1,838.48	25,015.98	25,015.98	7.35	7.35	15.64	119.437	18.85691	25,015.98	25,015.98	0.40	0.40
STILLER, BEN	19	N/A	1,286.02	9,533.87	9,533.87	13.49	13.49	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FEY, TINA	22	62	1,466.25	15,541.63	15,541.63	9.43	9.43	11.59	119.437	26.13301	15,541.63	15,541.63	0.34	0.34
SMITH, WILL	55	N/A	1,409.03	13,634.43	13,634.43	10.33	10.33	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DAMON, MATT	26	N/A	1,284.94	9,498.00	9,498.00	13.53	13.53	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STEWART, KRISTEN	24	62	1,492.07	16,402.40	16,402.40	9.10	9.10	11.20	119.437	22.19883	16,402.40	16,402.40	0.37	0.37

Jolie:

DC: $31,110/255,000*100= 12.20$

DB: $1,411.64*119.437*1/1.085^{22}= 28,016.16/255,000*100= 10.99$

DC+DB: 23.19

TEST: 8.5%, 83GAM F
 LA62- 119.436
 J&S50% 40/40- 142.851

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PLAN AEQ: 5%, RP13C U
 LA62- 156.045
 J&S50% 40/40- 217.223

Average Benefit Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013

Name	Att Age	Ret Age	Average Salary	Employer Contrib	Total Contrib	APR	Accum Factor	Current Accrual	Normal Form Factor	Most Val Form Factor	Disparity Factor	Covered Comp	Normal Accrual Rate	Most Val Accrual Rate
JOLIE, ANGELINA	40	62	21,250.00	23,460.00	31,110.00	119.436	6.01803	1,411.64	1.00000	1.76758	0.50000	9,304.00	14.23	19.33
PITT, BRAD	44	62	2,124.69	0.00	764.89	119.436	4.34245	0.00	1.00000	1.57604	0.50000	9,054.00	1.31	1.31
EASTWOOD, CLINT	39	62	500.00	0.00	180.00	119.436	6.52956	0.00	1.00000	1.81970	0.50000	9,350.00	1.97	1.97
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	12.12	1.00000	1.62149	0.50000	9,186.00	4.81	5.14
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	1,471.84	119.436	2.66169	0.00	1.00000	1.29878	0.50000	8,443.00	2.75	2.75
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	2,188.72	119.436	1.38586	4.55	1.00000	1.08175	0.50000	7,307.00	1.71	1.72
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	12.10	1.00000	2.94249	0.50000	9,475.00	24.71	26.37
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	15.64	1.00000	2.68378	0.50000	9,475.00	16.36	17.62
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.33044	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,554.16	1,000.00	1,466.25	119.436	26.13301	11.59	1.00000	3.03467	0.50000	9,475.00	21.88	23.40
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16863	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.68378	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	2,050.30	1,000.00	1,492.07	119.436	22.19883	11.20	1.00000	2.85335	0.50000	9,475.00	14.57	15.58

Jolie: DOB 10/20/73; SSRA 67; Disparity factor .50; avg comp > covered comp

DC: $1.085^{22} = 6.01803 * 31,110 = 187,220.87 / 119.436 / 21,250 * 100 = \underline{7.37}$

DB Normal: $1,411.64 / 21,250 * 100 = 6.64$ unadjusted

$1,411.64 / (21,250 - 9,304 / 2) * 100 = 8.50$

$(1,411.64 + (.005 * 9,304)) / 21,250 * 100 = 6.86 + 7.37 = \underline{14.23}$ Normal Accrual Rate

DB Most Valuable:

Most Val Form Factor: $156.045 * 1 / 1.05^{22} / 217.223 * 142.851 * 1.085^{22} / 119.436 = 1.76758$

$1,411.64 * 1.76758 / 21,250 * 100 = 11.74$ unadjusted

$(1,411.64 * 1.76758 + (.005 * 9,304)) / 21,250 * 100 = 11.96 + 7.37 = \underline{19.33}$ Most Val Accrual Rate

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**Average Benefit Percentage Test
Annual Accrual (Average Comp) with Permitted Disparity Rates
Mortality Table: 83GAM F
Pre-Ret Interest Rate: 8.50% Post-Ret Interest Rate: 8.50%
Plan Year Ending December 31, 2013**

<u>Name</u>	<u>Att Age</u>	<u>Ret Age</u>	<u>Average Salary</u>	<u>Employer Contrib</u>	<u>Total Contrib</u>	<u>APR</u>	<u>Accum Factor</u>	<u>Current Accrual</u>	<u>Normal Form Factor</u>	<u>Most Val Form Factor</u>	<u>Disparity Factor</u>	<u>Covered Comp</u>	<u>Normal Accrual Rate</u>	<u>Most Val Accrual Rate</u>
JOLIE, ANGELINA	40	62	21,250.00	23,460.00	56,260.00	119.436	6.01803	1,411.64	1.00000	1.76758	0.50000	9,304.00	20.20	25.30
PITT, BRAD	44	62	2,124.69	0.00	19,029.78	119.436	4.34245	0.00	1.00000	1.57604	0.50000	9,054.00	32.56	32.56
EASTWOOD, CLINT	39	62	500.00	0.00	180.00	119.436	6.52956	0.00	1.00000	1.81970	0.50000	9,350.00	1.97	1.97
STREEP, MERYL	43	62	2,277.04	1,190.00	2,009.73	119.436	5.11205	12.12	1.00000	1.62149	0.50000	9,186.00	4.81	5.14
BULLOCK, SANDRA	51	62	1,460.49	1,000.00	2,697.68	119.436	2.66169	0.00	1.00000	1.29878	0.50000	8,443.00	4.62	4.62
LAWRENCE, JENNIFER	58	62	2,482.56	1,295.00	4,522.44	119.436	1.38586	4.55	1.00000	1.08175	0.50000	7,307.00	2.80	2.81
STONE, EMMA	23	62	1,413.91	1,000.00	1,509.01	119.436	26.13301	12.10	1.00000	2.94249	0.50000	9,475.00	24.71	26.37
MCADAMS, RACHEL	26	62	2,084.67	1,088.00	1,838.48	119.436	20.45975	15.64	1.00000	2.68378	0.50000	9,475.00	16.36	17.62
STILLER, BEN	19	62	794.49	1,000.00	1,286.02	119.436	36.21667	0.00	1.00000	3.33044	0.50000	9,475.00	49.59	49.59
FEY, TINA	22	62	1,554.16	1,000.00	1,466.25	119.436	26.13301	11.59	1.00000	3.03467	0.50000	9,475.00	21.88	23.40
SMITH, WILL	55	62	1,455.13	1,000.00	1,409.03	119.436	1.77014	0.00	1.00000	1.16863	0.50000	7,776.00	1.94	1.94
DAMON, MATT	26	62	980.16	1,000.00	1,284.94	119.436	20.45975	0.00	1.00000	2.68378	0.50000	9,475.00	22.96	22.96
STEWART, KRISTEN	24	62	2,050.30	1,000.00	1,492.07	119.436	22.19883	11.20	1.00000	2.85335	0.50000	9,475.00	14.57	15.58

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Allocation Rates - Minimum Allocation Gateway For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	<u>H C E</u>	<u>Actual</u>		<u>Average</u>	
			<u>5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>	<u>5% Threshold Rate</u>	<u>1/3 Threshold Rate</u>
xxx-xx-7800	JOLIE, ANGELINA	Y	23.19%	23.19%	23.19%	23.19%
xxx-xx-8199	PITT, BRAD	Y	3.00%	3.00%	3.00%	3.00%
xxx-xx-4113	EASTWOOD, CLINT	Y	3.00%	3.00%	3.00%	3.00%
xxx-xx-1272	STREEP, MERYL	N	8.48%	8.48%	8.01%	8.01%
xxx-xx-0826	BULLOCK, SANDRA	N	9.36%	9.36%	9.36%	9.36%
xxx-xx-1940	LAWRENCE, JENNIFER	N	8.67%	8.67%	8.00%	8.00%
xxx-xx-2319	STONE, EMMA	N	9.24%	9.24%	9.54%	9.54%
xxx-xx-3754	MCADAMS, RACHEL	N	7.75%	7.75%	8.00%	8.00%
xxx-xx-8689	STILLER, BEN	N	13.49%	13.49%	13.49%	13.49%
xxx-xx-6188	FEY, TINA	N	9.77%	9.77%	10.08%	10.08%
xxx-xx-4283	SMITH, WILL	N	10.33%	10.33%	10.33%	10.33%
xxx-xx-2677	DAMON, MATT	N	13.53%	13.53%	13.53%	13.53%
xxx-xx-8518	STEWART, KRISTEN	N	9.47%	9.47%	9.75%	9.75%
	Highest HCE Rate		23.19%	23.19%	23.19%	23.19%
	Minimum NHCE Rate Needed to Pass		5.00%	7.73%	5.00%	7.73%
	Lowest NHCE Rate		7.75%	7.75%	8.00%	8.00%
	Minimum Allocation Gateway Test:		Pass	Pass	Pass	Pass

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Annual Accrual using Average Compensation Rates with Permitted Disparity For the Plan Year ending December 31, 2013

<u>SSN</u>	<u>Name</u>	H C E	Normal Rates	Normal Rates*	Most Valuable Rates	Most Valuable Rates*
xxx-xx-7800	JOLIE, ANGELINA	Y	14.23%	20.20%	19.33%	25.30%
xxx-xx-8199	PITT, BRAD	Y	1.31%	32.56%	1.31%	32.56%
xxx-xx-4113	EASTWOOD, CLINT	Y	1.97%	1.97%	1.97%	1.97%
xxx-xx-1272	STREEP, MERYL	N	4.81%	4.81%	5.14%	5.14%
xxx-xx-0826	BULLOCK, SANDRA	N	2.75%	4.62%	2.75%	4.62%
xxx-xx-1940	LAWRENCE, JENNIFER	N	1.71%	2.80%	1.72%	2.81%
xxx-xx-2319	STONE, EMMA	N	24.71%	24.71%	26.37%	26.37%
xxx-xx-3754	MCADAMS, RACHEL	N	16.36%	16.36%	17.62%	17.62%
xxx-xx-8689	STILLER, BEN	N	49.59%	49.59%	49.59%	49.59%
xxx-xx-6188	FEY, TINA	N	21.88%	21.88%	23.40%	23.40%
xxx-xx-4283	SMITH, WILL	N	1.94%	1.94%	1.94%	1.94%
xxx-xx-2677	DAMON, MATT	N	22.96%	22.96%	22.96%	22.96%
xxx-xx-8518	STEWART, KRISTEN	N	14.57%	14.57%	15.58%	15.58%
Total HCEs			3	3	3	3
100% HCE Average			5.84%	18.24%	7.54%	19.94%
70% HCE Average			4.09%	12.77%	5.28%	13.96%
Total NHCEs			10	10	10	10
100% NHCE Average			16.13%	16.42%	16.71%	17.00%
Average Benefit Percentage Test:				Pass	Pass	
(To pass the ABPT, the "100% NHCE Average" must be greater than or equal to the "70% HCE Average")						
Number of HCEs for Concentration Test:			3			
Number of NHCEs for Concentration Test:			10			
Concentration Percentage:			76.00%			
Safe Harbor Ratio:			38.00%			
Midpoint Ratio:			33.00%			
Unsafe Harbor Ratio:			28.00%			

General Test - Accrual Rates
Annual Accrual (Average Comp) with Permitted Disparity

<u>Normal Rate</u>	<u>Most Valuable Rate</u>	<u>HCEs</u>	<u>NHCEs</u>	<u>HCE %</u>	<u>NHCE %</u>	<u>Ratio</u>	<u>70% HCE Average Rate</u>	<u>NHCE Average Rate</u>
1.31%	1.31%	3	10	100.00%	100.00%	100.00%	N/A	N/A
1.97%	1.97%	2	8	66.67%	80.00%	119.99%	N/A	N/A
14.23%	19.33%	1	4	33.33%	40.00%	120.01%	N/A	N/A
Average Benefit Percentage Test:							N/A	N/A
Number of HCEs for Concentration Test:				3				
Number of NHCEs for Concentration Test:				10				
Concentration Percentage:				76.00%				
Safe Harbor Ratio:				38.00%				
Midpoint Ratio:				33.00%				
Unsafe Harbor Ratio:				28.00%				
Total Highly Compensated Employees				3				
Total Non-highly Compensated Employees				10				

This plan passes 401(a)(4).