

ABC Corporation SH Class Alloc Profit Sharing

ABC Corporation Class Allocated

For the plan year 1/1/2010 through 12/31/2010

Three Digit Plan Number: 002

PLAN SPECIFICATIONS

ABC Corporation Class Allocated

For the plan year 1/1/2010 through 12/31/2010

Employer:

ABC Corporation SH Class Alloc Profit Sharing

Type of Entity

C-Corporation

EIN:

TIN:

Plan #: 002

Dates:

Effective: 01/01/2010 Valuation: 12/31/2010 Year-end: 12/31/2010

Period beginning: 01/01/2010 and ending: 12/31/2010

Eligibility:

All employees except non-resident aliens, members of an excluded class and union

Participation

	Minimum Age	Months of Service	Hours Required	Employed on
Profit Sharing	21	12	1000	1/1/2009

Entry Date

Profit Sharing

Primary Entry Date - 01/01 Alternate Entry Date - 07/01

Allocation and Vesting:

Contribution Allocation

Vesting

- Active - - Terminated - - Deceased - - Disabled - - Retired -

	Hours Required	Share	Hours Required	Share	Hours Required	Share	Hours Required	Share	Hours Required	Share
Profit Sharing	1000	Yes	1000	Yes	1000	Yes	1000	Yes	1000	1000

Retirement:

Normal

Attainment of age 65 and completion of 5 years of participation.

Early

Not provided

Contribution Frequency:

Profit Sharing

Plan Year

Contribution:

Profit Sharing

Allocation is based on compensation by class

Class	Percent of Comp	Min Amt
HCE	3%	\$0
OWN	0%	\$49,000
STF	5%	\$0

Limitation Maximums

§415 Percent of compensation - 100% Dollar amount - \$49,000.00
 §404(a) Deductible employer contribution - 25% of total compensation
 §401(a)(17) Compensation - \$245,000.00

Vesting:

Profit Sharing

0% In the first year, then 20% per year

PLAN SPECIFICATIONS

ABC Corporation Class Allocated

For the plan year 1/1/2010 through 12/31/2010

Vesting service includes all years of service

All other contribution source accounts are 100% vested at all times.

Deceased and disabled participants are immediately 100% vested in all sources.

Pre-Retirement Death Benefit: Account balance

Discrimination Test Assumptions:

HCE Determination	Based on all employees
Otherwise Excludable	Otherwise Excludable HCEs are included with the Not Otherwise Excludable employees

410(b)/401(a)(4) Testing:

Pre-Retirement	8.5% Interest
Post-Retirement	U84 - 1984 Unisex at 8.5% interest

Permissively Aggregated plans - tested separately
Compensation used - Annual Compensation

Projection Assumptions:

Normal Form	Lump Sum
Pre-Retirement	5% Interest

Employee Census

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

Key	Percent Owner	- SVC -		Gender	— Ages —			— Dates —				Compensation	Hours Worked	HCE	OEX
		PS	FS		PA	AA	RA	Birth	Hire	Part	Retire				
Jimmy James -- new participant															
	3		33	M	31	31	65	01/01/79	01/01/08	01/01/10	01/01/44	\$35,000.00	1,000.00		
Anne Miller -- new participant															
	3		24	F	40	40	65	01/01/70	01/01/08	01/01/10	01/01/35	\$75,000.00	1,000.00		
Samantha Reynolds -- new participant															
	3		19	F	45	45	65	01/01/65	01/01/08	01/01/10	01/01/30	\$118,000.00	1,000.00	Y	
William Robert -- new participant															
Y	100.00		3	14	M	50	50	65	01/01/60	01/01/08	01/01/10	01/01/25	\$300,000.00	1,000.00	Y

Participants at Beginning of Plan Year	0	Census Count	4
New Participants on First Day of Year	4	Total Compensation	\$528,000.00
New Participants During Year	0		
Retired or Separated Without Any Future Benefits	0		
Participants at End of Year	4		

Key:	
AA=Attained Age	PA=Participation Age
FS=Future Service	PS=Past Service
HCE=Highly Compensated Employee	RA=Retirement Age
OEX=Otherwise Excludable	

CONTRIBUTION REPORT

ABC Corporation Class Allocated

For the plan year 1/1/2010 through 12/31/2010

	<u>Profit Sharing</u>	<u>Total</u>
Jimmy James -- new participant		
Compensation: \$35,000.00		
	\$1,750.00	\$1,750.00
Anne Miller -- new participant		
Compensation: \$75,000.00		
	\$3,750.00	\$3,750.00
Samantha Reynolds -- new participant		
Compensation: \$118,000.00		
	\$3,540.00	\$3,540.00
William Robert -- new participant		
Compensation: \$245,000.00		
	\$49,000.00	\$49,000.00
Grand Total:	\$58,040.00	\$58,040.00

401(a)(4) ALLOCATION and EQUIVALENT BENEFIT PERCENTAGES

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

		BENEFIT PERCENTAGES												
		- Contrib Basis -						- Equivalent Basis -						Top
H B O	TESTING					Adjusted	Annual		Annual		Accrued-to-date		Heavy	
C E E	Ret	Past			Account							Only		
E N X	Age	Age	Svc	Compensation	Contrib + Forf	Balance	w/o PD	with PD	w/o PD	with PD	w/o PD	with PD		
<u>Highly Compensated</u>														
Samantha Reynolds -- new participant														
Y Y	45	65	1	118,000.00	3,540.00	3,540.00	3.00	5.48	1.93	2.48	1.95	2.51		
William Robert -- new participant														
Y Y	50	65	1	245,000.00	49,000.00	49,000.00	20.00	22.48	8.55	8.80	8.55	8.80		
				Total:	\$363,000.00	\$52,540.00	\$52,540.00	23.00	27.96	10.48	11.28	10.50	11.31	
				Total HCEs										2
<u>Non Highly Compensated</u>														
Jimmy James -- new participant														
Y	31	65	1	35,000.00	1,750.00	1,750.00	5.00	10.00	10.08	10.73	10.08	10.73		
Anne Miller -- new participant														
Y	40	65	1	75,000.00	3,750.00	3,750.00	5.00	10.00	4.84	5.49	4.84	5.49		
				Total:	\$110,000.00	\$5,500.00	\$5,500.00	10.00	20.00	14.92	16.22	14.92	16.22	
				Total NHCEs										2

401(a)(4) GENERAL TEST

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

Minimum Allocation Gateway -- **Passed** - Lowest NHCE Allocation Rate using 415(c) Comp is 5% or Greater

A. Highest HCE Allocation Rate	20.00 %	Times 1/3 =	6.67 %
B. Lowest NHCE Allocation Rate	5.00 %		
C. Lowest NHCE Rate (415(c) Comp)	5.00 %	Miller, A	

IRS Sec. 1.401(a)(4)-8(b) regulations allow 401(a)(4) cross testing (i.e. contributions can be tested as equivalent benefits) if:

- (1) A. is no more than 3 times B
- (2) C. is 5% or greater
- (3) The plan has Broadly Available Allocation Rates (i.e. for the group of employees at each allocation rate or higher, the group passes 410(b) without regard to the average benefit test of 1.410(b)-5 (i.e. generally it passes either the ratio percentage or the nondiscriminatory classification test)), or
- (4) The plan has Age-Based Allocation with either a gradual age or service schedule (i.e. smoothly increasing allocation rates that an NHCE can grow into with increasing age or service) or is based on a Uniform Target Benefit Allocation

401(a)(4) GENERAL TEST

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

PASSED 401(a)(4) Discrimination Test

The plan as a whole must pass the 401(a)(4) Minimum Allocation Gateway in order to pass the general test. A Rate Group passes if the Ratio Percent is 70% or more, or if the plan passes the average benefit percentage test and the Rate Group's Ratio Percent is greater than or equal to the mid-point between the Safe and Unsafe Harbor Percentages.

Minimum Allocation Gateway	-	Passed
Average Benefit Percentage Test	-	Passed
NHCE's Concentration Percent	-	50.00%
Safe Harbor Percent	-	50.00%
Mid-Point	-	45.00%
Unsafe Harbor Percent	-	40.00%

Failed -- Method: DC Allocation without Permitted Disparity

— Non-Highly Compensated Employees —				— Highly Compensated Employees —				Ratio Percent	Pass/Fail
Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group		
1	20.00	0	2	0.00	1	2	50.00	0.00	Fail
2	3.00	2	2	100.00	2	2	100.00	100.00	Pass

Failed -- Method: DC Allocation with Permitted Disparity

— Non-Highly Compensated Employees —				— Highly Compensated Employees —				Ratio Percent	Pass/Fail
Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group		
1	22.48	0	2	0.00	1	2	50.00	0.00	Fail
2	5.48	2	2	100.00	2	2	100.00	100.00	Pass

Passed -- Method: Equivalent Accrual (Annual) without Permitted Disparity

— Non-Highly Compensated Employees —				— Highly Compensated Employees —				Ratio Percent	Pass/Fail
Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group		
1	8.55	1	2	50.00	1	2	50.00	100.00	Pass
2	1.93	2	2	100.00	2	2	100.00	100.00	Pass

401(a)(4) GENERAL TEST

ABC Corporation Class Allocated
For the plan year 1/1/2010 through 12/31/2010

PASSED 401(a)(4) Discrimination Test

Passed -- Method: Equivalent Accrual (Annual) with Permitted Disparity

— Non-Highly Compensated Employees — — Highly Compensated Employees —

Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	8.80	1	2	50.00	1	2	50.00	100.00	Pass
2	2.48	2	2	100.00	2	2	100.00	100.00	Pass

Passed -- Method: Equivalent Accrual (Accrued-to-Date) without Permitted Disparity

— Non-Highly Compensated Employees — — Highly Compensated Employees —

Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	8.55	1	2	50.00	1	2	50.00	100.00	Pass
2	1.95	2	2	100.00	2	2	100.00	100.00	Pass

Passed -- Method: Equivalent Accrual (Accrued-to-Date) with Permitted Disparity

— Non-Highly Compensated Employees — — Highly Compensated Employees —

Rate Group	Rate	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	8.80	1	2	50.00	1	2	50.00	100.00	Pass
2	2.51	2	2	100.00	2	2	100.00	100.00	Pass

410(b)/401(a)(4) Worksheet

ABC Corporation Class Allocated
For the plan year 1/1/2010 through 12/31/2010

Discrimination Test Assumptions:

HCE Determination - Based on all employees

Otherwise Excludable - Otherwise Excludable HCEs are included with the Not Otherwise Excludable employees

410(b)/401(a)(4) Testing:

Pre-Retirement - Interest - 8.5%

Post-Retirement - Interest - 8.5%

Mortality Table - U84 - 1984 Unisex

Permissively Aggregated Plans - Not tested As Single Plan

Compensation - Use current compensation to calculate the benefit accrual rate (annual method)

Testing Age - Normal retirement age or attained age, if older

Allocation for DB is Equivalent Allocation and Accrual for DC is Equivalent Accrual

410(b)/401(a)(4) Worksheet

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

Jimmy James -- new participant

H O		Benefiting		Testing				Accumulation	Annuity	Covered	Permitted	Permitted	Top	
C E	ER	401(k)	401(m)	Age	Ret Age	Past Svc	410(b)	401(a)(4)	Factor	Purchase Rate	Compensation	Disparity Factor(DC)	Disparity Factor(DB)	Heavy Only
E X	Y	N	N	31	65	1	1		16.0181	95.3829	\$106,800.00	5.70	0.65	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Rates — Normal — w/o PD with PD	
Annual Allocation	DC	1,750.00	293.89	35,000.00	28,031.68	293.89		5.00	10.00
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00					0.00	0.00
	Total 401(a)(4)	1,750.00	293.89				A	5.00	10.00
	401(k/m)	0.00	0.00					0.00	0.00
	Total 410(b)	1,750.00	293.89					5.00	10.00
Annual Accrual	DC	1,750.00	293.89	35,000.00	28,031.68	293.89		10.08	10.73
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	1,750.00	293.89		28,031.68		B	10.08	10.73
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	1,750.00	293.89		28,031.68			10.08	10.73
Accrued-to-Date	DC	1,750.00	293.89	35,000.00	28,031.68	293.89		10.08	10.73
	DB		0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	1,750.00	293.89		28,031.68		B	10.08	10.73
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	1,750.00	293.89		28,031.68			10.08	10.73

Anne Miller -- new participant

H O		Benefiting		Testing				Accumulation	Annuity	Covered	Permitted	Permitted	Top	
C E	ER	401(k)	401(m)	Age	Ret Age	Past Svc	410(b)	401(a)(4)	Factor	Purchase Rate	Compensation	Disparity Factor(DC)	Disparity Factor(DB)	Heavy Only
E X	Y	N	N	40	65	1	1		7.6868	95.3829	\$104,448.00	5.70	0.65	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Rates — Normal — w/o PD with PD	
Annual Allocation	DC	3,750.00	302.21	75,000.00	28,825.50	302.21		5.00	10.00
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00					0.00	0.00
	Total 401(a)(4)	3,750.00	302.21				A	5.00	10.00
	401(k/m)	0.00	0.00					0.00	0.00
	Total 410(b)	3,750.00	302.21					5.00	10.00
Annual Accrual	DC	3,750.00	302.21	75,000.00	28,825.50	302.21		4.84	5.49
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	3,750.00	302.21		28,825.50		B	4.84	5.49
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	3,750.00	302.21		28,825.50			4.84	5.49
Accrued-to-Date	DC	3,750.00	302.21	75,000.00	28,825.50	302.21		4.84	5.49
	DB		0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	3,750.00	302.21		28,825.50		B	4.84	5.49
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	3,750.00	302.21		28,825.50			4.84	5.49

410(b)/401(a)(4) Worksheet

ABC Corporation Class Allocated For the plan year 1/1/2010 through 12/31/2010

Samantha Reynolds -- new participant

H O		Benefiting		Testing				Accumulation	Annuity	Covered	Permitted	Permitted	Top	
C E	ER	401(k)	401(m)	Age	Ret Age	Past Svc	410(b)	401(a)(4)	Factor	Purchase Rate	Compensation	Disparity Factor(DC)	Disparity Factor(DB)	Heavy Only
Y	Y	N	N	45	65	1	1		5.1120	95.3829	\$100,116.00	5.70	0.65	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Rates — Normal — w/o PD with PD	
Annual Allocation	DC	3,540.00	189.72	118,000.00	18,096.48	189.72		3.00	5.48
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00					0.00	0.00
	Total 401(a)(4)	3,540.00	189.72				C	3.00	5.48
	401(k/m)	0.00	0.00					0.00	0.00
	Total 410(b)	3,540.00	189.72					3.00	5.48
Annual Accrual	DC	3,540.00	189.72	118,000.00	18,096.48	189.72		1.93	2.48
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	3,540.00	189.72		18,096.48		D	1.93	2.48
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	3,540.00	189.72		18,096.48			1.93	2.48
Accrued-to-Date	DC	3,540.00	189.72	116,500.00	18,096.48	189.72		1.95	2.51
	DB		0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	3,540.00	189.72		18,096.48		D	1.95	2.51
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	3,540.00	189.72		18,096.48			1.95	2.51

William Robert -- new participant

H O		Benefiting		Testing				Accumulation	Annuity	Covered	Permitted	Permitted	Top	
C E	ER	401(k)	401(m)	Age	Ret Age	Past Svc	410(b)	401(a)(4)	Factor	Purchase Rate	Compensation	Disparity Factor(DC)	Disparity Factor(DB)	Heavy Only
Y	Y	N	N	50	65	1	1		3.3997	95.3829	\$93,648.00	5.70	0.65	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Rates — Normal — w/o PD with PD	
Annual Allocation	DC	49,000.00	1,746.49	245,000.00	166,585.30	1,746.49		20.00	22.48
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00					0.00	0.00
	Total 401(a)(4)	49,000.00	1,746.49				D	20.00	22.48
	401(k/m)	0.00	0.00					0.00	0.00
	Total 410(b)	49,000.00	1,746.49					20.00	22.48
Annual Accrual	DC	49,000.00	1,746.49	245,000.00	166,585.30	1,746.49		8.55	8.80
	DB	0.00	0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	49,000.00	1,746.49		166,585.30		D	8.55	8.80
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	49,000.00	1,746.49		166,585.30			8.55	8.80
Accrued-to-Date	DC	49,000.00	1,746.49	245,000.00	166,585.30	1,746.49		8.55	8.80
	DB		0.00					0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00
	Total 401(a)(4)	49,000.00	1,746.49		166,585.30		D	8.55	8.80
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00
	Total 410(b)	49,000.00	1,746.49		166,585.30			8.55	8.80

ABC Corporation Class Allocated
PARTICIPANT ACCOUNT STATEMENT

Jimmy James

new participant

For the plan year 1/1/2010 through 12/31/2010

Date of Birth:	01/01/1979	Gender:	M
Date of Employment:	01/01/2008	Attained Age:	31
Date of Participation:	01/01/2010	Retirement Age:	65
Date of Retirement:	01/01/2044		

ACCOUNT SUMMARY

Profit Sharing

PriorBal	0.00
GainLoss	0.00
Contribution	1,750.00
Forfeitures	0.00
ExpAdj	0.00
Transfer	0.00
Withdrawal	0.00
EndBal	1,750.00
VestPct	40
VestBal	700.00

Total Account Balance: \$1,750.00

Total Vested Amount: \$700.00

ABC Corporation Class Allocated
PARTICIPANT ACCOUNT STATEMENT

Anne Miller

new participant

For the plan year 1/1/2010 through 12/31/2010

Date of Birth:	01/01/1970	Gender:	F
Date of Employment:	01/01/2008	Attained Age:	40
Date of Participation:	01/01/2010	Retirement Age:	65
Date of Retirement:	01/01/2035		

ACCOUNT SUMMARY

Profit Sharing

PriorBal	0.00
GainLoss	0.00
Contribution	3,750.00
Forfeitures	0.00
ExpAdj	0.00
Transfer	0.00
Withdrawal	0.00
EndBal	3,750.00
VestPct	40
VestBal	1,500.00

Total Account Balance: \$3,750.00

Total Vested Amount: \$1,500.00

ABC Corporation Class Allocated
PARTICIPANT ACCOUNT STATEMENT

Samantha Reynolds

new participant

For the plan year 1/1/2010 through 12/31/2010

Date of Birth:	01/01/1965	Gender:	F
Date of Employment:	01/01/2008	Attained Age:	45
Date of Participation:	01/01/2010	Retirement Age:	65
Date of Retirement:	01/01/2030		

ACCOUNT SUMMARY

Profit Sharing

PriorBal	0.00
GainLoss	0.00
Contribution	3,540.00
Forfeitures	0.00
ExpAdj	0.00
Transfer	0.00
Withdrawal	0.00
EndBal	3,540.00
VestPct	40
VestBal	1,416.00

Total Account Balance: \$3,540.00

Total Vested Amount: \$1,416.00

ABC Corporation Class Allocated
PARTICIPANT ACCOUNT STATEMENT

William Robert

new participant

For the plan year 1/1/2010 through 12/31/2010

Date of Birth:	01/01/1960	Gender:	M
Date of Employment:	01/01/2008	Attained Age:	50
Date of Participation:	01/01/2010	Retirement Age:	65
Date of Retirement:	01/01/2025		

ACCOUNT SUMMARY

Profit Sharing

PriorBal	0.00
GainLoss	0.00
Contribution	49,000.00
Forfeitures	0.00
ExpAdj	0.00
Transfer	0.00
Withdrawal	0.00
EndBal	49,000.00
VestPct	40
VestBal	19,600.00

Total Account Balance: \$49,000.00

Total Vested Amount: \$19,600.00