

*Retirement Plan Study  
Plan Design Chart*

	<i>Alternative #1</i>	<i>Alternative #2</i>
	<i>401(k) Profit Sharing Plan Only</i>	<i>Limit Profit Sharing; Add Maximum Cash Balance Plan</i>
<u>Owners</u>		
401(k)	Limited to \$17,500 for 2013 (\$23,000 if age 50 or older)	Limited to \$17,500 for 2013 (\$23,000 if age 50 or older)
Non Elective Safe Harbor	N/A	N/A
Profit Sharing	Allocation equal to maximum available	Limited based upon combined plan deduction limits
Cash Balance Plan	N/A	Allocation equal to maximum benefit limit based upon age
Overall Total	\$102,000	\$277,000
<u>Other Employee Totals</u>		
401(k)	Available at each employees' election; shown at 5% of comp.	Available at each employees' election; shown at 5% of comp.
Non Elective Safe Harbor	3.00% of comp.	3.00% of comp.
Profit Sharing	2.00% of comp.	4.60% of comp.
Cash Balance Plan	N/A	2.50% of comp.
Overall Company Total	5.00% of comp.	10.10% of comp.

*Retirement Plan Study  
Summary*

<i>Name</i>	<i>Nearest Age @ 12/31/13</i>	<i>Projected Comp. (as limited)</i>	<i>Alternative #1  401(k) Profit Sharing Plan Only</i>	<i>Alternative #2  Limit Profit Sharing; Add Maximum Cash Balance Plan</i>
Owner 1	48	255,000	51,000	152,500
Owner 2	43	255,000	51,000	124,500
<i>Owner Totals</i>		<i>510,000</i>	<i>102,000</i>	<i>277,000</i>
Employee 1	45	50,000	2,500	5,050
Employee 2	35	35,000	1,750	3,535
Employee 3	25	25,000	1,250	2,525
<i>Employee Totals</i>		<i>110,000</i>	<i>5,500</i>	<i>11,110</i>
<i>Overall Allocation Totals</i>		<i>620,000</i>	<i>107,500</i>	<i>288,110</i>

*Retirement Plan Study*  
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<i>Name</i>	<i>Nearest Age @ 12/31/13</i>	<i>Projected Comp. (as limited)</i>	<i>401(k)</i>	<i>Non Elect Safe Harbor</i>	<i>Profit Sharing</i>	<i>401(k) Plan Totals</i>	<i>Cash Balance</i>	<i>Overall Total</i>	<i>Company Cost Analysis</i>
Owner 1	48	255,000	17,500	0	33,500	51,000	0	51,000	51,000
Owner 2	43	255,000	17,500	0	33,500	51,000	0	51,000	51,000
<i>Owner Totals</i>		<i>510,000</i>	<i>35,000</i>	<i>0</i>	<i>67,000</i>	<i>102,000</i>	<i>0</i>	<i>102,000</i>	<i>102,000</i>
Employee 1	45	50,000	2,500	1,500	1,000	5,000	0	5,000	2,500
Employee 2	35	35,000	1,750	1,050	700	3,500	0	3,500	1,750
Employee 3	25	25,000	1,250	750	500	2,500	0	2,500	1,250
<i>Employee Totals</i>		<i>110,000</i>	<i>5,500</i>	<i>3,300</i>	<i>2,200</i>	<i>11,000</i>	<i>0</i>	<i>11,000</i>	<i>5,500</i>
<i>Overall Allocation Totals</i>		<i>620,000</i>	<i>40,500</i>	<i>3,300</i>	<i>69,200</i>	<i>113,000</i>	<i>0</i>	<i>113,000</i>	<i>107,500</i>

*Retirement Plan Study*  
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<i>Name</i>	<i>Nearest Age @ 12/31/13</i>	<i>Projected Comp. (as limited)</i>	<i>401(k)</i>	<i>Non Elect Safe Harbor</i>	<i>Profit Sharing</i>	<i>401(k) Plan Totals</i>	<i>Cash Balance</i>	<i>Overall Total</i>	<i>Company Cost Analysis</i>
Owner 1	48	255,000	17,500	0	14,000	31,500	121,000	152,500	152,500
Owner 2	43	255,000	17,500	0	14,000	31,500	93,000	124,500	124,500
<i>Owner Totals</i>		<i>510,000</i>	<i>35,000</i>	<i>0</i>	<i>28,000</i>	<i>63,000</i>	<i>214,000</i>	<i>277,000</i>	<i>277,000</i>
Employee 1	45	50,000	2,500	1,500	2,300	6,300	1,250	7,550	5,050
Employee 2	35	35,000	1,750	1,050	1,610	4,410	875	5,285	3,535
Employee 3	25	25,000	1,250	750	1,150	3,150	625	3,775	2,525
<i>Employee Totals</i>		<i>110,000</i>	<i>5,500</i>	<i>3,300</i>	<i>5,060</i>	<i>13,860</i>	<i>2,750</i>	<i>16,610</i>	<i>11,110</i>
<i>Overall Allocation Totals</i>		<i>620,000</i>	<i>40,500</i>	<i>3,300</i>	<i>33,060</i>	<i>76,860</i>	<i>216,750</i>	<i>293,610</i>	<i>288,110</i>