

Combination 401(k)/Profit Sharing - Cash Balance Plan

Name	Age	Years of Service	Highly Compensated Employee	Projected 2015 Eligible Compen.	3% Safe Harbor Contrib.	% of Pay	Profit Sharing Contrib.	% of Pay	Estimated 401(k) Salary Deferral		Total Profit Sharing		Cash Balance Contrib.		Total		Employer % of Pay
									% of Pay	% of Pay	% of Pay	% of Pay	% of Pay	% of Pay			
Staff	37	7	0	25,451	764	3.0%	1,018	4.0%	-	0.0%	1,782	7.0%	509	2.0%	2,291	9.00%	9.0%
Staff	51	17	0	38,079	1,142	3.0%	1,523	4.0%	-	0.0%	2,666	7.0%	762	2.0%	3,427	9.00%	9.0%
Staff	51	7	0	63,479	1,904	3.0%	2,539	4.0%	-	0.0%	4,444	7.0%	1,270	2.0%	5,713	9.00%	9.0%
Staff	31	6	0	24,153	725	3.0%	966	4.0%	-	0.0%	1,691	7.0%	483	2.0%	2,174	9.00%	9.0%
Staff	57	5	0	28,554	857	3.0%	1,142	4.0%	-	0.0%	1,999	7.0%	571	2.0%	2,570	9.00%	9.0%
Staff	24	6	0	24,868	746	3.0%	995	4.0%	-	0.0%	1,741	7.0%	497	2.0%	2,238	9.00%	9.0%
Staff	37	7	0	21,987	660	3.0%	879	4.0%	-	0.0%	1,539	7.0%	440	2.0%	1,979	9.00%	9.0%
Staff	39	5	0	30,499	915	3.0%	1,220	4.0%	-	0.0%	2,135	7.0%	610	2.0%	2,745	9.00%	9.0%
Staff	37	5	0	23,412	702	3.0%	936	4.0%	-	0.0%	1,639	7.0%	468	2.0%	2,107	9.00%	9.0%
Staff	37	4	0	26,188	786	3.0%	1,048	4.0%	-	0.0%	1,833	7.0%	524	2.0%	2,357	9.00%	9.0%
Staff	49	3	0	25,219	757	3.0%	1,009	4.0%	-	0.0%	1,765	7.0%	504	2.0%	2,270	9.00%	9.0%
Staff	38	5	0	20,898	627	3.0%	836	4.0%	-	0.0%	1,463	7.0%	418	2.0%	1,881	9.00%	9.0%
Staff	40	7	0	38,444	1,153	3.0%	1,538	4.0%	-	0.0%	2,691	7.0%	769	2.0%	3,460	9.00%	9.0%
Staff	46	5	0	52,533	1,576	3.0%	2,101	4.0%	-	0.0%	3,677	7.0%	1,051	2.0%	4,728	9.00%	9.0%
Partner	62	8	1	265,000	7,950	3.0%	26,000	9.8%	23,000	8.7%	33,950	12.8%	100,000	37.7%	133,950	50.55%	50.5%
Partner	48	15	1	265,000	7,950	3.0%	26,000	9.8%	18,000	6.8%	33,950	12.8%	70,000	26.4%	103,950	39.23%	39.2%
Partner	48	9	1	265,000	7,950	3.0%	26,000	9.8%	18,000	6.8%	33,950	12.8%	70,000	26.4%	103,950	39.23%	39.2%

Pre-Funding

Total	1,238,764	37,163	95,751	59,000	132,913	Aggregate	248,875	381,789
Partner/Owner	795,000	23,850	78,000	59,000	101,850		240,000	341,850
Owner's %	64.2%	64.2%	81.5%	100.0%	76.6%	Employer %	96.4%	84.1%
HCE's	3						Total Employer Contribution	384,017
NHCE's	14						Percent of Eligible Pay	31.0%
Total	17							