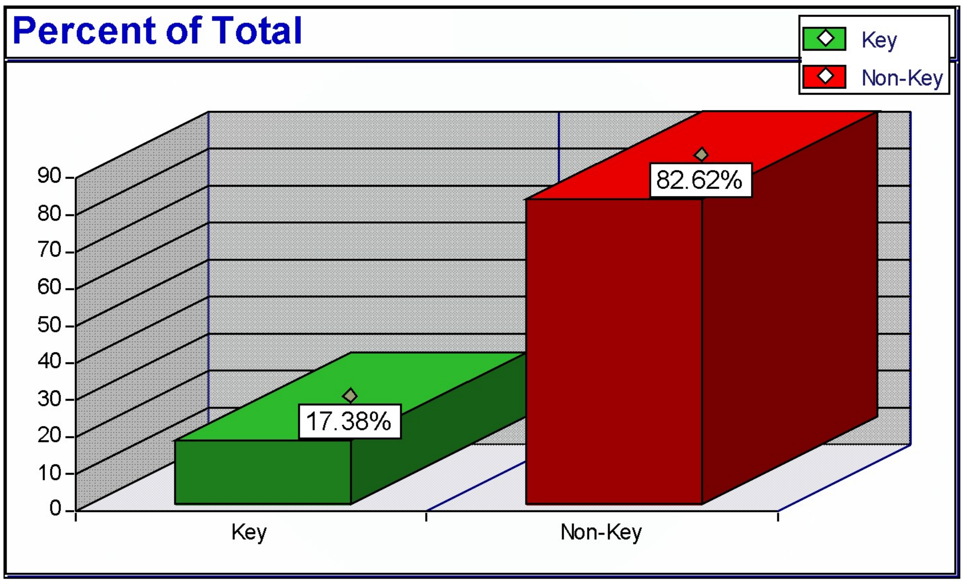
Top-Heavy Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

The Plan is Not Top Heavy for the Next Plan Year

Employee Classification	Employees Considered	Account Bal/PVAB	Receivable	Excluded Bal/PVAB	Prior Distributions	Adjusted Bal/PVAB	Percent of Total
Key Employees	1	446,334.00	0.00	0.00	0.00	446,334.00	17.38%
Non-Key Employees	6	2,121,344.00	0.00	0.00	0.00	2,121,344.00	82.62%
Totals:	7	$2,567,678.00	$0.00	$0.00	$0.00	$2,567,678.00	100.00%



Top-Heavy Test (Detail)

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

Key Status	Total Bal/PVAB	Receivable	Excluded Bal/PVAB	Distributions: Current Year	Distributions: Prior Year (-1)	Distributions: Prior Year (-2)	Distributions: Prior Year (-3)	Distributions: Prior Year (-4)	Adjusted Bal/PVAB
Key Employees									
1 **Cal Armstrong**									
Key	446,334.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	446,334.00
Subtotals:									
	$446,334.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$446,334.00
Non-Key Employees									
3 **Larry Light** -- new participant									
Non-Key	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6 **Irene Strong**									
Non-Key	110,588.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110,588.00
7 **Ruth Timmons**									
Non-Key	141,623.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141,623.00
8 **Evie Waters** -- new participant									
Non-Key	753.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	753.00
9 **Bob Wonder** -- - recv part payment-J+100%S									
Non-Key	1,862,616.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,862,616.00
99 **Summer Worth** -- new participant									
Non-Key	5,764.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,764.00
Subtotals:									
	$2,121,344.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$2,121,344.00
Grand Total:									
	$2,567,678.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$2,567,678.00

401(a)(26) Minimum Participation Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

Passed 401(a)(26) Minimum Participation Test

Passed Method: Annual

A. Total Number of Employees	9
B. Excludable Employees	2
C. Total Not Excluded (A-B)	7
D. Total Benefiting	6
E. 40% of Total Not Excluded (C*.4)	3
F. Greater of E or 2 (or if C only 1,1)	3
G. Lesser of 50 or F	3

Passes 401(a)(26) Minimum Participation Test if (G) not greater than (D)

IRC Sec. 401(a)(26) for DB plans requires additional participation requirements, such that on each day of the plan year, the number of participants benefiting with a "meaningful" benefit is at least the lesser of:

(1) 50 non-excludable employees of the employer

Or

(2) the greater of

(a) 40 percent of non-excludable employees of the employer, Or

(b) 2 non-excludable employees (or if there is only 1 non-excludable employee, such employee)

401(a)(26) Minimum Participation Test (Detail)

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

Passed 401(a)(26) Minimum Participation Test

					Testing		Benefit Accruals Life Annuity		Benefit Basis			
									Annual		Accrued-to-Date	
HCE	OEX	Att Age	Assumed Ret Age	Past Svc	Annual Compensation	Average Compensation	Annual Method	Accrued-to-Date	Rate	Benefiting	Rate	Benefiting
Non-Excludables												
1 **Cal Armstrong**												
Y		76	78	2	330,000.00	0.00	2,750.00	0.00	10.00	Y	0.00	
3 **Larry Light** -- new participant												
		23	62	2	6,500.00	0.00	80.00	0.00	14.77	Y	0.00	
6 **Irene Strong**												
		60	63	2	52,000.00	0.00	433.34	0.00	10.00	Y	0.00	
7 **Ruth Timmons**												
		82	84	2	140,000.00	0.00	1,166.66	0.00	10.00	Y	0.00	
8 **Evie Waters** -- new participant												
		23	62	1	4,000.00	0.00	33.33	0.00	10.00	Y	0.00	
9 **Bob Wonder** -- - recv part payment-J+100%S												
		80	82	1	69,000.00	0.00	0.00	0.00	0.00	N	0.00	
99 **Summer Worth** -- new participant												
		23	62	1	30,000.00	0.00	250.00	0.00	10.00	Y	0.00	
Excludables												
2 **Amy Armstrong** -- ineligible - minimum service, anticipated participation 7/1/2025												
Y		40	0	0	0.00	0.00	0.00	0.00	0.00	Exc	0.00	
5 **Ava Pearl** -- ineligible - minimum service, anticipated participation 7/1/2025												
		51	0	0	0.00	0.00	0.00	0.00	0.00	Exc	0.00	

410(b) Minimum Coverage Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

Passed 410(b) Minimum Coverage Test

I. Ratio Percentage Test - Passed

Passed

Satisfied Plan Eligibility

	Number of Participants		
	NHCEs	HCEs	Total
A. Benefiting	5	1	6
B. Not Benefiting	1	0	1
C. Total	6	1	7
D. Percentage (A/C)	83.33%	100.00%	

E. Ratio Percentage (NHCEs/HCEs) 83.33%
(must be 70% or more)

II. Average Benefit Test - Passed

A. Nondiscriminatory Classification Test

	Passed
1. NHCEs Concentration Percentage	85.71
2. Safe Harbor Percentage	31.25
3. Unsafe Harbor Percentage	21.25
4. Ratio Percentage	83.33%

Ratio Percentage is greater than or equal to Safe Harbor Percentage **Passed**
-

All Together

	Benefit Basis				Equivalent Contribution Basis	
	Annual		Accrued-to-Date		Annual	
B. Average Benefit Percentage Test	w/o PD	with PD	w/o PD	with PD	w/o PD	with PD
1. Average Benefit Percentage of NHCEs	9.13	9.52			18.79	22.73
2. Average Benefit Percentage of HCEs	10.00	10.16			45.58	48.49
3. Average Benefit Percentage (B1/B2) (must be 70% or more)	91.30%	93.70%			41.22%	46.88%
	Pass	Pass			Fail	Fail

410(b) Minimum Coverage Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

HCE	BEN	OEX	Att Age	Testing Age	Past Svc	Testing: Annual Compensation	Benefit Accruals: Annual Method	Benefit Accruals: Accrued-to-Date	Percentages — Benefit Basis: Annual w/o PD	Benefit Basis: Annual with PD	Benefit Basis: Accrued-to-Date w/o PD	Benefit Basis: Accrued-to-Date with PD	Equivalent Contribution Basis: Annual w/o PD	Equivalent Contribution Basis: Annual with PD
Highly Compensated														
1 **Cal Armstrong**														
Y	Y		76	78	0	330,000.00	2,750.00	2,750.00	10.00	10.16	0.00	0.00	45.58	48.49
Subtotals:						$330,000.00			10.00	10.16	0.00	0.00	45.58	48.49
				Total HCEs		1								
Average Benefit Percentage									10.00	10.16	0.00	0.00	45.58	48.49
Non-Highly Compensated														
3 **Larry Light** -- new participant														
	Y		23	62	0	6,500.00	80.00	40.00	14.77	15.27	0.00	0.00	5.20	10.40
6 **Irene Strong**														
	Y		60	63	0	52,000.00	433.34	433.34	10.00	10.55	0.00	0.00	65.06	70.76
7 **Ruth Timmons**														
	Y		82	84	0	140,000.00	1,166.66	1,166.67	10.00	10.29	0.00	0.00	35.46	41.16
8 **Evie Waters** -- new participant														
	Y		23	62	0	4,000.00	33.33	33.33	10.00	10.50	0.00	0.00	3.52	7.04
9 **Bob Wonder** -- - recv part payment-J+100%S														
	N		80	82	0	69,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
99 **Summer Worth** -- new participant														
	Y		23	62	0	30,000.00	250.00	250.00	10.00	10.50	0.00	0.00	3.52	7.04
Subtotals:						$301,500.00			54.77	57.11	0.00	0.00	112.76	136.40
				Total NHCEs		6								
Average Benefit Percentage									9.13	9.52	0.00	0.00	18.79	22.73
Average Benefit Percentage Test									91.30%	93.70%	0.00%	0.00%	41.22%	46.88%
									Pass	**Pass**	**n/a**	**n/a**	**Fail**	**Fail**

401(a)(4) General Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

Passed 401(a)(4) General
Non-Discrimination Test

A Rate Group passes if the Ratio Percentage is 70% or more, or if the plan passes the Average Benefit Percentage Test and the Rate Group's Ratio Percentage is greater than or equal to the mid-point between the Safe and Unsafe Harbor Percentages.

Average Benefit Percentage Test	-	Passed
NHCEs Concentration Percentage	-	85.71%
Safe Harbor Percentage	-	31.25%
Mid-Point	-	26.25%
Unsafe Harbor Percentage	-	21.25%

All Together

Passed Method: Annual without Permitted Disparity

			Non-Highly Compensated Employees			Highly Compensated Employees				
Rate Group	Norm Rate	MVAR	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	10.00	10.69	4	6	66.67	1	1	100	66.67	Pass

Passed Method: Annual with Permitted Disparity

			Non-Highly Compensated Employees			Highly Compensated Employees				
Rate Group	Norm Rate	MVAR	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	10.16	10.85	5	6	83.33	1	1	100	83.33	Pass

Failed Method: Equivalent Allocation without Permitted Disparity

			Non-Highly Compensated Employees			Highly Compensated Employees				
Rate Group	Norm Rate	MVAR	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	45.58	48.73	1	6	16.67	1	1	100	16.67	Fail

Failed Method: Equivalent Allocation with Permitted Disparity

			Non-Highly Compensated Employees			Highly Compensated Employees				
Rate Group	Norm Rate	MVAR	Number Greater or Equal	Total	Percent in this Group	Number Greater or Equal	Total	Percent in this Group	Ratio Percent	Pass/Fail
1	48.49	51.64	1	6	16.67	1	1	100	16.67	Fail

401(a)(4) General Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

All Together

Passed Method: Annual without Permitted Disparity

	HCE	Rate Norm	Rate MVAR	Rate Group 1 ≥ 10.00 ≥ 10.69
1 Cal Armstrong	Y	10.00	10.69	Y
Number of HCEs in group:				1
Total number of HCEs:				1
Percent of HCEs:				100%
3 Larry Light		14.77	49.17	Y
6 Irene Strong		10.00	11.06	Y
7 Ruth Timmons		10.00	10.60	*
8 Evie Waters		10.00	33.27	Y
9 Bob Wonder		0.00	0.00	*
99 Summer Worth		10.00	33.30	Y
Number of NHCE's in group:				4
Total number of NHCEs:				6
Percent of NHCEs				66.67%
Ratio percent of NHCEs/HCEs:				66.67%
				Pass

401(a)(4) General Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

All Together

Passed Method: Annual with Permitted Disparity

	HCE	Rate Norm	Rate MVAR	Rate Group 1 ≥ 10.16 ≥ 10.85
1 Cal Armstrong	Y	10.16	10.85	Y
Number of HCEs in group:				1
Total number of HCEs:				1
Percent of HCEs:				100%
3 Larry Light		15.27	49.67	Y
6 Irene Strong		10.55	11.61	Y
7 Ruth Timmons		10.29	10.89	Y
8 Evie Waters		10.50	33.77	Y
9 Bob Wonder		0.00	0.00	*
99 Summer Worth		10.50	33.80	Y
Number of NHCE's in group:				5
Total number of NHCEs:				6
Percent of NHCEs				83.33%
Ratio percent of NHCEs/HCEs:				83.33%
				Pass

401(a)(4) General Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

All Together

Failed Method: Equivalent Allocation without Permitted Disparity

	HCE	Rate Norm	Rate MVAR	Rate Group 1 ≥ 45.58 ≥ 48.73
1 Cal Armstrong	Y	45.58	48.73	Y
Number of HCEs in group:				1
Total number of HCEs:				1
Percent of HCEs:				100%
3 Larry Light		5.20	17.32	*
6 Irene Strong		65.06	71.97	Y
7 Ruth Timmons		35.46	37.61	*
8 Evie Waters		3.52	11.72	*
9 Bob Wonder		0.00	0.00	*
99 Summer Worth		3.52	11.73	*
Number of NHCE's in group:				1
Total number of NHCEs:				6
Percent of NHCEs				16.67%
Ratio percent of NHCEs/HCEs:				16.67%
				Fail

401(a)(4) General Test

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

All Together

Failed Method: Equivalent Allocation with Permitted Disparity

	HCE	Rate Norm	Rate MVAR	Rate Group 1 ≥ 48.49 ≥ 51.64
1 Cal Armstrong	Y	48.49	51.64	Y
	Number of HCEs in group:			1
	Total number of HCEs:			1
	Percent of HCEs:			100%
3 Larry Light		10.40	23.02	*
6 Irene Strong		70.76	77.67	Y
7 Ruth Timmons		41.16	43.31	*
8 Evie Waters		7.04	17.42	*
9 Bob Wonder		0.00	0.00	*
99 Summer Worth		7.04	17.43	*
	Number of NHCE's in group:			1
	Total number of NHCEs:			6
	Percent of NHCEs			16.67%
Ratio percent of NHCEs/HCEs:				16.67%
				Fail

401(a)(4) Most Valuable Benefit Percentages

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

		Testing					Benefit Percentages: Benefit Basis				Benefit Percentages: Equivalent Contrib Basis	
							Annual		Accrued-to-Date		Annual	
HCE	BEN	Att Age	Ret Age	Testing Age	Past Svc	Average Compensation	w/o PD	with PD	w/o PD	with PD	w/o PD	with PD
1 **Cal Armstrong**												
Y	Y	76	78	78	2	0.00	10.69	10.85	0.00	0.00	48.73	51.64
3 **Larry Light** -- new participant												
	Y	23	62	62	2	0.00	49.17	49.67	0.00	0.00	17.32	23.02
6 **Irene Strong**												
	Y	60	63	63	2	0.00	11.06	11.61	0.00	0.00	71.97	77.67
7 **Ruth Timmons**												
	Y	82	84	84	2	0.00	10.60	10.89	0.00	0.00	37.61	43.31
8 **Evie Waters** -- new participant												
	Y	23	62	62	1	0.00	33.27	33.77	0.00	0.00	11.72	17.42
9 **Bob Wonder** -- - recv part payment-J+100%S												
		80	82	82	1	0.00	0.00	0.00	0.00	0.00	0.00	0.00
99 **Summer Worth** -- new participant												
	Y	23	62	62	1	0.00	33.30	33.80	0.00	0.00	11.73	17.43

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

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

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	
Normal Form for MVAR -	Joint with 100% Survivor Benefits	

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

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

Sample Defined Benefit Plan

For the plan year 01/01/2024 through 12/31/2024

1 Cal Armstrong

HCE	OEX	Benefiting ER	Benefiting 401(k)	Benefiting 401(m)	Age	Testing Ret Age	Testing DB Past Svc 410(b)	Testing DB Past Svc 401(a)(4)	Testing DC Past Svc 410(b)	Testing DC Past Svc 401(a)(4)	Accumulation Factor	Annuity Purchase Rate	Covered Compensation	Permitted Disparity Factor(DC)	Permitted Disparity Factor(DB)	Top Heavy Only
Y		Y	N	N	76	78	2	2	0	0	1.1772	64.3902	$69,996.00	5.700	0.750	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Normal Rates w/o PD	Normal Rates with PD	MVAR Rates w/o PD	MVAR Rates with PD
Annual Allocation	DC	0.00	0.00	330,000.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB	150,418.94	2,750.00					45.58	48.49	48.73	51.64
	401(k) SH	0.00	0.00					0.00	0.00	0.00	0.00
	Total 401(a)(4)	150,418.94	2,750.00				D	45.58	48.49	48.73	51.64
	401(k/m)	0.00	0.00					0.00	0.00		
	Total 410(b)	150,418.94	2,750.00					45.58	48.49		
Annual Accrual	DC	0.00	0.00	330,000.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB	150,418.94	2,750.00					10.00	10.16	10.69	10.85
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00	0.00	0.00
	Total 401(a)(4)	150,418.94	2,750.00		0.00		D	10.00	10.16	10.69	10.85
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00		
	Total 410(b)	150,418.94	2,750.00		0.00			10.00	10.16		
Accrued-to-Date	DC	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB		5,500.00					0.00	0.00	0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00	0.00	0.00
	Total 401(a)(4)	0.00	5,500.00		0.00			0.00	0.00	0.00	0.00
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00		
	Total 410(b)	0.00	5,500.00		0.00			0.00	0.00		

6 Irene Strong

HCE	OEX	Benefiting ER	Benefiting 401(k)	Benefiting 401(m)	Age	Testing Ret Age	Testing DB Past Svc 410(b)	Testing DB Past Svc 401(a)(4)	Testing DC Past Svc 410(b)	Testing DC Past Svc 401(a)(4)	Accumulation Factor	Annuity Purchase Rate	Covered Compensation	Permitted Disparity Factor(DC)	Permitted Disparity Factor(DB)	Top Heavy Only
		Y	N	N	60	63	2	2	0	0	1.2773	99.7222	$120,840.00	5.700	0.550	

Method	Type	DC Value	Accrued Benefit	Testing Comp	Lump Sum at Testing Age	Accrual	PD Adj Rate	Normal Rates w/o PD	Normal Rates with PD	MVAR Rates w/o PD	MVAR Rates with PD
Annual Allocation	DC	0.00	0.00	52,000.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB	33,832.00	433.34					65.06	70.76	71.97	77.67
	401(k) SH	0.00	0.00					0.00	0.00	0.00	0.00
	Total 401(a)(4)	33,832.00	433.34				B	65.06	70.76	71.97	77.67
	401(k/m)	0.00	0.00					0.00	0.00		
	Total 410(b)	33,832.00	433.34					65.06	70.76		
Annual Accrual	DC	0.00	0.00	52,000.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB	33,832.00	433.34					10.00	10.55	11.06	11.61
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00	0.00	0.00
	Total 401(a)(4)	33,832.00	433.34		0.00		B	10.00	10.55	11.06	11.61
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00		
	Total 410(b)	33,832.00	433.34		0.00			10.00	10.55		
Accrued-to-Date	DC	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
	DB		866.67					0.00	0.00	0.00	0.00
	401(k) SH	0.00	0.00		0.00	0.00		0.00	0.00	0.00	0.00
	Total 401(a)(4)	0.00	866.67		0.00			0.00	0.00	0.00	0.00
	401(k/m)	0.00	0.00		0.00	0.00		0.00	0.00		
	Total 410(b)	0.00	866.67		0.00			0.00	0.00		