

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
IRC401(a) Non-Discrimination Test Summary

Test Description	Test Basis	Test Status
70% Ratio Percentage	Current Allocation	Fail
Non-Discriminatory Classification	Current Allocation	Fail
Average Benefits Percentage	Current Allocation	Fail
70% Ratio Percentage	Current Equivalent Benefit	Fail
Non-Discriminatory Classification	Current Equivalent Benefit	Pass
Average Benefits Percentage	Current Equivalent Benefit	Pass
Minimum Contribution Gateway	N/A	Pass

The Non-Discriminatory Classification and Average Benefits Percentage tests must both pass if they are used to satisfy the IRC401(a) non-discrimination rules, so if either test fails the associated test result is not relevant.

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
70% Ratio Percentage Test and Non-Discriminatory Classification Test
Equivalent Benefit Test Basis

Equivalent Benefit Accrual Rate% Detail For Employees Included In The Test

Employee		Ages		Annual Comp.	Tested Allocation				PV\$1 at VA	H C	S G
Name	Id	VA	TA		\$Amount	%Pay	Ebar%nd	Ebar%			
Arctic Char	1	63	65	225000.00	11250.00	5.00%	0.71%	65.71%	84.32	H	1
Atlantic Salmon	2	53	65	50000.00	1500.00	3.00%	0.92%	65.92%	39.06	H	2
Coho Salmon	3	69	71	10000.00	300.00	3.00%	0.50%	71.50%	71.84		0
Cutthroat Trout	4	39	65	20000.00	600.00	3.00%	2.71%	67.71%	13.30		0
Rainbow Trout	5	49	65	30000.00	900.00	3.00%	1.25%	66.25%	28.71		0
Totals				335000.00	14550.00						

Annual compensation is illustrated.

Ebar% is the equivalent benefit accrual rate (as a percentage of compensation) used in the test. The Equivalent Benefit Accrual Rate% (EBAR%) is computed as 100 times the ratio of the applicable allocation (projected to the testing age and converted to an annual annuity benefit commencing at the testing age) to the current annual compensation. **Ebar%nd** is the Ebar% without imputed disparity.

PV\$1 at VA is the present value, as of the valuation age, of \$1 of single life annuity commencing on the testing age using the plan's actuarial equivalence assumptions.

VA is the age on the valuation date, 12/31/2009. **TA** is the testing age.

HC indicates IRC414(q) highly compensated status. **NHC** indicates non-highly compensated status.

SG indicates members of plan-specified census subgroups.

Testing age is the anticipated retirement age.

Pre-Retirement Actuarial Equivalence Assumptions

Interest: 8.00%

Retirement Actuarial Equivalence Assumptions

Interest: 8.00%

Mortality Table: 1984 Unisex Pension (UP-84)

Imputed disparity is used in the testing.

OASDI maximum taxable wage base: \$106,800.00

OASDI covered compensation table: II - Maximum: \$106800 - Year: 2009

IRC401(l) maximum defined benefit disparity: 0.75%

IRC401(l) maximum defined contribution disparity: 5.70%

OASDI retirement age: 65 if birth date is before 01/01/1938, 67 if birthdate is after 12/31/1954, otherwise 66.

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
70% Ratio Percentage Test and Non-Discriminatory Classification Test
Equivalent Benefit Test Basis

HC Rate Group Detail

Highly Compensated Rate Group%	HC EEs		NHC EEs		NHC/HC Ratio%	Results	
	#In Rate Group	%Total HCEEs	#In Rate Group	%Total NHCEEs		R	N
65.71%	2	100.00%	3	100.00%	100.00%	P	P
65.92%	1	50.00%	3	100.00%	200.00%	P	P

The **Results R** column indicates the 70%Ratio test result for the rategroup. The **Results N** column indicates the NDC test result for the rategroup. P indicates pass and F indicates fail for the rategroup.

70% Ratio% Test Minimum Passing% [Applicable to each HC rate group]	70.00%
The 70% Ratio Percentage Test is satisfied [The NHC/HC Ratio% is at least 70% for each HC rate group]	Passed
#Highly Compensated Employees included in test	2
#Non-Highly Compensated Employees included in test	3
Non-Highly Compensated Concentration%	60.00%
Safe Harbor%	50.00%
Unsafe Harbor%	40.00%
Mid-point%	45.00%
#Benefiting Highly Compensated Employees	2
#Benefiting Non-Highly Compensated Employees	3
Minimum Passing% [Applicable to each HC rate group]	45.00%
The Non-discriminatory Classification Test is satisfied [The NHC/HC Ratio% is at least the NDC Minimum Passing% for each HC rate group]	Passed

Since the 70%Ratio% test passed, the IRC401(a) non-discrimination rules are satisfied. Therefore it is not necessary to pass the Non-discriminatory Classification and the Average Benefit% tests.

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
Average Benefit Percentage Test
Equivalent Benefit Test Basis

Equivalent Benefit Accrual Rate% Detail For Employees Included In The Test

Employee		Ages		Annual Comp.	Tested Allocation				PV\$1 at VA	H C	S G
Name	Id	VA	TA		\$Amount	%Pay	Ebar%nd	Ebar%			
Arctic Char	1	63	65	225000.00	23250.00	10.33%	1.47%	66.47%	84.32	H	1
Atlantic Salmon	2	53	65	50000.00	5500.00	11.00%	3.38%	68.38%	39.06	H	2
Coho Salmon	3	69	71	10000.00	1500.00	15.00%	2.51%	73.50%	71.84		0
Cutthroat Trout	4	39	65	20000.00	2000.00	10.00%	9.02%	74.03%	13.30		0
Rainbow Trout	5	49	65	30000.00	4400.00	14.67%	6.13%	71.13%	28.71		0
Totals				335000.00	36650.00						

Annual compensation is illustrated.

Ebar% is the equivalent benefit accrual rate (as a percentage of compensation) used in the test. The Equivalent Benefit Accrual Rate% (EBAR%) is computed as 100 times the ratio of the applicable allocation (projected to the testing age and converted to an annual annuity benefit commencing at the testing age) to the current annual compensation. **Ebar%nd** is the Ebar% without imputed disparity.

PV\$1 at VA is the present value, as of the valuation age, of \$1 of single life annuity commencing on the testing age using the plan's actuarial equivalence assumptions.

VA is the age on the valuation date, 12/31/2009. **TA** is the testing age.

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SG indicates members of plan-specified census subgroups.

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OASDI retirement age: 65 if birth date is before 01/01/1938, 67 if birthdate is after 12/31/1954, otherwise 66.

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
Average Benefit Percentage Test
Equivalent Benefit Test Basis

Average Benefit Percent Test Values	
#Highly Compensated Employees included in test	2
#Non-Highly Compensated Employees included in test	3
Minimum Passing Percentage	70.00%
[The Passing Percentage is applicable on a plan-level]	
Average Equivalent Benefit Accrual% for HC EEs	67.43%
[(Sum of HC Equivalent Benefit Accrual%s) / #HC EEs]	
Average Equivalent Benefit Accrual% for NHC EEs	72.89%
[(Sum of NHC Equivalent Benefit Accrual%s) / #NHC EEs]	
Average Equivalent Benefit Accrual% Ratio%	108.10%
[100 x NHC Average Equivalent Benefit Accrual% / HC Average Equivalent Benefit Accrual%]	
The Average Benefit% test is satisfied	Passed
[The Average Equivalent Benefit Accrual% Ratio% is at least 70%]	

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2009
Minimum Contribution Gateway Test

Allocation Detail For Employees Included In The Test

Employee		Compensation		Tested Allocation			H C
				\$Amount	%Compensation		
Name	Id#	Testing	IRC415		Testing	IRC415	
Arctic Char	1	225000.00	225000.00	11250.00	5.00%	5.00%	H
Atlantic Salmon	2	50000.00	50000.00	1500.00	3.00%	3.00%	H
Coho Salmon	3	10000.00	10000.00	300.00	3.00%	3.00%	
Cutthroat Trout	4	20000.00	20000.00	600.00	3.00%	3.00%	
Rainbow Trout	5	30000.00	30000.00	900.00	3.00%	3.00%	

Minimum Contribution Gateway Test Results

1	Highest HC Allocation as %Testing Compensation	5.00%
2	33.33% Highest HC Allocation as %Testing Compensation	1.67%
3	The Minimum Contribution Gateway Test is satisfied	Passed
	[For every included NHC employee the allocation is not less than 1.67% of Testing Compensation]	

The Minimum Contribution Gateway Test is required because the beginning of plan year is after 12/31/2001 and the plan design tests non-discrimination on a equivalent benefit basis.

HC indicates IRC414(q) highly compensated status and NHC indicates non-highly compensated status.

The allocation includes the plan sponsor's current and year-to-date contributions, including IRC401(a) regular profit sharing contribution, reallocated forfeitures (if any) and IRC401(k) qualified non-elective contribution (QNEC) contribution (if any).

Testing compensation is Plan Compensation

Generally, the IRC401(a) non-discrimination tests must be performed annually.

The effects on the testing of associated plans, if any, of the same sponsor are not considered.

Salmon Enterprises, Inc.
Analysis of Allocations Under the Plan
Current Valuation Date: 12/31/2009

Employee Name	K	H	P	Plan Compensation	IRC401(k) Deferral	Employer 401(a) Regular	Total Allocation	
							\$Amount	%Pay
Arctic Char	K	H	N	225,000.00	12,000.00	11,250.00	23,250.00	10.33
Atlantic Salmon	K	H	N	50,000.00	4,000.00	1,500.00	5,500.00	11.00
Coho Salmon	N	N	N	10,000.00	1,200.00	300.00	1,500.00	15.00
Cutthroat Trout	N	N	N	20,000.00	1,400.00	600.00	2,000.00	10.00
Rainbow Trout	N	N	N	30,000.00	3,500.00	900.00	4,400.00	14.67
Total				335,000.00	22,100.00	14,550.00	36,650.00	

K indicates a key participant under IRC416.

H indicates a highly compensated participant under IRC414.

P indicates a preferred employee.