

**Roth and 401k
roth and 401k
VALUATION AS OF 12/31/2010
IRC401(k) Deferral Compared To Roth 401(k)**

Participant's Name: JOHN SMITH

		Pre-Tax 401(k) Deferral	After-Tax Roth 401(k)
(1)	Base Compensation	90,000.00	90,000.00
(2)	Pre-Tax 401(k) Deferral	16,500.00	0.00
(3)	Taxable Compensation [(1) - (2)]	73,500.00	90,000.00
(4)	Estimated Current Tax [(3) x 30% tax rate]	22,050.00	27,000.00
(5)	After-Tax Compensation [(3) - (4)]	51,450.00	63,000.00
(6)	After-Tax Roth 401(k)	0.00	16,500.00
(7)	Net Compensation [(5) - (6)]	51,450.00	46,500.00
(8)	Tax Savings [Difference in (7)]	4,950.00	0.00
(9)	Projected Deferral to Retirement [Projected for 8 years at 5% Interest]	165,438.31	165,438.31
(10)	Estimated Tax at Retirement [(9) x 15% tax rate]	24,815.75	0.00
(11)	After-Tax Value at Retirement [(9) - (10)]	140,622.56	165,438.31
(12)	Tax Savings Projected to Retirement [(8) Projected for 8 years at 5% Interest*]	49,631.49	0.00
(13)	Net Value at Retirement [(11) + (12)]	190,254.05	165,438.31
(14)	Advantage at Retirement [Difference in (13)]	24,815.74	0.00

Tax effects are approximate. IRC401(k) deferrals are subject to withdrawal restrictions prior to retirement.

*Interest on savings is taxable; therefore, the assumed interest rate in item (12) above has been adjusted to reflect a reduction based on assumed income taxes.

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Participant's Name: MARY MARTIN, Jr.

		Pre-Tax 401(k) Deferral	After-Tax Roth 401(k)
(1)	Base Compensation	11,000.00	11,000.00
(2)	Pre-Tax 401(k) Deferral	500.00	0.00
(3)	Taxable Compensation [(1) - (2)]	10,500.00	11,000.00
(4)	Estimated Current Tax [(3) x 30% tax rate]	3,150.00	3,300.00
(5)	After-Tax Compensation [(3) - (4)]	7,350.00	7,700.00
(6)	After-Tax Roth 401(k)	0.00	500.00
(7)	Net Compensation [(5) - (6)]	7,350.00	7,200.00
(8)	Tax Savings [Difference in (7)]	150.00	0.00
(9)	Projected Deferral to Retirement [Projected for 20 years at 5% Interest]	17,359.63	17,359.63
(10)	Estimated Tax at Retirement [(9) x 15% tax rate]	2,603.94	0.00
(11)	After-Tax Value at Retirement [(9) - (10)]	14,755.69	17,359.63
(12)	Tax Savings Projected to Retirement [(8) Projected for 20 years at 5% Interest*]	5,207.89	0.00
(13)	Net Value at Retirement [(11) + (12)]	19,963.57	17,359.63
(14)	Advantage at Retirement [Difference in (13)]	2,603.95	0.00

Tax effects are approximate. IRC401(k) deferrals are subject to withdrawal restrictions prior to retirement.

*Interest on savings is taxable; therefore, the assumed interest rate in item (12) above has been adjusted to reflect a reduction based on assumed income taxes.

You may be eligible for an additional tax credit for making qualified elective deferrals.