

# QUALIFIED PLAN DESIGN

FOR

## **Salmon Enterprises**

PENDEAS - Pension Ideas Illustration System  
Sample Comparison Reports

### **PREPARED BY:**

BLAZE SSI Corp.  
Box 333, Brielle, NJ 08730  
732-223-5575

DATE PREPARED: 02/26/2009



**Salmon Enterprises**  
**EFFECTIVE AS OF 01/01/2008**  
**EMPLOYEE CENSUS**

Employee		Sex	Dates		Annual Compensation	KHP
			Birth	Hire		
Name	Id#					
Char, A	###-##-0001	M	05/20/1945	05/10/1988	225,000	KHP
Salmon, A	###-##-0002	M	03/15/1957	01/01/1982	150,000	KHP
Vardon, D	###-##-0003	F	07/19/1980	04/15/2000	75,000	
Trout, C	###-##-0004	F	12/15/1970	10/01/1988	20,000	
Trout, R	###-##-0005	F	08/05/1960	02/16/2000	30,000	
Total					500,000	
HC Total					375,000	H
HC %Total					75%	H

K indicates an IRC416 Key employee

H indicates an IRC414 Highly Compensated employee

P indicates a preferred employee



**Salmon Enterprises**  
**EFFECTIVE AS OF 01/01/2008**  
**ALLOCATION COMPARISON**

Demographic Information For  Salmon Enterprises			401(k) Deferral Projection	Projections														
				PS/NC/MG: NON- INTEGRATED/NON- INSURED			PROFIT SHARING 401(k) INTEGRATED			DEFINED CONTRIBUTION 401(k) SAFE HARBOR FAIL- SAFE			SIMPLE IRA WITH A FAIL-SAFE CONTRIBUTION			DEFINED BENEFIT / BUDGET / INTEGRATED		
Employee Name	Annual Comp.			Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total	Allocation	% of Pay	% of Total
Char, A	225,000	Preferred	6,750	32,100	14	53	36,261	16	48	40,500	18	45	11,250	5	45	32,163	14	51
Salmon, A	150,000	Preferred	4,500	21,400	14	36	22,419	15	30	27,000	18	30	7,500	5	30	18,204	12	29
Vardon, D	75,000		2,250	4,125	6	7	9,792	13	13	13,500	18	15	3,750	5	15	3,577	5	6
Trout, C	20,000		600	952	5	2	2,611	13	3	3,600	18	4	1,000	5	4	2,704	14	4
Trout, R	30,000		900	1,428	5	2	3,917	13	5	5,400	18	6	1,500	5	6	6,484	22	10
Total	375,000	Preferred	11,250	53,500	14	89	58,680	16	78	67,500	18	75	18,750	5	75	50,367	13	80
Total	125,000	Others	3,750	6,505	5	11	16,320	13	22	22,500	18	25	6,250	5	25	12,765	10	20
Total	500,000	All	15,000	60,005	12	100	75,000	15	100	90,000	18	100	25,000	5	100	63,132	13	100

Illustrated IRC401(k) Projections apply to the PROFIT SHARING 401(k) INTEGRATED plan design. Plan design projection includes all allocations under the plan design.

Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual allocations illustrated for a defined benefit plan design are theoretical values.



**Salmon Enterprises**  
**EFFECTIVE AS OF 01/01/2008**  
**COMPARISON OF CURRENT (FIRST YEAR) ANNUAL COSTS**

Employee Name	H	Compensation	Design#1	Design#2	Design#3	Design#4	Design#5
Char, A	H	225,000	32,100	36,261	40,500	11,250	32,163
Salmon, A	H	150,000	21,400	22,419	27,000	7,500	18,204
Vardon, D		75,000	4,125	9,792	13,500	3,750	3,577
Trout, C		20,000	952	2,611	3,600	1,000	2,704
Trout, R		30,000	1,428	3,917	5,400	1,500	6,484
Totals							
All Employees		500,000	60,005	75,000	90,000	25,000	63,132
HC Employees	H	375,000	53,500	58,680	67,500	18,750	50,367
%Total	H		89.2%	78.2%	75.0%	75.0%	79.8%

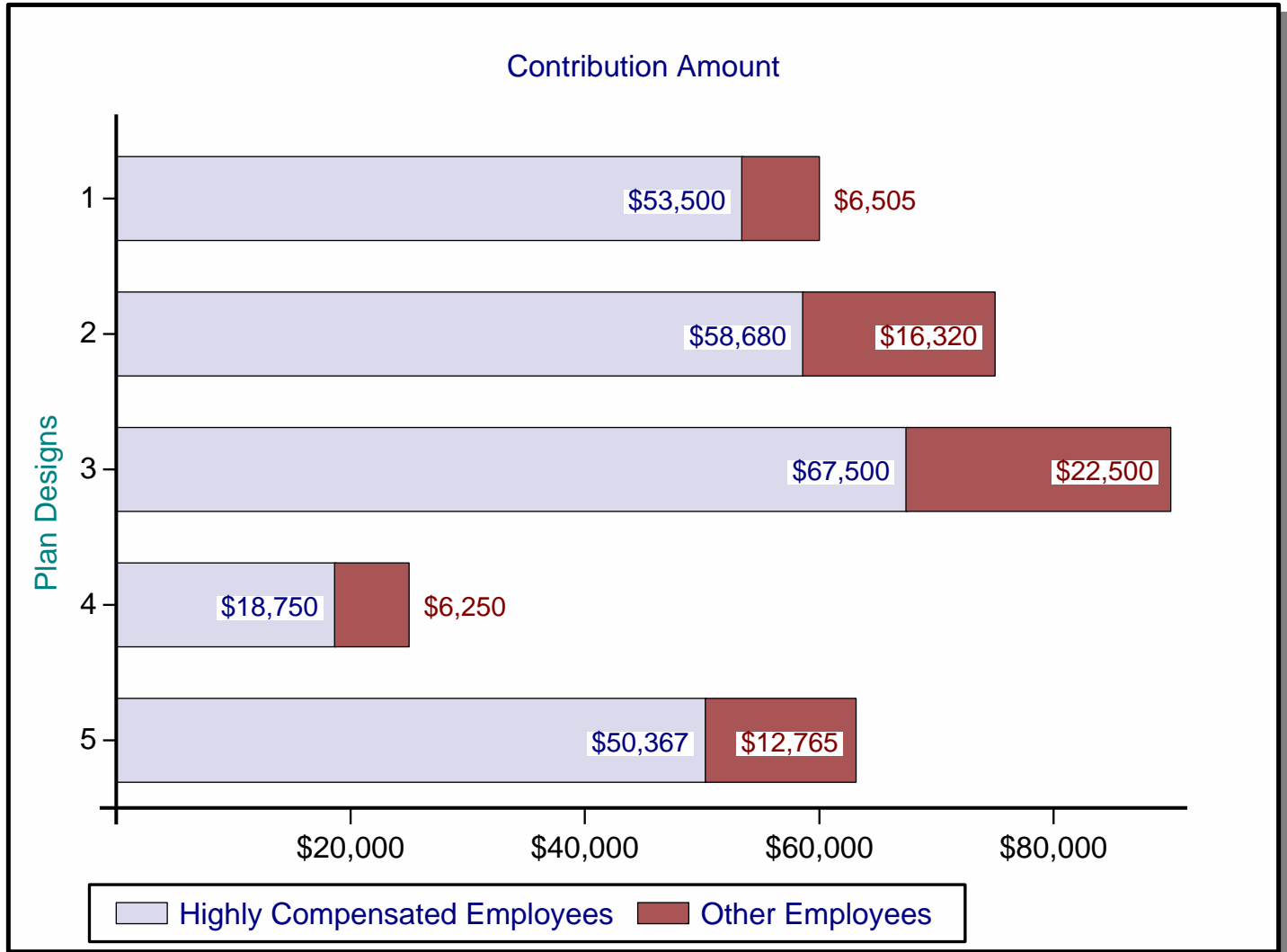
H indicates an IRC414(q)-defined highly compensated employee.

Contributions are computed as due as of the End of the Plan Year. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual costs illustrated for defined benefit plan designs are theoretical values. IRC412(m) may require quarterly contributions for defined benefit plans.

#	Design Id	Design Description
1	PSNCMG	PS/NC/MG: NON-INTEGRATED/NON-INSURED
2	401K	PROFIT SHARING 401(k) INTEGRATED
3	401KSHF	DEFINED CONTRIBUTION 401(k) SAFE HARBOR FAIL-SAFE
4	SIMPLEF	SIMPLE IRA WITH A FAIL-SAFE CONTRIBUTION
5	DBBUDNI	DEFINED BENEFIT / BUDGET / INTEGRATED



**Salmon Enterprises**  
**EFFECTIVE AS OF 01/01/2008**  
**Comparison of Initial Contribution**

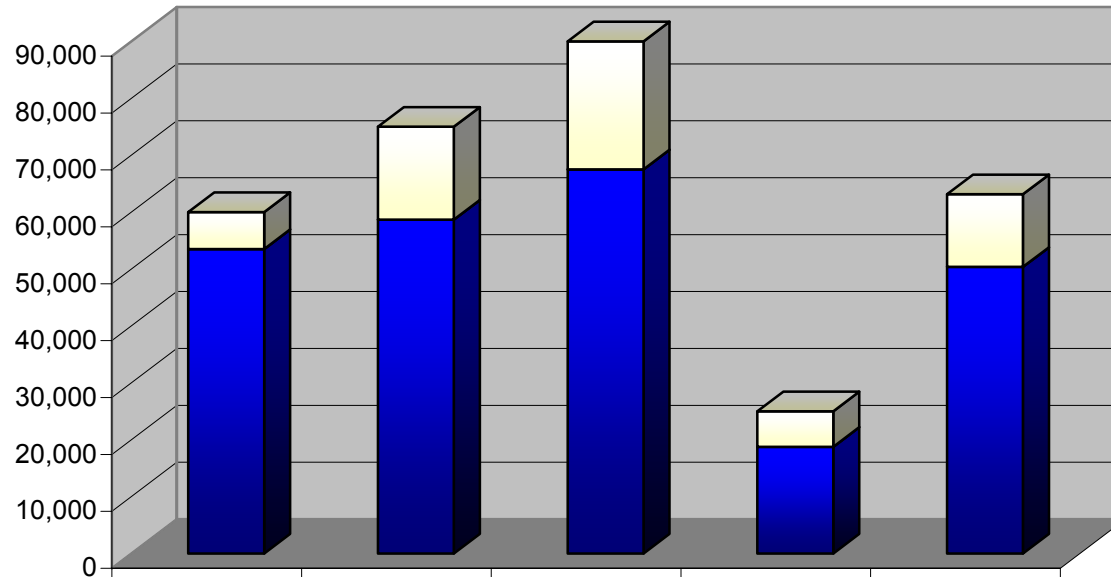


Contributions are computed as due as of the End of the Plan Year. Contributions in a defined benefit plan are not individual account additions, but are combined into an unallocated investment fund to provide plan benefits. Individual costs illustrated for defined benefit plan designs are theoretical values. IRC412(m)/IRC430(m) may require quarterly contributions for defined benefit plans.

#	Design Description
1	PS/NC/MG: NON-INTEGRATED/NON-INSURED
2	PROFIT SHARING 401(k) INTEGRATED
3	DEFINED CONTRIBUTION 401(k) SAFE HARBOR FAIL-SAFE
4	SIMPLE IRA WITH A FAIL-SAFE CONTRIBUTION
5	DEFINED BENEFIT / BUDGET / INTEGRATED



## 1st Year Contribution Salmon Enterprises



Other Participants	6,505	16,320	22,500	6,250	12,765
Highly Compensated Participants	53,500	58,680	67,500	18,750	50,367

Design #1 PS/NC/MG: NON-INTEGRATED/NON-INSURED

Design #2 PROFIT SHARING 401(k) INTEGRATED

Design #3 DEFINED CONTRIBUTION 401(k) SAFE HARBOR FAIL-SAFE

Design #4 SIMPLE IRA WITH A FAIL-SAFE CONTRIBUTION

Design #5 DEFINED BENEFIT / BUDGET / INTEGRATED

Salmon Enterprises