

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2020
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: 12/31/2020
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%			
Oscar Fish	001	53	57	100000.00	30008.00	30.01%	4.23%	85.04	H	1
Arctic Char	002	66	67	225000.00	45000.00	20.00%	2.77%	86.67	H	1
Atlantic Salmon	003	56	65	50000.00	1500.00	3.00%	0.73%	49.20	H	2
Coho Salmon	004	63	73	10000.00	600.00	6.00%	1.98%	36.44		0
Cutthroat Trout	005	42	65	20000.00	1200.00	6.00%	4.30%	16.75		0
Rainbow Trout	006	52	65	30000.00	1800.00	6.00%	1.99%	36.16		0
Totals				435000.00	80108.00					

Qualified non-elective compensation deferral (QNEC), if any, is not included in the illustrated allocation amount.

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.

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, 12/31/2020. **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)

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2020
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
0.73%	3	100.00%	3	100.00%	100.00%	P	P
2.77%	2	66.67%	1	33.33%	50.00%	F	P
4.23%	1	33.33%	1	33.33%	100.00%	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 not satisfied	Failed
[The NHC/HC Ratio% is less than 70% for at least one HC rate group]	
#Highly Compensated Employees included in test	3
#Non-Highly Compensated Employees included in test	3
Non-Highly Compensated Concentration%	50.00%
Safe Harbor%	50.00%
Unsafe Harbor%	40.00%
Mid-point%	45.00%
#Benefiting Highly Compensated Employees	3
#Benefiting Non-Highly Compensated Employees	3
Minimum Passing% [Applicable to each HC rate group]	45.00%
The Non-discriminatory Classification Test is satisfied	Passed
[The NHC/HC Ratio% is at least the NDC Minimum Passing% for each HC rate group]	

Since the 70%Ratio% test did not pass and the Non-discriminatory Classification test did pass, to satisfy the IRC401(a) non-discrimination rules it is also necessary that the Average Benefit% test pass.

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: 12/31/2020
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%			
Oscar Fish	001	53	57	100000.00	42508.00	42.51%	6.00%	85.04	H	1
Arctic Char	002	66	67	225000.00	57000.00	25.33%	3.51%	86.67	H	1
Atlantic Salmon	003	56	65	50000.00	1500.00	3.00%	0.73%	49.20	H	2
Coho Salmon	004	63	73	10000.00	600.00	6.00%	1.98%	36.44		0
Cutthroat Trout	005	42	65	20000.00	1200.00	6.00%	4.30%	16.75		0
Rainbow Trout	006	52	65	30000.00	1800.00	6.00%	1.99%	36.16		0
Totals				435000.00	104608.00					

Qualified non-elective compensation deferral (QNEC), if any, is included in the illustrated allocation amount.

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.

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, 12/31/2020. **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)

Salmon Enterprises, Inc.
Current Valuation Date: 12/31/2020
Average Benefit Percentage Test
Equivalent Benefit Test Basis

Average Benefit Percent Test Values	
#Highly Compensated Employees included in test	3
#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	3.41%
[(Sum of HC Equivalent Benefit Accrual%s) / #HC EEs]	
Average Equivalent Benefit Accrual% for NHC EEs	2.76%
[(Sum of NHC Equivalent Benefit Accrual%s) / #NHC EEs]	
Average Equivalent Benefit Accrual% Ratio%	80.94%
[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: 12/31/2020
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	
Oscar Fish	001	100000.00	100000.00	30508.00	30.51%	30.51%	H
Arctic Char	002	225000.00	225000.00	45000.00	20.00%	20.00%	H
Atlantic Salmon	003	50000.00	50000.00	1500.00	3.00%	3.00%	H
Coho Salmon	004	10000.00	10000.00	600.00	6.00%	6.00%	
Cutthroat Trout	005	20000.00	20000.00	1200.00	6.00%	6.00%	
Rainbow Trout	006	30000.00	30000.00	1800.00	6.00%	6.00%	

Minimum Contribution Gateway Test Results

1	Highest HC Allocation as %Testing Compensation	30.51%
2	33.33% Highest HC Allocation as %Testing Compensation	10.17%
3	The Minimum Contribution Gateway Test is satisfied	Passed
	[For every included NHC EE the allocation is not less than 5% IRC415 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: 12/31/2020

Employee Name	K	H	P	Plan Compensation	IRC401(k) Deferral	Voluntary Contribution	Employer 401(m) Match	IRC401(k) Fail Safe	Employer 401(a) Regular	Total Allocation	
										\$Amount	%Pay
Oscar Fish	K	H	P	100,000.00	8,000.00	1,000.00	4,000.00	500.00	30,008.00	43,508.00	43.51
Arctic Char	K	H	P	225,000.00	12,000.00	0.00	0.00	0.00	45,000.00	57,000.00	25.33
Atlantic Salmon	K	H	P	50,000.00	0.00	0.00	0.00	0.00	1,500.00	1,500.00	3.00
Coho Salmon	N	N	N	10,000.00	0.00	0.00	0.00	0.00	600.00	600.00	6.00
Cutthroat Trout	N	N	N	20,000.00	0.00	0.00	0.00	0.00	1,200.00	1,200.00	6.00
Rainbow Trout	N	N	N	30,000.00	0.00	0.00	0.00	0.00	1,800.00	1,800.00	6.00
Total				435,000.00	20,000.00	1,000.00	4,000.00	500.00	80,108.00	105,608.00	24.28

K indicates a key participant under IRC416.

H indicates a highly compensated participant under IRC414.

P indicates a preferred employee.

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