

ABC Company

(your logo here)

Combined 401(k) Profit Sharing Plan

for Sample Corporation

*Prepared By: EBG Systems
EBG Systems, Inc.
13 September 2017*

Sample Corporation
Employee Census Listing
For the Plan Year 1/1/2016 to 12/31/2016

P	O	H	C	Last Name	First Name	Birth Date	Hire Date	Hours Worked	Part Date	Att Age	RA	Past Svc	Earnings	% Own	Status
*	*	*	A	Employee	Owner	01/01/1968	01/01/2010	1000	01/01/2016	48	65	6	265,000	100	Active
			B	Four	Employee	01/01/1960	01/01/2010	1000	01/01/2016	56	65	6	60,000	0	Active
			B	One	Employee	01/01/1972	01/01/2012	1000	01/01/2016	44	65	4	47,000	0	Active
			B	Three	Employee	01/01/1990	01/01/2015	1000	01/01/2016	26	65	1	32,000	0	Active
			B	Two	Employee	01/01/1975	01/01/2011	1000	01/01/2016	41	65	5	42,000	0	Active
*	*	*	C	Spouse	Owner	01/01/1969	01/01/2010	1000	01/01/2016	47	65	6	52,000	0	Active

	Persons	Earnings
ACTIVES	6	498,000
Total	6	498,000
Considered Earnings		498,000

Legend: P - Principal, O - Owner, H - Highly Compensated Employees, C - Class

Plan Provisions
Sample Corporation
Defined Contribution Plan
For the Plan Year 1/1/2016 through 12/31/2016

HOW IS YOUR BUSINESS TAXED?	Regular Corporation ('C' - Corp)																						
DATES	EFFECTIVE: 1/1/2016 VALUATION: 12/31/2016 ELIGIBILITY: 1/1/2016																						
ELIGIBILITY	<table border="0" style="width: 100%;"> <tr> <td style="width: 30%;">Minimum Age:</td> <td style="border-bottom: 1px solid black;">0</td> </tr> <tr> <td>Minimum Service:</td> <td style="border-bottom: 1px solid black;">0 Months</td> </tr> <tr> <td>Plan Entry:</td> <td style="border-bottom: 1px solid black;">Immediate</td> </tr> </table>	Minimum Age:	0	Minimum Service:	0 Months	Plan Entry:	Immediate																
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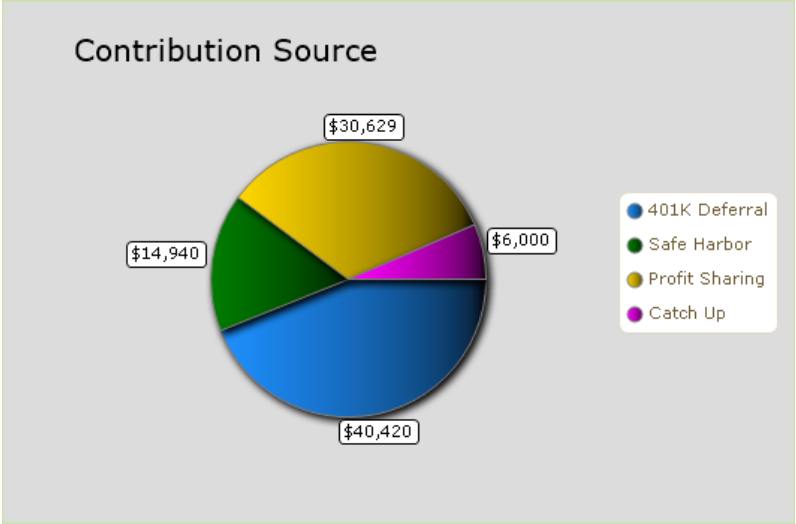
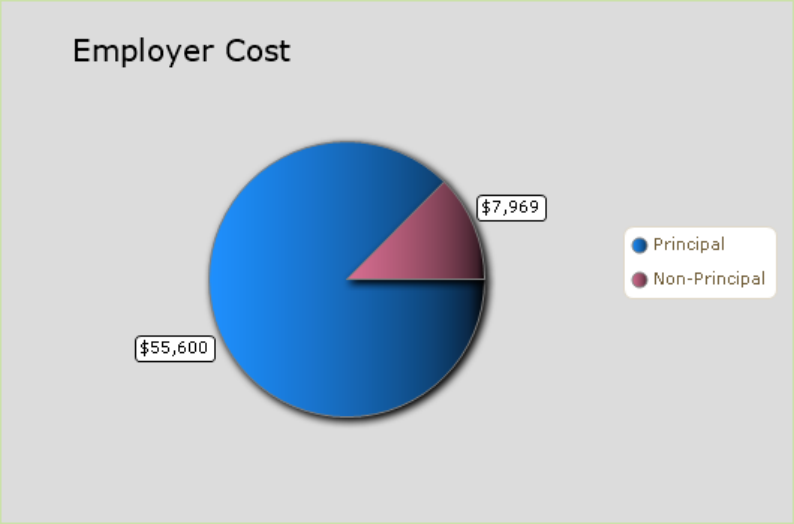
Testing Assumptions

Age	65
Pre-Retirement Interest Rate	8.5
Post-Retirement Interest Rate	8.5
Mortality Table	UP 84
Impute Disparity	No
401(a)(4) Non-discrimination Test Result	Pass

Sample Corporation
401(k)/New Comparability Profit Sharing Plan
Contribution Report
For the Plan Year 1/1/2016 through 12/31/2016

						Deferral		3% Safe Harbor	Profit Sharing		Catch Up	Total Contribution				
P	O	H	C	Name	Earnings	Att Age	Dollar	%	Dollar	Dollar	%	Dollar	Amount	% of Pay	Employer Cost	% of Total
*	*	*	A	Employee, Owner	265,000	48	18,000	6.79	7,950	27,050	10.21	0	53,000	20.00	53,000	83.37
*	*		C	Spouse, Owner	52,000	47	2,000	3.85	1,560	1,040	2.00	0	4,600	8.85	2,600	4.09
			B	Four, Employee	60,000	56	18,000	30.00	1,800	842	1.40	6,000	26,642	44.40	2,642	4.16
			B	One, Employee	47,000	44	940	2.00	1,410	659	1.40	0	3,009	6.40	2,069	3.25
			B	Three, Employee	32,000	26	640	2.00	960	449	1.40	0	2,049	6.40	1,409	2.22
			B	Two, Employee	42,000	41	840	2.00	1,260	589	1.40	0	2,689	6.40	1,849	2.91
TOTALS ->					498,000		40,420		14,940	30,629		6,000	91,989		63,569	100.00

*** Report Summary ***				
	Considered Earnings	Employer Cost	Percent of Pay	Percent of Total
Principals	317,000	55,600	17.54	87.46
Non-Principals	181,000	7,969	4.40	12.54
Grand Totals	498,000	63,569	12.76	100.00



Legend: P - Principal, O - Owner, H - Highly Compensated Employees, C - Class

Tax Summary Report
Sample Corporation
For the Plan Year 1/1/2016 through 12/31/2016

Assumed Tax Brackets	15%	34%
Employer Contribution	\$ 45,569	\$ 45,569
Estimated Tax Savings	\$ 6,835	\$ 15,493
Net Cost After Estimated Tax Savings	\$ 38,734	\$ 30,076
Contribution For Principals	\$ 37,600	\$ 37,600
Principal Contribution As A Percentage Of Net Cost	97%	125%
Net Cost Of Plan (After Principal Contribution And Tax Savings)	\$ 1,134	\$ -7,524

**ADP Test Results
Sample Corporation**

	Number of Participants	ADP
NHCES	4	9.00%
HCES	2	5.32%
		401(K) ADP Test
Maximum Average Percentage		11.25%
Actual Average Percentage		5.32%
Result		Pass

Sample Corporation
 New Comparability Profit Sharing Plan
 Non-Discrimination Test Results

I: Ratio Percentage Test

Concentration Percentage	66.67
Safe Harbor Percentage	44.75
Unsafe Percentage	34.75
Mid-point Percentage	39.75
Total NHCEs in Plan	4
Total HCEs in Plan	2

HC	Last Name	Age	Earnings	EBAR	NHCE(s)	Ratio	HCE(s)	Ratio	Ratio %	Result
	Three, Employee	26	32,000	13.34						
*	Employee, Owner	48	265,000	6.65	1/4=	0.25	1/2=	0.5	50.00	Passed
	Two, Employee	41	42,000	3.924						
	One, Employee	44	47,000	3.072						
*	Spouse, Owner	47	52,000	2.732	3/4=	0.75	2/2=	1	75.00	Passed
	Four, Employee	56	60,000	1.154						

II: Average Benefits Percentage Test

Average EBAR of the NHCEs	9.649
Average EBAR of the HCEs	7.452
Ratio Percentage of the NHCEs to the HCEs	129.48%
Ratio Percentage must be at least 70%	Passed

III: Report Summary

	Result	Reason
Ratio Percentage Test	Passed	All of the Rate Groups pass the Ratio Percentage Test with a percentage EQUAL to or GREATER than the Mid-Point Percentage

III: Report Summary

	Result	Reason
Average Benefits Percentage Test	Passed	The Average Benefit Percentage of the NHCEs is GREATER than or EQUAL to 70% of the Average Benefit Percentage of the HCEs.

New Comparability Rate Group EBAR Worksheet

Sample Corporation

For the Plan Year 1/1/2016 to 12/31/2016

Last Name	First Name	HCE	Class	Att Age	Test Age	Fut Svc	Considered Earnings	PS + 3% SH Cont Amt	Age Factor	APR	Equiv Benefit	EBAR
Employee	Owner	Y	Owner	48	65	17	265,000.00	35,000.00	4.002	7.949	17,623	6.650
Four	Employee	N	Non-Owner	56	65	9	60,000.00	2,641.51	2.084	7.949	693	1.154
One	Employee	N	Non-Owner	44	65	21	47,000.00	2,069.18	5.547	7.949	1,444	3.072
Spouse	Owner	Y	Non-Owner HCEs	47	65	18	52,000.00	2,600.00	4.342	7.949	1,420	2.732
Three	Employee	N	Non-Owner	26	65	39	32,000.00	1,408.81	24.086	7.949	4,269	13.340
Two	Employee	N	Non-Owner	41	65	24	42,000.00	1,849.06	7.085	7.949	1,648	3.924

Average Benefit Percentage Test
 New Comparability EBAR Calculation Worksheet
 Sample Corporation
 For the Plan Year 1/1/2016 to 12/31/2016

Last Name	First Name	Age	TA	FS	Considered Earnings	401(K) Allocation Def+3% SH	PS Plan Allocation	Age Factor	APR	Equiv. Benefit	EBAR
NON-HIGHLY COMPENSATED EMPLOYEES											
Four	Employee	56	65	9	60,000	19,800	842	2.0839	7.9486	5,411	9.019
One	Employee	44	65	21	47,000	2,350	659	5.5466	7.9486	2,100	4.468
Three	Employee	26	65	39	32,000	1,600	449	24.0857	7.9486	6,208	19.401
Two	Employee	41	65	24	42,000	2,100	589	7.0846	7.9486	2,397	5.707
TOTAL											38.595
A. AVERAGE											9.649
HIGHLY COMPENSATED EMPLOYEES											
Employee	Owner	48	65	17	265,000	25,950	27,050	4.0023	7.9486	26,686	10.070
Spouse	Owner	47	65	18	52,000	3,560	1,040	4.3425	7.9486	2,513	4.833
TOTAL											14.903
B. AVERAGE											7.452
(A) / (B) * 100 AVERAGE BENEFIT PERCENTAGE TEST											129.48%