

<div>Form 5500-SF</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>		<div>Short Form Annual Return/Report of Small Employee Benefit Plan</div> <div>This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500-SF.</div>		<div>OMB Nos. 1210-0110 1210-0089</div> <div>2009</div> <div>This Form is Open to Public Inspection</div>																																																																									
<div>Part IAnnual Report Identification Information</div> <div>For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009</div> <div><div>A This return/report is for:</div><div><input type="checkbox"/> single-employer plan<input checked="" type="checkbox"/> multiple-employer plan (not multiemployer)<input type="checkbox"/> one-participant plan</div><div><div>B This return/report is for:</div><div><input type="checkbox"/> first return/report<input type="checkbox"/> final return/report</div><div><input checked="" type="checkbox"/> an amended return/report<input type="checkbox"/> short plan year return/report (less than 12 months)</div><div><div>C Check box if filing under:</div><div><input type="checkbox"/> Form 5558<input type="checkbox"/> automatic extension<input type="checkbox"/> DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div></div></div>																																																																													
<div>Part II Basic Plan Information—enter all requested information</div> <div><div><div>1a Name of plan</div><div>SAI DEFINED BENEFIT PENSION PLAN</div></div><div><div>1b Three-digit plan number (PN) ▶</div><div>002</div></div><div><div>1c Effective date of plan</div><div>01/01/2007</div></div></div> <div><div><div>2a Plan sponsor's name and address (employer, if for single-employer plan)</div><div>SAI</div><div>13256 NORTHUP WAY SUITE 15 BELLVUE, WA 98005</div></div><div><div>2b Employer Identification Number (EIN)</div><div>91-1602052</div></div><div><div>2c Plan sponsor's telephone number</div><div>425-401-1611</div></div><div><div>2d Business code (see instructions)</div><div>541330</div></div></div> <div><div><div>3a Plan administrator's name and address (if same as Plan sponsor, enter "Same")</div><div>SAI</div><div>13256 NORTHUP WAY SUITE 15 BELLVUE, WA 98005</div></div><div><div>3b Administrator's EIN</div><div>91-1602052</div></div><div><div>3c Administrator's telephone number</div><div>425-401-1611</div></div></div> <div><div><div>4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN, and the plan number from the last return/report. Sponsor's name</div><div>4b EIN</div><div>4c PN</div></div><div><div>5a Total number of participants at the beginning of the plan year</div><div>5a</div><div>2</div></div><div><div>b Total number of participants at the end of the plan year</div><div>5b</div><div>1</div></div><div><div>c Total number of participants with account balances as of the end of the plan year (defined benefit plans do not complete this item)</div><div>5c</div><div></div></div></div> <div><div><div>6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)</div><div><input checked="" type="checkbox"/> Yes<input type="checkbox"/> No</div></div><div><div>b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)</div><div><input checked="" type="checkbox"/> Yes<input type="checkbox"/> No</div></div><div>If you answered "No" to either 6a or 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.</div></div>																																																																													
<div>Part III Financial Information</div> <table><tr><td>7 Plan Assets and Liabilities</td><td></td><td>(a) Beginning of Year</td><td>(b) End of Year</td></tr><tr><td>a Total plan assets</td><td>7a</td><td>264256</td><td>354364</td></tr><tr><td>b Total plan liabilities</td><td>7b</td><td>0</td><td>0</td></tr><tr><td>c Net plan assets (subtract line 7b from line 7a)</td><td>7c</td><td>264256</td><td>354364</td></tr></table> <table><tr><td>8 Income, Expenses, and Transfers for this Plan Year</td><td></td><td>(a) Amount</td><td>(b) Total</td></tr><tr><td>a Contributions received or receivable from:</td><td></td><td></td><td></td></tr><tr><td>(1) Employers</td><td>8a(1)</td><td>10000</td><td></td></tr><tr><td>(2) Participants</td><td>8a(2)</td><td>0</td><td></td></tr><tr><td>(3) Others (including rollovers)</td><td>8a(3)</td><td>0</td><td></td></tr><tr><td>b Other income (loss)</td><td>8b</td><td>85968</td><td></td></tr><tr><td>c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)</td><td>8c</td><td></td><td>95968</td></tr><tr><td>d Benefits paid (including direct rollovers and insurance premiums to provide benefits)</td><td>8d</td><td>5860</td><td></td></tr><tr><td>e Certain deemed and/or corrective distributions (see instructions)</td><td>8e</td><td>0</td><td></td></tr><tr><td>f Administrative service providers (salaries, fees, commissions)</td><td>8f</td><td>0</td><td></td></tr><tr><td>g Other expenses</td><td>8g</td><td>0</td><td></td></tr><tr><td>h Total expenses (add lines 8d, 8e, 8f, and 8g)</td><td>8h</td><td></td><td>5860</td></tr><tr><td>i Net income (loss) (subtract line 8h from line 8c)</td><td>8i</td><td></td><td>90108</td></tr><tr><td>j Transfers to (from) the plan (see instructions)</td><td>8j</td><td>0</td><td></td></tr></table>						7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year	a Total plan assets	7a	264256	354364	b Total plan liabilities	7b	0	0	c Net plan assets (subtract line 7b from line 7a)	7c	264256	354364	8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total	a Contributions received or receivable from:				(1) Employers	8a(1)	10000		(2) Participants	8a(2)	0		(3) Others (including rollovers)	8a(3)	0		b Other income (loss)	8b	85968		c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		95968	d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	5860		e Certain deemed and/or corrective distributions (see instructions)	8e	0		f Administrative service providers (salaries, fees, commissions)	8f	0		g Other expenses	8g	0		h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		5860	i Net income (loss) (subtract line 8h from line 8c)	8i		90108	j Transfers to (from) the plan (see instructions)	8j	0	
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Part IV Plan Characteristics**9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:**Part V Compliance Questions**

	Yes	No	Amount
10 During the plan year:			
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)		X	
c Was the plan covered by a fidelity bond?	X		50000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service or other organization that provides some or all of the benefits under the plan? (See instructions.)		X	
f Has the plan failed to provide any benefit when due under the plan?		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year end.)		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500)) ☒ Yes ☐ No

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? .. ☐ Yes ☒ No
(If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year	12b	
c Enter the amount contributed by the employer to the plan for this plan year	12c	
d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	12d	

e Will the minimum funding amount reported on line 12d be met by the funding deadline? ☐ Yes ☐ No ☐ N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted during the plan year or any prior year? ☒ Yes ☐ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year **13a** _____

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ☐ Yes ☒ No

c If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

13c(1) Name of plan(s):	13c(2) EIN(s)	13c(3) PN(s)

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	05/21/2010	CAROL M. SANDERS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2009 This Form is Open to Public Inspection
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For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan SAI DEFINED BENEFIT PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SAI	D Employer Identification Number (EIN) 91-1602052
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500

Part I	Basic Information
1	Enter the valuation date: Month 01 Day 01 Year 2009
2	Assets:
a	Market value 2a 259420
b	Actuarial value 2b 259420
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a 0 0
b	For terminated vested participants 3b 1 5860
c	For active participants:
(1)	Non-vested benefits 3c(1) 0
(2)	Vested benefits 3c(2) 256801
(3)	Total active 3c(3) 1 256801
d	Total 3d 2 262661
4	If the plan is at-risk, check the box and complete items (a) and (b) <input type="checkbox"/>
a	Funding target disregarding prescribed at-risk assumptions 4a
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor 4b
5	Effective interest rate 5 5.50 %
6	Target normal cost 6 0

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	
Signature of actuary	Date
JOHN R. KALEAS, F.S.A.	08-01642
Type or print name of actuary	Most recent enrollment number
CONWAY JONES & ASSOCIATES	206-545-6826
Firm name	Telephone number (including area code)
1914 N. 34TH ST. SUITE 201 SEATTLE, WA 98103	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2009
v.092308.1

Part II Beginning of year carryover and prefunding balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	319	
8	Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	
9	Amount remaining (Item 7 minus item 8).....	319	0
10	Interest on item 9 using prior year's actual return of <u>-4.57</u> %	-15	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Excess contributions (Item 38 from prior year)		16592
b	Interest on (a) using prior year's effective rate of <u>5.50</u> %		913
c	Total available at beginning of current plan year to add to prefunding balance		17505
d	Portion of (c) to be added to prefunding balance.....		17505
12	Reduction in balances due to elections or deemed elections.....	0	0
13	Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	304	17505

Part III Funding percentages			
14	Funding target attainment percentage.....	14	91.99 %
15	Adjusted funding target attainment percentage.....	15	91.99 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	110.06 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV Contributions and liquidity shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
02/12/2010	7813				
02/19/2010	2187				
Totals ►			18(b)	10000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contribution from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	9414
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
b If 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
c If 20a is "Yes," see instructions and complete the following table as applicable:		

Liquidity shortfall as of end of Quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions used to determine funding target and target normal cost

21 Discount rate:				
a Segment rates:	1st segment: 5.50 %	2nd segment: 5.50 %	3rd segment: 5.50 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 1
22 Weighted average retirement age				22 58
23 Mortality table(s) (see instructions) <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute				

Part VI Miscellaneous items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
27 If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of unpaid minimum required contributions for prior years

28 Unpaid minimum required contribution for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (item 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (item 28 minus item 29)	30	0

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions).....	31	0
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	5290	882
b Waiver amortization installment	0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	0
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33).....	34	882
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement		Total balance
36 Additional cash requirement (item 34 minus item 35).....	36	882
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	9414
38 Interest-adjusted excess contributions for current year (see instructions).....	38	8532
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37).....	39	0
40 Unpaid minimum required contribution for all years	40	0

SAI
DEFINED BENEFIT PENSION PLAN

ACTUARIAL ASSUMPTIONS

Interest Rates

- Plan Rate	5.00%
- Funding Rate	
Segment 1	5.50%
Segment 2	5.50%
Segment 3	5.50%
- Minimum Present Values	
Segment 1	5.50%
Segment 2	5.50%
Segment 3	5.50%

Experience - Active Employees

- Retirement	Later of age 58 and 5 years of participation.
- Death	None.
- Other Separation	None.
- Salary Increase	None.

Retired Mortality	2009 Applicable Table, unisex basis.
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Expense Loading	None.
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Asset Valuation Basis	Market value.
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**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2009**This Form is Open to Public
Inspection**For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009▶ **Round off amounts to nearest dollar.**▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan SAI DEFINED BENEFIT PENSION PLAN	B Three-digit plan number (PN) ▶ 002
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b For terminated vested participants.....	3b	1
c For active participants:		
(1) Non-vested benefits.....	3c(1)	0
(2) Vested benefits.....	3c(2)	256801
(3) Total active.....	3c(3)	1
d Total.....	3d	2
4 If the plan is at-risk, check the box and complete items (a) and (b)..... <input type="checkbox"/>		
a Funding target disregarding prescribed at-risk assumptions.....	4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor.....	4b	
5 Effective interest rate.....	5	5.50%
6 Target normal cost.....	6	0

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

**SIGN
HERE**

Signature of actuary

JOHN R. KALEAS, F.S.A.

Type or print name of actuary

CONWAY JONES & ASSOCIATES

Firm name

1914 N. 34TH ST. SUITE 201

SEATTLE WA 98103

Address of the firm

05-13-10

Date

0801642

Most recent enrollment number

206-545-6826

Telephone number (including area code)

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

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Schedule SB (Form 5500) 2009
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Liquidity shortfall as of end of Quarter of this plan year

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Part V Assumptions used to determine funding target and target normal cost

21 Discount rate:				
a Segment rates:	1st segment: 5.50%	2nd segment: 5.50%	3rd segment: 5.50%	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)	21b			1
22 Weighted average retirement age	22			58
23 Mortality table(s) (see instructions) <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute				

Part VI Miscellaneous items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
27 If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachment.	27

Part VII Reconciliation of unpaid minimum required contributions for prior years

28 Unpaid minimum required contribution for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (item 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (item 28 minus item 29)	30	0

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions)	31	0
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	5290	882
b Waiver amortization installment	0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	0
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b - item 33)	34	882
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement		
36 Additional cash requirement (item 34 minus item 35)	36	882
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c)	37	9414
38 Interest-adjusted excess contributions for current year (see instructions)	38	8532
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37)	39	0
40 Unpaid minimum required contribution for all years	40	0

SAI
DEFINED BENEFIT PENSION PLAN

Summary of Plan Provisions

Effective Date

January 1, 2007. Sanders & Associates, Inc., SAI Engineering, Inc., and S&A Sources, Inc. are adopting employers.

Definitions

- Plan Year
- Compensation
- Average Compensation
- Years of Service
- Accrued Pension

January 1 through December 31.

Total compensation paid in plan year.

Average of highest 3 consecutive plan years of compensation. All years of compensation are included for this purpose.

Service for eligibility, vesting and benefit accruals is based upon the 1,000 hour rule. However, service prior to January 1, 2007 is excluded for vesting purposes.

Projected normal retirement pension, times fraction: years of service at termination divided by years of service employee would have had at normal retirement date.

Eligibility

Employees become eligible on the January 1 or July 1 following attainment of age 21 and completion of one year of service.

Normal Retirement

- Age
- Annual Pension
- Payment of Pensions

Later of age 58 and 5 years of participation.

18% of average compensation, reduced for service less than 25 years.

Straight life annuity for single employees. Reduced 50% Joint and Survivor annuity for married employees. Option to include single sum or installment payments.

Early Retirement Benefit

None.

Late Retirement

Actuarial equivalent value of normal retirement pension.

Disability Benefit

Actuarial equivalent value of accrued pension.

Termination of Employment Benefit

Vesting percentage times accrued pension. Vesting percentage is 20% after 2 years of service, and increasing 20% per year thereafter, to 100% after 6 or more years. However, service prior to January 1, 2007 is excluded for vesting purposes.

Death Benefit Before Retirement

Actuarial equivalent value of accrued pension.

Actuarial Equivalence Basis

Based on 5.0% interest and the 2009 Applicable Table, unisex basis, but subject to segment-related interest rates (December basis) if more favorable. However, maximum benefits under IRC Section 415 are subject to the segment-related interest rates (December basis) if less favorable.

Top-Heavy Status

Top-heavy as of December 31, 2009.

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base:	Shortfall
Amount of Base:	5,290
Valuation Date Established:	01-01-2009
Number of Years Remaining in Amortization Period:	7
Amortization Installment:	882

Schedule SB, line 22—Description of Weighted Average Retirement Age

Methodology—Normal Retirement Age stated in plan document, Age 58
Weight at each Potential Retirement Age—100% at age 58.