### Form 5500-SF

Department of the Treasury Internal Revenue Service

Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Department of Labor

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).

▶ Complete all entries in accordance with the instructions to the Form 5500-SF.

Short Form Annual Return/Report of Small Employee

**Benefit Plan** 

2010

OMB Nos. 1210-0110 1210-0089

This Form is Open to Public Inspection

	art I Annual Report Identification Information								
For	calendar plan year 2010 or fiscal plan year beginning 01/01/2010	)	and ending	12/31/2	2010				
Α .	This return/report is for: single-employer plan	multiple-e	employer plan (not multiemployer)		one-participa	nt plan			
В	This return/report is for: first return/report	final retur	n/report						
	an amended return/report	short plar	year return/report (less than 12 m	onths)					
С	Check box if filing under:	automatic	extension		DFVC progra	m			
	special extension (enter descriptio	n)							
Pa	Int II Basic Plan Information—enter all requested information								
	Name of plan	20011		1b	Three-digit				
	IATRIC RESOURCE CONSULTANTS, INC. PENSION PLAN				plan number	001			
				4.	(PN) •				
				1C	Effective date of 01/01/2	•			
2a Plan sponsor's name and address (employer, if for single-employer plan)  2b Employer Identi									
	IATRIC RESOURCE CONSULTANTS, INC.	F,			(EIN) 11-3557				
Q11 N	NAPOLEON STREET			2c	Plan sponsor's to 718-998	elephone number			
	DDMERE, NY 11598-2317			24	Business code (				
			24	541600	see instructions)				
3a	Plan administrator's name and address (if same as Plan sponsor, er ATRIC RESOURCE CONSULTANTS, INC. 811 NAPOLE	nter "Same	e")	3b	Administrator's E	IN M			
GER	IATRIC RESOURCE CONSULTANTS, INC. 811 NAPOLE WOODMERE			20	11-3557				
				30	718-998	elephone number 3-9708			
	f the name and/or EIN of the plan sponsor has changed since the las		port filed for this plan, enter the	4b	EIN				
I	name, EIN, and the plan number from the last return/report. Sponso	r's name		40	PN				
5a	Total number of participants at the beginning of the plan year			+ -	FIN	4			
b	Total number of participants at the end of the plan year					4			
C	Total number of participants at the end of the plan year			5b		-			
	complete this item)			. 5c					
6a	Were all of the plan's assets during the plan year invested in eligible	e assets?	(See instructions.)			X Yes No			
b	Are you claiming a waiver of the annual examination and report of a					X Vac D Na			
	under 29 CFR 2520.104-46? (See instructions on waiver eligibility a lf you answered "No" to either 6a or 6b, the plan cannot use Fo		•			Yes No			
Pa	rt III Financial Information	JIIII 3300	or and must mistead use i orm s	<del>500.</del>					
7	Plan Assets and Liabilities		(a) Beginning of Year		(b) End	of Year			
а	Total plan assets	. 7a	41806	3	(2)	443295			
b	Total plan liabilities	. 7b							
С	Net plan assets (subtract line 7b from line 7a)	. 7c	41806	3		443295			
8	Income, Expenses, and Transfers for this Plan Year		(a) Amount		(b) T	otal			
а	Contributions received or receivable from:	2 (1)							
	(1) Employers	8a(1)		_					
	(2) Participants	8a(2)		-					
h	(3) Others (including rollovers)	8a(3)	3838	12					
b	Other income (loss)	8b	0000	_		38382			
c d	Benefits paid (including direct rollovers and insurance premiums	8c							
-	to provide benefits)	. 8d							
е	Certain deemed and/or corrective distributions (see instructions)	8e							
f	Administrative service providers (salaries, fees, commissions)	8f		_					
g	Other expenses	8g	1315	0					
h	Total expenses (add lines 8d, 8e, 8f, and 8g)	8h				13150			
i	Net income (loss) (subtract line 8h from line 8c)	. 8i				25232			
i	Transfers to (from) the plan (see instructions)	Q;							

Form 5500-SF 2010	Page <b>2-</b>
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Dart IV	Dlan	Characteristic	_
Part IV	Plan	Characteristic	Ş

SIGN HERE

Signature of employer/plan sponsor

If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 1A 1G 3D

D		e plan provides welfare benefits, enter the applicable welfare featu			0.01101		200 111 1		J110.	
Part	٧	Compliance Questions								
10	Dui	ing the plan year:				Yes	No		Amount	
а		s there a failure to transmit to the plan any participant contributions CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciar			10a		X			
b		re there any nonexempt transactions with any party-in-interest? (Dine 10a.)			10b		X			
С	Wa	as the plan covered by a fidelity bond?			10c	X				50000
d		the plan have a loss, whether or not reimbursed by the plan's fidel			10d		X			
е	insı	re any fees or commissions paid to any brokers, agents, or other p urance service or other organization that provides some or all of the ructions.)	e benefits under the	plan? (See	10e		X			
f	Has	s the plan failed to provide any benefit when due under the plan?			10f		X			
g	Did	the plan have any participant loans? (If "Yes," enter amount as of	vear end.)		10g		X			
•		is is an individual account plan, was there a blackout period? (See			iug					
		20.101-3.)			10h					
i		Oh was answered "Yes," check the box if you either provided the reeptions to providing the notice applied under 29 CFR 2520.101-3			10i					
Part '	VI	Pension Funding Compliance								
		nis a defined benefit plan subject to minimum funding requirements 0))							X Yes	No
12										
	(If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)									
	<b>a</b> 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									
		completed line 12a, complete lines 3, 9, and 10 of Schedule ME	, , ,	•			401			
		er the minimum required contribution for this plan year				T	12b			
		er the amount contributed by the employer to the plan for this plan	-				12c			
	neg	tract the amount in line 12c from the amount in line 12b. Enter the ative amount)					12d	<b></b>	7 F	<b>1</b>
		the minimum funding amount reported on line 12d be met by the fundamental fund	unding 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 ye	ear or any prior yea	r?				•	X Yes	No
		es," enter the amount of any plan assets that reverted to the emplo					13a			0
b		re all the plan assets distributed to participants or beneficiaries, traine PBGC?	nsferred to another	plan, or brought ι	under 	the co	ntrol		Yes	X No
С		uring this plan year, any assets or liabilities were transferred from to the assets or liabilities were transferred. (See instructions.)	his plan to another	plan(s), identify th	ne plai	n(s) to			1	
1:	3c(1	) Name of plan(s):				130	c(2) EI	N(s)	13c(3)	PN(s)
Cauti	on:	A penalty for the late or incomplete filing of this return/report	will be assessed ι	ınless reasonabl	e cau	se is	establ	ished.	1	
Under SB or	r per Sch	nalties of perjury and other penalties set forth in the instructions, I cledule MB completed and signed by an enrolled actuary, as well as true, correct, and complete.	declare that I have e	examined this retu	ırn/rep	ort, in	cludin	g, if applical		
SIGN	Filed with authorized/valid electronic signature.  09/16/2011 SAM RAUSMAN									
HERI	RE Signature of plan administrator Date Enter name of individual signing as plan administrator									

Date

Enter name of individual signing as employer or plan sponsor

## SCHEDULE SB (Form 5500)

Department of the Treasury Internal Revenue Service

Pension Benefit Guaranty Corporation

Department of Labor Employee Benefits Security Administration

## 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-SE

OMB No. 1210-0110

2010

This Form is Open to Public Inspection

						File as a	an attachr	ment to Form	5500 or	5500-9	SF.					
For	cale	ndar p	lan year 2010	or fiscal plan	⁄ea	r beginning 0°	1/01/2010				and endi	ng 12/31	/201	0		
•	Rour	nd off	amounts to	nearest dollar.												
•	Caut	ion: A	penalty of \$1	,000 will be as	ses	sed for late filing o	of this repo	rt unless reas	onable ca	ause is	establishe	ed.				
		of pla		ONSULTANTS	, IN	C. PENSION PLA	.N			В	Three-dig			<b>&gt;</b>	001	
											•	. ,				
С	Plan s	sponso	or's name as s	shown on line 2	a c	f Form 5500 or 55	00-SF			D I	Employer I	dentificati	on N	umber (	(EIN)	
GEI	RIATE	RIC RE	ESOURCE CO	ONSULTANTS	IN	C.				11-3	3557143					
Εī	Гуре с	of plan:	X Single	Multiple-A		Multiple-B	F	Prior year pla	an size: 🏻	X 100	100 or fewer					
Pa	art I	В	asic Inforr	mation												
1			valuation dat		Мо	nth <u>12</u> [	Day <u>31</u>	Year <u>/</u>	2010	_		-				
2	Ass	sets:														
	а	Mark	et value									2a				443295
	b	Actu	arial value									2b				443295
3	Fur	nding t	arget/participa	ant count break	do	wn			<b>(1)</b> N	Number	of particip	ants		(2)	Funding Targe	et
	а	For	etired particip	pants and bene	ficia	aries receiving pay	ment	3a				0				0
	a For retired participants and beneficiaries receiving payment									2				23491		
	С	For a	active particip	ants:												
	(1) Non-vested benefits															
		(2)						2 (2)	ł			-				356681
		` '										2				357334
	d	` '										4				380825
4						omplete items (a) a										
•		•	•			. ,	` '			ш		4a				
	a b		0 0	0 0.		ed at-risk assumpt										
						imptions, but disre re years and disreg										
5	Effe	ective	interest rate									5				6.00 %
6	Tar	get no	rmal cost									6				15701
	To the accorda	best of r ance wit ation, of	h applicable law a	e information supplie and regulations. In m	у ор	this schedule and accominion, each other assumpence under the plan.										
	IER									_						
				Signa	atur	e of actuary								Date		
HER	BER	TNAD	LER							_				11-013	334	
ADV	'ANC	ED PE	NSION ACTU	Type or p JARIES, INC.	int	name of actuary						Most re		enrollm 16-536-	nent number -5200	
			NTRE AVEN ENTRE, NY 1	UE, SUITE 400		n name				_	Те	lephone r	numb	er (inclu	uding area cod	e)
				Ado	res	s of the firm				_						
If the	actu	arv ha	s not fully refl	ected any regu	lati	on or ruling promu	lgated und	ler the statute	in comple	etina th	nis schedu	le, check t	the h	ox and	see	П
	uction	•	S .iot raily roll			o or raining profitio	ga.ca ana	.c. the statute	compi	Jung u		, 5.10010		CA GIIG		Ш

age	2-	1

Pa	art II	Begin	ning of year	carryove	er and prefundi	ing balan	ces						
	•			-		_		(a)	Carryover balance	;	(b) F	Prefundi	ng balance
7		-	•		cable adjustments (					0			(
8	Portion (	used to	offset prior year's	funding red	quirement (Item 35 f	rom prior ye	ear)			0			(
9	Amount	remainii	ng (Item 7 minus i	tem 8)						0			(
10	Interest	on item	9 using prior year	's actual re	turn of6.04 %	<b>6</b>				0			(
11					d to prefunding balar								
	a Exce	ss contr	ributions (Item 38	from prior	year)								41240
	<b>b</b> Inter	est on (a	a) using prior year	's effective	rate of6.61	%							(
					year to add to prefun								41240
	_				alance	•							(
12				_	emed elections					0			(
					+ item 10 + item 110					0			(
	art III		ding percenta			<u></u>							
14												14	116.40 %
15												15	111.79 %
16	16 Prior year's funding percentage for purposes of determining whether carryover/prefunding halances may be used to reduce								114.04 %				
17	can only year or raining requirement								%				
	Part IV Contributions and liquidity shortfalls  18 Contributions made to the plan for the plan year by employer(s) and employees:												
10	(a) Date		(b) Amount p		(c) Amount paid		(a) Da	ıte.	<b>(b)</b> Amount p	aid by	((	:) Amou	nt paid by
(N	M-DD-Y		employer		employees		(MM-DD-)		employer	-	,	empl	
						To	otals ►	18(b)		0	18(c)		(
19	Discoun	ted emp	loyer contribution:	s – see ins	tructions for small pl	lan with a va	aluation da	ate after t	he beginning of th	e year:		•	
					imum required conti					19a			(
	_				djusted to valuation					19b			(
	<b>C</b> Contri	butions a	allocated toward m	inimum rea	uired contribution for	current vear	adiusted to	o valuatio	n date	19c			(
20			outions and liquidi			-	-			1			
		=		-	he prior year?								Yes X No
		•	•		tallments for the cur							<u> </u>	Yes No
	<b>C</b> If 20a	is "Yes,	" see instructions	and compl	ete the following tab	ole as applic	able:						
	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) 19	st		(2) 2nd			(3)	3rd			(4) 4th	1

Pa	rt V Assumptio	ons used to determin	e funding target and ta	arget norn	nal cost						
21	Discount rate:										
	<b>a</b> Segment rates:	1st segment: 3.14 %	2nd segment: 5.90 %		3rd segment: 6.45 %		N/A, full yield curve used				
	<b>b</b> Applicable month	(enter code)				21b	0				
22	Weighted average ret	tirement age				22	62				
23	Mortality table(s) (see	e instructions)	Prescribed - combined	Prescribe	ed - separate	Substitu	te				
Pa	rt VI Miscellane	ous items									
24	Has a change been m	nade in the non-prescribed	actuarial assumptions for the	•	•		, – w				
25	Has a method change	e been made for the current	t plan year? If "Yes," see inst	ructions rega	rding required attacl	hment	Yes No				
26	Is the plan required to	provide a Schedule of Act	ive Participants? If "Yes," see	e instructions	regarding required	attachment	Yes No				
27											
Pa	Part VII Reconciliation of unpaid minimum required contributions for prior years										
28	Unpaid minimum requ	uired contribution for all pric		28	0						
29											
30	Remaining amount of	f unpaid minimum required	contributions (item 28 minus i	item 29)		30	0				
Pa	rt VIII Minimum	required contributio	n for current vear								
31		•	nstructions)			31	0				
32		• • • • • • • • • • • • • • • • • • • •	,		Outstanding Bala	ince	Installment				
	a Net shortfall amorti	tization installment			<del>-</del>	0	0				
	<b>b</b> Waiver amortizatio	on installment				0	0				
33			enter the date of the ruling le			33	0				
34	• .	9 ,	over/prefunding balances (ite			34	0				
			Carryover balance	Э	Prefunding balar	nce	Total balance				
35	Balances used to offs	set funding requirement					0				
36	Additional cash requir	rement (item 34 minus item	35)			36	0				
37		•	d contribution for current year	•		37	0				
38	8 Interest-adjusted excess contributions for current year (see instructions)										
39											
40	Unpaid minimum required contribution for all years										

### Geriatric Resource Consultants, Inc.

### **Pension Plan**

Schedule of Active Participant Data Plan Year: 1/1/2010 to 12/31/2010 Valuation Date: 12/31/2010

Age/ Svc	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Total
0	0	0	0	0	0	0	0	0	0	0	0	0
1-4	1	0	0	0	0	0	0	0	0	0	0	1
5-9	0	0	0	0	0	0	0	0	0	0	0	0
10-14	0	0	0	0	0	0	0	1	0	0	0	1
15-19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0	0
40+	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	0	0	0	0	0	0	1	0	0	0	2

<sup>\*</sup>Employees who have not met the minimum eligibility requirements are excluded

Average Age:

40.0

Average Service:

8

Statement of Actuarial Assumptions and Method Plan Year: 1/1/2010 to 12/31/2010 Valuation Date: 12/31/2010

	For PPA Funding	For 417(e)	For Actuarial Equiv.		
Interest Rates	Segment 1 3.14%	Segment 1 3.13%	Pre-Retirement 5.00%		
	Segment 2 5.90% Segment 2 5.07%		Post-Retirement 5.00%		
	Segment 3 6.45%	Segment 3 5.50%			
Pre-Retirement					
Turnover	None	None	None		
Mortality	Mortality None		None		
Assumed Ret Age	Normal retirement age 62 and 5 years of participation		Normal retirement age 62 and 5 years of participation		
Post-Retirement					
Mortality  Male-modified RP2000 combined healthy male projected 25 & 17 yrs Female-modified RP2000 combined healthy female projected 25 & 17 yrs		2010 Applicable Mortality Table from IRS Notice 2008-85	1983 Group Annuity Mortality Table (Male), setback 3 years		
Assumed Benefit Form	For Funding	Normal Form			
Calculated Effective Int	erest Rate	6.00%			

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

### SCHEDULE SB (Form 5500)

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Secunty 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

2010

This Form is Open to Public Inspection

For calendar plan year 2010 or fiscal plan year beginning 01/01/	2010	and endin	g 12	/31/2010
▶ Round off amounts to nearest dollar.				
Caution: A penalty of \$1,000 will be assessed for late filing of this report to	unless reason	able cause is established		
A Name of plan		<b>B</b> Three-digit		
GERIATRIC RESOURCE CONSULTANTS, INC. PENSION	PLAN	plan numbi	er (PN)	<b>)</b> 001
		1		현실 현실 등 보고 있는 것이 되었다. 그 사람들이 되었다. 보고 있는 것이 되었다. 그 그 그는 것이 되었다. 보고 있는 것이 되었다. 그는 것이 되었다. 보고 있다.
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF		D Employer Id	entification N	
Plan sponsor's name as shown on line 2a of Form 5500 of 5500-5F		Employer id	C) ((III) CA ((O))	anavi (wiii)
GERIATRIC RESOURCE CONSULTANTS, INC.		11-3557143		
E Type of plan: X Single Multiple-A Multiple-B	Prior year plan	size: X 100 or fewer	101-500	More than 500
Part I Basic Information				
1 Enter the valuation date: Month 12 Day 31	Year	2010		
2 Assets:				
a Market value			2a	443295
b Actuarial value		)	2b	443295
3 Funding target/participant count breakdown		(1) Number of participa	ints	(2) Funding Target
a For retired participants and beneficiaries receiving payment	3a		0	
b For terminated vested participants	3b		2	2349
c For active participants:				
(1) Non-vested benefits				653
(2) Vested benefits	3c(2)			356683
(3) Total active	3c(3)		2	357334
d Total	3d		4	380829
4 If the plan is at-risk, check the box and complete items (a) and (b)				
a Funding target disregarding prescribed at-risk assumptions	.,	***************************************	4a	
b Funding target reflecting at-risk assumptions, but disregarding trans			4b	
at-risk for fewer than five consecutive years and disregarding loading			5	6.00%
5 Effective interest rate			6	1570
6 Target normal cost	.,,.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***************************************	<u> </u>	2070
Statement by Enrolled Actuary  To the best of my knowledge, the information supplied in this schedule and accompanying schedul accordance with applicable law and regulations. In my opinion, each other assumption is reasonab combination, offer my best estimate of anticipated experience under the plan	les, statements ar ole (taking into acc	nd attachments, if any, is complete count the experience of the plan at	and accurate Ea nd reasonable exp	ach prescribed assumption was applied in pectations) and such other assumptions, in
SIGN HERE Nubert nadle			ten ber	9, 2011
Signature of actuary				Date
HERBERT NADLER				101334
Type or print name of actuary				enrollment number
ADVANCED PENSION ACTUARIES, INC.			······	-536-5200
Firm name		Tel	ephone numb	per (including area code)
100 NORTH CENTRE AVENUE, SUITE 400				
ROCKVILLE CENTRE NY 11570-6301  Address of the firm				
If the actuary has not fully reflected any regulation or ruling promulgated under	the etatute in	n completing this spherius	check the h	oox and see
instructions	uio statuto II	r comproming and someonic	, 3123K BIOL	L

Summary of Plan Provisions Plan Year: 1/1/2010 to 12/31/2010

Plan Effective Date

January 1, 2003

Plan Year

From January 1 to December 31

Eligibility

All employees not excluded by class are eligible to enter on the January 1 nearest the completion of the following requirements:

1 year of service Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 62 Completion of 5 years of participation

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

7 percent of compensation times credited years

plus .75 percent of compensation in excess of the following table, times credited years

Year of SS	Retirement	Monthly				
From	To	Compensation				
1964	1972	\$250.00				
1973	1979	\$500.00				
1980	1983	\$750.00				
1984	1986	\$1,000.00				
1987	1988	\$1,250.00				
1989	1990	\$1,500.00				
1991	1992	\$1,750.00				
1993	1994	\$2,000.00				
1995	1996	\$2,250.00				
1997	1998	\$2,500.00				
1999	1999	\$2,750.00				
2000	2001	\$3,000.00				
2002	2002	\$3,250.00				
2003	2003	\$3,500.00				
2004	2005	\$3,750.00				
2006	2006	\$4,000.00				
2007	2007	\$4,250.00				
2008	2008	\$4,500.00				
		•				

Summary of Plan Provisions Plan Year: 1/1/2010 to 12/31/2010

Year of SS Retirement		Monthly
From	To	Compensation
		-
2000	2000	<b>#1 ## # # * * * * * * * * * *</b>
2009	2009	\$4,750.00
2010	2010	\$5,000.00
2011	2012	\$5,250.00
2013	2013	\$5,500.00
2014	2014	\$5,750.00
2015	2015	\$6,000.00
2016	2017	\$6,250.00
2018	2018	\$6,500.00
2019	2020	\$6,750.00
2021	2021	\$7,000.00
2022	2023	\$7,250.00
2024	2025	\$7,500.00
2026	2027	\$7,750.00
2028	2029	\$8,000.00
2030	2032	\$8,250.00
2033	2035	\$8,500.00
2036	2041	\$8,750.00

Credited years are plan years commencing with the year of hire and ending with the retirement year excluding the following:

Years with less than 1,000 hours

with a maximum of 25 years

Maximum benefit is \$16,250 per month Maximum percent of salary is 100%

Benefit is based on average salary during the highest 3 consecutive years of participation

Normal Form of Benefit

A benefit payable for the life of the participant

Accrued Benefit

A fraction of the normal retirement benefit calculated based on the assumption that the average salary preceding termination equals the average salary at retirement such fraction being equal to the years to date divided by what the years at retirement would have been had employment continued until retirement

Credited years are plan years commencing with the year of hire and ending with the retirement year excluding the following:

Years with less than 1,000 hours

Summary of Plan Provisions Plan Year: 1/1/2010 to 12/31/2010

#### **Termination Benefit**

Upon termination for any reason other than death, disability or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years commencing with the year of hire and ending with the retirement year excluding the following:

Years before the effective date Years with less than 1,000 hours

### Top-Heavy Minimum Benefit

Each non-key participant will be entitled to a minimum accrued benefit equal to the following:

2 percent of average compensation times credited years

Credited years are plan years commencing with the year of entry and ending with the retirement year excluding the following:

Years before the effective date Years with less than 1,000 hours excluding years plan not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of participation

**Top-Heavy Normal Form** 

A benefit payable for the life of the participant

**Top-Heavy Status** 

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently top-heavy.

**Death Benefit** 

Actuarial Equivalent of the accrued benefit earned to date of death

Disability

Equal to present value of the accrued benefit