	Form 5500-SF			Report of Small Emplo	yee	OMB Nos. 1210-0110 1210-0089		
	Department of the Treasury Internal Revenue Service		Benefit			2010		
Er	Department of Labor nployee Benefits Security Administration	Retirement Income Security	Act of 1974	ctions 104 and 4065 of the Employe (ERISA), and section 6058(a) of the Code (the Code).		This Form is Open to Public		
	ension Benefit Guaranty Corporation			h the instructions to the Form 550	Inspection			
Pa	art I Annual Report Id	entification Information	uance with		0-01.			
	calendar plan year 2010 or fisca		0	and ending 1	2/31/2	2010		
Α	This return/report is for:	single-employer plan	multiple-e	employer plan (not multiemployer)		one-participant plan		
В	This return/report is for:	first return/report	final retur	n/report				
	Ī	an amended return/report	short plar	n year return/report (less than 12 mo	nths)			
С	Check box if filing under:	Form 5558	automatio	extension		DFVC program		
		special extension (enter description	on)			—		
Pa	rt II Basic Plan Inform	nation—enter all requested inform	ation					
	Name of plan				1b	Three-digit		
CEC	L R. WHITLOCK CPA, P.S. DE	FINED BENEFIT PLAN				plan number (PN) ▶ 001		
					1c	Effective date of plan		
						01/01/2004		
	Plan sponsor's name and addre L R. WHITLOCK CPA, INC. P.S	ess (employer, if for single-employer	r plan)		2b	Employer Identification Number (EIN) 91-1412858		
	VAVAL AVENUE				2c	Plan sponsor's telephone number 360-479-7922		
BRE	MERTON, WA 98312				2d	Business code (see instructions) 541211		
3a CEC	Plan administrator's name and a	address (if same as Plan sponsor, e		e")	3b	Administrator's EIN 91-1412858		
	,	BREMERTC	N, WA 983	312	3c	Administrator's telephone number 360-479-7922		
4	f the name and/or EIN of the pla	n sponsor has changed since the la	st return/re	port filed for this plan, enter the	4h	EIN		
		r from the last return/report. Sponso		F F ,				
	<b>—</b>					PN		
		0 0 1 1			5a	3		
b		the end of the plan year			5b	3		
С		th account balances as of the end o		· ·	5c			
6a	Were all of the plan's assets d	uring the plan year invested in eligit	ble assets?	(See instructions.)		Yes No		
	Are you claiming a waiver of th	e annual examination and report of	an indeper	ndent qualified public accountant (IQ				
	•	• •		ions.) SF and must instead use Form 55		Yes No		
Pa	rt III Financial Informa		0111 3300-	or and must instead use rorm jo	00.			
7	Plan Assets and Liabilities			(a) Beginning of Year		(b) End of Year		
а	Total plan assets		7a	56364	3	525186		
b	Total plan liabilities		. 7b					
C	Net plan assets (subtract line 7	b from line 7a)	. 7c	563648	3	525186		
8	Income, Expenses, and Transf	ers for this Plan Year		(a) Amount		(b) Total		
а	Contributions received or received				5			
				(	)			
				(	)			
b	., ,			-38462	2			
C	· · · ·	Ba(2), 8a(3), and 8b)				-38462		
d		ollovers and insurance premiums						
	, , , , , , , , , , , , , , , , , , ,				_			
e		ive distributions (see instructions)			) )			
t	•	s (salaries, fees, commissions)						
g b	•	20 of and $9a$	Ŭ		-	0		
n i		3e, 8f, and 8g) 9 8h from line 8c)				-38462		
		e instructions)			)			
J								

#### 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: **1**A
- 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					
10	D	uring the plan year:		Yes	No	Amou	nt
а		as there a failure to transmit to the plan any participant contributions within the time period described in 9 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		Х		
b		ere there any nonexempt transactions with any party-in-interest? (Do not include transactions reported I line 10a.)	10b		Х		
С	V	/as the plan covered by a fidelity bond?	10c	Х			500000
d		d the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud dishonesty?	10d		Х		
e	in	ere any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, surance service or other organization that provides some or all of the benefits under the plan? (See structions.)	10e		x		
f	Н	as the plan failed to provide any benefit when due under the plan?	10f		Х		
g	D	d the plan have any participant loans? (If "Yes," enter amount as of year end.)	10g		X		
h		this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 520.101-3.)	10h				
i		10h was answered "Yes," check the box if you either provided the required notice or one of the ceptions to providing the notice applied under 29 CFR 2520.101-3	10i				
Part	VI	Pension Funding Compliance					
11		this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and com (00))	•			· X X	Yes 🗌 No
12	ls	this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code	e or se	ction 3	302 of	ERISA?	Yes 🕺 No
	(lf	"Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)					
а		a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instruct anting the waiver.					
lf	γοι	completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.		-		<b></b>	
b	Er	ter the minimum required contribution for this plan year			12b		
С	Er	ter the amount contributed by the employer to the plan for this plan year			12c		
d		ubtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left gative amount)			12d		
е	W	ill the minimum funding amount reported on line 12d be met by the funding deadline?				Yes No	N/A
Part	VI	Plan Terminations and Transfers of Assets					
13a	На	as a resolution to terminate the plan been adopted during the plan year or any prior year?				ı []	Yes X No
	lf	'Yes," enter the amount of any plan assets that reverted to the employer this year			13a		
b	W	ere all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought the PBGC?	under	the co		۱	Yes 🛛 No
C	lf	during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify th nich assets or liabilities were transferred. (See instructions.)					
	3c	(1) Name of plan(s):		130	c <b>(2)</b> El	IN(s) 13	<b>c(3)</b> PN(s)
Caut	ion	: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonab		ISA is	ostabl	lished	
Jaul		. A penalty for the face of incomplete ning of this return report will be assessed unless reasonab	ie cau	130 13	Jaran	noneu.	

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	Filed with authorized/valid electronic signature.	09/30/2011	CECIL WHITLOCK
HERE	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

S	CHEDULE SB	Single-Emplo	over [	Define	d Ber	nefit Plan		OM	B No. 1210-0110	
	(Form 5500)			Inform					2010	
	Department of the Treasury Internal Revenue Service								2010	
Employ	Department of Labor ee Benefits Security Administration	This schedule is required Retirement Income Security	y Act of	1974 (ERI	SA) and s	section 6059 of t			n is Open to Pub	olic
-	ion Benefit Guaranty Corporation			ue Code (th	,				Inspection	
For cale	ndar plan year 2010 or fiscal (	File as an att		nt to Form	5500 or	and end	ing 12/3	1/2010		
	nd off amounts to nearest d	····· ) · ··· · · · · · · · · · · · · ·								
Caut	ion: A penalty of \$1,000 will b	be assessed for late filing of this	report u	nless reaso	onable ca	use is establishe	ed.			
A Name						B Three-dig	it		001	
	. WHITLOCK CPA, P.S. DEF	INED DENEFTI PLAN				plan num	ber (PN)	•	001	
C Plan s	ponsor's name as shown on	line 2a of Form 5500 or 5500-SF	-			D Employer	dentificat	ion Number	(EIN)	
CECIL R	. WHITLOCK CPA, INC. P.S.					91-1412858				
Е Туре с	of plan: 🛛 Single 🗌 Multip	le-A Multiple-B	F P	rior year pla	an size:	100 or fewer	101-50	00 More	than 500	
Part I	Basic Information									
	er the valuation date:	Month <u>01</u> Day	01	_ Year 2	2010	_				
	sets:									5000.40
a							2a			563648
b					(4) )		<b>2b</b>	(0)		563648
_	nding target/participant count		Г	3a	(1) N	lumber of particip	bants	(2)	Funding Target	0
a b		beneficiaries receiving payment cipants	-	3b			0			0
c	For active participants:	Jpants		55						
Ū			Г	3c(1)						
	( )		-	3c(2)						417301
	( )		F	3c(3)			3			417301
d	Total			3d			3			417301
4 If th	e plan is at-risk, check the bo	ox and complete items (a) and (b)	)							
а	Funding target disregarding	prescribed at-risk assumptions .					4a			
b		risk assumptions, but disregardir					4b			
<b>E F</b> ((		onsecutive years and disregarding	-	-					F	5.55 %
<u> </u>							5 6			1768
	nt by Enrolled Actuary						0			
To the	best of my knowledge, the information	supplied in this schedule and accompanying								
	ation, offer my best estimate of anticipa	s. In my opinion, each other assumption is ated experience under the plan.	reasonable	e (laking into a	ccount the e	spenence of the plan	anu reasona	Die expectations		ipuons, in
SIGN	1									
HER	E							07/14/	2011	
		Signature of actuary						Date		
MICHAEL	FRANK							11-02	440	
	Туре	or print name of actuary					Most re	ecent enrollr 212-567	nent number 7-1464	
		Firm name				Te	elephone i	number (inc	uding area code)	
100 ARD	EN ST., STE. 5B RK, NY 10040							```	- /	
		Address of the firm				_				
If the actu	ary has not fully reflected any	regulation or ruling promulgated	lundor f	the statute	in comple	ating this school	le choolr	the box and	500	
	ary nas not runy reneated any	regulation or rulling promulgated	่งนานยาไ	ine sidiule	III COMPLE			THE DUX and	300	11

Page	2-	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)	897	
8	Portion used to offset prior year's funding requirement (Item 35 from prior year)		
9	Amount remaining (Item 7 minus item 8)	. 897	
10	Interest on item 9 using prior year's actual return of22.30 %	200	
11	Prior year's excess contributions to be added to prefunding balance:		
	a Excess contributions (Item 38 from prior year)	•	23432
	<b>b</b> Interest on (a) using prior year's effective rate of <u>5.60</u> %		1312
	<b>C</b> Total available at beginning of current plan year to add to prefunding balance		24744
	d Portion of (c) to be added to prefunding balance	•	
12	Reduction in balances due to elections or deemed elections	. 1097	
13	Balance at beginning of current year (item 9 + item 10 + item 11d - item 12)	. 0	
Ρ	art III Funding percentages		

14	Funding target attainment percentage	14	100.00 %
15	Adjusted funding target attainment percentage	15	100.00 %
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	50.40 %
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:

(N	<b>(a)</b> Date 1M-DD-YYYY)	(b) Amount p employer		<b>(c)</b> Amount paid by employees	<b>(a)</b> Dat (MM-DD-Y		(b) Amount pa employer(		• • •	mount paid b mployees	у
		L			Totals ►	18(b)			18(c)		
19	Discounted emp	loyer contribution	s – see ins	tructions for small plan with	a valuation da	e after th	ne beginning of the	e year:	1 1		
	a Contributions	allocated toward	unpaid min	nimum required contribution	from prior year	s	[	19a			0
	<b>b</b> Contributions	made to avoid rea	strictions a	djusted to valuation date				19b			0
	<b>C</b> Contributions	allocated toward m	inimum req	uired contribution for current	year adjusted to	valuatior	n date	19c			0
20	Quarterly contril	outions and liquidi	ty shortfalls	S:							
	<b>a</b> Did the plan h	nave a "funding sh	ortfall" for	the prior year?						X Yes	No
	<b>b</b> If 20a is "Yes	," were required q	uarterly ins	stallments for the current ye	ar made in a tir	nely man	iner?			X Yes	No
	<b>C</b> If 20a is "Yes	" see instructions	and compl	lete the following table as a	pplicable:						
				Liquidity shortfall as of e	end of Quarter of	of this pla	in year				
. <u> </u>	(1) 1	st		(2) 2nd		(3)	3rd		(4)	4th	

Γ

Page 3

Pa	rt V	Assumptio	ns used to determ	ine f	unding target and ta	arget r	normal cost		
21	Discou	nt rate:							
	<b>a</b> Seg	gment rates:	1st segment: 4.60 %		2nd segment: 6.15 %		3rd segment: 6.76 %		N/A, full yield curve used
	<b>b</b> App	licable month	(enter code)					21b	0
22			· · ·					22	64
	<u> </u>	ty table(s) (see		1	scribed - combined	<b>F</b>	scribed - separate	Substitu	te
Pa	rt VI	Miscellane	ous items						
				ed acti	uarial assumptions for the	current	olan vear? If "Yes " see	instruction	s regarding required
- ·		•					•		
25	Has a r	method change	e been made for the curr	ent pla	an year? If "Yes," see instr	uctions	regarding required attac	hment	Yes 🅅 No
26	Is the p	lan required to	provide a Schedule of A	Active	Participants? If "Yes," see	instruc	tions regarding required	attachmen	t Yes 🛛 No
27	If the pl	lan is eligible fo	or (and is using) alternati	ive fun	ding rules, enter applicabl	e code a	and see instructions	27	
1		ľ.							
					m required contribu			T	Γ
28	Unpaid	minimum requ	uired contribution for all p	orior ye	ears			. 28	
29					unpaid minimum required			29	0
30		,			tributions (item 28 minus it			. 30	0
Pa	rt VIII	Minimum	required contribut	ion f	or current year			1	
					uctions)			31	0
		zation installme			,		Outstanding Bala	ance	Installment
33	If a wai	ver has been a	approved for this plan yea	ar, ent	er the date of the ruling let	ter gran	ting the approval	22	
	(Month		Day Year		) and the waived an	nount	•	33	
34					r/prefunding balances (iter			34	0
					Carryover balance		Prefunding bala	nce	Total balance
35	Balance	es used to offs	et funding requirement						
36	Additio	nal cash requir	rement (item 34 minus ite	em 35)	)			. 36	0
37					ntribution for current year			37	0
38		,			ar (see instructions)			38	
39				,	ear (excess, if any, of item				0
40	-			-			-	40	

S	SCHEDULE SB	Single-E	mploy	yer Def	ined	Ben	efit Plan		01	MB No. 1210-011	0
	(Form 5500)			rial Inf						2010	
	Department of the Treasury									2010	
	Internal Revenue Service Department of Labor oyee Benefits Security Administration	This schedule is r Retirement Income	Security		(ERISA	A) and s			This Fo	rm is Open to Inspection	Public
	nsion Benefit Guaranty Corporation			chment to	Form 5	500 or (	5500-SF.				
	endar plan year 2010 or fiscal		01/01/20	10			and endi	ng 12/31.	/2010		
	und off amounts to nearest d ution: A penalty of \$1,000 will		a of this re	anort unless	reason	ahle ca	use is establishe	hd			
Nam	e of plan		g or this re				B Three-dig				
ECIL F	R. WHITLOCK CPA, P.S. DEF	FINED BENEFIT PLAN					plan num		•	001	
Plan	sponsor's name as shown on	line 2a of Form 5500 or	5500-SF	<u></u>	2		D Employer	dentificatio	on Numbe	er (EIN)	
ECIL F	R. WHITLOCK CPA, INC. P.S	i.					91-1412858				
Type	of plan: 🏾 Single 🗌 Multi	iple-A 🗍 Multiple-B		F Prior y	ear plan	size:	100 or fewer	101-50	0 П Мо	re than 500	
				1							
Part   Er		Month _01	Day	01	Year 20	10					
	nter the valuation date: ssets:										
a	Market value							. 2a			56364
b	Actuarial value							<b>2b</b>			56364
Fı	unding target/participant count	t breakdown				(1) N	lumber of partici	pants		2) Funding Ta	rget
а	For retired participants and	d beneficiaries receiving	payment		a			0			
b	For terminated vested part	ticipants			b			0			
С				(				Ļ			
	(1) Non-vested benefits				(1)			ŀ			1 1 10 10 10
	(-) · · · ·				(2)			3			41730
	• •				:(3) id			3		•	41730
d	Total the plan is at-risk, check the b			······	- 1		Π				
	·						Local design	4a			
a b											
b b	at-risk for fewer than five of							4b			
5 E1	ffective interest rate							5			5.55 %
<b>5</b> Ta	arget normal cost							6			176
To th acco	nent by Enrolled Actuary he best of my knowledge, the information ordance with applicable law and regulation bination, offer my best estimate of antici	ons. In my opinion, each other as	sumption is r	g schedules, sta reasonable (taki	tements a ng into ac	nd attachn count the o	nents, if any, is compl experience of the plar	ete and accur and reasonal	ate. Each pro ble expectati	escribed assumption ons) and such othe	n was applied in r assumptions, i
SIG HEF		Mithal	7-	al					07/1	4/2011	
0.0	ም ነ - ምም እ <b>አ</b> ህ ረ	Signature of actuary							Da		
ICHAI	EL FRANK							<b></b>		02440	-
	Тур	pe or print name of actua	гу					Most re		ollment number 67-1464	-
		Firm name					<u> </u>	elephone i		ncluding area of	code)
	RDEN ST., STE, 5B (ORK, NY 10040								,	-	
		Address of the firm					<u></u>				
	ctuary has not fully reflected ar	ny regulation or ruling pro	mulgated	under the s	statute i	n comp	leting this sched	ule, check	the box a	ind see	Π

Pa	rt II 🕴 Begin	ning of year o	arryove	er and prefunding bala	nces							
					.	(a) (	Carryover balance		(b) F	Prefundin	g balan	ce
7				cable adjustments (Item 13 fr				897				
8	Portion used to o	offset prior year's f	unding red	quirement (Item 35 from prior	year)							
9								897				
10	Interest on item	9 using prior year'	s actual re	turn of22.30 %				200				
11				d to prefunding balance:								
	a Excess contr	ibutions (Item 38 f	rom prior	year)								23432
	<b>b</b> Interest on (a	a) using prior year'	s effective	rate of5.60 %							1312	
				year to add to prefunding balan								24744
	d Portion of (c) to be added to prefunding balance											
12	Reduction in bal	ances due to elect	ions or de	emed elections			1	097				
13	Balance at begir	nning of current ye	ar (item 9	+ item 10 + item 11d - item 1	2)			0				
P	T	ding percenta										
14	a se contra se contra de la contra									14	100	00 %
				ge						15	10(	0.00 %
16	Prior year's fund	ling percentage for	· purposes	of determining whether carry	vover/prefu	nding bala	nces may be used to	reduce		16	5(	) 40 %
17				is less than 70 percent of the						17		%
	·····	tributions and										
				ear by employer(s) and empl	ovees.							
10	(a) Date	(b) Amount p		(c) Amount paid by	(a) [	Date	(b) Amount paid	l by	(	c) Amour	nt paid t	
(N	IM-DD-YYYY)	employer(		employees	(MM-DD	-YYYY)	employer(s)			emplo	yees	-
					Totals 🕨	18(b)			18(c)			
19	Discounted emp	oloyer contribution	s – see ins	structions for small plan with a	valuation	date after t	he beginning of the	/ear:				
	a Contributions	allocated toward	unpaid mir	nimum required contribution fr	om prior y	ears		19a				0
	<b>b</b> Contributions	made to avoid res	trictions a	idjusted to valuation date				19b				0
	c Contributions	allocated toward m	nimum rec	quired contribution for current ye	ear adjusted	l to valuatio	n date	19c				0
20		butions and liquidi										
	-			the prior year?				L		X	Yes	No
	<b>b</b> If 20a is "Yes	," were required q	uarterly in	stallments for the current year	made in a	timely ma	nner?		••••••	X	Yes	No
	<b>C</b> If 20a is "Yes	," see instructions	and comp	lete the following table as app	olicable:			Γ				
				Liquidity shortfall as of en		er of this pl	an year	l.				
	(1) 1	st		(2) 2nd		(3)	3rd			(4) 4th	1	
					1			1				

Page **3** 

Pa	rt V Assumpti	ons used to determine f	unding target and targ	get no	ormal cost		
21	Discount rate:		· · · · · · · · · · · · · · · · · · ·				
	a Segment rates:	<b>1st segment:</b> 4.60 %	2nd segment: 6.15 %		3rd segment: 6.76 %		N/A, full yield curve used
	<b>b</b> Applicable month	n (enter code)				21b	0
22	Weighted average r	etirement age				22	64
23	Mortality table(s) (s	ee instructions) 🛛 🕺 Pre	scribed - combined	Preso	cribed - separate	] Substitu	te
Pa	rt VI Miscellan	eous items					
24	-	made in the non-prescribed act					
25	Has a method chan	ge been made for the current pla	an year? If "Yes," see instruc	tions r	egarding required attach	ment	Yes 🕺 No
26	Is the plan required	to provide a Schedule of Active	Participants? If "Yes," see in	structi	ons regarding required a	ittachment	Yes 🕅 No
27		for (and is using) alternative fur nt				27	
Pa	rt VII Reconci	liation of unpaid minimu	m required contributi	ons f	for prior years		
28	Unpaid minimum re	quired contribution for all prior y	ears			28	
29		er contributions allocated toward				29	0
30	Remaining amount	of unpaid minimum required cor	tributions (item 28 minus iten	n 29)		30	0
Pa	rt VIII Minimun	n required contribution	or current year				
31	Target normal cost,	adjusted, if applicable (see insti	uctions)			31	0
32	Amortization installr	nents:			Outstanding Bala	nce	Installment
	a Net shortfall amo	rtization installment					
		tion installment		F			
33	If a waiver has beer (Month	approved for this plan year, en Day Year	ter the date of the ruling lette ) and the waived amo	r grant unt	ing the approval	33	
34	Total funding requir item 33)	ement before reflecting carryove	er/prefunding balances (item	31 + ite	em 32a + item 32b –	34	0
			Carryover balance		Prefunding balar	nce	Total balance
35	Balances used to o	ffset funding requirement					
36	Additional cash req	uirement (item 34 minus item 35	j)			36	0
37	Contributions alloca	ated toward minimum required c	ontribution for current year ac	djusted	to valuation date	37	0
38	Interest-adjusted ex	cess contributions for current y	ear (see instructions)			38	
39		equired contribution for current y				39	0
		equired contribution for all years				40	



# Cecil R. Whitlock, CPA, Inc. P.S. Defined Benefit Plan

### Actuarial Method and Assumptions

### Actuarial Method for Minimum Required Contribution

#### <u>Method</u>

The actuarial method is the variation of Unit Credit required by the IRS, beginning in 2008. It consists of funding the value of the increase in accrued benefits, plus 7 year amortization of any shortage relating to prior years.

#### Actuarial Assumptions for Minimum Required Contribution

Asset Valuation Method:	Fair market value.	
Valuation Date:	First day of plan year.	
Segment Interest Rates:	First Segment:4.60%Second Segment:6.65%Third Segment:6.76%	
Mortality:	None prior to retirement.	
Turnover:	None.	
Salary Increases:	None.	
Retirement Age:	Age 62 with 5 years participation.	
Maturity value:	The table prescribed under IRC § 417(c)(3) pursuant to IRS regulations. This is a blended male/female rate.	
Expenses:	None.	



# Cecil R. Whitlock, CPA, Inc. P.S. Defined Benefit Plan

## Summary of Plan Provisions

1. Effective Date: January 1, 2004

2. Plan Year: January 1 to December 31.

3. Plan Eligibility

2	
A. Minimum Years of Service:	1
B. Minimum Age:	21
C. Maximum Age:	None

4. Normal Retirement Date: The participant's 62<sup>nd</sup> birthday, or, if later, after 5 years plan participation.

5. Projected Monthly Pension at Normal Retirement:

- A. Formula: 42.4% of monthly compensation
- B. Minimum Service: Benefit prorated for less than 7 years of service.
- C. Maximum Projected Pension: In accordance with regulations.
- D. Minimum Projected Pension: None

E. Compensation Used: Average of three (3) highest consecutive years of total compensation, adjusted to monthly.

6. Normal Form of Pension Payment: Life annuity

7. Pre-Retirement Death Benefit: The actuarial value of the accrued benefit.

8. Accrued Benefit: Projected monthly pension multiplied by a ratio. The ratio is determined as years of participation to termination of employment divided by years of participation to normal retirement date.

9. Early Retirement: None

10. Vesting: 20% after 2 years of service, increasing 20% per year to 100% after six years of service.

11. Disability Benefit: None