Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

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

OMB Nos. 1210-0110
1210-0089

2011

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A This return/report is for: [X] a single-employer plan [ ] a multiple-employer plan (not multiemployer) [ ] a one-participant plan

B This return/report is: [ ] the first return/report [ ] the final return/report
[ ] an amended return/report [ ] a short plan year return/report (less than 12 months)

C Check box if filing under: [ ] Form 5558 [ ] automatic extension [ ] DFVC program
[ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
ELEMENTS INTERNATIONAL GROUP, LLC PENSION PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/2010

2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan)
ELEMENTS INTERNATIONAL GROUP, LLC

2020 INDUSTRIAL BLVD
ROCKWALL, TX 75087

2b Employer Identification Number (EIN) 37-1570373

2c Sponsor's telephone number 877-575-3888

2d Business code (see instructions) 423200

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")
ELEMENTS INTERNATIONAL GROUP, LLC 2020 INDUSTRIAL BLVD
ROCKWALL, TX 75087

3b Administrator's EIN 37-1570373

3c Administrator's telephone number 877-575-3888

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.
a Sponsor's name

4b EIN

4c PN

5a Total number of participants at the beginning of the plan year	**5a**	17
b Total number of participants at the end of the plan year	**5b**	23
c Number of participants with account balances as of the end of the plan year (defined benefit plans do not complete this item)	**5c**	

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) [X] Yes [ ] No

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.) [X] Yes [ ] No

If you answered "No" to either 6a or 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	182237	362976
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	182237	362976

8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from: **(1)** Employers	8a(1)	182237	
(2) Participants	8a(2)	0	
(3) Others (including rollovers)	8a(3)	0	
b Other income (loss)	8b	-1498	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		180739
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	0	
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		0
i Net income (loss) (subtract line 8h from line 8c)	8i		180739
j Transfers to (from) the plan (see instructions)	8j	0	

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 1G 3B 3D

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 During the plan year:		Yes	No	Amount
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)	**10a**		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	**10b**		X	
c Was the plan covered by a fidelity bond?	**10c**	X		20000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**10d**		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.)	**10e**		X	
f Has 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 year end.)	**10g**		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**10h**		X	
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	**10i**			

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)) X 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 X 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 in any plan year? ☐ Yes X 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 X 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.	05/30/2012	MICHAEL WURSTER
	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

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

▶ **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
ELEMENTS INTERNATIONAL GROUP, LLC 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
ELEMENTS INTERNATIONAL GROUP, LLC

D Employer Identification Number (EIN)
37-1570373

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F 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 2011

2 Assets:

a	Market value	**2a**	180739
b	Actuarial value	**2b**	180739

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**	0	0
c	For active participants:			
	(1) Non-vested benefits	**3c(1)**		788
	(2) Vested benefits	**3c(2)**		163511
	(3) Total active	**3c(3)**	23	164299
d	Total	**3d**	23	164299

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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 in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5	Effective interest rate	**5**	5.85 %
6	Target normal cost	**6**	160983

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	05/24/2012 Date
MARTIN H. SMITH Type or print name of actuary	11-04504 Most recent enrollment number
NATIONAL ASSOCIATES, INC. NW Firm name	206-448-0285 Telephone number (including area code)
600 STEWART STREET, SUITE 1600 SEATTLE, WA 98101 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 [ ]

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 (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 0.00%	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38 from prior year)		31832
b	Interest on (a) using prior year's effective rate of 6.27 % except as otherwise provided (see instructions)		1996
c	Total available at beginning of current plan year to add to prefunding balance		33828
d	Portion of (c) to be added to prefunding balance		33828
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	33828

Part III Funding percentages

14	Funding target attainment percentage	14	111.01 %
15	Adjusted funding target attainment percentage	15	111.01 %
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	123.82 %
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
03/06/2012	182237	0			
			Totals ► 18(b)	182237	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 contributions 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	180373

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ 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:	2nd segment:	3rd segment:	
1.99%	5.12%	6.24 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☒ Prescribed - combined ☐ Prescribed - separate ☐ 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.	☐ Yes	☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes	☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes	☐ 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 contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum required contribution for current year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	160983
b Excess assets, if applicable, but not greater than 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	16708	2640
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 (lines 31a - 31b + 32a + 32b - 33)	**34**	163623

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	163623
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	180373

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	16750
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension funding relief under Pension Relief Act of 2010 (see instructions)

41 If a shortfall amortization base is being amortized pursuant to an alternative amortization schedule:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

42 Amount of acceleration adjustment	**42**	
43 Excess installment acceleration amount to be carried over to future plan years	**43**	

ELEMENTS INTERNATIONAL GROUP, LLC

PENSION PLAN

Schedule of Active Participant Data
Plan Year: 1/1/2011 to 12/31/2011
Valuation Date: 12/31/2011

Age/ Svc	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Total
0	1	2	0	0	0	0	0	0	0	0	0	3
1-4	6	4	4	4	1	0	1	0	0	0	0	20
5-9	0	0	0	0	0	0	0	0	0	0	0	0
10-14	0	0	0	0	0	0	0	0	0	0	0	0
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	7	6	4	4	1	0	1	0	0	0	0	23

*Employees who have not met the minimum eligibility requirements are excluded

Average Age: 29.9 Average Service: 1

ELEMENTS INTERNATIONAL GROUP, LLC
PENSION PLAN

Statement of Actuarial Assumptions and Method
Plan Year: 1/1/2011 to 12/31/2011
Valuation Date: 12/31/2011

	For PPA Funding	For 417(e)	For Actuarial Equiv.
Interest Rates	Segment 1 1.99%	Segment 1 2.20%	Pre-Retirement 5.00%
	Segment 2 5.12%	Segment 2 4.18%	Post-Retirement 5.50%
	Segment 3 6.24%	Segment 3 4.81%	
Pre-Retirement			
Turnover	None	None	None
Mortality	None	None	None
Assumed Ret Age	Normal retirement age 62 and 5 years of participation	Normal retirement age 62 and 5 years of participation	Normal retirement age 62 and 5 years of participation
Post-Retirement			
Mortality	2011 Applicable Mortality Table from Rev Rul 2006-67	2011 Applicable Mortality Table from Rev Rul 2006-67	2011 Applicable Mortality Table from Rev Rul 2006-67
Assumed Benefit Form For Funding		Normal Form	
Calculated Effective Interest Rate		5.85%	

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 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

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

▶ **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
Elements International Group, LLC 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
Elements International Group, LLC

D Employer Identification Number (EIN)
37-1570373

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F 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 2011

2 Assets:

a	Market value	2a	180739
b	Actuarial value	2b	180739

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	0	0
c	For active participants:			
	(1) Non-vested benefits	3c(1)		788
	(2) Vested benefits	3c(2)		163511
	(3) Total active	3c(3)	23	164299
d	Total	3d	23	164299

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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 in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	

5	Effective interest rate	5	5.85%
6	Target normal cost	6	160983

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

05/24/2012
Date

Martin H. Smith
Type or print name of actuary

1104504
Most recent enrollment number

National Associates, Inc. NW
Firm name

206-448-0285
Telephone number (including area code)

600 Stewart Street, Suite 1600
Seattle WA 98101
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 [ ]

Attachment to 2011 Schedule SB, Line 19
Discounted Employer Contributions

Plan Name: Elements international Group, LLC
Pension Plan

EIN: 37-1570373
PN: 002
Plan Year End: 12/31/2011
Valuation Date: 12/31/2011

Effective Interest Rate: 5.85%
Actual Return on Assets: -2.01%

Contributions and Balances for Plan Year Ending 12/31/2011

	Allocated Toward Prior Unpaid Minimum Required				Made to Avoid Benefit Restrictions		Allocated Toward Current Plan Year		
Contribution or Election Dates	**Amount Paid By Employer(s)**	**Plan Year**	**Eff Int Rate**	**Discounted Value**	**Amount Paid By Employer(s)**	**Discounted Value**	**Source**	**Amount Contributed or Elected**	**Discounted Value**
3/6/2012				0		0	Contribution	182,237	180,373
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
9/15/2012				0		0	Contribution	-	-
				0		0		182,237	180,373

Subtotal by Type of Contributions and Balances for Plan Year Ending 12/31/2011

Contribution	182,237	180,373
Carry Over Balance	0	0
Prefunding Balance	0	0

Amount Available at Beginning of Next Plan Year to add to Pre-Funding Balance

	As of ValDate	Rate	Available for Election
Amount from use of Balances	0	-2.01%	0
Amount from excess contribution	16,750	5.85%	16,750
Total Amount Available	16,750		16,750

Attachment to 2011 Schedule SB, Line 22
Description of Weighted Average Retirement Age

Plan Name:	Elements international Group, LLC Pension Plan
EIN:	37-1570373
PN:	002
Plan Year End:	12/31/2011
Valuation Date:	12/31/2011

Line 22. Weighted Average Retirement Age.

Each participant is assumed to retire at his/her normal retirement age. 62 is the age specified in the plan document as normal retirement age.

Attachment to 2011 Schedule SB, Part V – EIN: 37-1570373 PN: 002

ELEMENTS INTERNATIONAL GROUP, LLC
PENSION PLAN

Summary of Plan Provisions
Plan Year: 1/1/2011 to 12/31/2011

Plan Effective Date	January 1, 2010
Plan Year	From January 1, 2011 to December 31, 2011
Eligibility	All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or next following the completion of the following requirements: Service: 3 Months Age: 18 Years
Excluded Groups	Union, Leased, Non-Resident Aliens, Accounting Staff and Sales Management
Normal Retirement Date	All plan participants are eligible to retire at the beginning of the month following attainment of age 62 or completion of 5 years of participation, if later.
Accrued Benefit	Beginning at his or her Normal Retirement Date, a plan participant is entitled to receive monthly payments which are the actuarial equivalent of their Hypothetical Account balance. The Hypothetical Account balance is the accumulation of annual Interest Credits and Service Credits, according to the Plan. Interest Credits are earned for each year that the participant has a benefit in the plan and are earned regardless of employment status or the number of hours worked. The annual Interest Credit rate is 5.00%. Service Credits are earned for each year the participant meets the plan's requirement and are either a dollar amount of percentage of compensation, based on the following formula: The Senior Owner receives $145,000. The Junior Owner receives 15% of compensation, all other employees receive $500. Participants earn credit for service of 1000 or more hours.

ELEMENTS INTERNATIONAL GROUP, LLC
PENSION PLAN

Summary of Plan Provisions
Plan Year: 1/1/2011 to 12/31/2011

Form of Payment

The normal form of payment is a monthly benefit payable for the life of the participant.

Alternative forms of payment, payable for the life of the participant and his or her spouse, or a lump sum equivalent are also available.

Normal Retirement Benefit

The Normal Retirement Benefit is the monthly benefit accrued as of Normal Retirement Date.

Upon reaching Normal Retirement Date, a participant becomes 100% vested.

Death Benefit

A Participant's benefit is 100% vested upon death.

Termination Benefit

Upon termination for any reason other than death, disability or retirement, a participant's accrued benefit, regardless of the form of payment, will be subject to the vesting standards described in the following schedule:

Credited Years	Vested Percent
1	0%
2	0%
3	100%

Top Heavy Minimum Benefit

If the plan is Top Heavy, each Non-Key Participant is entitled to a minimum benefit accrual of 2% of compensation per year for their first ten years of participation in the plan.

Top Heavy Status

A plan is Top Heavy if more than 60% of the value of all accrued benefits of the employer's plans are for the benefit of Key Employees. A Key Employee is generally an owner or officer of the company. The plan is currently Top Heavy.

Attachment to 2011 Schedule SB, Line 32
Schedule of Amortization Bases

Plan Name:	Elements international Group, LLC Pension Plan
EIN:	37-1570373
PN:	002
Plan Year End:	12/31/2011
Valuation Date:	12/31/2011

Prior Year Amounts

Year	Installment	Number of Future Installments	Value of Future Installments
One Year Prior	-	6	-
Two Years Prior	-	5	-
Three Years Prior	-	4	-
Four Years Prior	-	3	-
Five Years Prior	-	2	-
Six Years Prior	-	1	-

Current Year Calculation

Adjusted Funding Shortfall	$	16,708
Value of Future Installments on Prior year Bases	$	-
Current Year Shortfall Amortization Base	$	16,708
Shortfall Amortization Base is established this year.		
Current Year Shortfall 7 Year Amortization		
Factor		6.329
Installment	$	2,640
Total of All Shortfall Amortization Installments (not less than 0)	$	2,640