## Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Annual Report Identification Information

# 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.

2014

OMB Nos. 1210-0110

1210-0089

This Form is Open to Public Inspection

F	or calend	lar plan year 2014 or	r fiscal plan year beginning 01/01/2	014	and ending 12	/31/2014			
Δ	<b>\</b> This ref	turn/report is for:	X a single-employer plan		plan (not multiemployer) oyer information in accord	•			
			a one-participant plan	a foreign plan					
В	3 This retu	urn/report is	the first return/report	the final return/report					
			an amended return/report	a short plan year retu	urn/report (less than 12 m	onths)			
C	Check	box if filing under:	Form 5558	automatic extension		DFVC pro	gram		
	ooo.k	zen ii iiii ig anaen	special extension (enter desc	ription)		_			
Ī	Part II	Basic Plan In	formation—enter all requested in	formation					
	<b>a</b> Name					<b>1b</b> Three-digit			
MI	CHAEL H	I. LAVYNE MD PC P	PENSION PLAN			plan number			
						(PN) •	003		
						1c Effective dat	/01/2006		
	2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan)  2b Employer Identification Number (EIN) 13-3809616								
110	) EAST 55	5TH STREET				2c Sponsor's te	elephone number -486-9112		
9Th	H FLOOR			2d Business code (see instructions)					
				_	21111				
3	<b>a</b> Plan a	dministrator's name	and address XSame as Plan Spon	sor.		<b>3b</b> Administrato	r's EIN		
4			the plan sponsor has changed since number from the last return/report.	the last return/report filed	for this plan, enter the	4b EIN			
		or's name				4c PN			
5	<b>a</b> Total	number of participar	nts at the beginning of the plan year.			5a	3		
	<b>b</b> Total	number of participar	nts at the end of the plan year			5b	3		
	compl	ete this item)	th account balances as of the end of			5c			
	` ,	·	participants at the beginning of the p	•		5d(1)	3		
	<b>d(2)</b> Tot	tal number of active	participants at the end of the plan ye	ar		5d(2)	3		
	e Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.						C		
С	aution: A	A penalty for the lat	te or incomplete filing of this retur	n/report will be assessed	d unless reasonable cau	use is established.			
S	B or Sche		other penalties set forth in the instru and signed by an enrolled actuary,						
	IGN		ed/valid electronic signature.	05/26/2015	MICHAEL LAVYNE				
	IERE	Signature of plan	n administrator	Date	Enter name of individ	name of individual signing as plan administrator			
s	IGN								
Н	IERE			1					

Date

Preparer's name (including firm name, if applicable) and address (include room or suite number) (optional)

Signature of employer/plan sponsor

Enter name of individual signing as employer or plan sponsor

Preparer's telephone number (optional)

	Form 5500-SF 2014		Page <b>2</b>					
b	Were all of the plan's assets during the plan year invested in eligible. Are you claiming a waiver of the annual examination and report of a under 29 CFR 2520.104-46? (See instructions on waiver eligibility a lif you answered "No" to either line 6a or line 6b, the plan cannot be a continuous control of the plan cannot be a control of the control of th	an indeper and condit ot use Fo	ndent qualified public accounta ions.) rm 5500-SF and must instea	nt (IQ	PA)  <b>Form</b>	5500.	X Yes [	No No
	f the plan is a defined benefit plan, is it covered under the PBGC in	surance p	orogram (see ERISA section 40	21)?		Yes	No Not determin	ned
Par	t III Financial Information	1	1		1			
7	Plan Assets and Liabilities		(a) Beginning of Yea				(b) End of Year	
a	Total plan assets	7a	35822	291			3642572	
	Total plan liabilities	7b						
C	Net plan assets (subtract line 7b from line 7a)	7c	35822	291			3642572	
_8	Income, Expenses, and Transfers for this Plan Year		(a) Amount				(b) Total	
	Contributions received or receivable from:	90(1)		0				
	(1) Employers(2) Participants	8a(1)		0				
		8a(2)		0				
	(3) Others (including rollovers)	8a(3)	602					
	Other income (loss)	8b	002				60281	
	Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c					00201	
	to provide benefits)	8d		0				
е	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)						60281	
j	Transfers to (from) the plan (see instructions)	8i		0				
Par	t IV Plan Characteristics		ı					
9a b	If the plan provides pension benefits, enter the applicable pension 1A 3D  If the plan provides welfare benefits, enter the applicable welfare fe							
Part			ios nom the list of Flan Ghara				ne manuciona.	
L					Vos	No	A	
10	During the plan year:  Was there a failure to transmit to the plan any participant contribution.	tions withi	n the time period described in		Yes	NO	Amount	
а	29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fidu			10a		X		
b	Were there any nonexempt transactions with any party-in-interest on line 10a.)		-	10b		X		
С	Was the plan covered by a fidelity bond?			10c	X		25	0000
d	Did the plan have a loss, whether or not reimbursed by the plan's or dishonesty?			10d		X		
е	Were any fees or commissions paid to any brokers, agents, or oth insurance service, or other organization that provides some or all instructions.)	of the ben	efits under the plan? (See	10e		X		
f	Has the plan failed to provide any benefit when due under the plan	n?		10f		X		
g	Did the plan have any participant loans? (If "Yes," enter amount as					X		
— <del>9</del>				10g		^		
•••	2520.101-3.)			10h		X		
i								
Part	VI Pension Funding Compliance							
11	Is this a defined benefit plan subject to minimum funding requirem 5500) and line 11a below)							No
<u>11a</u>	1a Enter the unpaid minimum required contribution for current year from Schedule SB (Form 5500) line 39							
12	2 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA?							
	(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below,	as applic	able.)					
а	If a waiver of the minimum funding standard for a prior year is being	na amortiz	ed in this plan year, see instru	rtions	and e	nter th	ne date of the letter ruling	ı

......Month

Day

Year

granting the waiver.

	Form 5500-SF 2014	Page <b>3</b> - 1					
lf :	you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (For	m 5500), and skip to lin	e 13.				
b	Enter the minimum required contribution for this plan year			12b			
С	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 negative amount)			12d			
е	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?			Y	es X No		
	If "Yes," enter the amount of any plan assets that reverted to the employer the	nis year		13a			
b	Were all the plan assets distributed to participants or beneficiaries, transferred the PBGC?		•	ontrol		Yes	X No
С							
1	3c(1) Name of plan(s):		130	c(2) EII	V(s)	13c(3)	PN(s)
			1				

14b Trust's EIN

Part VIII Trust Information (optional)

14a Name of trust

# **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).

This Form is Open to Public Inspection

OMB No. 1210-0110

2014

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

				,	an attaonin	.00 . 0 00					
For calendar plan year 2014 or fiscal plan year beginning 01/01/2014 and ending 12/31/2014											
▶R	ound o	ff amounts to n	earest dollar.								
Ca	aution:	A penalty of \$1	,000 will be ass	essed for late filing o	of this report	t unless reasonal	ble caus	se is establish	ied.		
A Na MICH	me of p AEL H.	olan LAVYNE MD P	C PENSION PL	_AN			E		git nber (PN)	•	003
C DIa	n coon	cor's name as s	hown on line 20	a of Form 5500 or 55	:00 SE		-	<b>D</b> Employer	Identifica	tion Number (E	:INI\
		LAVYNE MD P		300 01 300	000-31			Lilipioyei	13-3809		
Етур	e of pla	n: X Single	Multiple-A	Multiple-B	F	Prior year plan s	ize: X	100 or fewer	101-5	00 More th	an 500
Part	t I 📗 I	Basic Inform	nation								
1	Enter th	ne valuation date	e: N	Month <u>01</u> [	Day <u>01</u>	Year <u>201</u>	4				
2	Assets:										
á	<b>a</b> Marke	et value							2a		3582291
ŀ	<b>3</b> Actua	arial value							2b		3582291
3	Funding	g target/participa	int count break	down			` '	mber of cipants	•	ted Funding arget	(3) Total Funding Target
	<b>a</b> For re	etired participant	ts and beneficia	ries receiving payme	ent			0		0	0
	<b>b</b> For te	erminated veste	d participants					0		0	0
	<b>C</b> For a	ctive participant	S					3		2905305	2905305
	<b>d</b> Total							3		2905305	2905305
				box and complete li			Г				
				ed at-risk assumption	. ,	` ,	<u> </u>	1	4a		
_	<b>b</b> Fund	ing target reflect	ting at-risk assu	imptions, but disregations	arding transi	tion rule for plan	s that ha	ave been in	4h		
5 i				·······					5		6.99%
6	Target ı	normal cost							6		16379
To	the best of cordance v	with applicable law ar	information supplied nd regulations. In my								ed assumption was applied in ind such other assumptions, in
	GN RE									05/26/20	015
			Signa	ture of actuary						Date	
LARR	Y N. R	OTHWEILER JF	R							14-0509	95
			Type or pri	int name of actuary					Most r	ecent enrollme	nt number
INTAC	CACTL	JARIAL SERVIC	ES INC							201-447	'-2525
	Firm name Telephone number (including area code)										
		17 SOUTH D, NJ 07450									
			Addr	ess of the firm							
If the a	ctuary l	nas not fully refle	ected any regul	ation or ruling promu	ılgated unde	er the statute in c	ompleti	ng this sched	ule, check	the box and se	ее

· - 1	
	. <b>-</b> 1

Schedule SB (Form 5500) 2014

Pa	rt II	Begin	ning of Year	Carryov	er and Prefunding B	alances						
_							(a)	Carryover balance		(b) F	Prefundi	ng balance
7		•	0 ,		cable adjustments (line 13 t	•			0			538700
8												000.00
0				-	funding requirement (line 35				0			0
9	Amount	remainir	ng (line 7 minus li	ne 8)					0			538700
10	Interest	on line 9	using prior year's	s actual ret	turn of17.69%							95296
11	Prior yea	ar's exce	ess contributions t	o be adde	d to prefunding balance:							
	<b>a</b> Prese	nt value	of excess contrib	utions (line	e 38a from prior year)							0
					8a over line 38b from prior yve interest rate of6.7							0
	<b>b(2)</b> Int	erest on	line 38b from pri	or year Scl	hedule SB, using prior year'	s actual						
	O Table and included a the primary of a provent plan and the parties belong							0				
	d Portion of (c) to be added to prefunding balance											
12	Other re	ductions	in balances due	to election	s or deemed elections							
									0			633996
	Part III Funding Percentages    13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)											
	4 Funding target attainment percentage											
	5 Adjusted funding target attainment percentage								15	123.30 %		
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement											
17	7 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage											
Pa	Part IV Contributions and Liquidity Shortfalls											
18	Contribu	tions ma	ade to the plan for	the plan y	vear by employer(s) and em	ployees:						
<b>(N/</b>	(a) Date IM-DD-YY		(b) Amount p employer		(c) Amount paid by employees	(a) [ (MM-DD		aid by	(0	•	nt paid by oyees	
(10	IIVI-DD-1 I	11)	employer	(3)	employees	(IVIIVI-DE	,-1111)	employer(	3)		Citipi	oyees
										<u> </u>		
												_
						Totals ▶	18(b)		0	18(c)		0
19	Discount	ted emp	loyer contribution	s – see ins	tructions for small plan with	a valuation	date after	the beginning of the	year:			
	<b>a</b> Contri	butions	allocated toward	unpaid min	nimum required contributions	s from prior	years		19a			0
	<b>b</b> Contri	butions	made to avoid res	strictions a	djusted to valuation date				19b			0
	<b>C</b> Contri	butions a	allocated toward m	inimum req	uired contribution for current	year adjusted	to valuation	on date	19c			0
20	•	•	utions and liquidi	•								1 🗁
		-	•		the prior year?						_	Yes X No
					y installments for the curren	-		y manner?			L	Yes No
	<b>C</b> If line	20a is "`	Yes," see instructi	ons and co	omplete the following table a							
		(1) 1s	st		Liquidity shortfall as of e	end of quarte	er of this pl	_ ·			(4) 4th	<u> </u>
	(1) 151 (2) 2110 (3) 310 (4) 4111											

Pa	rt V	Assumptio	ns Used to Determine	Funding Target and Targe	t Normal Cost					
21	Discou	nt rate:								
	<b>a</b> Seg	ment rates:	1st segment: 4.99%	2nd segment: 6.32 %	3rd segment: 6.99 %		N/A, fu	ıll yield	curv	e used
	<b>b</b> Appl	icable month (	enter code)			21b				0
22	Weight	ed average ret	tirement age			22				65
23	Mortali	ty table(s) (see	e instructions) X Pre	escribed - combined Pre	scribed - separate	Substitu	te			
Pa	rt VI	Miscellane	ous Items							
24				tuarial assumptions for the current	plan year? If "Yes," see	instructions	regarding re	equired		
		-							Yes	X No
25	Has a r	method change	e been made for the current pl	an year? If "Yes," see instructions	regarding required attac	chment			Yes	X No
26	26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment									
27		•	o alternative funding rules, en	ter applicable code and see instruc	tions regarding	27				
Pa	rt VII	Reconcilia	ation of Unpaid Minimu	um Required Contribution	s For Prior Years					
28	Unpaid			years		28				
29				d unpaid minimum required contrib		29				
	(line 19	9a)				•				0
30	Remair	ning amount of	f unpaid minimum required cor	ntributions (line 28 minus line 29)		. 30				0
Pa	Part VIII Minimum Required Contribution For Current Year									
31	31 Target normal cost and excess assets (see instructions):									
	<b>a</b> Targe	et normal cost	(line 6)			. 31a				16379
	<b>b</b> Exce	ess assets, if ap	oplicable, but not greater than	line 31a		31b				16379
32	Amortiz	zation installme	ents:		Outstanding Bala	ance	I	nstallm	ent	
	a Net s	shortfall amortiz	zation installment			0				
	<b>b</b> Waiv	er amortization	n installment			0				0
33				iter the date of the ruling letter grar) and the waived amount		33				
34	Total fu	unding requirer	ment before reflecting carryove	er/prefunding balances (lines 31a -	31b + 32a + 32b - 33)	34				0
-				Carryover balance	Prefunding bala	nce	To	otal bala	ance	
35			use to offset funding	0		0				0
36	Additio	nal cash requir	rement (line 34 minus line 35).		l	36				0
37	Contrib	outions allocate	ed toward minimum required co	ontribution for current year adjuste	d to valuation date	37				0
38	•		ess contributions for current ye			1				
				ar (See manuchons)		38a				0
				prefunding and funding standard c		38b				0
39				ear (excess, if any, of line 36 over		39				0
40			<u> </u>	S	•	40				0
	rt IX			Pension Relief Act of 2010		L				
					(200 mondonons)	<i>'</i>				
-+1			de to use PRA 2010 funding re	<u> </u>			0 plus 7 :	г	745	
							2 plus 7 yea			years
							8 2009	2010	<u>'                                    </u>	2011
			-			42				
43	Excess	installment ac		43						

Statement of Actuarial Assumptions and Method Plan Year: 1/1/2014 to 12/31/2014 Valuation Date: 1/1/2014

	<u>For Funding</u> <u>Min Max</u>	<u>For 417(e)</u>	For Actuarial Equiv.			
Interest Rates	Seg 1 4.99% 1.25%	Seg 1 1.25%	Pre-Retirement 5.00%			
	Seg 2 6.32% 4.06%	Seg 2 4.57%	Post-Retirement 5.00%			
	Seg 3 6.99% 5.08%	Seg 3 5.60%				
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	Male-modified RP2000 combined healthy male projected 29 & 21 years Female-modified RP2000 combined healthy female projected 29 & 21 year	2014 Applicable Mortality Table from Notice 2013-49	GAR 94 without loads projected to 2002 with scale AA 50%M/50%F			
Assumed Benefit Form I	For Funding	Lump Sum	Lump Sum			
Calculated Effective Into	erest Rate	6.99%				

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.

Attachment to 2014 Schedule SB, line 32 - Schedule of Amortization Bases - EIN: 13-3809616 PN: 003

# Michael H. Lavyne, MD PC Pension Plan

Shortfall Amortization
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

		Number of		Value of
	Amortization	Future		Future
Valuation Date	<u>Method</u>	<u>Installments</u>	<u>Installment</u>	<b>Installments</b>
Total			\$0	\$0

Funded Status
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

		Prior Year	Current Year
(a)	Funding Target	\$2,504,672	\$2,905,305
(b)	Actuarial Value of Assets	\$3,043,416	\$3,582,291
(c)	Carryover Balance	\$0	\$0
(d)	Prefunding Balance	\$538,700	\$633,996
	Funding Ratio [(b)-(d)]/(a), not less than 0% Must be at least 80% in prior plan year to apply carryover and prefunding balances to current minimum contribution.	100.00%	101.47%
	Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% (100.00% for plans with zero funding target)	100.00%	101.47%
(g)	Funding shortfall (a)-[(b)-(c)-(d)], not less than zero) (If greater than zero, quarterly contributions are required in next plan year. If equal to zero, there is no Shortfall Amortization Base for the current year and prior bases are reduced to zero.)	\$0	\$0
(h)	Was a portion of the prefunding balance used to satisfy the minimum contribution in the current plan year?		Yes
(i)	Shortfall Exemption Asset Value If $(h)$ = $Yes$ , $(b)$ - $(d)$ . If $(h)$ = $No$ , $(b)$		\$2,948,295
(j)	Shortfall base required this plan year?  Yes if (a) greater than (i)		No
(k)	AFTAP Percentage Adjustment to Avoid Benefit Restrictions AFTAP percentage for current plan year		123.30%
(1)	Balance reduction to increase AFTAP to 60% or 80%		\$0

Weighted Average Retirement Age Plan Year: 1/1/2014 to 12/31/2014 Valuation Date: 1/1/2014

Assumed Retirement Age - 100% of the participants are assumed to retire at the date the plan's normal retirement age is attained, which is defined as:

The later of:

Attainment of age 62 Completion of 5 years of participation from entry date

Participants who have passed their Normal Retirement Date as defined above are assumed to retire on the valuation date.

Weighted average retirement age 65

## **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).

OMB No. 1210-0110

2014

This Form is Open to Public Inspection

		▶ File a	is an attachment to Form	1 5500 or l	5500-SF.			
For calen	dar plan year 2014 or fiscal p	an year beginning	01/01/2014		and end	ing 12	/31/2014	
	d off amounts to nearest do							
Cautio	on: A penalty of \$1,000 will be	assessed for late filing	g of this report unless reas	onable ca	use is establish	eđ.		
A Name of MICHAEL	of plan . H. LAVYNE MD PC PENSIC	N PLAN			B Three-di plan nun	git nber (PN)	) <b>)</b>	003
C Plan sp	onsor's name as shown on li	ne 2a of Form 5500 or	5500-SF		<b>D</b> Employer	Identifica	ation Number (E	E. S.
	Lavyne, MD PC				13-3809616			,
E Type of	plan: X Single Multiple	-A Multiple-B	F Prior year pl	an size: 🛛 🗙	100 or fewer	∏ 101-	500 More th	nan 500
Part I	Basic Information			1/3				
التمقنفنت فيست	r the valuation date:	Month 01	Day 01 Year	2014				
2 Asse		MOIRT	Dayrear_					
	rket value					2a		3582291
	luarial value					2b		3582291
	ling target/participant count br	(1) N	lumber of ticipants	(2) Ve	sted Funding Farget	(3) Total Funding Target		
<b>a</b> For	r retired participants and bene	ficiaries receiving payr	ment		0		0:	0
<b>b</b> For	r terminated vested participar	ts			0	.,	0	0
	r active participants				3		2905305	2905305
d Tot	tal				3		2905305	2905305
	plan is in at-risk status, checl	· · · · · · · · · · · · · · · · · · ·			<u> </u>			
	nding target disregarding pres				<b></b>	4a		
b Fu	nding target reflecting at-risk a at-risk status for fewer than fi	assumptions, but disreg	garding transition rule for p	lans that h	nave been in	41-		
5 Effect	tive interest rate		. 1		************	5		6.99 %
6 Targe	et normal cost		. 1			6		16379
To the bea	by Enrolled Actuary st of my knowledge, the information sup- se with applicable law and regulations. on, offer my best estimate of anticipate-	n my opinion, each omer assu	ompanying schedules, statements amption is reasonable (taking into a	and attachme ccount the ex	nts, if any, is comple perience of the plan	ele and accu and reason	irate. Each prescribe able expectations) a	ed assumption was applied in nd such other assumptions, in
SIGN HERE	Pan	V. Koth	a.F				5/26/15	
	` '	gnature of actuary	1				Date	
~~~~~~~	La	ry N. Rothweiler, Jr.	<i>V</i>				14-0509	95
	* '	r print name of actuary				Most r	ecent enrollme	nt number
Intac Actuarial Services, Inc. (201) 447-2525								
	5	Firm name 45 Route 17 South			Te	elephone	number (includ	ing area code)
	Ri	gewood, NJ 07450						
		ddress of the firm						
the actuan	y has not fully reflected any re	gulation or ruling prom	ulgated under the statute i	n completi	ing this schadu	la chack	the hoy and so	ме П
nstructions		and the second second	- garda andor the statute i	oomplet	mg tillo attricut	io, viicul	the bux and se	

Summary of Plan Provisions
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

Plan Effective Date

January 1, 2006

Plan Year

From January 1 to December 31

**Eligibility** 

All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

2 years 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 from entry date

**Normal Retirement Benefit** 

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

10 percent of compensation times credited years

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 10 years

Maximum benefit is \$17,500 per month Maximum percent of salary is 100%

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

Normal Form of Benefit

A benefit payable for the life of the participant

**Accrued Benefit** 

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

**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:

Immediate 100% vesting

Summary of Plan Provisions
Plan Year: 1/1/2014 to 12/31/2014
Valuation Date: 1/1/2014

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

### **Top-Heavy Minimum Benefit**

Each 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 hire and ending with the retirement year excluding the following:

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 employment

#### **Top-Heavy Normal Form**

A benefit payable for the life of the participant

#### **Top-Heavy Vesting**

In any year the plan is top-heavy the participants will vest 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 with less than 1,000 hours

#### **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 not top-heavy.

#### **Death Benefit**

Actuarial Equivalent of the accrued benefit earned to date of death