

DEFINED CONTRIBUTION COMPARISONS For the Year 2011

The Pension Specialists, Ltd.
10501 North 2nd Street
Machesney Park, Illinois 61115

Phone: 815-394-5500

Fax: 815-399-9324

PLAN COMPARISON REPORT

For

SAMPLE COMPANY

For the plan year ending 12/31/11

<u>PLAN NUMBER</u>	<u>PLAN TYPE</u>	<u>FORMULA</u>
1. PRORATA1	Profit Sharing	Pro-rata Allocation 20% of Eligible Payroll
2. PRORATA2	401(k)	Pro-rata Plan with Safe Harbor 401(K) Plan NHC 13.111%
3. INTEGRA1	401(k)	Integrated Plan with Safe Harbor 401(k) Plan NHC 9.79752%
4. CLASSAL1	401(k)	Class Allocation with Safe Harbor 401(k) Plan NHC 5%

PLAN COMPARISON REPORT
for
CLASS ALLOCATION/SAFE HARBOR
For the plan year ending 12/31/11

- - Comparison of Contributions to Employees - -

NAME	SEX	AGE	RET AGE	Compensation	Plan 1	Plan 2	Plan 3	Plan 4
					Salary Proportion	Salary Proportion 401(k)	Integrated with SS 401(k)	Class Allocation 401(k)
64	M	64	69	245,000	49,000	54,500	54,500	54,500
60	M	60	65	245,000	49,000	54,500	54,500	54,500
55	M	55	65	245,000	49,000	54,500	54,500	54,500
48	M	48	65	245,000	49,000	49,000	49,000	49,000
Subtotals for Principals:					\$196,000	\$212,500	\$212,500	\$212,500
18	M	18	65	10,000	2,000	1,311	976	500
20	M	20	65	20,000	4,000	2,622	1,952	1,000
22	M	22	65	20,000	4,000	2,622	1,952	1,000
24	M	24	65	25,000	5,000	3,278	2,440	1,250
26	M	26	65	30,000	6,000	3,933	2,928	1,500
28	M	28	65	35,000	7,000	4,589	3,416	1,750
30	M	30	65	40,000	8,000	5,244	3,904	2,000
32	M	32	65	45,000	9,000	5,900	4,392	2,250
34	M	34	65	50,000	10,000	6,556	4,880	2,500
36	M	36	65	55,000	11,000	7,211	5,368	2,750
38	M	38	65	60,000	12,000	7,867	5,856	3,000
40	M	40	65	65,000	13,000	8,522	6,345	3,250
Subtotals for non-Principals:					\$91,000	\$60,424	\$43,409	\$22,750
TOTAL CONTRIBUTION FOR ALL EMPLOYEES:					\$287,000	\$272,924	\$255,909	\$235,250
Percent to Principals:					74.04 %	77.86 %	81.35 %	90.33 %
Percent to all Others:					26.96 %	22.14 %	18.65 %	09.67 %
TOTAL ELIGIBLE COMPENSATION FOR ALL EMPLOYEES:					\$1,435,000	\$1,435,000	\$1,435,000	\$1,435,000
Percent to Principals:					68.29 %	68.29 %	68.29 %	68.29 %
Percent to all Others:					31.71 %	31.71 %	31.71 %	31.71 %
CONTRIBUTION AS A PERCENT OF PARTICIPATING PAYROLL:					20.00 %	19.02 %	17.83 %	16.39 %

Analysis of Plan Design
for
CLASS ALLOCATION/SAFE HARBOR
For the plan year ending 12/31/11

	Plan 1 Salary Proportion	Plan 2 Salary Proportion 401(k)	Plan 3 Integrated with SS 401(k)	Plan 4 Class Allocation 401(k)
Total Employer Contribution.....	287,000	272,924	255,909	235,250
Less Salary Reduction for Principals.....	0	-82,500	-82,500	-82,500
Less Salary Reduction for non-Principals....	0	0	0	0
Employer Tax Deductible Contribution..... (to the extent allowed by law)	287,000	190,424	173,409	152,750
Less Estimated Tax Savings, 34% Rate.....	-97,580	-64,744	-58,959	-51,935
Less Estimated Tax Savings from Principals' Salary Reduction, 38% Rate .	0	-31,350	-31,350	-31,350
Net cost after estimated tax savings.....	\$189,420	\$94,330	\$83,100	\$69,465
Contributions for principals.....	196,000	130,000	130,000	130,000
Contributions for principals as a percentage of net cost after taxes.....	103.47 %	137.81 %	156.44 %	187.14 %
Net cost of plan after tax savings and principals' contributions.....	-\$6,580	-\$35,670	-\$46,900	-\$60,535