# 2010

# Instructions for Form 5500-EZ

# Annual Return of One-Participant (Owners and Their Spouses) Retirement Plan

Section references are to the Internal Revenue Code unless otherwise noted.

#### What's New

Eligible Combined Plans. The Pension Protection Act of 2006 established rules for a new type of pension plan, an "eligible combined plan," effective for plan years beginning after December 31, 2009. An eligible combined plan consists of a defined benefit plan and a defined contribution plan that includes a qualified cash or deferred arrangement under section 401(k), with the assets of the two plans held in a single trust, but clearly identified and allocated between plans. The eligible combined plan design is available only to employers that employed an average of at least 2 but not more than 500 employees on each business day during the calendar year preceding the plan year as of which the eligible combined plan is established and that employs at least 2 employees on the first day of the plan year. Because an eligible combined plan includes both a defined benefit plan and a defined contribution plan, the Form 5500-EZ filed for the plan must include all the information that would be required for either a defined benefit plan or a defined contribution plan.

# **Photographs of Missing Children**

The Internal Revenue Service is a proud partner with the National Center for Missing and Exploited Children. Photographs of missing children selected by the Center may appear in instructions on pages that would otherwise be blank. You can help bring these children home by looking at the photographs and calling 1-800-THE-LOST (1-800-843-5678) if you recognize a child.

# **Filing Tips**

To reduce the possibility of correspondence and penalties, we remind filers:

- Use the online, fillable 2010 Form 5500-EZ on the IRS website. Complete and download the form to your computer to print and sign before mailing.
- Or, use the official printed paper Form 5500-EZ obtained from the IRS. Complete the form by hand using only black or blue ink. Be sure to enter your information in the specific line fields provided, sign, and date the form before mailing.
- Or, use approved software, if available.
- Do not use felt tip pens or other writing instruments that can cause signatures or data to bleed through to the other side of the paper. One-sided documents should have no markings on the blank side.
- Paper should be clean without glue or other sticky substances.
- Do not submit extraneous information such as arrows or notes on the form.
- Mail Form 5500-EZ for plan year 2010 to the IRS office in Ogden, Utah to be processed. See Where To File in these instructions.



• A one-participant plan that is eligible to file Form 5500-SF, Short Form Annual Return/Report of Small Employee Benefit Plan, may elect to file Form 5500-SF electronically with the computerized ERISA Filing Acceptance System (EFAST2) rather than filing a Form 5500-EZ on paper with the IRS. See *EFAST2 Filing System* in these instructions.

### Phone Help

If you have questions and need help in completing this form, please call the IRS Help Line at 1-877-829-5500. This toll-free telephone service is available Monday through Friday.

#### **How To Get Forms and Publications**

You may order the paper Form 5500-EZ and its instructions by calling 1-800-TAX-FORM (1-800-829-3676). You can also find forms and publications by visiting the IRS Internet website at <a href="https://www.irs.gov/formspubs/">www.irs.gov/formspubs/</a>.

#### Personal computer.

You can access the IRS website 24 hours a day, 7 days a week at IRS.gov to:

- View forms, instructions, and publications.
- See answers to frequently asked tax questions.
- Search publications online by topic or keyword.
- Send comments or request help by email.
- Sign up to receive local and national tax news by email.

#### Telephone

You can order IRS forms and publications by calling 1-800-TAX-FORM (1-800-829-3676).

# **General Instructions**

### **Purpose of Form**

Form 5500-EZ is used by one-participant plans that are not subject to the requirements of section 104(a) of the Employee Retirement Income Security Act of 1974 (ERISA) and that are not eligible or choose not to file Form 5500-SF electronically to satisfy certain annual reporting and filing obligations imposed by the Code. For 2010 filings, foreign pension plans that are required to file an annual return must file Form 5500-EZ.

**Note.** A one-participant plan (as defined under *Who Must File Form 5500-EZ*) cannot file an annual return on Form 5500, Annual Return/Report of Employee Benefit Plan, regardless of whether the plan was previously required to file an annual return on Form 5500. Therefore, every one-participant plan required to file an annual return must file paper Form 5500-EZ with the IRS or choose, if eligible, to electronically file Form 5500-SF using the *EFAST2 Filing System*.

#### Who Must File Form 5500-EZ

You must file Form 5500-EZ for a retirement plan if:

- 1. The plan is a one-participant plan that is required to file an annual return and you are not eligible or choose not to file the annual return electronically on Form 5500-SF; or
- 2. The plan is a foreign plan that is required to file an annual return.

A one-participant plan means a retirement plan (that is, a defined benefit pension plan or a defined contribution profit-sharing or money purchase pension plan), other than an Employee Stock Ownership Plan (ESOP), which:

- a. covers only you (or you and your spouse) and you (or you and your spouse) own the entire business (which may be incorporated or unincorporated); or
- b. covers only one or more partners (or partners and their spouses) in a business partnership; and
- c. does not provide benefits for anyone except you (or you and your spouse) or one or more partners (or partners and their spouses).

A one-participant plan must file an annual return unless the plan meets the conditions for not filing under Who May Not Have To File Form 5500-EZ below.

A foreign plan means a pension plan that is maintained outside the United States primarily for nonresident aliens.

A foreign plan is required to file an annual return if the employer who maintains the plan is:

- a domestic employer, or
- a foreign employer with income derived from sources within the United States (including foreign subsidiaries of domestic employers) if contributions to the plan are deducted on its U.S. income tax return.



Do not file an annual return for a plan that is a qualified foreign plan within the meaning of section 404A(e) that does not qualify for the treatment provided in section 402(d).

Foreign plans (as defined above) are not eligible to file Form 5500 for 2010, regardless of whether the plan was previously required to file an annual return on Form 5500. Every foreign plan that is required to file an annual return must instead file paper Form 5500-EZ, Annual Return of One-Participant (Owners and Their Spouses) Retirement

Note. If you are not filing for a one-participant plan or a foreign plan, electronically file Form 5500 or, if eligible, Form 5500-SF.

## Who May Not Have To File Form 5500-EZ

You do not have to file Form 5500-EZ for the 2010 plan year for a one-participant plan if the total of the plan's assets and the assets of all other one-participant plans maintained by the employer at the end of the 2010 plan year does not exceed \$250,000, unless 2010 is the final plan year of the plan. For more information on final plan years, see Final Return later.

Example. If a plan meets all the requirements for filing Form 5500-EZ and its total assets (either alone or in combination with one or more one-participant plans maintained by the employer) exceed \$250,000 at the end of the 2010 plan year, Form 5500-EZ must be filed for each of the employer's one-participant plans including those with less than \$250,000 in assets for the 2010 plan year.

#### **How To File Form 5500-EZ**

Paper Forms for Filing. The 2010 Form 5500-EZ may be filed on paper. File the official IRS printed Form 5500-EZ or the downloadable form found on the IRS website; or use approved software, if available.

You can complete the online, fillable 2010 Form 5500-EZ found on the IRS website and download it to your computer to print and sign before mailing to the address specified in these instructions. See Where To File.

You can obtain the official IRS printed 2010 Form 5500-EZ from the IRS to complete by hand with pen or typewriter using blue or black ink. Entries should not exceed the lines provided on the form. Abbreviate if necessary. Paper forms are available from the IRS as discussed in How To Get Forms and Publications earlier.

### EFAST2 Filing System

One-participant plans may satisfy their filing obligation under the Code by filing Form 5500-SF electronically under EFAST2 in place of Form 5500-EZ (on paper), provided that the plan covered fewer than 100 participants at the beginning of the plan year. One-participant plans that covered 100 or more participants at the beginning of the plan year are not eligible to file Form 5500-SF, and must file Form 5500-EZ.

Eligible one-participant plans need complete only the following questions on the Form 5500-SF:

- Part I, lines A, B, and C;
- Part II, lines 1a-5b;
- Part III, lines 7a-c, and 8a;
- Part IV, line 9a;
- Part V, line 10g; and
- Part VI, lines 11-12e.

Under the computerized ERISA Filing Acceptance System (EFAST2), you must electronically file the 2010 Forms 5500 and 5500-SF using EFAST2's web-based filing system or you may file through an EFAST2-approved vendor. The 2010 Form 5500-EZ will be filed on paper and cannot be filed with this electronic system. For more information, see the EFAST2 website at www.efast.dol.gov. For telephone assistance, call the EFAST2 Help Line at 1-866-GO-EFAST (1-866-463-3278). The EFAST2 Help Line is available Monday through Friday.

Note. Information filed on Form 5500-EZ and Form 5500-SF is required to be made available to the public. Form 5500-SF is open to public inspection and publication on the Internet.

#### What To File

Plans required filing an annual return of one-participant (owners and their spouses) retirement plans may file Form 5500-EZ in accordance with its instructions. Filers of Form 5500-EZ are not required to file schedules or attachments related to Form 5500 with the 2010 Form 5500-EZ. However, you must collect and retain for your records completed Schedule MB (Form 5500), Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information, if applicable, and completed and signed Schedule SB (Form 5500), Single-Employer Defined Benefit Plan Actuarial Information, if applicable. Even though you do not have to file the Schedule MB (Form 5500) or Schedule SB (Form 5500) with the 2010 Form 5500-EZ, you are still required to both perform an annual valuation and maintain the funding standard account for all plans subject to the minimum funding requirements of section 412.

Eligible Combined Plans. The Pension Protection Act of 2006 established rules for a new type of pension plan, an "eligible combined plan," effective for plan years beginning after December 31, 2009. An eligible combined plan consists of a defined benefit plan and a defined contribution plan that includes a qualified cash or deferred arrangement under section 401(k), with the assets of the two plans held in a single trust, but clearly identified and allocated between plans. The eligible combined plan design is available only to

employers that employed an average of at least 2 but not more than 500 employees on each business day during the calendar year preceding the plan year as of which the eligible combined plan is established and that employs at least 2 employees on the first day of the plan year. Because an eligible combined plan includes both a defined benefit plan and a defined contribution plan, the Form 5500-EZ filed for the plan must include all the information that would be required for either a defined benefit plan or a defined contribution plan.

**Note.** The 2010 Schedule MB (Form 5500) and the 2010 Schedule SB (Form 5500) are available only electronically from the Department of Labor website at <a href="https://www.efast.dol.gov">www.efast.dol.gov</a>. You can complete the schedules online and print them out for your records. If you are a Form 5500-EZ filer, **do not** attempt to electronically file the Schedule MB or Schedule SB related to your 2010 Form 5500-EZ filing.

#### When To File

File the 2010 return for plan years that started in 2010. Form 5500-EZ must be filed by the last day of the 7th calendar month after the end of the plan year that began in 2010 (not to exceed 12 months in length).

**Note.** If the filing due date falls on a Saturday, Sunday, or legal holiday, the return may be filed on the next day that is not a Saturday, Sunday, or legal holiday.

#### **Private Delivery Service**

You can use certain private delivery services designated by the IRS to meet the "timely mailing as timely filing/paying" rule for tax returns and payments. The private delivery services include only the following:

- DHL Express (DHL): DHL Same Day Service.
- Federal Express (FedEx): FedEx Priority Overnight, FedEx Standard Overnight, FedEx 2Day, FedEx International Priority, and FedEx International First.
- United Parcel Service (UPS): UPS Next Day Air, UPS Next Day Air Saver, UPS 2nd Day Air, UPS 2nd Day Air A.M., UPS Worldwide Express Plus, and UPS Worldwide Express.

The private delivery service can tell you how to get written proof of the mailing date.

#### Where To File

File the Form 5500-EZ at the following address:

Department of the Treasury Internal Revenue Service Ogden, UT 84201-0020

# **Who Must Sign**

The plan administrator or employer (owner) must sign and date paper Form 5500-EZ for the 2010 filing.

### **Penalties**

The Internal Revenue Code imposes a penalty of \$25 a day (up to \$15,000) for not filing returns in connection with pension, profit-sharing, etc., plans by the required due date.

# **Specific Instructions**

# Part I – Annual Return Identification Information

#### **First Return**

Check **box A(1)** if this is the first filing for this plan. Do not check this box if you have ever filed for this plan, even if it was a different form (for example, Form 5500).

#### **Amended Return**

Check **box A(2)** if you are filing an amended Form 5500-EZ to correct errors and/or omissions in a previously filed annual return for the 2010 plan year. The amended Form 5500-EZ must conform to the requirements under the *How To File* section earlier.

If you are filing an amendment for a "one-participant plan" that filed a Form 5500-SF electronically, you may submit the amendment either electronically using the Form 5500-SF with EFAST2 or on paper using the Form 5500-EZ with the IRS. If you are filing an amended return for a one-participant plan that previously filed on a paper Form 5500-EZ, you must submit the amended return using the paper Form 5500-EZ with the IRS.

#### **Short Plan Year**

Check **box A(4)** if this form is filed for a period of less than 12 months. Show the dates at the top of the form.

For a short plan year, file a return by the last day of the 7th month following the end of the short plan year. Modify the heading of the form to show the beginning and ending dates of your short plan year and check box A(4) for a short plan year. If this is also the first or final return filed for the plan, check the appropriate box (box A(1) or A(3)).

#### **Final Return**

All one-participant plans should file a return for their final plan year indicating that all assets have been distributed.

Check **box A(3)** if all assets under the plan(s) (including insurance/annuity contracts) have been distributed to the participants and beneficiaries or distributed or transferred to another plan. The final plan year is the year in which distribution of all plan assets is completed.

#### **Extension of Time To File**

Check **box B** if either of the following applies:

- 1. You are filing a Form 5558, Application for Extension of Time To File Certain Employee Plan Returns. (**Do not attach** Form 5558 to your Form 5500-EZ. See below for more information.)
- 2. You are using an extension based on the extended due date of your federal income tax return. (See the *Note* below.)

A one-time extension of time to file Form 5500-EZ (up to  $2^{1}/_{2}$  months) may be obtained by filing Form 5558 on or before the normal due date (not including any extensions) of the return. You must file Form 5558 with the IRS.

Approved copies of the Form 5558 will not be returned to the filer. A copy of the completed extension request must be retained with the plan's records.

See the instructions for Form 5558 and file it with the Department of the Treasury, Internal Revenue Service Center, Ogden, UT 84201-0045.

**Note.** Filers are automatically granted an extension of time to file Form 5500-EZ until the extended due date of the federal income tax return of the employer (and are not

required to file Form 5558) if all the following conditions are met: (1) the plan year and the employer's tax year are the same, (2) the employer has been granted an extension of time to file its federal income tax return to a date later than the normal due date for filing the Form 5500-EZ, and (3) a copy of the application for extension of time to file the federal income tax return is retained with the plan's records. Be sure to check **box B** at the top of the form. An extension granted by using this exception cannot be extended further by filing a Form 5558 after the normal due date (without extension) of Form 5500-EZ.

#### Foreign Plan

Check **box C** if the return is filed by a foreign plan. See *Who Must File Form 5500-EZ* earlier.

#### Part II – Basic Plan Information

Line 1a. Enter the formal name of the plan.

**Line 1b.** Enter the three-digit plan number (PN) that the employer assigned to the plan. Plans should be numbered consecutively starting with 001.

Once a plan number is used for a plan, it must be used as the plan number for all future filings of returns for the plan, and this number may not be used for any other plan even after the plan is terminated.

**Line 1c.** Enter the date the plan first became effective.

**Line 2a.** Each row is designed to contain specific information regarding the employer. Please limit your response to the information required in each row as specified below:

- 1. Enter in the first row the name of the employer.
- 2. Enter in the second row the trade name if different from the name entered in the first row.
  - 3. Enter in the third row the in care of ("C/O") name.
- 4. Enter in the fourth row the street address. A post office box number may be entered if the Post Office does not deliver mail to the employer's street address.
- 5. Enter in the fifth row the name of the city, the two character abbreviation of the U.S. state or possession and ZIP code.

**Foreign Address.** For foreign addresses, enter the information in the order of the city, province or state, and the name of the country. Follow the country's practice in placing the postal code in the address. Do not abbreviate the country name.

**Line 2b.** Enter the employer's nine-digit employer identification number (EIN). For example, 00-1234567. Do not enter a social security number (SSN).

Employers without an EIN must apply for one as soon as possible. EINs are issued by the IRS. To apply for an EIN:

- Mail or fax Form SS-4, Application for Employer Identification Number, obtained by calling 1-800-TAX-FORM (1-800-829-3676) or at the IRS website at IRS.gov.
- Call 1-800-829-4933 to receive your EIN by telephone.
- Select the Online EIN Application link at IRS.gov. The EIN is issued immediately once the application information is validated. The online application process is not yet available for corporations with addresses in foreign countries.

**Note.** Although EINs for a plan's trust or custodial account are generally not required to be furnished on the Form 5500 and its schedules or Form 5500-EZ, the IRS will issue EINs for other reporting purposes. EINs for trusts or custodial accounts associated with plans may be obtained as explained above.

**Line 2c.** Enter the employer's telephone number including the area code.

**Line 2d.** Enter the six-digit applicable code that best describes the nature of the plan sponsor's business from the

list of principal business activity codes later in these instructions.

**Line 3a.** Each row is designed to contain specific information regarding the plan administrator. Please limit your response to the information required in each row of boxes as specified below:

- 1. Enter in the first row the name of the plan administrator unless the administrator is the employer identified in line 2a. If this is the case, enter the word "same" on line 3a and leave the remainder of line 3a, and all of lines 3b and 3c blank.
  - 2. Enter in the second row any in care of ("C/O") name.
- 3. Enter in the third row the street address. A post office box number may be entered if the Post Office does not deliver mail to the administrator's street address.
- 4. Enter in the fourth row the name of the city, the two character abbreviation of the U.S. state or possession and ZIP code.

**Foreign Address.** For foreign addresses, enter the information in the order of the city, province or state, and the name of the country. Follow the country's practice in placing the postal code in the address. Do not abbreviate the country name.

**Line 3b.** Enter the plan administrator's nine-digit EIN. A plan administrator must have an EIN for Form 5500-EZ reporting purposes. If the plan administrator does not have an EIN, apply for one as explained in the instructions for line 2h

**Line 3c.** Enter the plan administrator's telephone number including the area code.

**Line 4.** If the employer's name and/or EIN have changed since the last return was filed for this plan, enter the employer's name, EIN, and the plan number as it appeared on the last return filed for this plan.

#### Part III – Financial Information

**Note.** Amounts reported on lines 6a, 6b, and 6c for the beginning of the plan year must be the same as reported for the end of the plan year on the return for the preceding plan year. Use whole dollars only.

**Line 6a.** "Total plan assets" include rollovers and transfers received from other plans, unrealized gains and losses such as appreciation/depreciation in assets. It also includes specific assets held by the plan at any time during the plan year (for example, partnership/joint venture interests, employer real property, real estate (other than employer real property), employer securities, loans (participants and non-participant loans), and tangible personal property).

Enter the total amount of plan assets at the beginning of the plan year in column (1). Do not include contributions designated for the 2010 plan year in column (1). Enter the total amount of plan assets at the end of the plan year in column (2).

**Line 6b.** Liabilities include but are not limited to benefit claims payable, operating payables, acquisition indebtedness, and other liabilities. Do not include the value of future distributions that will be made to participants.

**Lines 7a and b.** Enter the total cash contributions received and/or receivable by the plan from employers and participants during the plan year.

**Line 7c.** Enter the amount of all other contributions including transfers or rollovers received from other plans valued on the date of contribution.

#### Part IV - Plan Characteristics

**Line 8.** Enter the two-character plan characteristics from the List of Plan Characteristics Codes later in these instructions.

**Note.** In the case of an eligible combined plan under section 414(x) and ERISA section 210(e), the codes entered in line 8 must include any codes applicable for either the defined benefit pension features or the defined contribution pension features of the plan.

New plan characteristic codes were added in the 2009 Instructions for Form 5500-EZ to identify foreign plans, one-participant plans that satisfy the minimum coverage requirements of section 410(b) only when combined with another plan of the employer, plans whose sponsors received services of leased employees (as defined in section 414(n)), and plans whose sponsors are members of a controlled group under section 414(b) or (c), or an affiliated service group under section 414(m).

# Part V – Compliance and Funding Questions

**Line 9.** You must check "Yes" if the plan had any participant loans outstanding at any time during the plan year and enter the amount outstanding as of the end of the plan year.

Enter on this line all loans to participants including residential mortgage loans that are subject to section 72(p). Include the sum of the value of the unpaid principal balances, plus accrued but unpaid interest, if any, for participant loans made under an individual account plan with investment experience segregated for each account made in accordance with Regulations section 29 CFR 2550.408b-1 and which are secured solely by a portion of the participant's vested accrued benefit. When applicable, combine this amount with the current value of any other participant loans. Do not include a participant loan that has been deemed distributed.

**Line 10.** Check "Yes" if this plan is a defined benefit plan subject to the minimum funding standard requirements of section 412.

If the plan is a defined benefit plan, the enrolled actuary must complete and sign the 2010 *Schedule SB (Form 5500), Single-Employer Defined Benefit Plan Actuarial Information*, and forward it no later than the filing due date to the person responsible for filing Form 5500-EZ. The completed Schedule SB is subject to the record retention provisions of the Code. See the 2010 Instructions for Form 5500 for more information about Schedule SB.

**Line 11a.** If a waiver of the minimum funding standard for prior year is being amortized in the current plan year, enter the month, day, and year (MM/DD/YYYY) the letter ruling was granted.

If a money purchase defined contribution plan (including a target benefit plan) has received a waiver of the minimum funding standard, and the waiver is currently being amortized, complete lines 3, 9, and 10 of *Schedule MB (Form 5500), Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information.* See the Instructions for Schedule MB in the Instructions for Form 5500. Do not attach Schedule MB to the Form 5500-EZ. Instead keep the completed Schedule MB in accordance with the applicable records retention requirements.

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the internal revenue laws of the United States. This form is required to be filed under section 6058(a). Section 6109 requires you to provide your identification number. If you fail to provide this information in a timely manner or if you provide false or fraudulent information, you may be subject to penalties. Section 6104(b) makes the information contained in this form publicly available. Therefore, the information will be given to anyone who asks for it and may be given to the Pension Benefit Guaranty Corporation (PBGC) for administration of ERISA, Department of Justice for civil and criminal litigation, and cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their tax laws. We may also disclose this information to other countries under a treaty, to federal and state agencies to enforce federal non-tax criminal laws, and to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of the Internal Revenue Code. Generally, the Form 5500 series return/reports and some of the related schedules are open to public inspection.

The time needed to complete and file this form will vary depending on individual circumstances. The estimated average time is:

Recordkeeping	19 hr., 07 min.
Learning about the law or the form	3 hr., 01min.
Preparing the form	5 hr., 19 min.
Copying, assembling, and sending the form	32 min.

If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:T, 1111 Constitution Ave. NW, IR-6526, Washington, DC 20224. Do not send this form to this address. Instead, see *Where To File* earlier.

# **LIST OF PLAN CHARACTERISTICS CODES FOR LINE 8**

CODE	Defined Benefit Pension Features
1A	Benefits are primarily pay related.
1B	Benefits are primarily flat dollar (includes dollars per year of service).
1C	Cash balance or similar plan — Plan has a "cash balance" formula. For this purpose, a "cash balance" formula is a benefit formula in a defined benefit plan by whatever name (for example, personal account plan, pension equity plan, life cycle plan, cash account plan, etc.) that rather than, or in addition to, expressing the accrued benefit as a life annuity commencing at normal retirement age, defines benefits for each employee in terms more common to a defined contribution plan such as a single sum distribution amount (for example, 10 percent of final average pay times years of service, or the amount of the employee's hypothetical account balance).
1D	Floor-offset plan – Plan benefits are subject to offset for retirement benefits provided by an employer-sponsored defined contribution plan.
1E	Section 401(h) arrangement – Plan contains separate accounts under section 401(h) to provide employee health benefits.
1F	Section 414(k) arrangement – Benefits are based partly on the balance of the separate account of the participant (also include appropriate defined contribution pension feature codes).
11	Frozen plan — As of the last day of the plan year, the plan provides that no participant will get any new benefit accrual (whether because of service or compensation).
CODE	Defined Contribution Pension Features
2A	Age/Service Weighted or New Comparability or Similar Plan – Age/Service Weighted Plan: Allocations are based on age, service, or age and service. New Comparability or Similar Plan: Allocations are based on participant classifications and a classification(s) consists entirely or predominantly of highly compensated employees; or the plan provides an additional allocation rate on compensation above a specified threshold, and the threshold or additional rate exceeds the maximum threshold or rate allowed under the permitted disparity rules of section 401(l).
2B	Target benefit plan.
2C	Money purchase (other than target benefit).
2D	Offset plan – Plan benefits are subject to offset for retirement benefits provided in another plan or arrangement of the employer.

2E	Profit-sharing.
2J	Section 401(k) feature — A cash or deferred arrangement described in section 401(k) that is part of a qualified defined contribution plan that provides for an election by employees to defer part of their compensation or receive these amounts in cash.
2K	Section 401(m) arrangement — Employee contributions are allocated to separate accounts under the plan or employer contributions are based, in whole or in part, on employee deferrals or contributions to the plan. Not applicable if plan is 401(k) with only QNECs and/or QMACs. Also not applicable if section 403(b)(1), 403(b)(7), or 408 arrangement/accounts annuities.
2R	Participant-directed brokerage accounts provided as an investment option under the plan.
2S	Plan provides for automatic enrollment in plan that has employee contributions deducted from payroll.
2T	Total or partial participant-directed account plan – Plan uses default investment account for participants who fail to direct assets in their account.
CODE	Other Pension Benefit Features
ЗА	Non-U.S. plan – Pension plan maintained outside the United States primarily for nonresident aliens.
3B	Plan covering self-employed individuals.
3C	Plan not intended to be qualified – A plan not intended to be qualified under sections 401, 403, or 408.
3D	Pre-approved pension plan – A master, prototype, or volume submitter plan that is the subject of a favorable opinion or advisory letter from the IRS.
3E	A one-participant plan that satisfies minimum coverage requirements of section 410(b) only when combined with another plan of the employer.
3F	Plan sponsor(s) received services of leased employees, as defined in section 414(n), during the plan year.
3H	Plan sponsor(s) is (are) a member(s) of a controlled group (sections 414(b), (c), or (m)).

#### Forms 5500, 5500-SF, and 5500-EZ Codes for Principal **Business Activity**

This list of principal business activities and their associated codes is designed to classify an enterprise by the type of activity in which it is

engaged. These principal activity codes are based on the North American Industry Classification System.

Code

111100

Agriculture, Fo	orestry,	<b>Fishing</b>
and Hunting		
Crop Production		

Oilseed & Grain Farming

111210 Vegetable & Melon Farming (including potatoes & yams) Fruit & Tree Nut Farming 111300 Greenhouse, Nursery, & Floriculture Production 111400 Other Crop Farming 111900 (including tobacco, cotton, sugarcane, hay, peanut, sugar beet, & all other crop

farming) **Animal Production** 

Beef Cattle Ranching & 112111 Farming

112112 Cattle Feedlots Dairy Cattle & Milk 112120 Production 112210 Hog & Pig Farming

112300 Poultry & Egg Production 112400 Sheep & Goat Farming Aquaculture (including 112510 shellfish & finfish farms &

hatcheries) Other Animal Production 112900

Forestry and Logging

Timber Tract Operations 113110 113210 Forest Nurseries & Gathering of Forest Products 113310 Logging

Fishing, Hunting and Trapping 114110 Fishing

114210 Hunting & Trapping Support Activities for Agriculture

and Forestry Support Activities for Crop 115110 Production (including cotton ginning, soil preparation,

planting, & cultivating) 115210 Support Activities for Animal Production

Support Activities For Forestry 115310

Mining 211110

Oil & Gas Extraction 212110 Coal Mining 212200 Metal Ore Mining 212310 Stone Mining & Quarrying 212320 Sand, Gravel, Clay, & Ceramic & Refractory Minerals Mining & Quarrying 212390 Other Nonmetallic Mineral Mining & Quarrying

213110 **Utilities** 

221100 Electric Power Generation, Transmission & Distribution 221210 Natural Gas Distribution

Support Activities for Mining

221300 Water, Sewage, & Other Systems 221500 Combination Gas and Electric

Construction

**Construction of Buildings** 

236110 Residential Building Construction 236200 Nonresidential Building Construction

**Heavy and Civil Engineering** Construction

237100 **Utility System Construction** 237210 Land Subdivision

237310 Highway, Street, & Bridge Construction Other Heavy & Civil 237990 **Engineering Construction** 

**Specialty Trade Contractors** 

Foundation, Structure, & Building Exterior Contractors 238100 (including framing carpentry, masonry, glass, roofing, & siding) 238210 **Electrical Contractors** 

238220 Plumbing, Heating, & Air-Conditioning Contractors 238290 Other Building Equipment Contractors

238300 **Building Finishing** Contractors (including drywall, insulation, painting, wallcovering, flooring, tile, & finish carpentry) Other Specialty Trade 238900

Contractors (including site preparation)

Manufacturing

**Food Manufacturing** 311110 Animal Food Mfg

311200 Grain & Oilseed Milling Sugar & Confectionery Product Mfg 311300

Fruit & Vegetable Preserving & Specialty Food Mfg 311400 Dairy Product Mfg 311500

Animal Slaughtering and 311610 Processing Seafood Product Preparation 311710

& Packaging 311800 Bakeries & Tortilla Mfg

Other Food Mfg (including 311900 coffee, tea, flavorings & seasonings)

**Beverage and Tobacco Product** Manufacturing

312110 Soft Drink & Ice Mfg 312120 **Breweries** 

Wineries 312130 312140 Distilleries

312200 Tobacco Manufacturing

**Textile Mills and Textile Product** Mills 313000 Textile Mills

Textile Product Mills 314000 **Apparel Manufacturing** 

315100 Apparel Knitting Mills 315210 Cut & Sew Apparel Contractors Men's & Boys' Cut & Sew 315220

Apparel Mfg Women's & Girls' Cut & Sew 315230 Apparel Mfg

Other Cut & Sew Apparel Mfg 315290 Apparel Accessories & Other Apparel Mfg 315990

**Leather and Allied Product** Manufacturing

316110 Leather & Hide Tanning & Finishing 316210 Footwear Mfg (including

rubber & plastics) Other Leather & Allied 316990 Product Mfg

Wood Product Manufacturing

Sawmills & Wood 321110 Preservation 321210 Veneer, Plywood, & Engineered Wood Product Mfg

321900 Other Wood Product Mfg Paper Manufacturing

322100 Pulp, Paper, & Paperboard Mills 322200 Converted Paper Product Mfg

Printing and Related Support Activities

Printing & Related Support 323100 Activities

**Petroleum and Coal Products** Manufacturing

324110 Petroleum Refineries (including integrated) 324120 Asphalt Paving, Roofing, & Saturated Materials Mfg Other Petroleum & Coal 324190

Products Mfg Chemical Manufacturing

Basic Chemical Mfg Resin, Synthetic Rubber, & 325200 Artificial & Synthetic Fibers & Filaments Mfg

Pesticide, Fertilizer, & Other Agricultural Chemical Mfg 325300 325410 Pharmaceutical & Medicine Mfa

325500 Paint, Coating, & Adhesive Mfg

Soap, Cleaning Compound, & Toilet Preparation Mfg 325600 Other Chemical Product & 325900 Preparation Mfg

**Plastics and Rubber Products** Manufacturing

326100 Plastics Product Mfg 326200 Rubber Product Mfg **Nonmetallic Mineral Product** 

Manufacturing Clay Product & Refractory 327100

Mfg 327210 Glass & Glass Product Mfg 327300 Cement & Concrete Product

Mfg 327400 Lime & Gypsum Product Mfg Other Nonmetallic Mineral 327900 Product Mfg

**Primary Metal Manufacturing** 

Iron & Steel Mills & Ferroalloy 331110 Mfg Steel Product Mfg from 331200 Purchased Steel

331310 Alumina & Aluminum Production & Processing 331400 Nonferrous Metal (except Aluminum) Production &

Processing 331500 Foundries

**Fabricated Metal Product** Manufacturing

332110 Forging & Stamping Cutlery & Handtool Mfg 332210 332300 Architectural & Structural Metals Mfg 332400 Boiler, Tank, & Shipping

Container Mfg 332510 Hardware Mfg

332610 Spring & Wire Product Mfg Machine Shops; Turned Product; & Screw, Nut, & Bolt 332700

Coating, Engraving, Heat Treating, & Allied Activities 332810 332900 Other Fabricated Metal Product Mfg

**Machinery Manufacturing** 

333100 Agriculture, Construction, & Mining Machinery Mfg 333200 Industrial Machinery Mfg Commercial & Service 333310

Industry Machinery Mfg 333410 Ventilation, Heating, Air-Conditioning, & Commercial Refrigeration

Equipment Mfg 333510 Metalworking Machinery Mfg Engine, Turbine & Power Transmission Equipment Mfg 333610

Other General Purpose

Machinery Mfg Computer and Electronic Product Manufacturing

Computer & Peripheral 334110 Equipment Mfg

Code 334200 Communications Equipment Mfg

334310 Audio & Video Equipment Mfg 334410 Semiconductor & Other

Electronic Component Mfg 334500 Navigational, Measuring, Electromedical, & Control

Instruments Mfg Manufacturing & Reproducing Magnetic & 334610 Optical Media

Electrical Equipment, Appliance, and Component Manufacturing

335100 **Electric Lighting Equipment** Mfg 335200 Household Appliance Mfg 335310 Electrical Equipment Mfg 335900 Other Electrical Equipment &

Transportation Equipment Manufacturing

336100 Motor Vehicle Mfg 336210 Motor Vehicle Body & Trailer Mfg

Component Mfg

336300 Motor Vehicle Parts Mfg 336410 Aerospace Product & Parts

Railroad Rolling Stock Mfg 336510 336610 Ship & Boat Building Other Transportation 336990 Equipment Mfg

Furniture and Related Product Manufacturing

337000 Furniture & Related Product Manufacturing

Miscellaneous Manufacturing 339110

Medical Equipment & Supplies Mfg 339900 Other Miscellaneous Manufacturing

Wholesale Trade Merchant Wholesalers, Durable

Goods Motor Vehicle & Motor 423100 Vehicle Parts & Supplies 423200 Furniture & Home

Furnishings Lumber & Other Construction 423300 Materials

Professional & Commercial 423400 Equipment & Supplies

423500 Metals & Minerals (except Petroleum) 423600

Electrical & Electronic Goods 423700 Hardware, Plumbing & Heating Equipment & Supplies

Machinery, Equipment, & 423800 Supplies 423910

Sporting & Recreational Goods & Supplies Toy & Hobby Goods & 423920 Supplies

423930 Recyclable Materials 423940 Jewelry, Watches, Precious Stones, & Precious Metals

423990 Other Miscellaneous Durable Goods

Merchant Wholesalers, Nondurable Goods

424100 Paper & Paper Products Drugs & Druggists' Sundries 424210 424300 Apparel, Piece Goods, & 424400 Grocery & Related Products

424500 Farm Product Raw Materials Chemical & Allied Products 424600 424700 Petroleum & Petroleum

Products Beer, Wine, & Distilled 424800 Alcoholic Beverages

424910 Farm Supplies

333900

Forms 5500, 5500-SF, and 5500-EZ Codes for Principal Business Activity (continued)			
Code	Code	Code	Code
424920 Books, Periodicals, &	Sporting Goods, Hobby, Book, and	488510 Freight Transportation	523210 Securities & Commodity
Newspapers 424930 Flower, Nursery Stock, &	Music Stores 451110 Sporting Goods Stores	Arrangement 488990 Other Support Activities for	Exchanges 523900 Other Financial Investment
Florists' Supplies	451120 Hobby, Toy, & Game Stores	Transportation	Activities (including portfolio
424940 Tobacco & Tobacco Products	451130 Sewing, Needlework, & Piece	Couriers and Messengers	management & investment advice)
424950 Paint, Varnish, & Supplies 424990 Other Miscellaneous	Goods Stores 451140 Musical Instrument &	492110 Couriers 492210 Local Messengers & Local	Insurance Carriers and Related
Nondurable Goods	Supplies Stores	Delivery	Activities
Wholesale Electronic Markets and	451211 Book Stores	Warehousing and Storage	524140 Direct Life, Health, & Medical Insurance & Reinsurance
Agents and Brokers 425110 Business to Business	451212 News Dealers & Newsstands 451220 Prerecorded Tape, Compact	493100 Warehousing & Storage (except lessors of	Carriers
Electronic Markets	Disc, & Record Stores	miniwarehouses &	524150 Direct Insurance & Reinsurance (except Life,
425120 Wholesale Trade Agents & Brokers	General Merchandise Stores	self-storage units)	Health & Medical) Carriers
Biokeis	452110 Department Stores 452900 Other General Merchandise	Information	524210 Insurance Agencies &
Retail Trade	Stores	Publishing Industries (except	Brokerages 524290 Other Insurance Related
Motor Vehicle and Parts Dealers	Miscellaneous Store Retailers	Internet) 511110 Newspaper Publishers	Activities (including
441110 New Car Dealers 441120 Used Car Dealers	453110 Florists 453210 Office Supplies & Stationery	511120 Periodical Publishers	third-party administration of insurance and pension funds)
441210 Recreational Vehicle Dealers	Stores	511130 Book Publishers	Funds, Trusts, and Other Financial
441221 Motorcycle Dealers	453220 Gift, Novelty, & Souvenir	511140 Directory & Mailing List Publishers	Vehicles 525100 Insurance & Employee
441222 Boat Dealers 441229 All Other Motor Vehicle	Stores 453310 Used Merchandise Stores	511190 Other Publishers	Benefit Funds
Dealers	453910 Pet & Pet Supplies Stores	511210 Software Publishers	525910 Open-End Investment Funds
441300 Automotive Parts,	453920 Art Dealers	Motion Picture and Sound Recording Industries	(Form 1120-RIC) 525920 Trusts, Estates, & Agency
Accessories, & Tire Stores Furniture and Home Furnishings	453930 Manufactured (Mobile) Home Dealers	512100 Motion Picture & Video	Accounts
Stores	453990 All Other Miscellaneous Store	Industries (except video	525990 Other Financial Vehicles (including mortgage REITs &
442110 Furniture Stores 442210 Floor Covering Stores	Retailers (including tobacco, candle, & trophy shops)	rental) 512200 Sound Recording Industries	closed-end investment funds)
442210 Floor Covering Stores 442291 Window Treatment Stores	Nonstore Retailers	Broadcasting (except Internet)	"Offices of Bank Holding Companies"
442299 All Other Home Furnishings	454110 Electronic Shopping &	515100 Radio & Television	and "Offices of Other Holding Companies" are located under
Stores	Mail-Order Houses 454210 Vending Machine Operators	Broadcasting 515210 Cable & Other Subscription	Management of Companies (Holding
Electronics and Appliance Stores 443111 Household Appliance Stores	454311 Heating Oil Dealers	Programming	Companies).
443112 Radio, Television, & Other	454312 Liquefied Petroleum Gas	Telecommunications	Real Estate and Rental and
Electronics Stores	(Bottled Gas) Dealers 454319 Other Fuel Dealers	517000 Telecommunications (including paging, cellular,	Leasing
443120 Computer & Software Stores 443130 Camera & Photographic	454390 Other Direct Selling	satellite, cable & other	Real Estate
Supplies Stores	Establishments (including	program distribution, resellers, other	531110 Lessors of Residential Buildings & Dwellings
Building Material and Garden	door-to-door retailing, frozen food plan providers, party	telecommunications, &	(including equity REITs)
		internet service providers)	531114 Cooperative Housing
Equipment and Supplies Dealers 444110 Home Centers	plan merchandisers, &		
	plan merchandisers, & coffee-break service providers)	Data Processing Services 518210 Data Processing, Hosting, &	(including equity REĬTs) 531120 Lessors of Nonresidential
444110 Home Centers 444120 Paint & Wallpaper Stores 444130 Hardware Stores	coffee-break service providers)	Data Processing Services 518210 Data Processing, Hosting, & Related Services	(including equity REITs) 531120 Lessors of Nonresidential Buildings (except
444110 Home Centers 444120 Paint & Wallpaper Stores	coffee-break service providers)  Transportation and	Data Processing Services 518210 Data Processing, Hosting, & Related Services Other Information Services	(including equity REĬTs) 531120 Lessors of Nonresidential
444110 Home Centers 444120 Paint & Wallpaper Stores 444130 Hardware Stores 444190 Other Building Material Dealers 444200 Lawn & Garden Equipment &	coffee-break service providers)  Transportation and Warehousing	Data Processing Services 518210 Data Processing, Hosting, & Related Services Other Information Services 519100 Other Information Services (including news syndicates,	(including equity REITs) 531120 Lessors of Nonresidential Buildings (except Miniwarehouses) (including equity REITs) 531130 Lessors of Miniwarehouses &
<ul> <li>444110 Home Centers</li> <li>444120 Paint &amp; Wallpaper Stores</li> <li>444130 Hardware Stores</li> <li>444190 Other Building Material Dealers</li> <li>444200 Lawn &amp; Garden Equipment &amp; Supplies Stores</li> </ul>	coffee-break service providers)  Transportation and Warehousing Air, Rail, and Water Transportation 481000 Air Transportation	Data Processing Services 518210 Data Processing, Hosting, & Related Services Other Information Services 519100 Other Information Services (including news syndicates, libraries, internet publishing &	(including equity REITs) 531120 Lessors of Nonresidential Buildings (except Miniwarehouses) (including equity REITs)
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444110 Home Centers 444120 Paint & Wallpaper Stores 444130 Hardware Stores 444190 Other Building Material Dealers 444200 Lawn & Garden Equipment & Supplies Stores Food and Beverage Stores 445110 Supermarkets and Other Grocery (except Convenience) Stores	coffee-break service providers)  Transportation and Warehousing Air, Rail, and Water Transportation 481000 Air Transportation 482110 Rail Transportation	Data Processing Services 518210 Data Processing, Hosting, & Related Services Other Information Services 519100 Other Information Services (including news syndicates, libraries, internet publishing & broadcasting)  Finance and Insurance Depository Credit Intermediation	(including equity REÏTs) 531120 Lessors of Nonresidential Buildings (except Miniwarehouses) (including equity REITs) 531130 Lessors of Miniwarehouses & Self-Storage Units (including equity REITs) 531190 Lessors of Other Real Estate Property (including equity REITs) 531210 Offices of Real Estate Agents
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Forms 5500, 5500-SI	and 5500-EZ Codes for Principle	ipal Business Activity (continued)
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Forms 5500, 5500-SF, and 5500-EZ Codes for Principal Business Activity (continued)			
Code	Code	Code	Code
Accounting, Tax Preparation,	561440 Collection Agencies	Home Health Care Services	722300 Special Food Services
Bookkeeping, and Payroll Services 541211 Offices of Certified Public	561450 Credit Bureaus 561490 Other Business Support	621610 Home Health Care Services Other Ambulatory Health Care	(including food service contractors & caterers)
Accountants	Services (including	Services	722410 Drinking Places (Alcoholic
541213 Tax Preparation Services	repossession services, court reporting, & stenotype	621900 Other Ambulatory Health	Beverages)
541214 Payroll Services 541219 Other Accounting Services	services)	Care Services (including ambulance services & blood	Other Services
Architectural, Engineering, and	561500 Travel Arrangement & Reservation Services	& organ banks)	Repair and Maintenance
Related Services 541310 Architectural Services	561600 Investigation & Security	Hospitals 622000 Hospitals	811110 Automotive Mechanical & Electrical Repair &
541320 Landscape Architecture	Services	Nursing and Residential Care	Maintenance
Services	561710 Exterminating & Pest Control Services	Facilities	811120 Automotive Body, Paint, Interior, & Glass Repair
541330 Engineering Services 541340 Drafting Services	561720 Janitorial Services	623000 Nursing & Residential Care Facilities	811190 Other Automotive Repair &
541350 Building Inspection Services	561730 Landscaping Services 561740 Carpet & Upholstery Cleaning	Social Assistance	Maintenance (including oil change & lubrication shops &
541360 Geophysical Surveying &	561740 Carpet & Upholstery Cleaning Services	624100 Individual & Family Services	car washes)
Mapping Services 541370 Surveying & Mapping (except	561790 Other Services to Buildings &	624200 Community Food & Housing, & Emergency & Other Relief	811210 Electronic & Precision Equipment Repair &
Geophysical) Services	Dwellings 561900 Other Support Services	Services	Maintenance
541380 Testing Laboratories Specialized Design Services	(including packaging &	624310 Vocational Rehabilitation Services	811310 Commercial & Industrial Machinery & Equipment
541400 Specialized Design Services	labeling services, & convention & trade show	624410 Child Day Care Services	(except Automotive &
(including interior, industrial, graphic, & fashion design)	organizers)	Arts, Entertainment, and	Electronic) Repair & Maintenance
Computer Systems Design and	Waste Management and Remediation Services	Recreation	811410 Home & Garden Equipment &
Related Services	562000 Waste Management &	Performing Arts, Spectator Sports,	Appliance Repair & Maintenance
541511 Custom Computer Programming Services	Remediation Services	and Related Industries 711100 Performing Arts Companies	811420 Reupholstery & Furniture
541512 Computer Systems Design	Educational Services	711210 Spectator Sports (including	Repair
Services 541513 Computer Facilities	611000 Educational Services	sports clubs & racetracks) 711300 Promoters of Performing Arts,	811430 Footwear & Leather Goods Repair
Management Services	(including schools, colleges, & universities)	Sports, & Similar Events	811490 Other Personal & Household
541519 Other Computer Related Services	Health Care and Social	711410 Agents & Managers for Artists, Athletes, Entertainers,	Goods Repair & Maintenance Personal and Laundry Services
Other Professional, Scientific, and	Assistance	& Other Public Figures	812111 Barber Shops
Technical Services	Offices of Physicians and Dentists	711510 Independent Artists, Writers, & Performers	812112 Beauty Salons
541600 Management, Scientific, & Technical Consulting	621111 Offices of Physicians (except	Museums, Historical Sites, and	812113 Nail Salons 812190 Other Personal Care
Services	mental health specialists) 621112 Offices of Physicians, Mental	Similar Institutions	Services (including diet &
541700 Scientific Research & Development Services	Health Specialists	712100 Museums, Historical Sites, & Similar Institutions	weight reducing centers) 812210 Funeral Homes & Funeral
541800 Advertising & Related	621210 Offices of Dentists Offices of Other Health Practitioners	Amusement, Gambling, and	Services
Services 541910 Marketing Research & Public	621310 Offices of Chiropractors	Recreation Industries 713100 Amusement Parks & Arcades	812220 Cemeteries & Crematories 812310 Coin-Operated Laundries &
Opinion Polling	621320 Offices of Optometrists	713200 Gambling Industries	Drycleaners
541920 Photographic Services 541930 Translation & Interpretation	621330 Offices of Mental Health Practitioners (except	713900 Other Amusement &	812320 Drycleaning & Laundry Services (except
Services	Physicians)	Recreation Industries (including golf courses, skiing	Coin-Operated)
541940 Veterinary Services	621340 Offices of Physical, Occupational & Speech	facilities, marinas, fitness	812330 Linen & Uniform Supply
541990 All Other Professional, Scientific, & Technical	Therapists, & Audiologists	centers, & bowling centers)	812910 Pet Care (except Veterinary) Services
Services	621391 Offices of Podiatrists 621399 Offices of All Other	Accommodation and Food	812920 Photofinishing
Management of Companies	Miscellaneous Health	Services	812930 Parking Lots & Garages
(Holding Companies)	Practitioners	Accommodation 721110 Hotels (except Casino Hotels)	812990 All Other Personal Services Religious, Grantmaking, Civic,
551111 Offices of Bank Holding	Outpatient Care Centers 621410 Family Planning Centers	& Motels	Professional, and Similar
Companies 551112 Offices of Other Holding	621420 Outpatient Mental Health &	721120 Casino Hotels 721191 Bed & Breakfast Inns	Organizations 813000 Religious, Grantmaking,
Companies	Substance Abuse Centers 621491 HMO Medical Centers	721191 Bed & Bleaklast IIIIs 721199 All Other Traveler	Civic, Professional, & Similiar
Administrative and Support	621492 Kidney Dialysis Centers	Accommodation	Organizations (including condominium and
and Waste Management and	621493 Freestanding Ambulatory	721210 RV (Recreational Vehicle) Parks & Recreational Camps	homeowners associations)
Remediation Services	Surgical & Emergency Centers	721310 Rooming & Boarding Houses	813930 Labor Unions and Similar Labor Organizations
Administrative and Support Services	621498 All Other Outpatient Care	Food Services and Drinking Places	-
561110 Office Administrative Services	Centers Medical and Diagnostic Laboratories	722110 Full-Service Restaurants 722210 Limited-Service Eating	921000 Governmental Instrumentality or Agency
561210 Facilities Support Services	621510 Medical & Diagnostic	Places	
561300 Employment Services 561410 Document Preparation	Laboratories		
Services			
561420 Telephone Call Centers			
561430 Business Service Centers (including private mail centers			
& copy shops)			