

# Plan Comparison Report

## DATAIR 401(k) with Cash Balance Plan Design 1

For the plan year 1/1/2013 through 12/31/2013

| Plan Ident                             | Plan Type      | Sponsor Ident | Plan Name   |
|--|----------------|---------------|---|
| CBKDESIGN1<br>DTCBW401K1<br>DT401KWCB1 | Multiple Types | DT401KCB1     | Combined Reports for Cash Balance and 401(K) Plan<br>Combined Cash Balance and 401(k) |
| DTCBW401K1                             | Cash Balance   | DT401KCB1     | DATAIR Cash Balance with 40(k) Plan Design 1<br>Cash Balance Only                     |
| DT401KWNC1                             | 401(k)         | DT401KNC1     | DATAIR 401(k) Plan for Plan Design 1<br>New Comp Only                                 |



# Plan Comparison Report

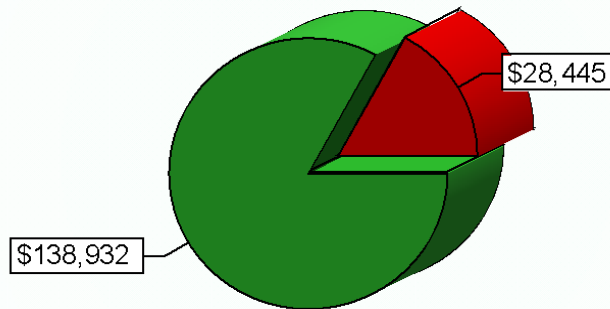
## DATAIR 401(k) with Cash Balance Plan Design 1

For the plan year 1/1/2013 through 12/31/2013

|   | Plan 1<br>Combined | Plan 2<br>Cash Balance Only | Plan 3<br>New Comp Only |
|---|--------------------|-----------------------------|-------------------------|
| Total Contribution for All Employees  | \$204,677          | \$138,277                   | \$99,400                |
| Less Salary Reduction for Principals  | \$23,000           | \$0                         | \$23,000                |
| Less Salary Reduction for Non-Principals  | \$14,300           | \$0                         | \$14,300                |
| Less Forfeiture That Reduce   | \$0                | \$0                         | \$0                     |
| Employer Tax Deductible Contribution<br><small>(to the extent allowed by law)</small> | \$167,377          | \$138,277                   | \$62,100                |
| Less Estimated Tax Savings  | \$58,582           | \$48,397                    | \$21,735                |
| Less Estimated Tax Savings From Principals' SR,                                       | \$8,280            | \$0                         | \$8,280                 |
| Net Cost After Estimated Tax Savings  | \$100,515          | \$89,880                    | \$32,085                |
| Contributions for Principals  | \$138,932          | \$131,282                   | \$33,500                |
| Contributions for Principals as a Percentage of Net Cost<br>After Taxes               | 138%               | 146%                        | 104%                    |
| Net Cost of Plan After Tax Savings and Principals'<br>Contributions                   | -\$38,417          | -\$41,402                   | -\$1,415                |

### Employer Contributions

Combined



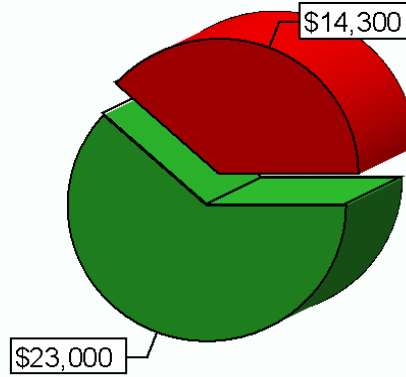
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DATAIR 401(k) with Cash Balance Plan Design 1

For the plan year 1/1/2013 through 12/31/2013

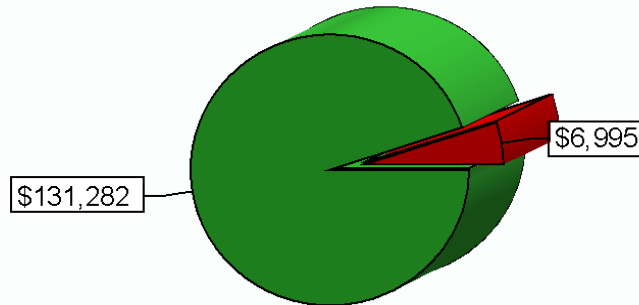
## Salary Reduction Contributions

Combined



## Employer Contributions

Cash Balance Only



# Plan Comparison Report

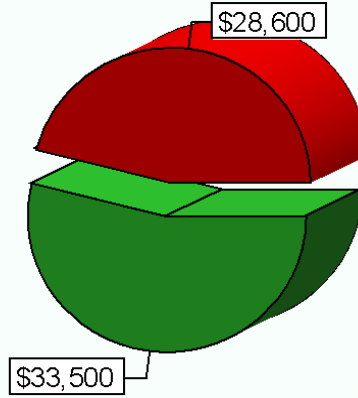
## DATAIR 401(k) with Cash Balance Plan Design 1

For the plan year 1/1/2013 through 12/31/2013

### Employer Contributions

New Comp Only

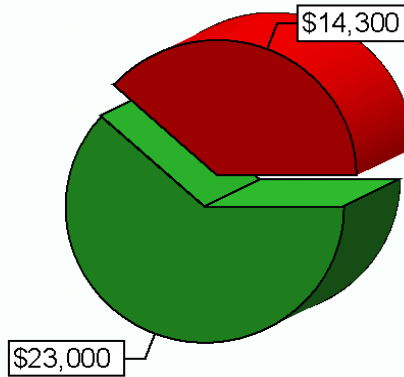
- Non-Principals
- Principals



### Salary Reduction Contributions

New Comp Only

- Non-Principals
- Principals



# Plan Comparison Report

## DATAIR 401(k) with Cash Balance Plan Design 1

For the plan year 1/1/2013 through 12/31/2013

### Comparison of Contributions to Employees

| Gender                               | Age | Ret Age | Compensation | Plan 1<br>Combined<br>Contribution | Plan 2<br>Cash Balance Only<br>Contribution | Plan 3<br>New Comp Only<br>Contribution |
|--------------------------------------|-----|---------|--------------|------------------------------------|---|---|
| <b>Sam Zelkova</b>                   |     |         |              |                                    |   |   |
| M                                    | 55  | 62      | \$255,000.00 | \$138,932.00                       | \$131,282.00                                | \$33,500.00                             |
| Subtotals for Principals:            |     |         |              | \$277,864.00                       | \$262,564.00                                | \$33,500.00                             |
| <b>Janie Ash</b>                     |     |         |              |                                    |   |   |
| F                                    | 38  | 62      | \$59,500.00  | \$4,447.00                         | \$877.00                                    | 0.00                                    |
| <b>Taylor Birch</b>                  |     |         |              |                                    |   |   |
| M                                    | 34  | 62      | \$49,500.00  | \$3,550.00                         | \$580.00                                    | 0.00                                    |
| <b>Sally Cypress</b>                 |     |         |              |                                    |   |   |
| F                                    | 50  | 62      | \$85,000.00  | \$8,111.00                         | \$3,011.00                                  | 0.00                                    |
| <b>Todd Filbert</b>                  |     |         |              |                                    |   |   |
| M                                    | 27  | 62      | \$55,000.00  | \$3,764.00                         | \$464.00                                    | 0.00                                    |
| <b>Susie Ironwood</b>                |     |         |              |                                    |   |   |
| F                                    | 22  | 62      | \$44,500.00  | \$2,982.00                         | \$312.00                                    | 0.00                                    |
| <b>John Redbud</b>                   |     |         |              |                                    |   |   |
| M                                    | 46  | 62      | \$64,000.00  | \$5,591.00                         | \$1,751.00                                  | 0.00                                    |
| <b>Janie Ash</b>                     |     |         |              |                                    |   |   |
| F                                    | 38  | 62      | \$59,500.00  | 0.00                               | 0.00  | \$4,760.00                              |
| <b>Taylor Birch</b>                  |     |         |              |                                    |   |   |
| M                                    | 34  | 62      | \$49,500.00  | 0.00                               | 0.00  | \$3,960.00                              |
| <b>Sally Cypress</b>                 |     |         |              |                                    |   |   |
| F                                    | 50  | 62      | \$85,000.00  | 0.00                               | 0.00  | \$6,800.00                              |
| <b>Todd Filbert</b>                  |     |         |              |                                    |   |   |
| M                                    | 27  | 62      | \$55,000.00  | 0.00                               | 0.00  | \$4,400.00                              |
| <b>Susie Ironwood</b>                |     |         |              |                                    |   |   |
| F                                    | 22  | 62      | \$44,500.00  | 0.00                               | 0.00  | \$3,560.00                              |
| <b>John Redbud</b>                   |     |         |              |                                    |   |   |
| M                                    | 46  | 62      | \$64,000.00  | 0.00                               | 0.00  | \$5,120.00                              |
| Subtotals for non-Principals:        |     |         |              | \$56,890.00                        | \$13,990.00                                 | \$28,600.00                             |
|                                      |     |         |              | Plan 1<br>CBKDESIGN1               | Plan 2<br>DTCBW401K1                        | Plan 3<br>DT401KWNC1                    |
| Total Contribution for All Employees |     |         |              | \$167,377.00                       | \$138,277.00                                | \$62,100.00                             |
| Percent to Principals                |     |         |              | 83.01%                             | 94.94%                                      | 53.95%                                  |
| Percent to All Others                |     |         |              | 16.99%                             | 5.06%                                       | 46.05%                                  |

