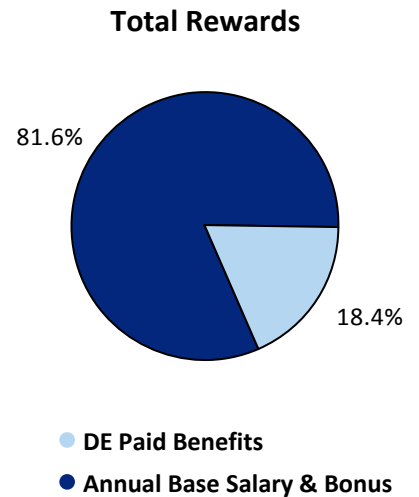




Thank you for the dedicated service you provide as a member of the Diamond Engineering team. We are pleased to provide you with your personalized Total Rewards Statement estimated for the year 2013. This annualized statement outlines comprehensive benefits we provide for you and your eligible dependents and assumes a full year's employment. If you have any questions regarding this statement or your total rewards package, please contact Human Resources or visit the Benefits Portal at <http://www.diamondengineering.com/benefits>.

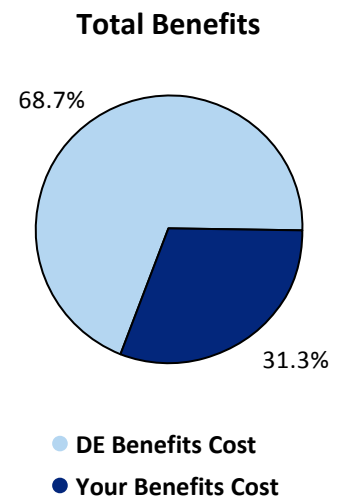
### 2013 Total Rewards

Annual Base Salary	\$ 99,856.36
Bonus	\$ 2,500.00
Diamond Engineering Paid Benefits	\$ 23,071.82
<b>Your 2013 Total Rewards</b>	<b>\$125,428.18</b>



### 2013 Benefits

Benefit	Your Estimated Annual Cost	DE Estimated Annual Cost
Medical	\$ 3,144.00	\$ 10,968.00
Dental	\$ 601.20	\$ 601.20
Vision	\$ 130.32	\$ 0.00
Basic Life and AD&D	\$ 0.00	\$ 262.80
Voluntary Life	\$ 1,428.00	\$ 0.00
Spouse Life	\$ 76.56	\$ 0.00
Child(ren) Life	\$ 10.08	\$ 0.00
Long Term Disability	\$ 0.00	\$ 319.56
Short Term Disability	\$ 0.00	\$ 63.91
401(k) Match	\$ 0.00	\$ 2,985.48
Federal Unemployment	\$ 0.00	\$ 42.00
State Unemployment	\$ 0.00	\$ 218.84
Workers' Compensation	\$ 0.00	\$ 650.00
Social Security & Medicare	\$ 5,140.42	\$ 6,960.03
<b>Your 2013 Benefits</b>	<b>\$ 10,530.58</b>	<b>\$ 23,071.82</b>



### Paid Time Off Benefits

You are eligible to accrue or observe the following paid time off each calendar year.

Time Off Benefit	Number of Days	Benefit Value
Vacation	24	\$9,217.51
Holidays	9	\$3,456.57
Sick Leave	6.00	\$2,304.38

**Important:** This statement is intended to summarize your company provided benefits and earnings. The annual values shown are based on your eligibility, benefit elections, and earnings as of January 1, 2013 and assume a full year's employment. Portions of your pay deferred for later use in FSA or retirement accounts are not included in your above annual cost, but are outlined on these pages. If you believe your statement is in error, please contact Human Resources. Should any information in this statement conflict with legal plan documents, the terms in the plan documents and collective bargaining agreements (if applicable) shall prevail. Diamond Engineering reserves the right to amend, change or terminate the plans at any time.

## Health Benefits

Diamond Engineering offers eligible employees the opportunity to enroll in medical, dental, and vision insurance. Your elections as of January 1, 2013 are shown below. Please refer to the applicable summary plan description for a complete description of benefits and plan rules.

Benefit	Plan Elected	Coverage Elected
Medical	Blue Cross Blue Shield PPO	Employee + Family
Dental	MetLife PPO Plan	Employee + Family
Vision	Vision Plan	Employee + Family

## Income Protection Benefits

Income protection benefits including life, accidental death and dismemberment (AD&D), and disability are provided by Diamond Engineering at no cost to you. You may also purchase voluntary life and AD&D coverage. Your coverage levels as of January 1, 2013 are shown below.

Basic Life and AD&D Benefit	\$100,000
Voluntary Life Benefit	\$200,000
Spouse Life Benefit	\$25,000
Child(ren) Life Benefit	\$10,000
Voluntary AD&D Benefit	No Coverage

Disability Type	Percentage of Pay	Benefit Value
Short Term	60%*	\$1,000/weekly
Long Term	67%*	\$5,000/monthly

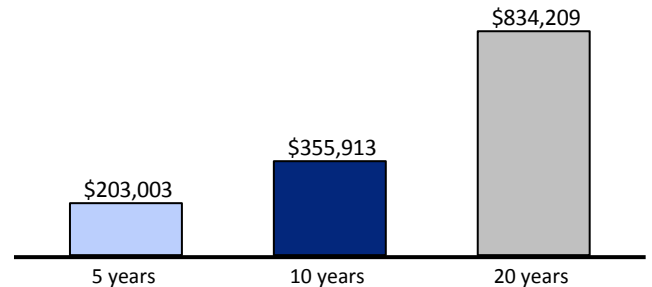
*Maximum weekly short term disability benefit is \$1,000; maximum monthly long term disability benefit is \$5,000.*

## Retirement Benefits

Diamond Engineering offers a 401(k) Plan to help you build your retirement savings. You can defer a portion of your eligible pay on a pre-tax basis up to the IRS maximum of \$17,500 for 2013 (\$23,000 if age 50 or older prior to year end). Diamond Engineering will match your contributions at \$0.50 on the dollar, up to 6% of your eligible pay.

- As of January 1, 2013, you were contributing 12% of your pay to the Plan, for a projected total 2013 contribution of \$11,941.91. Your estimated matching contribution from Diamond Engineering for 2013 is \$2,985.48.

- As of January 1, 2013 your account balance was \$90,346.22. The chart to the right shows the projected future value of your account assuming you continue to defer at your current rate.



### Your Projected Future 401(k) Account Balance

*These are estimated projections based on specific assumptions and cannot be guaranteed. Assumptions include a 2% average annual increase in earnings, 5% average annual investment return, current employee and employer percentages, and use of the catch-up provision upon reaching age 50.*

## Flexible Spending Accounts

Diamond Engineering provides the opportunity to enroll in Flexible Spending Accounts (FSAs) to help you save on eligible health and dependent care expenses by paying for them with pre-tax dollars. Visit <http://www.aetna.com/members/fsa> for details on eligible expenses.

FSA	Your 2013 Contribution
Health Care	\$2,500.00
Dependent Care	\$5,000.00

**Diamond Engineering**  
**212 Cottage Grove Ave.**  
**Santa Barbara, CA 93101**

## Your Total Rewards

**DIAMOND  
ENGINEERING**



**Jennifer Nelson**  
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**Santa Barbara, CA 93101**