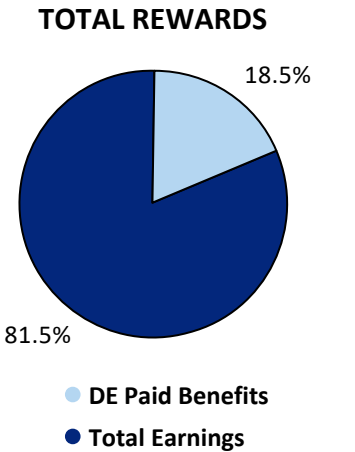




Thank you for the dedicated service you provide as a member of the Diamond Engineering team. We are pleased to provide you with your personalized Total Rewards Statement estimated for the year 2025. This annualized statement outlines comprehensive benefits we provide for you and your eligible dependents 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>.

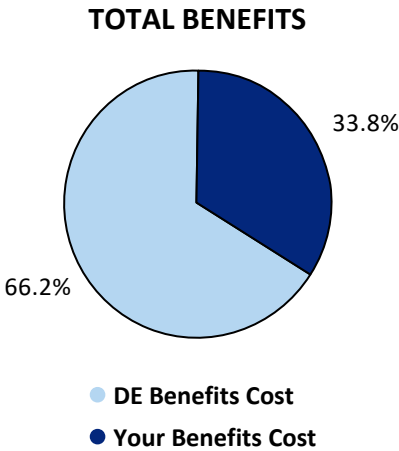
2025 Total Rewards

Annual Base Salary	\$ 99,856.36
Bonus	\$ 2,500.00
Diamond Engineering Paid Benefits	\$ 23,181.08
Your 2025 Total Rewards	\$125,537.44



2025 Benefits

Benefit	Your Estimated Annual Cost	DE Estimated Annual Cost
Medical	\$ 3,144.00	\$ 10,968.00
Dental	\$ 90.00	\$ 601.20
Vision	\$ 65.16	\$ 65.16
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	\$ 7,004.13	\$ 7,004.13
Your 2025 Benefits	\$ 11,817.93	\$ 23,181.08



Paid Time Off Benefits

As of January 1, 2025, you are eligible to accrue or observe the following paid time off on an annual basis.

TYPE	DAYS	VALUE
Vacation	24	\$9,217.51
Holidays	9	\$3,456.57
Sick Leave	6	\$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, 2025 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 and shares the cost of these benefits with you. Your elections as of January 1, 2025 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, 2025 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	Max Benefit
Short Term	60%*	\$1,000/weekly	\$1,000/weekly
Long Term	67%*	\$5,000/monthly	\$5,000/monthly

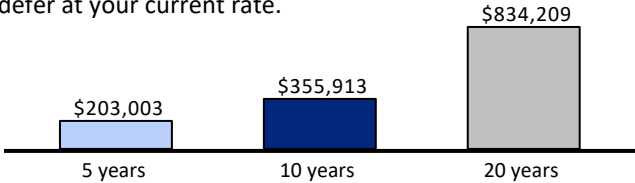
Retirement Benefits

Through the 401(k) Plan, you and Diamond Engineering partner to help build your financial security for retirement. Eligible team members may contribute up to the IRS limit (\$23,500 if under age 50; \$31,000 if 50 or older; and \$34,750 for those age 60 - 63 during the calendar year) through payroll deduction. Diamond Engineering matches your contribution at 50%, up to 6% of earnings, for a maximum matching contribution of 3%.

- As of January 1, 2025 you were contributing 12% of your pay to the Plan, for a projected total 2025 contribution of \$11,941.91. Your estimated matching contribution from Diamond Engineering for 2017 is \$2,985.48.

Your Projected Future 401(k) Account Balance

As of January 1, 2025 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.



These are estimates based on specific assumptions and cannot be guaranteed. Assumptions include a 2% average annual increase in base salary, average annual investment return of 5%, current employee and employer percentages, and participation in 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.

Flexible Spending Account	Your 2025 Contribution
Health Care	\$2,500.00
Dependent Care	\$5,000.00

Diamond Engineering
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For additional information about our fully customized Total Compensation Statement offerings, contact Sales:

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Your Total Rewards

