

401(k)/PROFIT SHARING PLAN

Datamax recognizes the importance of saving for retirement and offers eligible employees a 401(k) plan whereby you can contribute from 2% to 25% of your salary into a long-term savings account. If you make no election when eligible, we use an “automatic election” process whereby your deferral percentage will be set at the minimum of 2%.

The Company contributes a match equal to 50% of the first 2% and 25% of the next 4% contributed by the participant. Additionally, the Company may make an annual contribution to your account. This contribution is based on overall Company profitability.

Your vesting (ownership) in company contributions accounts (the Company Match and Profit Sharing Accounts) is based on full years of credited service starting with date of hire according to the schedule below. You always have 100% ownership of your own contributions.

VESTING SCHEDULE: (BASED ON EMPLOYEE'S DATE OF HIRE)

2	Years with Company:	2 Years
	Vesting Percentage:	20%
3	Years with Company:	3 Years
	Vesting Percentage:	40%
4	Years with Company:	4 Years
	Vesting Percentage:	60%
5	Years with Company:	5 Years
	Vesting Percentage:	80%
6	Years with Company:	6 Years
	Vesting Percentage:	100%

This plan is intended and designed to be a long-term savings or a supplemental retirement plan. Employee contributions, company contributions, and earnings are all pre-tax or tax-deferred.

