

Committee Questions for Community Financial Services Group
February 4, 2020

1. How many employees are covered by nonqualified deferred compensation plans?

In 2019, seven key employees participated in the plan.

2. How often are these plans the sole source of retirement income?

All eligible employees receive retirement contributions from CFSG. In addition, the participating employees contributed \$73,528 in 2018 to their 401(k) plans. They were able to do so, in part, because the company provides many benefits, from competitive base salaries to incentive plan distributions and medical and insurance benefits. [Other employees in operational or administrative functions also receive all of these, including incentive plan distributions, with the exception of the NDCP].

3. How do you determine who is eligible?

The NDCP is designed to reward key frontline employees for staying with the company and not moving to a competitor and taking accounts or employees with them. The president of the company and the executive committee identify the participants each year. Generally, these are top producing employees who have the largest client account loads.

Community Financial Services Group
2018 Comprehensive Benefit Report
Benefits Provided Solely by EMPLOYER

Employee	Total Benefits (not including base salary)	CFSG's Annual Cost for Medical Insurance	CFSG's Annual Cost for Dental Insurance	CFSG Paid Long-term Disability & Life Insurance	Incentive Plan #1	Incentive Plan #2	Annual Contribution to NDCP	Profit Sharing	401(k) Match	Employer Social Security	Employer Medicare	Vacation Days	Holiday Days
Key Employee #1	\$153,638	\$6,744	\$418	\$2,031	\$96,264	\$0	\$18,302	\$14,385	\$4,760	\$7,961	\$2,773	25	10
Key Employee #2	\$84,177	\$15,144	\$1,300	\$1,681	\$29,519	\$3,435	\$9,403	\$9,867	\$3,769	\$7,961	\$2,098	25	10
Key Employee #3	\$78,319	\$11,628	\$763	\$1,493	\$29,175	\$2,683	\$9,357	\$9,546	\$3,699	\$7,961	\$2,014	20	10
Key Employee #4	\$88,504	\$11,628	\$418	\$1,181	\$41,495	\$2,729	\$12,299	\$6,995	\$3,068	\$7,044	\$1,647	15	10
Key Employee #5	\$80,348	\$15,144	\$1,300	\$1,579	\$29,626	\$0	\$9,417	\$9,531	\$3,695	\$7,961	\$2,096	25	10
Total	\$484,987	\$60,288	\$4,199	\$7,966	\$226,079	\$8,847	\$58,778	\$50,324	\$18,991	\$38,887	\$10,628		