Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2011

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan; or
- [X] a single-employer plan;
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report;
- [ ] the final return/report;
- [ ] an amended return/report;
- [ ] a short plan year return/report (less than 12 months).

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1960

2a Plan sponsor's name and address, including room or suite number (Employer, if for single-employer plan)

DKH, INCORPORATED

33 WEST MONROE STREET
SUITE 1900
CHICAGO, IL 60603-5486

2b Employer Identification Number (EIN) 36-3801378

2c Sponsor's telephone number 312-795-2311

2d Business code (see instructions) 531390

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2012	GAIL K. EUBANKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")
DKH, INCORPORATED

33 WEST MONROE STREET
SUITE 1900
CHICAGO, IL 60603-5486

3b Administrator's EIN
36-3801378

3c Administrator's telephone number
312-795-2311

4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:

a Sponsor's name

4b EIN

4c PN

5	Total number of participants at the beginning of the plan year	**5**	835
6	Number of participants as of the end of the plan year (welfare plans complete only lines **6a, 6b, 6c,** and **6d**).		
a	Active participants	**6a**	549
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	112
d	Subtotal. Add lines **6a**, **6b**, and **6c**	**6d**	661
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	661
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	661
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	16
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
2E 2J 2G 2K 2F 2S 2T 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	X	Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	X	Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	X	**R** (Retirement Plan Information)
(2)		**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)		**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	X		**H** (Financial Information)
(2)			**I** (Financial Information – Small Plan)
(3)	X	1	**A** (Insurance Information)
(4)	X		**C** (Service Provider Information)
(5)	X		**D** (DFE/Participating Plan Information)
(6)			**G** (Financial Transaction Schedules)

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions

Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE & ANNUITY CO.

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	36923	661	01/01/2011	12/31/2011

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in item 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	5088682
5	Current value of plan's interest under this contract in separate accounts at year end	5	12244389

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GUARANTEED GENERAL ACCOUNT CONTRACT

b	Balance at the end of the previous year			7b	5176523
c	Additions: (1) Contributions deposited during the year	7c(1)	403817		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	130874		
	(4) Transferred from separate account	7c(4)	508629		
	(5) Other (specify below)	7c(5)	498273		
	▶ LOAN REPAYMENTS TRANSFERS IN, MISC IN FORFEITURE CREDITS				
	(6) Total additions			7c(6)	1541593
d	Total of balance and additions (add **b** and **c(6)**).			7d	6718116
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	456513		
	(2) Administration charge made by carrier	7e(2)	1103		
	(3) Transferred to separate account	7e(3)	579067		
	(4) Other (specify below)	7e(4)	592751		
	▶ LOAN INITIATIONS TRANSFERS OUT, MISC OUT FORFEITURE DEBITS				
	(5) Total deductions			7e(5)	1629434
f	Balance at the end of the current year (subtract **e(5)** from **d**)			7f	5088682

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance

e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug

i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract

m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in **c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, item 2 above, report amount.			**10b**	

Specify nature of costs ▶

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2011** **This Form is Open to Public Inspection.**

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(b) Enter name and EIN or address of person who provided you disclosure on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

UBS FINANCIAL SERVICES

13-2638166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	60397	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

MCGLADREY & PULLEN, LLP

42-0714325

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	25875	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 37 50 64	NONE	12184	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2011

This Form is Open to Public Inspection.

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: INTERN BLEND/ARTIO

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103 12 IE at end of year (see instructions)
06-1050034-349	P	617611

a Name of MTIA, CCT, PSA, or 103-12 IE: MID CAP GROWTH/ARTISAN

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103 12 IE at end of year (see instructions)
06-1050034-185	P	1381092

a Name of MTIA, CCT, PSA, or 103-12 IE: GOVERNMENT SEC/PIM FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)
06-1050034-133	P	946322

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL 2050 FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)
06-1050034-450	P	139791

a Name of MTIA, CCT, PSA, or 103-12 IE: FDLTY ADV EQUITY GROWTH

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)
06-1050034-081	P	1352865

a Name of MTIA, CCT, PSA, or 103-12 IE: LORD ABBETT AFFILIATED P

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)
06-1050034-270	P	1002894

a Name of MTIA, CCT, PSA, or 103-12 IE: SA/DAVIS NY VENTURE STRAT

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)
06-1050034-316	P	888814

a Name of MTIA, CCT, PSA, or 103-12 IE: SA/TEMPLETON FOREIGN STGY

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-080	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1232259

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL 2040 FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-346	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 53354

a Name of MTIA, CCT, PSA, or 103-12 IE: DRYDEN S&P 500 INDEX FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-123	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1841897

a Name of MTIA, CCT, PSA, or 103-12 IE: HIGH GRADE BOND/GSAM FD

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-039	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 991336

a Name of MTIA, CCT, PSA, or 103-12 IE: BALANCED I/WELLINGTON MGT

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-084	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1538829

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL INCOME FD

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-342	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 524

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL 2010 FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-343	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 38858

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL 2020 FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-344	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 111047

a Name of MTIA, CCT, PSA, or 103-12 IE: RETIREMENT GOAL 2030 FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-345	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 106896

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
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b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	801253	726842
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	12578606	12244389
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	6317670	6087369
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	5176523	5088682
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	24874052	24147282
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	24874052	24147282

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)	2267388	
(C) Others (including rollovers)	2a(1)(C)	31109	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2298497
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	36233	
(F) Other	2b(1)(F)	130874	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		167107
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	73805	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		73805
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0

			(a) Amount	(b) Total
2b	**(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0
	(6) Net investment gain (loss) from common/collective trusts	2b(6)		
	(7) Net investment gain (loss) from pooled separate accounts	2b(7)		-286998
	(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
	(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
	(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-354823
c	Other income	2c		53368
d	Total income. Add all **income** amounts in column (b) and enter total	2d		1950956
	Expenses			
e	Benefit payment and payments to provide benefits:			
	(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2584820	
	(2) To insurance carriers for the provision of benefits	2e(2)		
	(3) Other	2e(3)		
	(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		2584820
f	Corrective distributions (see instructions)	2f		
g	Certain deemed distributions of participant loans (see instructions)	2g		13918
h	Interest expense	2h		
i	Administrative expenses: **(1)** Professional fees	2i(1)		
	(2) Contract administrator fees	2i(2)		
	(3) Investment advisory and management fees	2i(3)		
	(4) Other	2i(4)	78988	
	(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		78988
j	Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2677726
	Net Income and Reconciliation			
k	Net income (loss). Subtract line **2j** from line **2d**	2k		-726770
l	Transfers of assets:			
	(1) To this plan	2l(1)		
	(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [ ] Unqualified **(2)** [ ] Qualified **(3)** [X] Disclaimer **(4)** [ ] Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? [X] Yes [ ] No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: MCGLADREY, LLP **(2)** EIN: 42-0714325

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

		Yes	No	Amount
a	Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) **4a**		X	
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) **4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) **4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) **4d**		X	
e	Was this plan covered by a fidelity bond? **4e**	X		5000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? **4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? **4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? **4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) **4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.) **4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? **4k**		X	
l	Has the plan failed to provide any benefit when due under the plan? **4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) **4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. **4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? If "Yes," enter the amount of any plan assets that reverted to the employer this year ☐ **Yes** ☒ **No** **Amount:**

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2011

This Form is Open to Public Inspection.

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 22-1211670

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year. **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section of 412 of the Internal Revenue Code or ERISA section 302, skip this Part)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	**14a**	
b The plan year immediately preceding the current plan year	**14b**	
c The second preceding plan year	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If item 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete items (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate item 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2011

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McGladrey

Independent Auditor's Report

To the Plan Administrator
Draper and Kramer Profit Sharing and Incentive Savings Plan
Chicago, Illinois

We were engaged to audit the accompanying statements of net assets available for benefits of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) as of December 31, 2011 and 2010, and the related statement of changes in net assets available for benefits for the year ended December 31, 2011, and the supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee and custodian as of and for the year ended December 31, 2011 and as of December 31, 2010.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

McGladrey LLP

Schaumburg, Illinois
October 10, 2012

Member of the RSM International network of independent accounting, tax and consulting firms.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2011 and 2010

	2011	2010
Assets		
Investments, at fair value:		
Pooled separate accounts	**$ 12,244,389**	$ 12,578,606
Guaranteed income fund	**5,088,682**	5,176,523
Mutual funds	**6,087,369**	6,317,670
	23,420,440	24,072,799
Notes receivable from participants	**726,842**	801,253
Net Assets Available for Benefits	**$ 24,147,282**	$ 24,874,052

See Notes to Financial Statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2011

Additions to net assets attributed to:	
Investment income (loss):	
Net depreciation in fair value of investments	**$ (641,821)**
Interest and dividends	**204,679**
Net investment loss	**(437,142)**
Interest income on notes receivable from participants	**36,233**
Contributions:	
Participants	**2,267,388**
Rollover	**31,109**
	2,298,497
Other income	**53,368**
Total additions	**1,950,956**
Deductions from net assets attributed to:	
Benefit payments	**2,598,738**
Administrative expenses	**78,988**
Total deductions	**2,677,726**
Net decrease	**(726,770)**
Net assets available for plan benefits:	
Beginning of year	**24,874,052**
End of year	**$ 24,147,282**

See Notes to Financial Statements.

Note 1. Description of Plan

The following description of the Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan established effective January 1, 1960. The Plan has been amended and restated effective January 1, 2003. Effective January 1, 2009, the Plan was amended for various provisions, including the elimination of the eligibility service requirement of 1,000 hours for part-time employees. Employees of DKH, Incorporated (the Company) become eligible to participate upon employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may contribute an amount equal to not less than 1 percent up to 100 percent of their pre-tax compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $16,500 for the year ended December 31, 2011. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $5,500 for the year ended December 31, 2011. The Plan provides for automatic enrollment, whereby participants are treated as having elected to contribute 3 percent of their pre-tax compensation, unless a different amount or an election not to contribute has been submitted. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions in 1 percent increments into various investment options offered by the Plan. The Plan currently offers a guaranteed long-term fund account, mutual funds and various pooled separate accounts offered by Prudential Retirement Insurance and Annuity Company (PRIAC). Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make a discretionary matching contribution in an amount determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed long-term fund account, mutual funds or pooled separate account investments as directed by the participant. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed long-term fund. Discretionary matching contributions, if any, are made monthly. Additional contributions, if any, are recorded annually. There were no matching, profit sharing, or qualified nonelective contributions made for 2011.

Participant accounts: Each participant's account is credited with the participant's contribution and an allocation of the Company's contributions and plan earnings, and charged with an allocation of investment expenses. Earnings are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments in that fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their account is based on years of service in accordance with the following schedule:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100 percent vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow a minimum of $1,000 up to a maximum of $50,000 or 50 percent of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25 percent to 9.25 percent, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. All terminated notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2011 and 2010, forfeited nonvested amounts totaled $4,824 and $9,059, respectively. These forfeitures will be used to reduce future employer contributions or Plan expenses as determined by the Plan Administrator. During 2011, forfeitures of $17,456 were used to pay for Plan expenses.

Administrative expenses: The Plan is responsible for payment of custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make payments to or on behalf of the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.20 percent of the average eligible Plan assets in each Plan year, which will be paid in quarterly installments. For the year ended December 31, 2011, $53,368 was paid to the Plan under this agreement.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The statement of net assets available for benefits presents the fair value of the investment contracts as well as the adjustment, if required, of the fully benefit-responsive investment contracts from fair value to contract value. The statement of changes in net assets available for benefits is prepared on a contract value basis. As of December 31, 2011 and 2010, contract value approximated fair value.

Investment valuation and income recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Recent accounting pronouncement: In January 2010, The Financial Accounting Standards Board (FASB), issued Accounting Standards Update (ASU) 2010-06, *Fair Value Measurements and Disclosures (Topic 820) – Improving Disclosures about Fair Value Measurements*. Certain parts of this guidance clarify that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances and settlements instead of netting these changes. This amendment was effective for periods beginning after December 15, 2010. The 2011 requirement of this pronouncement did not impact the Plan's fair value disclosures.

Note 2. Summary of Significant Accounting Policies (Continued)

Pending accounting pronouncement: In May 2011, the FASB issued Accounting Standards Update (ASU) 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and IFRSs* (ASU 2011-04). ASU 2011-04 amended ASC 820, *Fair Value Measurements and Disclosures*, to converge the fair value measurement guidance in GAAP and International Financial Reporting Standards (IFRSs). Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. The amendments are to be applied prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that the provisions of ASU 2011-04 will have on the Plan's financial statements.

The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 10, 2012, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company

The following is a summary of the Plan's asset information as of December 31, 2011 and 2010, and for the year ended December 31, 2011 included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Prudential Bank & Trust, F.S.B., the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets:

	2011	2010
Investments, at fair value:		
Pooled separate accounts	$ 12,244,389	$ 12,578,606
Guaranteed income fund (contract value approximates fair value)	5,088,682	5,176,523
Mutual funds	6,087,369	6,317,670
Notes receivable from participants	726,842	801,253
Net depreciation in fair value of investments	(641,821)	
Interest and dividend income	204,679	
Interest income on notes receivable from participants	36,233	

Note 4. Investments

The following table presents the fair value of investments that represent 5 percent or more of the Plan's net assets at December 31, 2011 and 2010:

	2011	2010
Guaranteed Income Fund	$ 5,088,682	$ 5,176,523
Prudential Fidelity Advisor Equity Growth Fund	1,352,865	1,440,145
Prudential Dryden S&P 500 Index Fund	1,841,897	1,649,956
Prudential Balanced I/Wellington Management Fund	1,538,829	1,523,734
Prudential Templeton Foreign Strategy	1,232,259	1,354,854
Prudential Mid Cap Growth/Artisan Partners	1,381,092	1,458,476

During 2011, the Plan's investments (including investments bought and sold as well as held during the year) depreciated in value as follows:

Pooled separate accounts	$ (286,998)
Mutual funds	(354,823)
	$ (641,821)

Note 5. Fair Value Measurements

Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Note 5. Fair Value Measurements (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair market value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Pooled separate accounts: Valued at the total of the net asset value (NAV) of securities and cash held by the account at year-end.

Guaranteed long-term fund: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer. See Note 6.

Mutual funds: Valued at the NAV of shares held by the Plan at year-end as determined by quoted market price.

The methods described above may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2011 and 2010.

	2011			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,381,092	$ -	$ 1,381,092
Large cap stock	-	5,086,470	-	5,086,470
International stock	-	1,849,870	-	1,849,870
Fixed income	-	1,937,658	-	1,937,658
Balanced	-	1,989,299	-	1,989,299
Guaranteed long-term fund	-	-	5,088,682	5,088,682
Mutual funds				
Small cap stock	1,639,218	-	-	1,639,218
Mid cap stock	925,840	-	-	925,840
Large cap stock	1,842,978	-	-	1,842,978
International stock	979,349	-	-	979,349
Fixed income	377,599	-	-	377,599
Global funds	322,385	-	-	322,385
	$ 6,087,369	$ 12,244,389	$ 5,088,682	$ 23,420,440

Note 5. Fair Value Measurements (Continued)

	2010			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,458,476	$ -	$ 1,458,476
Large cap stock	-	5,401,381	-	5,401,381
International stock	-	2,094,662	-	2,094,662
Fixed income	-	1,615,393	-	1,615,393
Balanced	-	2,008,694	-	2,008,694
Guaranteed long-term fund	-	-	5,176,523	5,176,523
Mutual funds				
Small cap stock	1,583,557	-	-	1,583,557
Mid cap stock	981,675	-	-	981,675
Large cap stock	1,902,314	-	-	1,902,314
International stock	1,076,325	-	-	1,076,325
Fixed income	327,594	-	-	327,594
Global funds	446,205	-	-	446,205
	$ 6,317,670	$ 12,578,606	$ 5,176,523	$ 24,072,799

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2011.

	Guaranteed Income Fund
Balance, beginning of year	$ 5,176,523
Purchases	547,252
Sales	(603,159)
Issuances	68,113
Settlements	(100,047)
Balance, end of year	$ 5,088,682

Note 5. Fair Value Measurements (Continued)

The following table sets forth additional disclosures of the Plan's investments whose fair value is estimated using net asset value per share (or its equivalent) as of December 31, 2011 and 2010:

	2011			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,381,092	$ -	Daily	30 days
Large cap stock (b)	5,086,470	-	Daily	30 days
International stock (c)	1,849,870	-	Daily	30 days
Fixed income (d)	1,937,658	-	Daily	30 days
Balanced (e)	1,989,299	-	Daily	30 days
Total	$ 12,244,389	$ -		

	2010			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,458,476	$ -	Daily	30 days
Large cap stock (b)	5,401,381	-	Daily	30 days
International stock (c)	2,094,662	-	Daily	30 days
Fixed income (d)	1,615,393	-	Daily	30 days
Balanced (e)	2,008,694	-	Daily	30 days
Total	$ 12,578,606	$ -		

(a) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations of between $2 billion and $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(b) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations over $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(c) This category invests in growth, value and blended funds, which are invested in foreign countries. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Note 5. Fair Value Measurements (Continued)

(d) This category invests in corporate and government bonds. They can go up or down in value each day, so they carry more risk than stable-value investments, but also offer an opportunity for a larger return. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(e) This category invests in both fixed-income and stock components to offer the stability of fixed-income investments and the growth potential of stock investments. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Changes in Fair Value Levels

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Levels 1, 2, or 3.

Note 6. Investment Contract with Insurance Company

The Plan participates in a group annuity contract with PRIAC which contains pooled separate accounts and a guaranteed income fund. For the Plan's investment in the guaranteed income fund, the Plan is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed income fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

As described in Note 2, because the guaranteed investment contract is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the guaranteed investment contract. Contract value, which approximates fair value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with PRIAC. Such interest rate and terms are reviewed on a semi-annual basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the plan document (including complete or partial plan termination or merger into another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Investment Contract with Insurance Company (Continued)

The guaranteed investment contract allows the insurance company to terminate the agreement under the following circumstances: (1) the Plan Administrator notifies PRIAC in writing that the contract will be terminated, (2) PRIAC notifies the Plan Administrator in writing that the Plan has breached a provision of the contract, and (3) PRIAC determines that the class of business to which the contract belongs is no longer commercially feasible. Upon termination, a single lump-sum payment of the entire balance may be made or payment may be made in annual installments over no more than 10 years from the termination date. A written guarantee will be issued that will credit the unpaid balance of the account at an annual interest rate equal to the contract's credited interest rate as of the termination date before the deduction of any administrative expenses minus 1 percent.

Average yields are as follows:

	2011	2010
Based on actual earnings	2.55%	2.80%
Based on interest rate credited to participants	2.55%	2.80%

Note 7. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA.

The Company, the plan sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in their employer contributions.

Note 9. Tax Status

The Plan obtained its determination letter on June 4, 2004, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the applicable requirements of the IRC. The Plan applied for a new determination letter in 2010, and has not yet received the new letter.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the local, state or federal taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examination prior to 2008.

Note 10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2011	2010
Net assets available for benefits per the financial statements	$ 24,147,282	$ 24,874,052
Notes receivable from participants	(726,842)	(801,253)
Participant loans	726,842	801,253
Net asset available for benefits per Form 5500	$ 24,147,282	$ 24,874,052

Note 11. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note 12. Voluntary Correction Program

Prior to January 1, 2003, non-union personnel employed at site locations and paid on-site payroll (Excluded Employees) were not considered eligible to participate in the Plan. When the Plan was amended and restated on January 1, 2003, it did not retain the exclusion provision that existed prior to this amendment and restatement. The Company did not intend to eliminate the exclusion provision and was not aware that the Excluded Employees have become eligible beginning January 1, 2003 due to this scrivener's error.

In January 2012, the Plan filed for a Voluntary Correction Program (VCP) application with the IRS in order to correct this operational failure, which occurred from January 1, 2003 through December 31, 2011, and affected 121 current and former employees. Under the VCP, the Company proposes to make a qualified nonelective contribution (QNEC) to the Plan on behalf of each Excluded Employee that replaces the missed deferral opportunity, plus earnings in the amount of $104,116. The Company also proposes to make a profit sharing contribution to Excluded Employees who met the eligibility requirements for profit sharing contribution at the time of such profit sharing contribution for Plan years 2003 through 2007 in the amount of $12,253. The Company will remit these contributions to the Plan once it receives a compliance statement from the IRS approving the Company's proposed method of correction. As of the date of this report, the Company has not yet received the compliance statement.

The Plan was amended on November 28, 2011 to exclude non-union personnel employed at site locations and paid on-site payroll effective January 1, 2012, as part of the corrective action of the operational failure discussed above.

The operational failure did not have a material effect on the Plan's financial statements and the Company does not expect the VCP filing to affect the Plan's tax status.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	**	$ 5,088,682
		Pooled separate accounts:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Templeton Foreign Strategy	**	1,232,259
*	Prudential Retirement Insurance & Annuity Company	Prudential Mid Cap Growth/Artisan Partners	**	1,381,092
*	Prudential Retirement Insurance & Annuity Company	Prudential Balanced I/Wellington Management Fund	**	1,538,829
*	Prudential Retirement Insurance & Annuity Company	Prudential Fidelity Advisor Equity Growth Fund	**	1,352,865
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal Income Fund	**	524
*	Prudential Retirement Insurance & Annuity Company	Prudential Dryden S&P 500 Index Fund	**	1,841,897
*	Prudential Retirement Insurance & Annuity Company	Prudential Lord Abbett Affiliated P	**	1,002,894
*	Prudential Retirement Insurance & Annuity Company	Prudential International Blend/Artio Fund	**	617,611
*	Prudential Retirement Insurance & Annuity Company	Prudential High Grade Bond/GSAM Fund	**	991,336
*	Prudential Retirement Insurance & Annuity Company	Prudential Davis NY Venture Strategy	**	888,814
*	Prudential Retirement Insurance & Annuity Company	Prudential Government Securities/PIM Fund	**	946,322
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2010 Fund	**	38,858

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
		Pooled separate accounts, continued:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2020 Fund	**	$ 111,047
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2030 Fund	**	106,896
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2040 Fund	**	53,354
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2050 Fund	**	139,791
		Mutual Funds:		
	Columbia	Mid Cap Value A	**	925,840
	Allianz	NFJ Small Cap Value A	**	1,157,674
	Eaton Vance	Special Equities A	**	481,544
	John Hancock	Large Cap Equity	**	471,344
	Eaton Vance	Large Cap Value A	**	614,171
	Allianz	NFJ International Value A	**	422,721
	American Funds	Europacific Growth R4	**	556,628
	American Funds	Cap World BD R4	**	377,599
	American Funds	Small Cap World	**	322,385
	American Funds	Amcap R4	**	372,219
	American Funds	Washington Mutual R4	**	385,244
*	Participants	Participant loans (interest rates range from 4.25% - 9.25% due through 2019)	**	726,842
				$ 24,147,282

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2011

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McGladrey

Independent Auditor's Report

To the Plan Administrator
Draper and Kramer Profit Sharing and Incentive Savings Plan
Chicago, Illinois

We were engaged to audit the accompanying statements of net assets available for benefits of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) as of December 31, 2011 and 2010, and the related statement of changes in net assets available for benefits for the year ended December 31, 2011, and the supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee and custodian as of and for the year ended December 31, 2011 and as of December 31, 2010.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

McGladrey LLP

Schaumburg, Illinois
October 10, 2012

Member of the RSM International network of independent accounting, tax and consulting firms.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2011 and 2010

	2011	2010
Assets		
Investments, at fair value:		
Pooled separate accounts	**$ 12,244,389**	$ 12,578,606
Guaranteed income fund	**5,088,682**	5,176,523
Mutual funds	**6,087,369**	6,317,670
	23,420,440	24,072,799
Notes receivable from participants	**726,842**	801,253
Net Assets Available for Benefits	**$ 24,147,282**	$ 24,874,052

See Notes to Financial Statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2011

Additions to net assets attributed to:	
Investment income (loss):	
Net depreciation in fair value of investments	**$ (641,821)**
Interest and dividends	**204,679**
Net investment loss	**(437,142)**
Interest income on notes receivable from participants	**36,233**
Contributions:	
Participants	**2,267,388**
Rollover	**31,109**
	2,298,497
Other income	**53,368**
Total additions	**1,950,956**
Deductions from net assets attributed to:	
Benefit payments	**2,598,738**
Administrative expenses	**78,988**
Total deductions	**2,677,726**
Net decrease	**(726,770)**
Net assets available for plan benefits:	
Beginning of year	**24,874,052**
End of year	**$ 24,147,282**

See Notes to Financial Statements.

Note 1. Description of Plan

The following description of the Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan established effective January 1, 1960. The Plan has been amended and restated effective January 1, 2003. Effective January 1, 2009, the Plan was amended for various provisions, including the elimination of the eligibility service requirement of 1,000 hours for part-time employees. Employees of DKH, Incorporated (the Company) become eligible to participate upon employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may contribute an amount equal to not less than 1 percent up to 100 percent of their pre-tax compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $16,500 for the year ended December 31, 2011. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $5,500 for the year ended December 31, 2011. The Plan provides for automatic enrollment, whereby participants are treated as having elected to contribute 3 percent of their pre-tax compensation, unless a different amount or an election not to contribute has been submitted. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions in 1 percent increments into various investment options offered by the Plan. The Plan currently offers a guaranteed long-term fund account, mutual funds and various pooled separate accounts offered by Prudential Retirement Insurance and Annuity Company (PRIAC). Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make a discretionary matching contribution in an amount determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed long-term fund account, mutual funds or pooled separate account investments as directed by the participant. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed long-term fund. Discretionary matching contributions, if any, are made monthly. Additional contributions, if any, are recorded annually. There were no matching, profit sharing, or qualified nonelective contributions made for 2011.

Participant accounts: Each participant's account is credited with the participant's contribution and an allocation of the Company's contributions and plan earnings, and charged with an allocation of investment expenses. Earnings are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments in that fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their account is based on years of service in accordance with the following schedule:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100 percent vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow a minimum of $1,000 up to a maximum of $50,000 or 50 percent of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25 percent to 9.25 percent, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. All terminated notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2011 and 2010, forfeited nonvested amounts totaled $4,824 and $9,059, respectively. These forfeitures will be used to reduce future employer contributions or Plan expenses as determined by the Plan Administrator. During 2011, forfeitures of $17,456 were used to pay for Plan expenses.

Administrative expenses: The Plan is responsible for payment of custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make payments to or on behalf of the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.20 percent of the average eligible Plan assets in each Plan year, which will be paid in quarterly installments. For the year ended December 31, 2011, $53,368 was paid to the Plan under this agreement.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The statement of net assets available for benefits presents the fair value of the investment contracts as well as the adjustment, if required, of the fully benefit-responsive investment contracts from fair value to contract value. The statement of changes in net assets available for benefits is prepared on a contract value basis. As of December 31, 2011 and 2010, contract value approximated fair value.

Investment valuation and income recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Recent accounting pronouncement: In January 2010, The Financial Accounting Standards Board (FASB), issued Accounting Standards Update (ASU) 2010-06, *Fair Value Measurements and Disclosures (Topic 820) – Improving Disclosures about Fair Value Measurements*. Certain parts of this guidance clarify that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances and settlements instead of netting these changes. This amendment was effective for periods beginning after December 15, 2010. The 2011 requirement of this pronouncement did not impact the Plan's fair value disclosures.

Note 2. Summary of Significant Accounting Policies (Continued)

Pending accounting pronouncement: In May 2011, the FASB issued Accounting Standards Update (ASU) 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and IFRSs* (ASU 2011-04). ASU 2011-04 amended ASC 820, *Fair Value Measurements and Disclosures*, to converge the fair value measurement guidance in GAAP and International Financial Reporting Standards (IFRSs). Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. The amendments are to be applied prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that the provisions of ASU 2011-04 will have on the Plan's financial statements.

The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 10, 2012, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company

The following is a summary of the Plan's asset information as of December 31, 2011 and 2010, and for the year ended December 31, 2011 included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Prudential Bank & Trust, F.S.B., the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets:

	2011	2010
Investments, at fair value:		
Pooled separate accounts	$ 12,244,389	$ 12,578,606
Guaranteed income fund (contract value approximates fair value)	5,088,682	5,176,523
Mutual funds	6,087,369	6,317,670
Notes receivable from participants	726,842	801,253
Net depreciation in fair value of investments	(641,821)	
Interest and dividend income	204,679	
Interest income on notes receivable from participants	36,233	

Note 4. Investments

The following table presents the fair value of investments that represent 5 percent or more of the Plan's net assets at December 31, 2011 and 2010:

	2011	2010
Guaranteed Income Fund	$ 5,088,682	$ 5,176,523
Prudential Fidelity Advisor Equity Growth Fund	1,352,865	1,440,145
Prudential Dryden S&P 500 Index Fund	1,841,897	1,649,956
Prudential Balanced I/Wellington Management Fund	1,538,829	1,523,734
Prudential Templeton Foreign Strategy	1,232,259	1,354,854
Prudential Mid Cap Growth/Artisan Partners	1,381,092	1,458,476

During 2011, the Plan's investments (including investments bought and sold as well as held during the year) depreciated in value as follows:

Pooled separate accounts	$ (286,998)
Mutual funds	(354,823)
	$ (641,821)

Note 5. Fair Value Measurements

Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Note 5. Fair Value Measurements (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair market value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Pooled separate accounts: Valued at the total of the net asset value (NAV) of securities and cash held by the account at year-end.

Guaranteed long-term fund: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer. See Note 6.

Mutual funds: Valued at the NAV of shares held by the Plan at year-end as determined by quoted market price.

The methods described above may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2011 and 2010.

	2011			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,381,092	$ -	$ 1,381,092
Large cap stock	-	5,086,470	-	5,086,470
International stock	-	1,849,870	-	1,849,870
Fixed income	-	1,937,658	-	1,937,658
Balanced	-	1,989,299	-	1,989,299
Guaranteed long-term fund	-	-	5,088,682	5,088,682
Mutual funds				
Small cap stock	1,639,218	-	-	1,639,218
Mid cap stock	925,840	-	-	925,840
Large cap stock	1,842,978	-	-	1,842,978
International stock	979,349	-	-	979,349
Fixed income	377,599	-	-	377,599
Global funds	322,385	-	-	322,385
	$ 6,087,369	$ 12,244,389	$ 5,088,682	$ 23,420,440

Note 5. Fair Value Measurements (Continued)

	2010			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,458,476	$ -	$ 1,458,476
Large cap stock	-	5,401,381	-	5,401,381
International stock	-	2,094,662	-	2,094,662
Fixed income	-	1,615,393	-	1,615,393
Balanced	-	2,008,694	-	2,008,694
Guaranteed long-term fund	-	-	5,176,523	5,176,523
Mutual funds				
Small cap stock	1,583,557	-	-	1,583,557
Mid cap stock	981,675	-	-	981,675
Large cap stock	1,902,314	-	-	1,902,314
International stock	1,076,325	-	-	1,076,325
Fixed income	327,594	-	-	327,594
Global funds	446,205	-	-	446,205
	$ 6,317,670	$ 12,578,606	$ 5,176,523	$ 24,072,799

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2011.

	Guaranteed Income Fund
Balance, beginning of year	$ 5,176,523
Purchases	547,252
Sales	(603,159)
Issuances	68,113
Settlements	(100,047)
Balance, end of year	$ 5,088,682

Note 5. Fair Value Measurements (Continued)

The following table sets forth additional disclosures of the Plan's investments whose fair value is estimated using net asset value per share (or its equivalent) as of December 31, 2011 and 2010:

	2011			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,381,092	$ -	Daily	30 days
Large cap stock (b)	5,086,470	-	Daily	30 days
International stock (c)	1,849,870	-	Daily	30 days
Fixed income (d)	1,937,658	-	Daily	30 days
Balanced (e)	1,989,299	-	Daily	30 days
Total	$ 12,244,389	$ -		

	2010			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,458,476	$ -	Daily	30 days
Large cap stock (b)	5,401,381	-	Daily	30 days
International stock (c)	2,094,662	-	Daily	30 days
Fixed income (d)	1,615,393	-	Daily	30 days
Balanced (e)	2,008,694	-	Daily	30 days
Total	$ 12,578,606	$ -		

(a) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations of between $2 billion and $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(b) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations over $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(c) This category invests in growth, value and blended funds, which are invested in foreign countries. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Note 5. Fair Value Measurements (Continued)

(d) This category invests in corporate and government bonds. They can go up or down in value each day, so they carry more risk than stable-value investments, but also offer an opportunity for a larger return. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(e) This category invests in both fixed-income and stock components to offer the stability of fixed-income investments and the growth potential of stock investments. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Changes in Fair Value Levels

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Levels 1, 2, or 3.

Note 6. Investment Contract with Insurance Company

The Plan participates in a group annuity contract with PRIAC which contains pooled separate accounts and a guaranteed income fund. For the Plan's investment in the guaranteed income fund, the Plan is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed income fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

As described in Note 2, because the guaranteed investment contract is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the guaranteed investment contract. Contract value, which approximates fair value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with PRIAC. Such interest rate and terms are reviewed on a semi-annual basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the plan document (including complete or partial plan termination or merger into another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Investment Contract with Insurance Company (Continued)

The guaranteed investment contract allows the insurance company to terminate the agreement under the following circumstances: (1) the Plan Administrator notifies PRIAC in writing that the contract will be terminated, (2) PRIAC notifies the Plan Administrator in writing that the Plan has breached a provision of the contract, and (3) PRIAC determines that the class of business to which the contract belongs is no longer commercially feasible. Upon termination, a single lump-sum payment of the entire balance may be made or payment may be made in annual installments over no more than 10 years from the termination date. A written guarantee will be issued that will credit the unpaid balance of the account at an annual interest rate equal to the contract's credited interest rate as of the termination date before the deduction of any administrative expenses minus 1 percent.

Average yields are as follows:

	2011	2010
Based on actual earnings	2.55%	2.80%
Based on interest rate credited to participants	2.55%	2.80%

Note 7. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA.

The Company, the plan sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in their employer contributions.

Note 9. Tax Status

The Plan obtained its determination letter on June 4, 2004, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the applicable requirements of the IRC. The Plan applied for a new determination letter in 2010, and has not yet received the new letter.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the local, state or federal taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examination prior to 2008.

Note 10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2011	2010
Net assets available for benefits per the financial statements	$ 24,147,282	$ 24,874,052
Notes receivable from participants	(726,842)	(801,253)
Participant loans	726,842	801,253
Net asset available for benefits per Form 5500	$ 24,147,282	$ 24,874,052

Note 11. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note 12. Voluntary Correction Program

Prior to January 1, 2003, non-union personnel employed at site locations and paid on-site payroll (Excluded Employees) were not considered eligible to participate in the Plan. When the Plan was amended and restated on January 1, 2003, it did not retain the exclusion provision that existed prior to this amendment and restatement. The Company did not intend to eliminate the exclusion provision and was not aware that the Excluded Employees have become eligible beginning January 1, 2003 due to this scrivener's error.

In January 2012, the Plan filed for a Voluntary Correction Program (VCP) application with the IRS in order to correct this operational failure, which occurred from January 1, 2003 through December 31, 2011, and affected 121 current and former employees. Under the VCP, the Company proposes to make a qualified nonelective contribution (QNEC) to the Plan on behalf of each Excluded Employee that replaces the missed deferral opportunity, plus earnings in the amount of $104,116. The Company also proposes to make a profit sharing contribution to Excluded Employees who met the eligibility requirements for profit sharing contribution at the time of such profit sharing contribution for Plan years 2003 through 2007 in the amount of $12,253. The Company will remit these contributions to the Plan once it receives a compliance statement from the IRS approving the Company's proposed method of correction. As of the date of this report, the Company has not yet received the compliance statement.

The Plan was amended on November 28, 2011 to exclude non-union personnel employed at site locations and paid on-site payroll effective January 1, 2012, as part of the corrective action of the operational failure discussed above.

The operational failure did not have a material effect on the Plan's financial statements and the Company does not expect the VCP filing to affect the Plan's tax status.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	**	$ 5,088,682
		Pooled separate accounts:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Templeton Foreign Strategy	**	1,232,259
*	Prudential Retirement Insurance & Annuity Company	Prudential Mid Cap Growth/Artisan Partners	**	1,381,092
*	Prudential Retirement Insurance & Annuity Company	Prudential Balanced I/Wellington Management Fund	**	1,538,829
*	Prudential Retirement Insurance & Annuity Company	Prudential Fidelity Advisor Equity Growth Fund	**	1,352,865
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal Income Fund	**	524
*	Prudential Retirement Insurance & Annuity Company	Prudential Dryden S&P 500 Index Fund	**	1,841,897
*	Prudential Retirement Insurance & Annuity Company	Prudential Lord Abbett Affiliated P	**	1,002,894
*	Prudential Retirement Insurance & Annuity Company	Prudential International Blend/Artio Fund	**	617,611
*	Prudential Retirement Insurance & Annuity Company	Prudential High Grade Bond/GSAM Fund	**	991,336
*	Prudential Retirement Insurance & Annuity Company	Prudential Davis NY Venture Strategy	**	888,814
*	Prudential Retirement Insurance & Annuity Company	Prudential Government Securities/PIM Fund	**	946,322
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2010 Fund	**	38,858

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
		Pooled separate accounts, continued:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2020 Fund	**	$ 111,047
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2030 Fund	**	106,896
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2040 Fund	**	53,354
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2050 Fund	**	139,791
		Mutual Funds:		
	Columbia	Mid Cap Value A	**	925,840
	Allianz	NFJ Small Cap Value A	**	1,157,674
	Eaton Vance	Special Equities A	**	481,544
	John Hancock	Large Cap Equity	**	471,344
	Eaton Vance	Large Cap Value A	**	614,171
	Allianz	NFJ International Value A	**	422,721
	American Funds	Europacific Growth R4	**	556,628
	American Funds	Cap World BD R4	**	377,599
	American Funds	Small Cap World	**	322,385
	American Funds	Amcap R4	**	372,219
	American Funds	Washington Mutual R4	**	385,244
*	Participants	Participant loans (interest rates range from 4.25% - 9.25% due through 2019)	**	726,842
				$ 24,147,282

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2011

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McGladrey

Independent Auditor's Report

To the Plan Administrator
Draper and Kramer Profit Sharing and Incentive Savings Plan
Chicago, Illinois

We were engaged to audit the accompanying statements of net assets available for benefits of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) as of December 31, 2011 and 2010, and the related statement of changes in net assets available for benefits for the year ended December 31, 2011, and the supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee and custodian as of and for the year ended December 31, 2011 and as of December 31, 2010.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

McGladrey LLP

Schaumburg, Illinois
October 10, 2012

Member of the RSM International network of independent accounting, tax and consulting firms.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2011 and 2010

	2011	2010
Assets		
Investments, at fair value:		
Pooled separate accounts	**$ 12,244,389**	$ 12,578,606
Guaranteed income fund	**5,088,682**	5,176,523
Mutual funds	**6,087,369**	6,317,670
	23,420,440	24,072,799
Notes receivable from participants	**726,842**	801,253
Net Assets Available for Benefits	**$ 24,147,282**	$ 24,874,052

See Notes to Financial Statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2011

Additions to net assets attributed to:	
Investment income (loss):	
Net depreciation in fair value of investments	**$ (641,821)**
Interest and dividends	**204,679**
Net investment loss	**(437,142)**
Interest income on notes receivable from participants	**36,233**
Contributions:	
Participants	**2,267,388**
Rollover	**31,109**
	2,298,497
Other income	**53,368**
Total additions	**1,950,956**
Deductions from net assets attributed to:	
Benefit payments	**2,598,738**
Administrative expenses	**78,988**
Total deductions	**2,677,726**
Net decrease	**(726,770)**
Net assets available for plan benefits:	
Beginning of year	**24,874,052**
End of year	**$ 24,147,282**

See Notes to Financial Statements.

Note 1. Description of Plan

The following description of the Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan established effective January 1, 1960. The Plan has been amended and restated effective January 1, 2003. Effective January 1, 2009, the Plan was amended for various provisions, including the elimination of the eligibility service requirement of 1,000 hours for part-time employees. Employees of DKH, Incorporated (the Company) become eligible to participate upon employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may contribute an amount equal to not less than 1 percent up to 100 percent of their pre-tax compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $16,500 for the year ended December 31, 2011. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $5,500 for the year ended December 31, 2011. The Plan provides for automatic enrollment, whereby participants are treated as having elected to contribute 3 percent of their pre-tax compensation, unless a different amount or an election not to contribute has been submitted. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions in 1 percent increments into various investment options offered by the Plan. The Plan currently offers a guaranteed long-term fund account, mutual funds and various pooled separate accounts offered by Prudential Retirement Insurance and Annuity Company (PRIAC). Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make a discretionary matching contribution in an amount determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed long-term fund account, mutual funds or pooled separate account investments as directed by the participant. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed long-term fund. Discretionary matching contributions, if any, are made monthly. Additional contributions, if any, are recorded annually. There were no matching, profit sharing, or qualified nonelective contributions made for 2011.

Participant accounts: Each participant's account is credited with the participant's contribution and an allocation of the Company's contributions and plan earnings, and charged with an allocation of investment expenses. Earnings are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments in that fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their account is based on years of service in accordance with the following schedule:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100 percent vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow a minimum of $1,000 up to a maximum of $50,000 or 50 percent of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25 percent to 9.25 percent, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. All terminated notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2011 and 2010, forfeited nonvested amounts totaled $4,824 and $9,059, respectively. These forfeitures will be used to reduce future employer contributions or Plan expenses as determined by the Plan Administrator. During 2011, forfeitures of $17,456 were used to pay for Plan expenses.

Administrative expenses: The Plan is responsible for payment of custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make payments to or on behalf of the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.20 percent of the average eligible Plan assets in each Plan year, which will be paid in quarterly installments. For the year ended December 31, 2011, $53,368 was paid to the Plan under this agreement.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The statement of net assets available for benefits presents the fair value of the investment contracts as well as the adjustment, if required, of the fully benefit-responsive investment contracts from fair value to contract value. The statement of changes in net assets available for benefits is prepared on a contract value basis. As of December 31, 2011 and 2010, contract value approximated fair value.

Investment valuation and income recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Recent accounting pronouncement: In January 2010, The Financial Accounting Standards Board (FASB), issued Accounting Standards Update (ASU) 2010-06, *Fair Value Measurements and Disclosures (Topic 820) – Improving Disclosures about Fair Value Measurements*. Certain parts of this guidance clarify that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances and settlements instead of netting these changes. This amendment was effective for periods beginning after December 15, 2010. The 2011 requirement of this pronouncement did not impact the Plan's fair value disclosures.

Note 2. Summary of Significant Accounting Policies (Continued)

Pending accounting pronouncement: In May 2011, the FASB issued Accounting Standards Update (ASU) 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and IFRSs* (ASU 2011-04). ASU 2011-04 amended ASC 820, *Fair Value Measurements and Disclosures*, to converge the fair value measurement guidance in GAAP and International Financial Reporting Standards (IFRSs). Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. The amendments are to be applied prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that the provisions of ASU 2011-04 will have on the Plan's financial statements.

The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 10, 2012, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company

The following is a summary of the Plan's asset information as of December 31, 2011 and 2010, and for the year ended December 31, 2011 included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Prudential Bank & Trust, F.S.B., the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets:

	2011	2010
Investments, at fair value:		
Pooled separate accounts	$ 12,244,389	$ 12,578,606
Guaranteed income fund (contract value approximates fair value)	5,088,682	5,176,523
Mutual funds	6,087,369	6,317,670
Notes receivable from participants	726,842	801,253
Net depreciation in fair value of investments	(641,821)	
Interest and dividend income	204,679	
Interest income on notes receivable from participants	36,233	

Note 4. Investments

The following table presents the fair value of investments that represent 5 percent or more of the Plan's net assets at December 31, 2011 and 2010:

	2011	2010
Guaranteed Income Fund	$ 5,088,682	$ 5,176,523
Prudential Fidelity Advisor Equity Growth Fund	1,352,865	1,440,145
Prudential Dryden S&P 500 Index Fund	1,841,897	1,649,956
Prudential Balanced I/Wellington Management Fund	1,538,829	1,523,734
Prudential Templeton Foreign Strategy	1,232,259	1,354,854
Prudential Mid Cap Growth/Artisan Partners	1,381,092	1,458,476

During 2011, the Plan's investments (including investments bought and sold as well as held during the year) depreciated in value as follows:

Pooled separate accounts	$ (286,998)
Mutual funds	(354,823)
	$ (641,821)

Note 5. Fair Value Measurements

Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Note 5. Fair Value Measurements (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair market value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Pooled separate accounts: Valued at the total of the net asset value (NAV) of securities and cash held by the account at year-end.

Guaranteed long-term fund: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer. See Note 6.

Mutual funds: Valued at the NAV of shares held by the Plan at year-end as determined by quoted market price.

The methods described above may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2011 and 2010.

	2011			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,381,092	$ -	$ 1,381,092
Large cap stock	-	5,086,470	-	5,086,470
International stock	-	1,849,870	-	1,849,870
Fixed income	-	1,937,658	-	1,937,658
Balanced	-	1,989,299	-	1,989,299
Guaranteed long-term fund	-	-	5,088,682	5,088,682
Mutual funds				
Small cap stock	1,639,218	-	-	1,639,218
Mid cap stock	925,840	-	-	925,840
Large cap stock	1,842,978	-	-	1,842,978
International stock	979,349	-	-	979,349
Fixed income	377,599	-	-	377,599
Global funds	322,385	-	-	322,385
	$ 6,087,369	$ 12,244,389	$ 5,088,682	$ 23,420,440

Note 5. Fair Value Measurements (Continued)

	2010			
Asset Category	Level 1	Level 2	Level 3	Total
Pooled separate accounts				
Mid cap stock	$ -	$ 1,458,476	$ -	$ 1,458,476
Large cap stock	-	5,401,381	-	5,401,381
International stock	-	2,094,662	-	2,094,662
Fixed income	-	1,615,393	-	1,615,393
Balanced	-	2,008,694	-	2,008,694
Guaranteed long-term fund	-	-	5,176,523	5,176,523
Mutual funds				
Small cap stock	1,583,557	-	-	1,583,557
Mid cap stock	981,675	-	-	981,675
Large cap stock	1,902,314	-	-	1,902,314
International stock	1,076,325	-	-	1,076,325
Fixed income	327,594	-	-	327,594
Global funds	446,205	-	-	446,205
	$ 6,317,670	$ 12,578,606	$ 5,176,523	$ 24,072,799

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2011.

	Guaranteed Income Fund
Balance, beginning of year	$ 5,176,523
Purchases	547,252
Sales	(603,159)
Issuances	68,113
Settlements	(100,047)
Balance, end of year	$ 5,088,682

Note 5. Fair Value Measurements (Continued)

The following table sets forth additional disclosures of the Plan's investments whose fair value is estimated using net asset value per share (or its equivalent) as of December 31, 2011 and 2010:

	2011			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,381,092	$ -	Daily	30 days
Large cap stock (b)	5,086,470	-	Daily	30 days
International stock (c)	1,849,870	-	Daily	30 days
Fixed income (d)	1,937,658	-	Daily	30 days
Balanced (e)	1,989,299	-	Daily	30 days
Total	$ 12,244,389	$ -		

	2010			
Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:				
Mid cap stock (a)	$ 1,458,476	$ -	Daily	30 days
Large cap stock (b)	5,401,381	-	Daily	30 days
International stock (c)	2,094,662	-	Daily	30 days
Fixed income (d)	1,615,393	-	Daily	30 days
Balanced (e)	2,008,694	-	Daily	30 days
Total	$ 12,578,606	$ -		

(a) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations of between $2 billion and $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(b) This category offers a chance to share in the profits or losses of corporations by investing primarily in a diversified portfolio of companies with market capitalizations over $10 billion. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(c) This category invests in growth, value and blended funds, which are invested in foreign countries. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Note 5. Fair Value Measurements (Continued)

(d) This category invests in corporate and government bonds. They can go up or down in value each day, so they carry more risk than stable-value investments, but also offer an opportunity for a larger return. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

(e) This category invests in both fixed-income and stock components to offer the stability of fixed-income investments and the growth potential of stock investments. Redemption of investments in this category can be delayed for up to 30 days if there is negative cash flow or if the redemption of the shares would negatively affect remaining investors. The redemption value is the current net asset value per share based on the fair value of the underlying assets.

Changes in Fair Value Levels

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Levels 1, 2, or 3.

Note 6. Investment Contract with Insurance Company

The Plan participates in a group annuity contract with PRIAC which contains pooled separate accounts and a guaranteed income fund. For the Plan's investment in the guaranteed income fund, the Plan is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed income fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

As described in Note 2, because the guaranteed investment contract is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the guaranteed investment contract. Contract value, which approximates fair value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with PRIAC. Such interest rate and terms are reviewed on a semi-annual basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the plan document (including complete or partial plan termination or merger into another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Investment Contract with Insurance Company (Continued)

The guaranteed investment contract allows the insurance company to terminate the agreement under the following circumstances: (1) the Plan Administrator notifies PRIAC in writing that the contract will be terminated, (2) PRIAC notifies the Plan Administrator in writing that the Plan has breached a provision of the contract, and (3) PRIAC determines that the class of business to which the contract belongs is no longer commercially feasible. Upon termination, a single lump-sum payment of the entire balance may be made or payment may be made in annual installments over no more than 10 years from the termination date. A written guarantee will be issued that will credit the unpaid balance of the account at an annual interest rate equal to the contract's credited interest rate as of the termination date before the deduction of any administrative expenses minus 1 percent.

Average yields are as follows:

	2011	2010
Based on actual earnings	2.55%	2.80%
Based on interest rate credited to participants	2.55%	2.80%

Note 7. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA.

The Company, the plan sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in their employer contributions.

Note 9. Tax Status

The Plan obtained its determination letter on June 4, 2004, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the applicable requirements of the IRC. The Plan applied for a new determination letter in 2010, and has not yet received the new letter.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the local, state or federal taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examination prior to 2008.

Note 10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2011	2010
Net assets available for benefits per the financial statements	$ 24,147,282	$ 24,874,052
Notes receivable from participants	(726,842)	(801,253)
Participant loans	726,842	801,253
Net asset available for benefits per Form 5500	$ 24,147,282	$ 24,874,052

Note 11. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note 12. Voluntary Correction Program

Prior to January 1, 2003, non-union personnel employed at site locations and paid on-site payroll (Excluded Employees) were not considered eligible to participate in the Plan. When the Plan was amended and restated on January 1, 2003, it did not retain the exclusion provision that existed prior to this amendment and restatement. The Company did not intend to eliminate the exclusion provision and was not aware that the Excluded Employees have become eligible beginning January 1, 2003 due to this scrivener's error.

In January 2012, the Plan filed for a Voluntary Correction Program (VCP) application with the IRS in order to correct this operational failure, which occurred from January 1, 2003 through December 31, 2011, and affected 121 current and former employees. Under the VCP, the Company proposes to make a qualified nonelective contribution (QNEC) to the Plan on behalf of each Excluded Employee that replaces the missed deferral opportunity, plus earnings in the amount of $104,116. The Company also proposes to make a profit sharing contribution to Excluded Employees who met the eligibility requirements for profit sharing contribution at the time of such profit sharing contribution for Plan years 2003 through 2007 in the amount of $12,253. The Company will remit these contributions to the Plan once it receives a compliance statement from the IRS approving the Company's proposed method of correction. As of the date of this report, the Company has not yet received the compliance statement.

The Plan was amended on November 28, 2011 to exclude non-union personnel employed at site locations and paid on-site payroll effective January 1, 2012, as part of the corrective action of the operational failure discussed above.

The operational failure did not have a material effect on the Plan's financial statements and the Company does not expect the VCP filing to affect the Plan's tax status.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	**	$ 5,088,682
		Pooled separate accounts:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Templeton Foreign Strategy	**	1,232,259
*	Prudential Retirement Insurance & Annuity Company	Prudential Mid Cap Growth/Artisan Partners	**	1,381,092
*	Prudential Retirement Insurance & Annuity Company	Prudential Balanced I/Wellington Management Fund	**	1,538,829
*	Prudential Retirement Insurance & Annuity Company	Prudential Fidelity Advisor Equity Growth Fund	**	1,352,865
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal Income Fund	**	524
*	Prudential Retirement Insurance & Annuity Company	Prudential Dryden S&P 500 Index Fund	**	1,841,897
*	Prudential Retirement Insurance & Annuity Company	Prudential Lord Abbett Affiliated P	**	1,002,894
*	Prudential Retirement Insurance & Annuity Company	Prudential International Blend/Artio Fund	**	617,611
*	Prudential Retirement Insurance & Annuity Company	Prudential High Grade Bond/GSAM Fund	**	991,336
*	Prudential Retirement Insurance & Annuity Company	Prudential Davis NY Venture Strategy	**	888,814
*	Prudential Retirement Insurance & Annuity Company	Prudential Government Securities/PIM Fund	**	946,322
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2010 Fund	**	38,858

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2011

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
		Pooled separate accounts, continued:		
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2020 Fund	**	$ 111,047
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2030 Fund	**	106,896
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2040 Fund	**	53,354
*	Prudential Retirement Insurance & Annuity Company	Prudential Retirement Goal 2050 Fund	**	139,791
		Mutual Funds:		
	Columbia	Mid Cap Value A	**	925,840
	Allianz	NFJ Small Cap Value A	**	1,157,674
	Eaton Vance	Special Equities A	**	481,544
	John Hancock	Large Cap Equity	**	471,344
	Eaton Vance	Large Cap Value A	**	614,171
	Allianz	NFJ International Value A	**	422,721
	American Funds	Europacific Growth R4	**	556,628
	American Funds	Cap World BD R4	**	377,599
	American Funds	Small Cap World	**	322,385
	American Funds	Amcap R4	**	372,219
	American Funds	Washington Mutual R4	**	385,244
*	Participants	Participant loans (interest rates range from 4.25% - 9.25% due through 2019)	**	726,842
				$ 24,147,282

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.