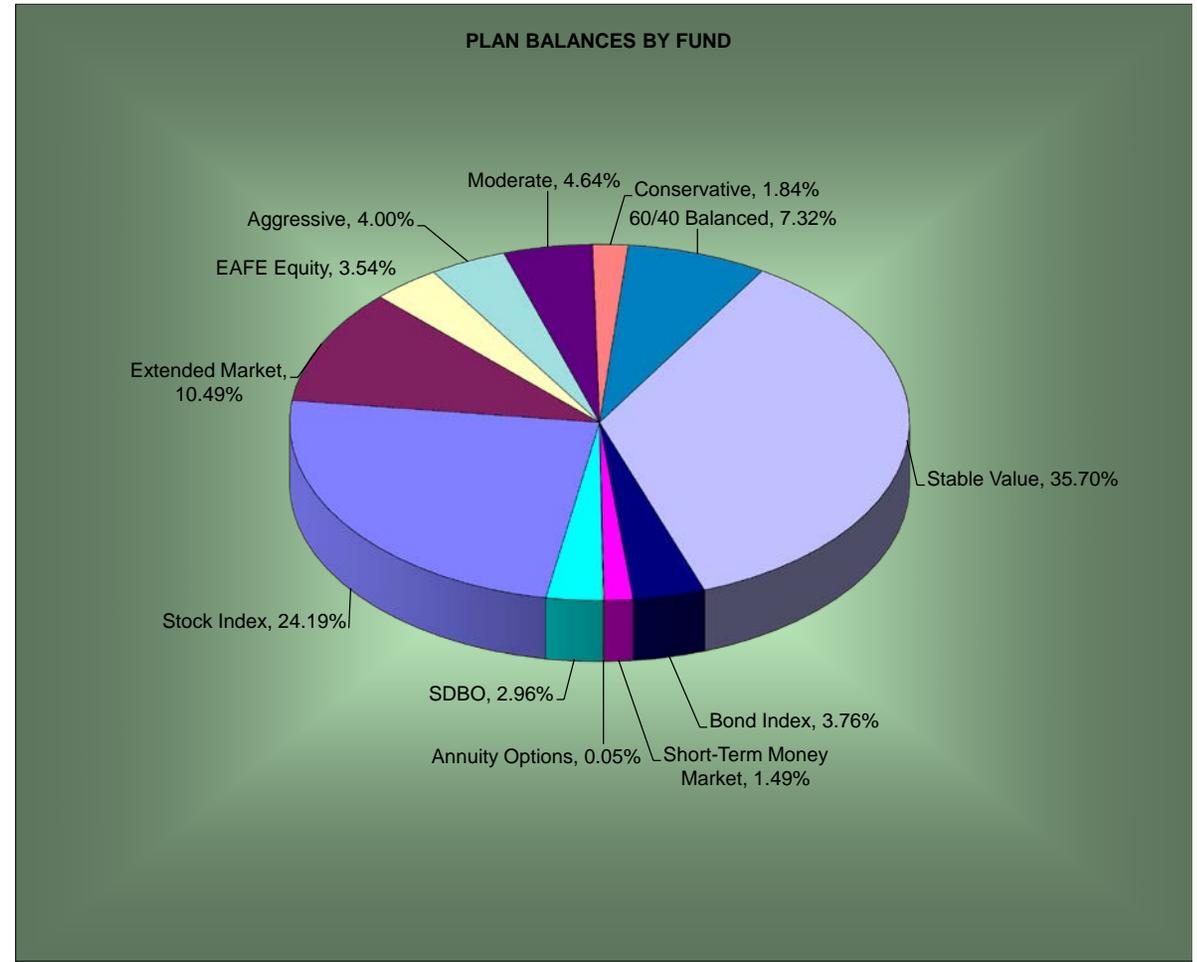


**DEFERRED COMPENSATION PROGRAM  
PLAN BALANCES BY FUND  
(FAIR VALUE)  
as of DECEMBER 31, 2014**

<b>PLAN BALANCES BY FUND</b> (Holdings by DCP Investment Option)		
	\$	%
<b>EQUITY</b>		
Stock Index	713,722,839	24.19%
Extended Market	309,414,796	10.49%
EAFE Equity Index	104,517,286	3.54%
<b>Total Equity</b>	<b>1,127,654,921</b>	<b>38.22%</b>
<b>PROFILE SERIES</b>		
Aggressive	118,101,880	4.00%
Moderate	137,001,574	4.64%
Conservative	54,381,234	1.84%
<b>Total Profile Series</b>	<b>309,484,688</b>	<b>10.49%</b>
<b>ASSET ALLOCATION</b>		
60/40 Balanced	216,098,396	7.32%
<b>FIXED INCOME</b>		
Stable Value	1,053,532,978	35.70%
Bond Index	110,977,606	3.76%
<b>Total Fixed Income</b>	<b>1,164,510,585</b>	<b>39.46%</b>
<b>CASH</b>		
Short-Term Money Market	44,077,287	1.49%
<b>ANNUITY CONTRACTS</b>		
Annuity Options	1,533,034	0.05%
<b>SELF DIRECTED BROKERAGE OPTION</b>		
	87,458,938	2.96%
<b>TOTAL</b>	<b>2,950,817,849</b>	<b>100.00%</b>



Note: \* Total investments 2,950,817,849  
 Net accruals 9,312,793  
 Plan net position available for benefits 2,960,130,642

Numbers may not add due to rounding