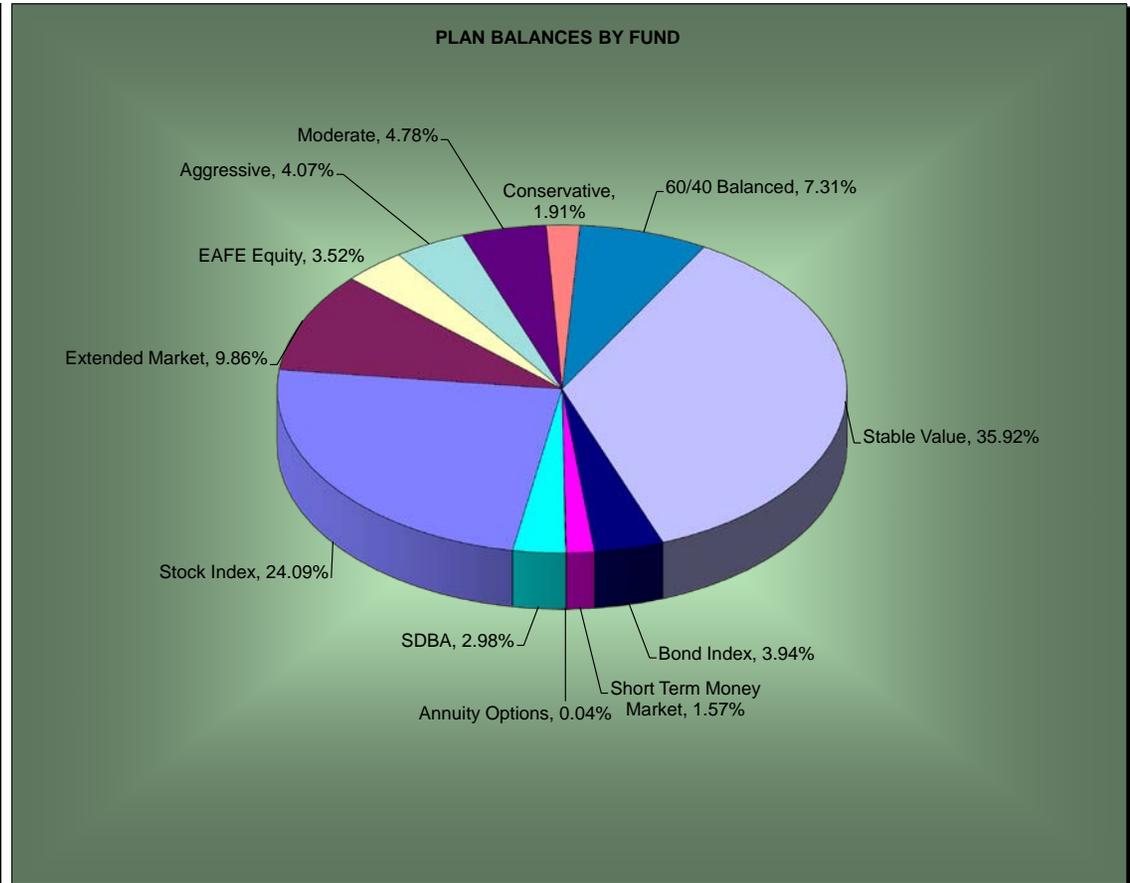


**DEFERRED COMPENSATION PROGRAM  
PLAN BALANCES BY FUND  
(FAIR VALUE)  
as of DECEMBER 31, 2015**

<b>PLAN BALANCES BY FUND</b> (Holdings by DCP Investment Option)		
	<u>\$</u>	<u>%</u>
<b>EQUITY</b>		
Stock Index	716,475,515	24.09%
Extended Market	293,218,932	9.86%
EAFE Equity Index	104,705,033	3.52%
<b>Total Equity</b>	<b>1,114,399,481</b>	<b>37.48%</b>
<b>PROFILE SERIES</b>		
Aggressive	120,957,417	4.07%
Moderate	142,207,854	4.78%
Conservative	56,783,705	1.91%
<b>Total Profile Series</b>	<b>319,948,976</b>	<b>10.76%</b>
<b>ASSET ALLOCATION</b>		
60/40 Balanced	217,342,982	7.31%
<b>FIXED INCOME</b>		
Stable Value	1,068,012,324	35.92%
Bond Index	117,268,836	3.94%
<b>Total Fixed Income</b>	<b>1,185,281,159</b>	<b>39.86%</b>
<b>CASH</b>		
Short Term Money Market	46,749,120	1.57%
<b>ANNUITY CONTRACTS</b>		
Annuity Options	1,336,827	0.04%
<b>SELF-DIRECTED BROKERAGE ACCOUNTS</b>		
	88,575,002	2.98%
<b>TOTAL</b>	<b><u>2,973,633,547</u></b>	<b><u>100.00%</u></b>



Note: \* Total investments 2,973,633,547  
 Net accruals 10,717,938  
 Plan net position available for benefits 2,984,351,485

Numbers may not add due to rounding