

Exhibit H

DCP Record Layouts (Member Profile and Daily Activity)

Member Profile/Participant Record Layout to be received by DCP TPA from DRS

Field Name	Format	Position	Description
System/Plan	A(2)	1-2	'D1' = Deferred Comp, 'R1' = JRA
Member SSN	N(9)	3-11	Member SSN
Transaction Date	N(8)	12-19	CCYYMMDD
Type Code	A(1)	20	'E' = Member Enrollment, 'C' = Member Change, 'A' = Member Address Change, 'R' = Member Rehire, 'B' = Beneficiary Info, 'M' = Allocation Mix, 'F' = Foreign Address, 'D' = Deferral Changes, 'N' = Notes 'Q' = Legal Order (QDRO) information 'X' = Email Address

Layout for Type Code 'E', 'C', 'A', and 'R':

Last Name	A(35)	21-55	Member Last Name
First Name	A(35)	56-90	Member First Name
Middle Initial	A(1)	91	Member Middle Initial
Address Line 1	A(40)	92-131	Member Mailing Address
Address Line 2	A(35)	132-166	Member Mailing Address
City	A(30)	167-196	
State	A(2)	197-198	State or 'FA' if Foreign Address
Zip Code	A(9)	199-207	
Gender Code	A(1)	208	M/F
Birth Date	N(8)	209-216	CCYYMMDD
Death Date	N(8)	217-224	CCYYMMDD
Enrollment Date	N(8)	225-232	CCYYMMDD
Day Area Code	N(3)	233-235	
Day Prefix	N(3)	236-238	
Day Suffix	N(4)	239-242	
Day Extension	A(6)	243-248	
Night Area Code	N(3)	234-236	Removed
Night Prefix	N(3)	237-239	Removed
Night Suffix	N(4)	240-243	Removed
Night Extension	A(6)	244-249	Removed

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Filler	A(2)	249-250	Filler for future use
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Layout for Type Code 'B':

Last Name	A(35)	21-55	Beneficiary Last Name
First Name	A(35)	56-90	Beneficiary First Name
Middle Initial	A(1)	91	Beneficiary Middle Initial
Address Line 1	A(30)	92-121	Beneficiary Mailing Address
Address Line 2	A(30)	122-151	Beneficiary Mailing Address
City	A(30)	152-181	
State	A(2)	182-183	State or 'FA' if Foreign Address
Zip Code	A(9)	184-192	
Gender Code	A(1)	193	M/F
Birth Date	N(8)	194-201	CCYYMMDD
Death Date	N(8)	202-209	CCYYMMDD
Beneficiary SSN	N(9)	210-218	Beneficiary SSN
Primary/Contingent Code	A(1)	219	'P' = Primary, 'C' = Contingent
Spouse Code	A(1)	220	'S' = Spouse, 'N' = Non-Spouse
Beneficiary Percent	N(3)	221-223	Percent of beneficiary withdrawal to be distributed to this Beneficiary
Beneficiary Type Code	A(3)	224-226	Beneficiary Relationship to Participant
Relationship Code	A(3)	227-229	Beneficiary Relationship to Participant
Filler	A(21)	230-250	Filler for future use

Layout for Type Code 'M':

Field Name	Format	Position	Description
Allocation Default Flag	A(1)	21	'Y' = Allocation was defaulted to default fund
Fund Count	N(2)	22-23	Number of Funds Selected by the participant
Fund Code	A(3)	24-26	DCP TPA Fund Code
Fund Percentage	N(3)	27-29	Percentage to be allocated to this fund
Fund Code...	A(3)	...	DCP TPA Fund Code
Fund Percentage...	N(3)	...	Percentage to be allocated to this fund
Department Number	A(6)	240-245	Department of current allocation
Filler	A(5)	246-250	Filler for future use

Layout for Type Code 'F':

Field Name	Format	Position	Description
Beneficiary Code	A(1)	21	'B' = Beneficiary, 'P' = Participant
Beneficiary SSN	N(9)	22-30	Beneficiary SSN

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Address Line 1	A(30)	31-60	Mailing Address
Address Line 2	A(30)	61-90	Mailing Address
Country	A(35)	91-125	Country Name
Foreign Postal Code	A(9)	126-134	
Foreign Province	A(35)	135-169	Foreign Province Name
City	A(30)	170-199	City Name
Filler	A(51)	200-250	Filler for future use

Layout for Type Code ‘D’:

Field Name	Format	Position	Description
Deferral Amount	P(9.2)	21-26	Participant deferral amount entered at DRS
Deferral Percentage	N(3)	27-29	Participant deferral percentage entered at DRS
Deferral Frequency	A(1)	30	
Deferral Type Code	A(1)	31	‘R’ = Regular, ‘S’ = Special, ‘C’ = Catch Up, ‘H’ = Hardship, ‘U’ = 50+ Catch Up
Deferral Start Date	N(8)	32-39	
Deferral Stop Date	N(8)	40-47	
Catch-up Date (1)	N(4)	48-51	Populated for ‘C’ Deferral Type Code only
Underutilized Dollars(1)	P(9.2)	52-57	Populated for ‘C’ Deferral Type Code only
Catch-up Date (2)	N(4)	58-61	Populated for ‘C’ Deferral Type Code only
Underutilized Dollars(2)	P(9.2)	62-67	Populated for ‘C’ Deferral Type Code only
Catch-up Date (3)	N(4)	68-71	Populated for ‘C’ Deferral Type Code only
Underutilized Dollars(3)	P(9.2)	72-77	Populated for ‘C’ Deferral Type Code only
Filler	A(173)	78-250	Filler for future use

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Layout for Type Code ‘N’:

Field Name	Format	Position	Description
Notes 1	A(30)	21-50	
Notes 2	A(30)	51-80	
Notes 3	A(30)	81-110	
Notes 4	A(30)	111-140	
Filler	A(110)	141-250	Filler for future use

Layout for Type Code ‘Q’:

Last Name	A(35)	21-55	Legal Order Last Name
First Name	A(35)	56-90	Legal Order First Name
Middle Initial	A(1)	91	Legal Order Middle Initial
Address Line 1	A(40)	92-131	Legal Order Mailing Address
Address Line 2	A(35)	132-166	Legal Order Mailing Address
City	A(30)	167-196	
State	A(2)	197-198	State or ‘FA’ if Foreign Address
Zip Code	A(9)	199-207	
Gender Code	A(1)	208	M/F
Birth Date	N(8)	209-216	CCYYMMDD
Death Date	N(8)	217-224	CCYYMMDD
Legal Order SSN	N(9)	225-233	Legal Order (QDRO) SSN
Payout Dollars	N(9.2)	234-244	Amount to be transferred to legal order Amount to show on file as ‘00000000000’ if not used on initial setup, but null (blank) otherwise
Payout Percent	N(3)	245-247	Percent to be transferred to legal order Amount to show on file as ‘000’ if not used on initial setup, but null (blank) otherwise.
Demographic Only Flag	A(1)	248	Set to ‘Y’ for QDRO demographic changes or blank for initial setup
Filler	A(22)	249-250	Filler for future use

Layout for Type Code ‘X’:

Field Name	Format	Position	Description
Email Address	A(50)	21-70	
Filler	A(180)	71-250	

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Layout for Type Code 'Z':

Field Name	Format	Position	Description
System/Plan	A(2)	1-2	'ZZ' on Control Record
Type Code 'E' count	N(7)	21-27	Number of Type Code 'E' records on this file
Type Code 'C' count	N(7)	28-34	Number of Type Code 'C' records on this file
Type Code 'A' count	N(7)	35-41	Number of Type Code 'A' records on this file
Type Code 'R' count	N(7)	42-48	Number of Type Code 'R' records on this file
Type Code 'B' count	N(7)	49-55	Number of Type Code 'B' records on this file
Type Code 'M' count	N(7)	56-62	Number of Type Code 'M' records on this file
Type Code 'F' count	N(7)	63-69	Number of Type Code 'F' records on this file
Type Code 'D' count	N(7)	70-76	Number of Type Code 'D' records on this file
Type Code 'N' count	N(7)	77-83	Number of Type Code 'N' records on this file
Type Code 'Q' count	N(7)	84-90	Number of Type Code 'Q' records on this file
Filler	A(160)	91-250	Filler for future use

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Daily Activity Record Layout to be received by DCP TPA from DRS

Field Name	Format	Position	Description
System/Plan	A(2)	1-2	'D1' = Deferred Comp, 'R1' = JRA
SSN	N(9)	3-11	Participant ID Number
Transaction Date	N(8)	12-19	CCYYMMDD
Transaction Type	A(4)	20-23	TCNN, TCNT, TEFT, TERM, TPTO, TSN1, TSN2, TWDN, TDRO, TW4N, TPDB, TPDP, TPDQ, TPDR, TPDZ

Layout for Transaction Types TCNN, TCNT, TERM, TPDB, TPDP, TPDQ, TPDR, TPDZ, TSN1, TSN2, TDRO:

Employer's Department	A(6)	24-29	Department # from the Payment Advice or 'NDA' for all TSN1, TSN2, 'BPP' for TPDB, TPDP, TPDQ, TPDR, blank for TERM & TDRO
Reporting Period	N(6)	30-35	CCYYMM - Date received from the employer on the Payment Advice or the date of the actual cash wire or blank for TERM & TDRO
Reporting Type	A(1)	36	'R' = Regular, 'C' = Correction (from the Payment Advice), blank for TERM & TDRO
Sequence Number	N(2)	37-38	Number from Payment Advice or day of the cash wire (DD) or blank for TERM & TDRO
Not Used	A(1)	39	
Trade Date	N(8)	40-47	CCYYMMDD or blank for TERM & TDRO
Not Used	A(1)	48	
Mandatory Deferral Amount	+P9.2	49-54	Participant mandatory deferral amount ('R1' only) or blank for TERM & TDRO
Voluntary Deferral Amount	+P9.2	55-60	Participant voluntary deferral or Plan to Plan Transfer In amount ('D1' only) or blank for TERM & TDRO
Not Used	A(12)	61-72	
Reconciliation Date	N(8)	73-80	CCYYMMDD or blank for TERM & TDRO
New SSN	N(9)	81-89	Members new SSN for TSN1 & TSN2
Not Used	A(11)	90-100	
Termination Date	N(8)	101-108	Will be filled in only for TERM. Date of Employment Termination.
Termination Received Date	N(8)	109-116	Will be filled in only for TERM. Date Termination Notice was received at DRS.
Not Used	A(109)	117-225	

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DRO Status Code	A(1)	226	Will be filled in only for TDRO. Values are: 'P' = Pending, 'F' = Filed, 'R' = Removed
Filler	A(24)	227-250	Blank

Layout for Transaction Type TWDN:

Alternate Payee Code	A(1)	24	'B' = Beneficiary, 'Q' = QDRO
Alternate Payee SSN	N(9)	25-33	Beneficiary/Legal Order SSN
Pay Out Reason	A(1)	34	Blank for future date requests, 'T' = Termination, 'H' = Hardship, 'S' = In Service, 'M' = Mandatory Distributions (not used), 'D' = Death, 'P' = Purchase of Service Credit, 'L' = Legal Order
Pay Out Count	N(1)	35	Contains the number of Pay Outs to follow
Pay Out Type-1	A(1)	36	'A' = Annuity Purchase (not used), 'B' = 403B Plan Transfer Out, 'C' = Installments with Annual COLA (not used), 'D' = Future Distribution (not used), 'F' = Fractional, 'I' = Installments, 'J' = Installments with joint life expectancies, 'L' = Lump Sum, 'M' = Minimum Distribution (not used), 'N' = IRA Plan Transfer Out (not used), 'Q' = Qualified Plan Transfer Out, 'R' = MRD's, 'S' = Installments with single life expectancies, 'T' = 457 Plan Transfer Out
Pay Out Start Date-1	N(8)	37-44	CCYYMMDD
Pay Out Number of Payments-1	N(3)	45-47	Number of payments to be made
Pay Out Amount-1	+P9.2	48-53	Amount of payment
Pay Out Percent-1	N(3)	54-56	Percent of Account Balance to pay out
Pay Out COLA %-1	N(2)	57-58	Will be populated only for Pay Out Type 'C'. Contains the annual COLA Percent
Pay Out Frequency-1	A(1)	59	'O' = One Time, 'M' = Monthly, 'Q' = Quarterly,

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			'S' = Semi-annually, 'A' = Annually
Pay Out Method-1	A(1)	60	'C' = Check, 'E' = EFT
Payout Liquidation Method Code-1	A(1)	61	'S' = Savings Pool First 'P' = Pro-rata across all funds all sources.
Pay Out Type-2	A(1)	62	
Pay Out Start Date-2	N(8)	63-70	
Pay Out Number of Payments-2	N(3)	71-73	
Pay Out Amount-2	+P9.2	77-79	
Pay Out Percent-2	N(3)	80-82	
Pay Out COLA %-2	N(2)	83-84	
Pay Out Frequency-2	A(1)	85	
Pay Out Method-2	A(1)	86	
Payout Liquidation Method Code-2	A(1)	87	
Pay Out Type-3	A(1)	88	
Pay Out Start Date-3	N(8)	89-96	
Pay Out Number of Payments-3	N(3)	97-99	
Pay Out Amount-3	+P9.2	100-105	
Pay Out Percent-3	N(3)	106-108	
Pay Out COLA %-3	N(2)	109-110	
Pay Out Frequency-3	A(1)	111	
Pay Out Method-3	A(1)	112	
Payout Liquidation Method Code-3	A(1)	113	
Pay Out Type-4	A(1)	114	
Pay Out Start Date-4	N(8)	115-122	
Pay Out Number of Payments-4	N(3)	123-125	
Pay Out Amount-4	+P9.2	126-131	
Pay Out Percent-4	N(3)	132-134	
Pay Out COLA %-4	N(2)	135-136	
Pay Out Frequency-4	A(1)	137	
Pay Out Method-4	A(1)	138	
Payout Liquidation Method Code-4	A(1)	139	
Pay Out Type-5	A(1)	140	

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Pay Out Start Date-5	N(8)	141-148	
Pay Out Number of Payments-5	N(3)	149-151	
Pay Out Amount-5	+P9.2	152-157	
Pay Out Percent-5	N(3)	158-160	
Pay Out COLA %-5	N(2)	161-162	
Pay Out Frequency-5	A(1)	163	
Pay Out Method-5	A(1)	164	
Payout Liquidation Method Code-5	A(1)	165	
Pay Out Type-6	A(1)	166	
Pay Out Start Date-6	N(8)	167-174	
Pay Out Number of Payments-6	N(3)	175-177	
Pay Out Amount-6	+P9.2	178-183	
Pay Out Percent-6	N(3)	184-186	
Pay Out COLA %-6	N(2)	187-188	
Pay Out Frequency-6	A(1)	189	
Pay Out Method-6	A(1)	190	
Payout Liquidation Method Code-6	A(1)	191	
Pay Out Cancel Date	N(8)	192-199	Notification that all Pay Out 1 - 6 should be cancelled if not paid out yet.
Spouse Birth Date	N(8)	200-207	Will be filled in only when a joint life expectancy installment distribution is chosen (pay out type = 'J').
Filler	A(49)	208-250	Blank

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Layout for Transaction Type TPTO (If Pay Out Type was 'A', 'B', 'N', 'Q' or 'T' then will get this record):

Field Name	Format	Position	Description
Alternate Payee Code	A(1)	24	'B' = Beneficiary, 'Q' = QDRO
Alternate Payee SSN	N(9)	25-33	Beneficiary/Legal Order SSN
Payee Name-1	A(35)	34-68	
Payee Name-2	A(35)	69-103	
Payee Name-3	A(35)	104-138	
Plan Name	A(28)	139-166	
Plan Address	A(30)	167-196	
City	A(30)	197-226	
State	A(2)	227-228	
Zip Code	A(9)	229-237	
Purchase DRS Service Credit Flag	A(1)	238	Will only be populated when Pay Out Reason on TWDN record is 'P'. 'Y' value will indicate that the associated TWDN amount is used to purchase service credit at DRS. The wire to the Distribution account will be shorted by this amount to speed Purchase of Service Credit at DRS.
Filler	A(12)	239-250	Blank

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Layout for Transaction Type TEFT (If any of the Pay Out Method Codes was an 'E' then will get this record):

Field Name	Format	Position	Description
Alternate Payee Code	A(1)	24	'B' = Beneficiary, 'Q' = QDRO
Alternate Payee SSN	N(9)	25-33	Beneficiary/Legal Order SSN
EFT Transit Routing Number	N(9)	34-42	
Bank Name	A(50)	43-92	
EFT Account Type	A(1)	93	'C' = Checking, 'S' = Savings, ...
EFT Account Number	A(20)	94-113	
Bank Address Line 1	A(30)	114-143	
Bank Address Line 2	A(30)	144-173	
City	A(30)	174-203	
State	A(2)	204-205	
Zip Code	A(9)	206-214	
Stop Date	N(8)	215-222	If value in field, STOP the EFT and pay by Check
Effective Date	N(8)	223-230	Effective date to coincide with TWDN record
Filler	A(20)	231-250	Blank

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Layout for Transaction Type TW4N (Each TWDN record with “how” details will have one of these records and they can be sent alone for any W4 changes):

Field Name	Format	Position	Description
Alternate Payee Code	A(1)	24	‘B’ = Beneficiary, ‘Q’ = QDRO
Alternate Payee SSN	N(9)	25-33	Beneficiary/Legal Order SSN
W4 Default Calculation Flag	A(1)	34	Values are: ‘ ‘ or ‘Y’ = Default Marital Status and Allowances
W4 No Withholding Flag	A(1)	35	Values are: ‘ ‘ or ‘Y’ = No withholding from this distribution
W4 Extra Withholding Amt	±P9.2	36-41	Specifies additional withholding amount to be deducted from this participants distribution
W4 Marital Status	A(1)	42	Values are: ‘ ‘ = Status not provided, or ‘M’ = Married, or ‘S’ = Single
W4 Allowances	N(2)	43-44	Specifies number of allowances (0 through 99)
W4 Extra Withholding Percent	N(2)	45-46	Specifies additional withholding percent to be deducted from this participants distribution
W4 Withholding Amount	±P9.2	47-52	Specifies withholding amount to be deducted from this participants distribution
W4 Withholding Percent	N(3)	53-55	Specifies withholding percent to be deducted from this participants distribution
Effective Date	N(8)	56-63	Effective date to coincide with TWDN record
Filler	A(187)	64-250	For future use.

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Control Record:

System/Plan	A(2)	1-2	'D1' or 'R1' for Transaction Type Control Records, Blank for final Control Record
SSN	N(9)	3-11	999999999
Transaction Date	N(8)	12-19	CCYYMMDD
Transaction Type	A(4)	20-23	TCNN, TCNT, TDPR, TEFT, TERM, TPDB, TPDP, TPDQ, TPDR, TPDZ, TPTO, TSN1, TSN2, TWDN, TW4N or ZZZZ
Employer's Department	A(6)	24-29	'999999'
Reporting Period	N(6)	30-35	Number of records for a Transaction Type or total number of records on file for 'ZZZZ'
Reporting Type	A(1)	36	Blank
Sequence Number	N(2)	37-38	00
Not Used	A(1)	39	
Trade Date	N(8)	40-47	999999999
Not Used	A(1)	48	
Not Used	A(6)	49-54	
Deferral Amount	+P9.2	55-60	Total Participant deferral amount
Not Used	A(6)	61-66	
Plan to Plan Amount	+P9.2	67-72	Total Plan to Plan Transfer amount
Filler	A(177)	73-250	Blank