

**Exhibit O**

**DCP Participant and Plan Demographic Data**

**457(b) General Plan Information**

Frequency of contribution transmission	One file per day
Medium used to remit contribution files	Electronic
Method used to fund contributions	Wire
Number of payroll locations	988
Number of payroll files transmitted	One per business day
Field staff allocated to the relationship	n/a
Field office location(s)	n/a
Estimated Individual Employee meetings per quarter	n/a
Estimated Employee group meetings per quarter	n/a
Employer meetings per quarter	n/a
Participants enrolled in investment advice	n/a
Participants enrolled in managed accounts	n/a
Participants enrolled in the self-directed brokerage option	n/a
Type of education materials distributed to both eligible and all employees	DRS provides education services and material

**457(b) General Plan Demographics**

Eligible employees	276,730
Participants active and contributing	32,843
Participants active and not-contributing	3,047
Participants suspended due to hardship	109
Terminated participants w/balances	16,937
Terminated participants w/balances less than \$5,000	2,474
Participants with loans	n/a
Total number of Loan defaults	n/a
Total account balances - participants active and contributing	\$1,937,032,488
Total account balances - participants active, not contributing	\$200,453,998
Total account balances - suspended due to hardship	\$2,048,762
Total account balances - terminated participants w/balances	\$1,294,839,869
Total account balances - terminated participants w/balances less than \$5,000	\$4,704,560
Average account balance	\$64,959
Plan Participation rate	13% of eligible employees
Average deferral amount	\$431 per month

**457(b) Transaction Activity**

	2011	2012	2013
New participants	2,425	2,010	2,708
New loans taken	n/a	n/a	n/a
Outstanding loans	n/a	n/a	n/a
Hardship withdrawals	227	211	161
In-service withdrawals (not due to financial hardship)	370	365	428
Lump sum/total cash distributions	6,976	6,721	6,709
Rollover to an IRAs	1,136	1,052	1,062
Rollovers to another qualified plan	153	136	116
Required Minimum Distributions	1,053	1,220	1,539
QDROs	91	87	61

**457(b) Contributions / cash-in**

	2011	2012	2013
Employee Pre-tax (excluding catch-up contributions)	\$123,387,440	\$122,648,706	\$125,912,064
Age 50 catch-up	\$47,744,205	\$42,901,245	\$44,834,829
3-year catch-up	\$524,565	\$315,794	\$745,172
Roth	n/a	n/a	n/a
After-Tax	n/a	n/a	n/a
Rollover Contributions	\$12,009,382	\$10,823,585	\$15,719,176
Loan repayments	n/a	n/a	n/a

**457(b) Withdrawals/cash-out**

	2011	2012	2013
Lump sum distributions – cash	\$51,155,241	\$54,240,365	\$60,500,605
Lump sum distributions – rollover	\$89,043,370	\$85,680,484	\$104,024,226
De Minimum payments (less than \$5,000)	\$96,713	\$48,175	\$101,509
Installment payments	\$24,087,209	\$24,525,101	\$28,134,445
Unforeseeable/Hardship withdrawals	\$1,658,785	\$1,628,786	\$1,314,800
In-service withdrawals (excluding hardship withdrawals)	\$2,514,423	\$4,513,097	\$3,101,296
Loan withdrawals	n/a	n/a	n/a
Fees (i.e.: loans, self-directed brokerage)	n/a	n/a	n/a

**457(b) Plan Assets as of 12/31/2013**

Fund Name	Asset Class	Ticker Symbol	Account Balance as of 12/31/2013	Number of Participants
2000 Retirement Strategy Fund	Target date fund	n/a	\$23,799,757	636
2005 Retirement Strategy Fund	Target date fund	n/a	\$37,871,687	850
2010 Retirement Strategy Fund	Target date fund	n/a	\$116,010,888	2,502
2015 Retirement Strategy Fund	Target date fund	n/a	\$314,574,519	6,185
2020 Retirement Strategy Fund	Target date fund	n/a	\$347,539,769	7,569
2025 Retirement Strategy Fund	Target date fund	n/a	\$261,304,666	6,882
2030 Retirement Strategy Fund	Target date fund	n/a	\$167,641,933	5,483
2035 Retirement Strategy Fund	Target date fund	n/a	\$109,029,664	4,567
2040 Retirement Strategy Fund	Target date fund	n/a	\$54,903,412	3,333
2045 Retirement Strategy Fund	Target date fund	n/a	\$24,666,753	2,170
2050 Retirement Strategy Fund	Target date fund	n/a	\$8,093,412	941
2055 Retirement Strategy Fund	Target date fund	n/a	\$8,321,130	588
Emerging Market Equity Index Fund	Emerging Market	n/a	\$58,055,383	5,560
Global Equity Index Fund	Global Equity	n/a	\$102,988,921	6,281
Savings Pool	Fixed	n/a	\$989,472,485	23,646
Socially Responsible Balanced Fund	Socially Responsible	n/a	\$121,668,145	8,303
US Large Cap Equity Index Fund	US Large Cap Equity	n/a	\$281,478,999	9,181
US Small Cap Value Equity Index Fund	US Small Cap Value	n/a	\$188,033,617	8,247
Washington State Bond Fund	Bond	n/a	\$216,873,166	13,269
<b>TOTAL</b>			\$3,432,328,729	

Judicial Retirement Account (JRA) as of December 31, 2013:

**General Plan Information**

*Exhibit O*

*Request For Proposals No. 14-008-02*

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Frequency of contribution transmission	One file per day from Washington's Central Payroll
Medium used to remit contribution files	Electronic
Method used to fund contributions	Wire
Number of payroll locations	988
Number of payroll files transmitted	One per business day
Field staff allocated to the relationship	n/a
Field office location(s)	n/a
Estimated Individual Employee meetings per quarter	n/a
Estimated Employee group meetings per quarter	n/a
Employer meetings per quarter	n/a
Participants enrolled in investment advice (Advised Asset Group)	n/a
Participants enrolled in managed accounts (Reality Investing)	n/a
Participants enrolled in the self-directed brokerage option	n/a
Type of education materials distributed to both eligible and all employees	DRS provides education services and material

### JRA General Plan Demographics

Eligible employees	No additional employees are eligible
Participants active and contributing	8
Participants active and not-contributing	120
Participants suspended due to hardship	0
Terminated participants w/balances	35
Terminated participants w/balances less than \$5,000	12
Participants with loans	n/a
Total number of Loan defaults	n/a
Total account balances - participants active and contributing	\$1,255,579
Total account balances - participants active, not contributing	\$8,503,286
Total account balances - suspended due to hardship	0
Total account balances - terminated participants w/balances	\$3,266,896
Total account balances - terminated participants w/balances less than \$5,000	\$3,127
Average account balance	\$79,913
Plan Participation rate	n/a
Average deferral amount	\$6,829 per year

### JRA Transaction Activity

	2011	2012	2013
New participants	0	0	0
New loans taken	n/a	n/a	n/a
Outstanding loans	n/a	n/a	n/a
Hardship withdrawals	0	0	0
In-service withdrawals (not due to financial hardship)	0	2	4
Lump sum/total cash distributions	41	37	30
Rollover to an IRAs	5	5	4
Rollovers to another qualified plan	1	0	0
Required Minimum Distributions	2	6	7
QDROs	0	0	0

### JRA Contributions / cash-in

	2011	2012	2013
Employee Pre-tax (excluding catch-up contributions)	\$77,098	\$72,815	\$54,629
Age 50 catch-up	0	0	0

3-year catch-up	0	0	0
Roth	n/a	n/a	n/a
After-Tax	n/a	n/a	n/a
Rollover Contributions	0	0	0
Loan repayments	n/a	n/a	n/a

#### JRA Withdrawals/cash-out

	2011	2012	2013
Lump sum distributions – cash	\$111,088	\$303,041	\$194,587
Lump sum distributions – rollover	\$575,341	\$365,890	\$457,533
De Minimum payments (less than \$5,000)	0	0	0
Installment payments	\$22,688	\$20,256	\$41,390
Unforeseeable/Hardship withdrawals	0	0	0
In-service withdrawals (excluding hardship withdrawals)	0	\$49,597	\$177,521
Loan withdrawals	n/a	n/a	n/a
Fees (i.e.: loans, self-directed brokerage)	n/a	n/a	n/a

#### JRA Plan Assets as of 12/31/2013

Fund Name	Asset Class	Ticker Symbol	Account Balance as of 12/31/2013	Number of Participants
2000 Retirement Strategy Fund	Target date fund	n/a	0	0
2005 Retirement Strategy Fund	Target date fund	n/a	0	0
2010 Retirement Strategy Fund	Target date fund	n/a	\$572,798	13
2015 Retirement Strategy Fund	Target date fund	n/a	\$2,200,316	29
2020 Retirement Strategy Fund	Target date fund	n/a	\$873,779	20
2025 Retirement Strategy Fund	Target date fund	n/a	\$309,089	8
2030 Retirement Strategy Fund	Target date fund	n/a	\$175,128	3
2035 Retirement Strategy Fund	Target date fund	n/a	\$90,878	2
2040 Retirement Strategy Fund	Target date fund	n/a	\$240,295	1
2045 Retirement Strategy Fund	Target date fund	n/a	0	0
2050 Retirement Strategy Fund	Target date fund	n/a	0	0
2055 Retirement Strategy Fund	Target date fund	n/a	0	0
Emerging Market Equity Index Fund	Emerging Market	n/a	\$508,108	17
Global Equity Index Fund	Global Equity	n/a	\$629,448	16
Savings Pool	Fixed	n/a	\$4,628,229	85
Socially Responsible Balanced Fund	Socially Responsible	n/a	\$339,411	14
US Large Cap Equity Index Fund	US Large Cap Equity	n/a	\$992,778	21
US Small Cap Value Equity Index Fund	US Small Cap Value	n/a	\$972,904	20
Washington State Bond Fund	Bond	n/a	\$492,598	24
<b>TOTAL</b>			\$13,025,760	