# LEGISLATIVE ETHICS COMMISSION

## STATE OF NEW YORK

MAIL: LEGISLATIVE OFFICE BUILDING-BOX 75-ALBANY, NY 12247
LOCATION: ALFRED E. SMITH STATE OFFICE BUILDING-SUITE 1431-ALBANY, NY 12247
PHONE: (518)432-7837/7838 FAX: (518)426-6850

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ANNUAL STATEMENT OF FINANCIAL

DISCLOSURE For Calendar Year 2014

1. Name Phillip G. Steck

2. (a) Title of Position Member of NYS Assembly, 110th District

   (b) Department, Agency or other Governmental Entity NYS Assembly

   (c) Address of Present Office Cooper Erving & Savage LLP, 39 North Pearl Street, Albany, NY 12207

   (d) Office Telephone Number (518) 449-3900

3. (a) Marital Status Married. If married, please give spouse's full name including maiden name where applicable.
   Patricia Kathleen Crump

   (b) List the names of all unemancipated children.

   [redacted]

Answer each of the following questions completely, with respect to calendar year 2012, unless another period or date is otherwise specified. If additional space is needed, attach additional pages.

Whenever a "value" or "amount" is required to be reported herein, such value or amount shall be reported as being within one of the following Categories in Table I or Table II of this subdivision as called for in the question: A reporting individual shall indicate the Category by letter only.

Whenever "income" is required to be reported herein, the term "income" shall mean the aggregate net income before taxes from the source identified.

The term "calendar year" shall mean the year ending the December 31st preceding the date of filing of the annual statement.

4. (a) List any office, trusteeship, directorship, partnership, or position of any nature, whether compensated or not, held by the reporting individual with any firm, corporation, association, partnership, or other organization other than the State of New York. Include compensated honorary positions; do NOT list membership or uncompensated honorary positions. If the listed entity was licensed by any state or local agency, was regulated by any state regulatory agency or local agency, or, as a regular and significant part of the business or activity of said entity, did business with, or had matters other than ministerial matters before, any state or local agency, list the name of any such agency.

| Position | Organization | State or Local Agency |
|---|---|---|
| Partner | Cooper Erving & Savage LLP (law firm) | Office of Court Administration |
| | | |
| | | |
| | | |
| | | |

(b) List any office, trusteeship, directorship, partnership, or position of any nature, whether compensated or not, held by the spouse or unemancipated child of the reporting individual, with any firm, corporation, association, partnership, or other organization other than the State of New York. Include compensated honorary positions; do NOT list membership or uncompensated honorary positions. If the listed entity was licensed by any state or local agency, was regulated by any state regulatory agency or local agency, or, as a regular and significant part of the business or activity of said entity, did business with, or had matters other than ministerial matters before, any state or local agency, list the name of any such agency.

| Position | Organization | State or Local Agency |
|---|---|---|
| Teacher | Rensselaer City School District | NYS Department of Education |
| | | |
| | | |
| | | |
| | | |

5. (a) List the name, address and description of any occupation, employment (other than the employment listed under Item 2 above), trade, business or profession engaged in by the reporting individual. If such activity was licensed by any state or local agency, was regulated by any state regulatory agency or local agency, or, as a regular and significant part of the business or activity of said entity, did business with, or had matters other than ministerial matters before, any state or local agency, list the name of any such agency.

| Position | Name & Address of Organization | Description | State or Local Agency |
|---|---|---|---|
| Partner | Cooper Erving & Savage LLP<br>39 North Pearl Street, 4th Floor<br>Albany, New York 12207 | Attorney | App. Div., 3rd Dept. |

(b) If the spouse or unemancipated child of the reporting individual was engaged in any occupation, employment, trade, business or profession which activity was licensed by any state or local agency, was regulated by any state regulatory agency or local agency, or, as a regular and significant part of the business or activity of said entity, did business with, or had matters other than ministerial matters before, any state or local agency, list the name, address and description of such occupation, employment, trade, business or profession and the name of any such agency.

| Position | Name & Address of Organization | Description | State or Local Agency |
|---|---|---|---|
| Teacher | Rensselaer City School District<br>25 Van Rensselaer Drive<br>Rensselaer, New York 12144 | Teacher | NYS Department of Education |

6. List any interest, in EXCESS of $1,000, held by the reporting individual, such individual's spouse or unemancipated child, or partnership of which any such person is a member, or corporation, 10% or more of the stock of which is owned or controlled by any such person, whether vested or contingent, in any contract made or executed by a state or local agency and include the name of the entity which holds such interest and the relationship of the reporting individual or such individual's spouse or such child to such entity and the interest in such contract. Do NOT include bonds and notes. Do NOT list any interest in any such contract on which final payment has been made and all obligations under the contract except for guarantees and warranties have been performed, provided, however, that such an interest must be listed if there has been an

ongoing dispute during the calendar year for which this statement is filed with respect to any such guarantees or warranties. Do NOT list any interest in a contract made or executed by a local agency after public notice and pursuant to a process for competitive bidding or a process for competitive requests for proposals.

| Self, Spouse or Child | Entity Which Held Interest in Contract | Relationship to Entity and Interest in Contract | Contracting State or Local Agency | Category of Value of Contract (In Table II) |
|---|---|---|---|---|

I was hired by employees of the New York State Offices of Children and Family Services to defend them in a lawsuit. While I was hired by the employees, not the State, and my contract is with the employees, not the State, under State law, the employees are entitled to have their legal fees reimbursed by the State. The litigation was settled at the end of 2013.

7. List any position the reporting individual held as an officer of any political party or political organization, as a member of any political party committee, or as a political party district leader. The term "party" shall have the same meaning as "party" in the election law. The term "political organization" means any party or independent body as defined in the election law or any organization that is affiliated with or a subsidiary of a party or independent body.

Member, Colonie Democratic Committee

Member, Albany County Democratic Committee

8. (a) If the reporting individual practices law, is licensed by the department of state as a real estate broker or agent or practices a profession licensed by the department of education, or works as a member or employee of a firm required to register pursuant to section one-e of the legislative law as a lobbyist, give a general description of the principal subject areas of matters undertaken by such individual. Additionally, if such an individual practices with a firm or corporation and is a partner or shareholder of the firm or corporation, give a general description of principal subject areas of matters undertaken by such firm or corporation.

I am an attorney with a practice limited solely to litigation. I practice in the areas of commercial litigation, employment, labor, and civil rights law. My law firm is a general practice firm which works in the following fields: Real Estate, Divorce, Personal Injury Litigation (plaintiff and defense), Tax Certiorari, Trusts and Estates, and Immigration.

(b) APPLICABLE ONLY TO NEW CLIENTS OR CUSTOMERS FOR WHOM SERVICES ARE PROVIDED ON OR AFTER JULY FIRST, TWO THOUSAND TWELVE, OR FOR NEW MATTERS FOR EXISTING CLIENTS OR CUSTOMERS WITH RESPECT TO THOSE SERVICES THAT ARE PROVIDED ON OR AFTER JULY FIRST, TWO THOUSAND TWELVE: If the reporting individual personally provides services to any person or entity, or works as a member or employee of a partnership or corporation that provides such services (referred to hereinafter as a "firm"), then identify each client or customer to whom the

reporting individual personally provided services, or who was referred to the firm by the reporting individual, and from whom the reporting individual or his or her firm earned fees in excess of $10,000 during the reporting period for such services rendered in direct connection with:

(i) A proposed bill or resolution in the senate or assembly during the reporting period;

(ii) A contract in an amount totaling $50,000 or more from the state or any state agency for services, materials, or property;

(iii) A grant of $25,000 or more from the state or any state agency during the reporting period;

(iv) A grant obtained through a legislative initiative during the reporting period; or

(v) A case, proceeding, application or other matter that is not a ministerial matter before a state agency during the reporting period.

For purposes of this question, "referred to the firm" shall mean: having intentionally and knowingly taken a specific act or series of acts to intentionally procure for the reporting individual's firm or knowingly solicit or direct to the reporting individual's firm in whole or substantial part, a person or entity that becomes a client of that firm for the purposes of representation for a matter as defined in subparagraphs (i)through (v)of this paragraph, as the result of such procurement, solicitation or direction of the reporting individual. A reporting individual need not disclose activities performed while lawfully acting pursuant to paragraphs (c),(d), e)and (f)of subdivision seven of section seventy-three of this article.

The disclosure requirement in this question shall not require disclosure of clients or customers receiving medical or dental services, mental health services, residential real estate brokering services, or insurance brokering services from the reporting individual or his or her firm. The reporting individual need not identify any client to whom he or she or his or her firm provided legal representation with respect to investigation or prosecution by law enforcement authorities, bankruptcy, or domestic relations matters. With respect to clients represented in other matters, where disclosure of a client's identity is likely to cause harm, the reporting individual shall request an exemption from the joint commission pursuant to paragraph (i) of subdivision nine of section ninety-four of the executive law. Only a reporting individual who first enters public office after July first, two thousand twelve, need not report clients or customers with respect to matters for which the reporting individual or his or her firm was retained prior to entering public office.

| Client | Nature of Services Provided |
| --- | --- |
| Mr. Steck believes there were no such matters during the relevant period. | |
| | |
| | |

(c) List the name, principal address and general description or the nature of the business activity of any entity in which the reporting individual or such individual's spouse had an investment in excess of $1,000 excluding investments in securities and interests in real property.

Cooper Erving & Savage law firm capital account

9. List each source of gifts, EXCLUDING campaign contributions, in EXCESS of $1,000, received during the reporting period for which this statement is filed by the reporting individual or such individual's spouse or unemancipated child from the same donor, EXCLUDING gifts from a relative. INCLUDE the name and address of the donor. The term "gifts" does not include reimbursements, which term is defined in item 10. Indicate the value and nature of each such gift.

| Self, Spouse or Child | Name of Donor | Address | Nature of Gift | Category of Value of Gift (In Table I) |
|---|---|---|---|---|
| None | | | | |

10. Identify and briefly describe the source of any reimbursements for expenditures, EXCLUDING campaign expenditures and expenditures in connection with official duties reimbursed by the state, in EXCESS of $1,000 from each such source. For purposes of this item, the term "reimbursements" shall mean any travel-related expenses provided by nongovernmental sources and for activities related to the reporting individual's official duties such as, speaking engagements, conferences, or factfinding events. The term "reimbursements" does NOT include gifts reported under item 9.

| Source | Description |
|---|---|
| None | |

11. List the identity and value, if reasonably ascertainable, of each interest in a trust, estate or other beneficial interest, including retirement plans (other than retirement plans of the state of New York or the city of New York), and deferred compensation plans

(e.g., 401, 403(b), 457, etc.) established in accordance with the internal revenue code, in which the REPORTING INDIVIDUAL held a beneficial interest in EXCESS of $1,000 at any time during the preceding year. Do NOT report interests in a trust, estate or other beneficial interest established by or for, or the estate of, a relative.

| Identity | Category of Value* (In Table II) |
|---|---|
| Cooper Erving & Savage LLP 401k plan | J |

* The value of such interest shall be reported only if reasonably ascertainable.

12. (a) Describe the terms of, and the parties to, any contract, promise, or other agreement between the reporting individual and any person, firm, or corporation with respect to the employment of such individual after leaving office or position (other than a leave of absence).

None. I am party to the Cooper Erving & Savage LLP partnership agreement which would continue in full force and effect throughout my service in the position and afterwards.

(b) Describe the parties to and the terms of any agreement providing for continuation of payments or benefits to the REPORTING INDIVIDUAL in EXCESS of $1,000 from a prior employer OTHER THAN the State. (This includes interests in or contributions to a pension fund, profit-sharing plan, or life or health insurance; buy-out agreements; severance payments; etc.)

Same answer as to (a)

13. List below the nature and amount of any income in EXCESS of $1,000 from EACH SOURCE for the reporting individual and such individual's spouse for the taxable year last occurring prior to the date of filing. Nature of income includes, but is not limited to, all income (other than that received from the employment listed under Item 2 above) from compensated employment whether public or private, directorships and other fiduciary positions, contractual arrangements, teaching income, partnerships, honorariums, lecture fees, consultant fees, bank and bond interest, dividends, income derived from a trust, real estate rents, and recognized gains from the sale or exchange of real or other property. Income from a business or profession and real estate rents shall be reported with the source identified by the building address in the case of real estate rents and otherwise by the name of the entity and not by the

name of the individual customers, clients or tenants, with the aggregate net income before taxes for each building address or entity. The receipt of maintenance received in connection with a matrimonial action, alimony and child support payments shall not be listed.

| Self/ Spouse | Source | Nature | Category of Amount (In Table I) |
|---|---|---|---|
| Self | Cooper Erving & Savage LLP | K-1 income from law firm | H |
| Spouse | Rensselaer City School District | Teaching Salary | F |

14. List the sources of any deferred income (not retirement income) in EXCESS of $1,000 from each source to be paid to the reporting individual following the close of the calendar year for which this disclosure statement is filed, other than deferred compensation reported in item 11 hereinabove. Deferred income derived from the practice of a profession shall be listed in the aggregate and shall identify as the source, the name of the firm, corporation, partnership or association through which the income was derived, but shall not identify individual clients.

| Source | Category of Amount (In Table I) |
|---|---|
| None | |

15. List each assignment of income in EXCESS of $1,000, and each transfer other than to a relative during the reporting period for which this statement is filed for less than fair consideration of an interest in a trust, estate or other beneficial interest, securities or real property, by the reporting individual, in excess of $1,000, which would otherwise be required to be reported herein and is not or has not been so reported.

| Item Assigned or Transferred | Assigned or Transferred to | Category of Value (In Table I) |
|---|---|---|
| None | | |

16. List below the type and market value of securities held by the reporting individual or such individual's spouse from each issuing entity in EXCESS of $1,000 at the close of the taxable year last

occurring prior to the date of filing, including the name of the issuing entity exclusive of securities held by the reporting individual issued by a professional corporation. Whenever an interest in securities exists through a beneficial interest in a trust, the securities held in such trust shall be listed ONLY IF the reporting individual has knowledge thereof except where the reporting individual or the reporting individual's spouse has transferred assets to such trust for his or her benefit in which event such securities shall be listed unless they are not ascertainable by the reporting individual because the trustee is under an obligation or has been instructed in writing not to disclose the contents of the trust to the reporting individual. Securities of which the reporting individual or the reporting individual's spouse is the owner of record but in which such individual or the reporting individual's spouse has no beneficial interest shall not be listed. Indicate percentage of ownership ONLY if the reporting person or the reporting person's spouse holds more than five percent (5%) of the stock of a corporation in which the stock is publicly traded or more than ten percent (10%) of the stock of a corporation in which the stock is NOT publicly traded. Also list securities owned for investment purposes by a corporation more than fifty percent (50%) of the stock of which is owned or controlled by the reporting individual or such individual's spouse. For the purpose of this item the term "securities" shall mean mutual funds, bonds, mortgages, notes, obligations, warrants and stocks of any class, investment interests in limited or general partnerships and certificates of deposits (CDs) and such other evidences of indebtedness and certificates of interest as are usually referred to as securities. The market value for such securities shall be reported only if reasonably ascertainable and shall not be reported if the security is an interest in a general partnership that was listed in item 8 (a) or if the security is corporate stock, NOT publicly traded, in a trade or business of a reporting individual or a reporting individual's spouse.

| Self/ Spouse | Issuing Entity | Type of Security | Percentage of corporate stock owned or controlled (if more than 5% of publicly traded stock, or more than 10% if stock not publicly traded, is held) | Category of Market Value as of the close of the taxable year last occurring prior to the filing of this statement (In Table II) |
|---|---|---|---|---|
| No securities other than in Cooper Erving & Savage 401K plan. See attached spreadsheet. | | | | |

17. List below the location, size, general nature, acquisition date, market value and percentage of ownership of any real property in

which any vested or contingent interest in EXCESS of $1,000 is held by the reporting individual or the reporting individual's spouse. Also list real property owned for investment purposes by a corporation more than fifty percent (50%) of the stock of which is owned or controlled by the reporting individual or such individual's spouse. Do NOT list any real property which is the primary or secondary personal residence of the reporting individual or the reporting individual's spouse, except where there is a co-owner who is other than a relative.

| Self/ Spouse/ Corporation | Location Size | General Nature | Acquisition Date | Percentage of Ownership | Category of Market Value (In Table II) |
|---|---|---|---|---|---|
| Self and Spouse | 55 and 55 A Edgewood Avenue Albany, New York. | Two family residence. | | | I |

My father Ernest D. Steck has a life interest in the property and it passes to us upon his death.

18. List below all notes and accounts receivable, other than from goods or services sold, held by the reporting individual at the close of the taxable year last occurring prior to the date of filing and other debts owed to such individual at the close of the taxable year last occurring prior to the date of filing, in EXCESS of $1,000, including the name of the debtor, type of obligation, date due and the nature of the collateral securing payment of each, if any, excluding securities reported in item 16 hereinabove. Debts, notes and accounts receivable owed to the individual by a relative shall not be reported.

| Name of Debtor | Type of Obligation, Date Due, and Nature of Collateral, if any | Category of Amount (In Table II) |
|---|---|---|
| None | | |

19. List below all liabilities of the reporting individual and such individual's spouse, in EXCESS of $10,000 as of the date of filing of this statement, other than liabilities to a relative. Do NOT list liabilities incurred by, or guarantees made by, the reporting individual or such individual's spouse or by any proprietorship, partnership or corporation in which the reporting individual or such individual's spouse has an interest, when incurred or made in the ordinary course of the trade, business or professional practice of the reporting individual or such individual's spouse. Include the name of the creditor and any collateral pledged by such individual to secure payment of any such liability. A reporting individual shall not list any obligation to pay maintenance in connection with

a matrimonial action, alimony or child support payments. Any loan issued in the ordinary course of business by a financial institution to finance educational costs, the cost of home purchase or improvements for a primary or secondary residence, or purchase of a personally owned motor vehicle, household furniture or appliances shall be excluded. If any such reportable liability has been guaranteed by any third person, list the liability and name the guarantor.

| Name of Creditor or Guarantor | Type of Liability and Collateral, if any | Category of Amount (In Table II) |
|---|---|---|
| None | | |
| | | |
| | | |
| | | |
| | | |

The requirements of law relating to the reporting of financial interests are in the public interest and no adverse inference of unethical or illegal conduct or behavior will be drawn merely from compliance with these requirements.

(Signature of Reporting Individual) Date (month/day/year) 5/7/15

**[CATEGORY OF INCOME TABLES]**

**TABLE I**

| | | | |
|---|---|---|---|
| Category A | | none | |
| Category B | $ 1 | to under $ | 1,000 |
| Category C | $ 1,000 | to under $ | 5,000 |
| Category D | $ 5,000 | to under $ | 20,000 |
| Category E | $ 20,000 | to under $ | 50,000 |
| Category F | $ 50,000 | to under $ | 75,000 |
| Category G | $ 75,000 | to under $ | 100,000 |
| Category H | $ 100,000 | to under $ | 150,000 |
| Category I | $ 150,000 | to under $ | 250,000 |
| Category J | $ 250,000 | to under $ | 350,000 |
| Category K | $ 350,000 | to under $ | 450,000 |
| Category L | $ 450,000 | to under $ | 550,000 |
| Category M | $ 550,000 | to under $ | 650,000 |
| Category N | $ 650,000 | to under $ | 750,000 |
| Category O | $ 750,000 | to under $ | 850,000 |
| Category P | $ 850,000 | to under $ | 950,000 |
| Category Q | $ 950,000 | to under | $1,050,000 |
| Category R | $1,050,000 | to under | $1,150,000 |
| Category S | $1,150,000 | to under | $1,250,000 |
| Category T | $1,250,000 | to under | $1,350,000 |
| Category U | $1,350,000 | to under | $1,450,000 |
| Category V | $1,450,000 | to under | $1,550,000 |
| Category W | $1,550,000 | to under | $1,650,000 |

| | |
|---|---|
| Category X | $1,650,000 to under $1,750,000 |
| Category Y | $1,750,000 to under $1,850,000 |
| Category Z | $1,850,000 to under $1,950,000 |
| Category AA | $1,950,000 to under $2,050,000 |
| Category BB | $2,050,000 to under $2,150,000 |
| Category CC | $2,150,000 to under $2,250,000 |
| Category DD | $2,250,000 to under $2,350,000 |
| Category EE | $2,350,000 to under $2,450,000 |
| Category FF | $2,450,000 to under $2,550,000 |
| Category GG | $2,550,000 to under $2,650,000 |
| Category HH | $2,650,000 to under $2,750,000 |
| Category II | $2,750,000 to under $2,850,000 |
| Category JJ | $2,850,000 to under $2,950,000 |
| Category KK | $2,950,000 to under $3,050,000 |
| Category LL | $3,050,000 to under $3,150,000 |
| Category MM | $3,150,000 to under $3,250,000 |
| Category NN | $3,250,000 to under $3,350,000 |
| Category OO | $3,350,000 to under $3,450,000 |
| Category PP | $3,450,000 to under $3,550,000 |
| Category QQ | $3,550,000 to under $3,650,000 |
| Category RR | $3,650,000 to under $3,750,000 |
| Category SS | $3,750,000 to under $3,850,000 |
| Category TT | $3,850,000 to under $3,950,000 |
| Category UU | $3,950,000 to under $4,050,000 |
| Category VV | $4,050,000 to under $4,150,000 |
| Category WW | $4,150,000 to under $4,250,000 |
| Category XX | $4,250,000 to under $4,350,000 |
| Category YY | $4,350,000 to under $4,450,000 |
| Category ZZ | $4,450,000 to under $4,550,000 |
| Category AAA | $4,550,000 to under $4,650,000 |
| Category BBB | $4,650,000 to under $4,750,000 |
| Category CCC | $4,750,000 to under $4,850,000 |
| Category DDD | $4,850,000 to under $4,950,000 |
| Category EEE | $4,950,000 to under $5,050,000 |
| Category FFF | $5,050,000 to under $5,150,000 |
| Category GGG | $5,150,000 to under $5,250,000 |
| Category HHH | $5,250,000 to under $5,350,000 |
| Category III | $5,350,000 to under $5,450,000 |
| Category JJJ | $5,450,000 to under $5,550,000 |
| Category KKK | $5,550,000 to under $5,650,000 |
| Category LLL | $5,650,000 to under $5,750,000 |
| Category MMM | $5,750,000 to under $5,850,000 |
| Category NNN | $5,850,000 to under $5,950,000 |
| Category OOO | $5,950,000 to under $6,050,000 |
| Category PPP | $6,050,000 to under $6,150,000 |
| Category QQQ | $6,150,000 to under $6,250,000 |
| Category RRR | $6,250,000 to under $6,350,000 |
| Category SSS | $6,350,000 to under $6,450,000 |
| Category TTT | $6,450,000 to under $6,550,000 |
| Category UUU | $6,550,000 to under $6,650,000 |
| Category VVV | $6,650,000 to under $6,750,000 |
| Category WWW | $6,750,000 to under $6,850,000 |
| Category XXX | $6,850,000 to under $6,950,000 |
| Category YYY | $6,950,000 to under $7,050,000 |
| Category ZZZ | $7,050,000 to under $7,150,000 |
| Category AAAA | $7,150,000 to under $7,250,000 |
| Category BBBB | $7,250,000 to under $7,350,000 |

| | |
|---|---|
| Category CCCC | $7,350,000 to under $7,450,000 |
| Category DDDD | $7,450,000 to under $7,550,000 |
| Category EEEE | $7,550,000 to under $7,650,000 |
| Category FFFF | $7,650,000 to under $7,750,000 |
| Category GGGG | $7,750,000 to under $7,850,000 |
| Category HHHH | $7,850,000 to under $7,950,000 |
| Category IIII | $7,950,000 to under $8,050,000 |
| Category JJJJ | $8,050,000 to under $8,150,000 |
| Category KKKK | $8,150,000 to under $8,250,000 |
| Category LLLL | $8,250,000 to under $8,350,000 |
| Category MMMM | $8,350,000 to under $8,450,000 |
| Category NNNN | $8,450,000 to under $8,550,000 |
| Category OOOO | $8,550,000 to under $8,650,000 |
| Category PPPP | $8,650,000 to under $8,750,000 |
| Category QQQQ | $8,750,000 to under $8,850,000 |
| Category RRRR | $8,850,000 to under $8,950,000 |
| Category SSSS | $8,950,000 to under $9,050,000 |
| Category TTTT | $9,050,000 to under $9,150,000 |
| Category UUUU | $9,150,000 to under $9,250,000 |
| Category VVVV | $9,250,000 to under $9,350,000 |
| Category WWWW | $9,350,000 to under $9,450,000 |
| Category XXXX | $9,450,000 to under $9,550,000 |
| Category YYYY | $9,550,000 to under $9,650,000 |
| Category ZZZZ | $9,650,000 to under $9,750,000 |
| Category AAAAA | $9,750,000 to under $9,850,000 |
| Category BBBBB | $9,850,000 to under $9,950,000 |
| Category CCCCC | $9,950,000 to under $10,000,000 |
| Category DDDDD | $10,000,000 or over |

**TABLE II**

| | |
|---|---|
| Category A | none |
| Category B | $ 1 to under $ 1,000 |
| Category C | $ 1,000 to under $ 5,000 |
| Category D | $ 5,000 to under $ 20,000 |
| Category E | $ 20,000 to under $ 50,000 |
| Category F | $ 50,000 to under $ 75,000 |
| Category G | $ 75,000 to under $ 100,000 |
| Category H | $ 100,000 to under $ 150,000 |
| Category I | $ 150,000 to under $ 250,000 |
| Category J | $ 250,000 to under $ 500,000 |
| Category K | $ 500,000 to under $ 750,000 |
| Category L | $ 750,000 to under $1,000,000 |
| Category M | $1,000,000 to under $1,250,000 |
| Category N | $1,250,000 to under $1,500,000 |
| Category O | $1,500,000 to under $1,750,000 |
| Category P | $1,750,000 to under $2,000,000 |
| Category Q | $2,000,000 to under $2,250,000 |
| Category R | $2,250,000 to under $2,500,000 |
| Category S | $2,500,000 to under $2,750,000 |
| Category T | $2,750,000 to under $3,000,000 |
| Category U | $3,000,000 to under $3,250,000 |
| Category V | $3,250,000 to under $3,500,000 |
| Category W | $3,500,000 to under $3,750,000 |
| Category X | $3,750,000 to under $4,000,000 |
| Category Y | $4,000,000 to under $4,250,000 |

| | |
|---|---|
| Category Z | $4,250,000 to under $4,500,000 |
| Category AA | $4,500,000 to under $4,750,000 |
| Category BB | $4,750,000 to under $5,000,000 |
| Category CC | $5,000,000 to under $5,250,000 |
| Category DD | $5,250,000 to under $5,500,000 |
| Category EE | $5,500,000 to under $5,750,000 |
| Category FF | $5,750,000 to under $6,000,000 |
| Category GG | $6,000,000 to under $6,250,000 |
| Category HH | $6,250,000 to under $6,500,000 |
| Category II | $6,500,000 to under $6,750,000 |
| Category JJ | $6,750,000 to under $7,000,000 |
| Category KK | $7,000,000 to under $7,250,000 |
| Category LL | $7,250,000 to under $7,500,000 |
| Category MM | $7,500,000 to under $7,750,000 |
| Category NN | $7,750,000 to under $8,000,000 |
| Category OO | $8,000,000 to under $8,250,000 |
| Category PP | $8,250,000 to under $8,500,000 |
| Category QQ | $8,500,000 to under $8,750,000 |
| Category RR | $8,750,000 to under $9,000,000 |
| Category SS | $9,000,000 to under $9,250,000 |
| Category TT | $9,250,000 to under $9,500,000 |
| Category UU | $9,500,000 or over |

PHILLIP STECK

# COOPER ERVING & SAVAGE LLP

## Balance by Source

To better understand the investment option information provided to you, please carefully review this additional information about types of investment risks and glossary of terms and statistics found on the fund fact sheets. Documentation will also provide instructions about how to obtain any underlying fund prospectus.

| Fund Name | Employee PreTax | Employer Matching | Employer Profit Sharing | Total Fund Balance |
|---|---|---|---|---|
| **BONDS** | | | | |
| 3795 Pioneer Strategic Income Fund K | $21,120.31 | $6,033.64 | $786.72 | $27,940.67 |
| 3869 Legg Msn BW Glbl Opp Bond Fd IS | $31,510.60 | $9,005.92 | $1,173.75 | $41,690.27 |
| **BALANCED** | | | | |
| 1961 American Funds Income Fnd R6 | $42,983.33 | $12,273.72 | $1,601.15 | $56,858.20 |
| **LARGE CAP GROWTH** | | | | |
| 3860 ClrBrg Aggr Grwth Fnd IS | $43,210.91 | $12,330.92 | $1,609.67 | $57,151.50 |
| **SMALL/MID/SPECIALITY** | | | | |
| 3498 ClrBrg Mid Cap Core Fund IS | $32,488.13 | $9,269.77 | $1,210.24 | $42,968.14 |
| **GLOBAL/INTERNATIONAL** | | | | |
| 1899 American Funds Nw Prspctv R6 | $43,956.88 | $12,541.80 | $1,637.49 | $58,136.17 |
| Total: | $215,270.16 | $61,455.77 | $8,019.02 | $284,744.95 |

| Fund Name | Employee PreTax | Employer Matching | Employer Profit Sharing |
|---|---|---|---|
| **BONDS** | | | |
| 3795 Pioneer Strategic Income Fund K | $21,120.31 | $6,033.64 | $786.72 |
| 3869 Legg Msn BW Glbl Opp Bond Fd IS | $31,510.60 | $9,005.92 | $1,173.75 |
| **BALANCED** | | | |
| 1961 American Funds Income Fnd R6 | $42,983.33 | $12,273.72 | $1,601.15 |
| **LARGE CAP GROWTH** | | | |
| 3860 ClrBrg Aggr Grwth Fnd IS | $43,210.91 | $12,330.92 | $1,609.67 |
| **SMALL/MID/SPECIALITY** | | | |
| 3498 ClrBrg Mid Cap Core Fund IS | $32,488.13 | $9,269.77 | $1,210.24 |
| **GLOBAL/INTERNATIONAL** | | | |
| 1899 American Funds Nw Prspctv R6 | $43,956.88 | $12,541.80 | $1,637.49 |
| Total: | $215,270.16 | $61,455.77 | $8,019.02 |

My Balance By Source

4/27/15, 10:50 AM

| Fund Name | Total Fund Balance |
|---|---|
| **BONDS** | |
| 3795 Pioneer Strategic Income Fund K | $27,940.67 |
| 3869 Legg Msn BW Glbl Opp Bond Fd IS | $41,690.27 |
| **BALANCED** | |
| 1961 American Funds Income Fnd R6 | $56,858.20 |
| **LARGE CAP GROWTH** | |
| 3860 ClrBrg Aggr Grwth Fnd IS | $57,151.50 |
| **SMALL/MID/SPECIALITY** | |
| 3498 ClrBrg Mid Cap Core Fund IS | $42,968.14 |
| **GLOBAL/INTERNATIONAL** | |
| 1899 American Funds Nw Prspctv R6 | $58,136.17 |
| Total: | $284,744.95 |

[redacted]