

**Ameren Illinois Quarterly Jobs Creation Report**

**Q1 2014**

**Period Starting**

**1/1/2014**

**Period Ending**

**3/31/2014**

The following report includes Job Creation metrics as defined by the Ameren Illinois Modernization Action Plan (MAP). These metrics include:

Section 1 - Total number of Full Time Equivalent (FTE) jobs created during the reporting period

Section 2 - Total number of employees as of the last day of the reporting period

Section 3 - Total number of FTE hours in each job classification/job title

Section 4 - Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

Ameren Illinois may provide revisions to previously submitted reports through subsequent quarterly reports.

**Section 1**

Total number of FTE jobs created during the current reporting period

| Category             | FTE           |
|----------------------|---------------|
| Employee Jobs        | 123.41        |
| Contractor Positions | 93.66         |
| Induced Jobs         | 0             |
| <b>Total FTEs</b>    | <b>217.07</b> |

**Definition:**

Ameren Illinois is required to report FTE metrics to the ICC demonstrating that at least 450 full-time equivalent jobs were created in the State of Illinois in a peak program year. The FTE metric is a calculation used to convert full-time and part-time jobs into comparable metrics.

$$\text{FTE} = \frac{\text{Total number of MAP hours worked in a period}}{\text{Available hours in the period; 2080 hours per year with a proration of 520 hours for quarterly reporting}}$$

The total number of MAP hours worked in a reporting period consists of employees working a MAP project, those employees in direct support and indirect support of a MAP project, as well as contractors working a MAP project and their indirect support of a MAP project. Additional productivity factors and manual adjustments have been made towards compensable hours; these adjustments vary based on category of FTE. Induced jobs will be used for annual reporting based on declarations validated through subsequent reports provided by the University of Illinois.

**Section 2**

Total number of employees and contractors as of the last day of the reporting period

| Category                        | As of 1/01/2012 * | As of 3/31/2014 * |
|---------------------------------|-------------------|-------------------|
|                                 | Headcount         | Headcount         |
| Employee                        | 1877.7            | 2206.66           |
| Contractor                      | 939.17            | 2166.01           |
| <b>Total Category Headcount</b> | <b>2816.87</b>    | <b>4372.67</b>    |

\* Starting date for contractors was either 1/2/2012 or 1/3/2012; ending date was 3/26/2014

**Definition:**

Headcount figures for Employees represent full-time and part-time employee headcounts as of the last day of the reporting period including management and bargaining unit employees. These figures are provided through extracts of Human Resources, Time, and Accounting systems. Headcount figures for Contractors represent FTEs as of the last Wednesday of the reporting period and include sub-contractors. Total Category Headcount is a culmination of both categories. These headcount figures represent those who either directly allocated or a percentage allocation towards Ameren Illinois electric service.

**Section 3**

Total number of FTE hours in each job classification/job title

| Category                   | TOTAL HOURS SUPPORTING PLAN INVESTMENTS          |                |
|----------------------------|--|----------------|
| <b>Employee</b>            | <b>Workforce Planning Group (Classification)</b> | <b>Hours</b>   |
|                            | IT Professionals                                 | 12,224         |
|                            | Engineering Professionals                        | 11,571         |
|                            | Technicians                                      | 8,646          |
|                            | Craft Workers Electric Service                   | 6,861          |
|                            | Supervisors                                      | 6,145          |
|                            | Operations Support                               | 5,667          |
|                            | Directors  | 3,381          |
|                            | Craft Workers Substations                        | 2,804          |
|                            | Customer Service                                 | 2,455          |
|                            | Administrative Professionals                     | 1,542          |
|                            | Finance Professionals                            | 1,040          |
|                            | Craft Workers Automotive                         | 931            |
|                            | Administrative Support                           | 643            |
|                            | Intern   | 260            |
| <b>Subtotal Employee</b>   |  | <b>64,170</b>  |
| <b>Contractor</b>          | Craft Workers Electric Service                   | 20,768         |
|                            | IT Professionals                                 | 9,160          |
|                            | Administrative Professionals                     | 7,550          |
|                            | Technicians                                      | 2,522          |
|                            | Engineering Professionals                        | 2,211          |
|                            | Craft Workers Operations                         | 2,191          |
|                            | Operations Support                               | 2,029          |
|                            | Supervisors                                      | 896            |
|                            | Craft Workers Substations                        | 660            |
|                            | Administrative Support                           | 301            |
| Craft Workers Automotive   | 248  |                |
| Craft Workers Electrician  | 167  |                |
| <b>Subtotal Contractor</b> |  | <b>48,703</b>  |
| <b>Total FTE Hours</b>     |  | <b>112,873</b> |

**Definition:**

Section 3 metrics represent MAP FTE hours worked during the reporting period that are used to calculate FTE metrics in Section 1. Hours are collected through Human Resources, Time and Accounting systems. Contractor and sub-contractor hours are captured through Contractor hour reports submitted on a monthly basis.

**Section 4**

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Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

| <b>Category</b>                                    | <b>Prior Reporting Period</b> | <b>Current Reporting Period</b> | <b>Incremental Employees and Contractors</b> |
|--|-------------------------------|---------------------------------|--|
| Employee   | 81.24                         | 123.41                          | 42.17  |
| Contractor   | 50.63                         | 93.66                           | 43.03  |
| <b>Total Incremental Employees and Contractors</b> | <b>131.87</b>                 | <b>217.07</b>                   | <b>85.2</b>                                  |

**Definition:**

Section 4 metrics represent MAP FTEs for the current reporting period and incrementally.