

AmerenCILCO - Electric
Adjustment for Incentive Compensation
For the Test Year Ending 12/31/2008
(In Thousands)

Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 905	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	937	Ex. 51.7 Schedule 1 CILCO-E page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (32)</u>	Line 1 - Line 2
4	Jurisdictional Allocator	96.35%	Company Schedule WPA - 5b
5	Company adjustment to Electric Distribution Expensed IC	<u>\$ (31)</u>	Line 3 * Line 4
6	Capitalized Incentive Compensation per Surrebuttal	\$ 220	Ex. 51.7 Schedule 7 Summary Page
7	Capitalized Incentive Compensation per Rebuttal	<u>227</u>	Ex. 51.7 Schedule 1 CILCO-E page 2 line 6
8	Company adjustment to Capitalized IC	<u>\$ (7)</u>	Line 6 - Line 7
9	Company Adjustment to Accumulated Depreciation	<u>\$ 0</u>	Line 8 * 3.41% (Response to Staff data request TEE 8.01 Attach)
10	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
11	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
12	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 10 + Line 11
13	Company adjustment to Depreciation Expense	\$ (0)	Line 8 * 3.41% (Response to Staff data request TEE 8.01 Attach)
14	Total Company Adjustments for Incentive Compensation	\$ (7)	Line 8 + Line 9
15	FICA Tax Rate	<u>7.65%</u>	
16	Company Adjustment to Payroll Tax Expense	<u>\$ (1)</u>	Line 14 times Line 15

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 1,223	Company Schedule WPC - 2.12a Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(286)</u>	Ex. 29.5 Schedule 1 CILCO-E, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 937</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 302	Company Schedule B- 2.4 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(75)</u>	Ex. 29.5 Schedule 1 CILCO-E, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 227</u>	Line 4 + Line 5

AmerenCIPS - Electric
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(In Thousands)

Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 2,166	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	<u>2,238</u>	Ex. 51.7 Schedule 2 CIPS-E page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (72)</u>	Line 1 - Line 2
4	Jurisdictional Allocator	94.70%	Company Schedule WPA - 5b
5	Company adjustment to Electric Distribution Expensed IC	<u>\$ (68)</u>	Line 3 * Line 4
6	Capitalized Incentive Compensation per Surrebuttal	\$ 634	Ex. 51.7 Schedule 7 Summary Page
7	Capitalized Incentive Compensation per Rebuttal	<u>649</u>	Ex. 51.7 Schedule 2 CIPS-E page 2 line 6
8	Company adjustment to Capitalized IC	<u>\$ (14)</u>	Line 6 - Line 7
9	Company Adjustment to Accumulated Depreciation	<u>\$ 1</u>	Line 8 * 3.85% (Response to Staff data request TEE 8.01 Attach)
10	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
11	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
12	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 10 + Line 11
13	Company adjustment to Depreciation Expense	\$ (1)	Line 8 * 3.85% (Response to Staff data request TEE 8.01 Attach)
14	Total Company Adjustments for Incentive Compensation	\$ (14)	Line 8 + Line 9
15	FICA Tax Rate	<u>7.65%</u>	
16	Company Adjustment to Payroll Tax Expense	<u>\$ (1)</u>	Line 14 times Line 15

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 2,813	Company Schedule WPC - 2.12a Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(575)</u>	Ex. 29.5 Schedule 2 CIPS-E, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 2,238</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 806	Company Schedule B- 2.3 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(157)</u>	Ex. 29.5 Schedule 2 CIPS-E, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 649</u>	Line 4 + Line 5

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 2,869	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	<u>2,952</u>	Ex. 51.7 Schedule 3 IP-E page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (82)</u>	Line 1 - Line 2
4	Jurisdictional Allocator	96.25%	Company Schedule WPA-5b
5	Company adjustment to Electric Distribution Expensed IC	<u>\$ (79)</u>	Line 3 * Line 4
6	Capitalized Incentive Compensation per Surrebuttal	\$ 874	Ex. 51.7 Schedule 7 Summary Page
7	Capitalized Incentive Compensation per Rebuttal	<u>893</u>	Ex. 51.7 Schedule 3 IP-E page 2 line 6
8	Company adjustment to Capitalized IC	<u>\$ (19)</u>	Line 6 - Line 7
9	Company Adjustment to Accumulated Depreciation	<u>\$ 0</u>	Line 8 * 2.49% (Response to Staff data request TEE 8.01 Attach)
10	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
11	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
12	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 10 + Line 11
13	Company adjustment to Depreciation Expense	\$ (0)	Line 8 * 2.49% (Response to Staff data request TEE 8.01 Attach)
14	Total Company Adjustments for Incentive Compensation	\$ (18)	Line 8 + Line 9
15	FICA Tax Rate	<u>7.65%</u>	
16	Company Adjustment to Payroll Tax Expense	<u>\$ (1)</u>	Line 14 times Line 15

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 3,713	Company Schedule WPC - 2.12a Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(762)</u>	Ex. 29.5 Schedule 3 IP-E, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 2,952</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 1,095	Company Schedule B- 2.3 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(203)</u>	Ex. 29.5 Schedule 3 IP-E, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 893</u>	Line 4 + Line 5

AmerenCILCO - Gas
Adjustment for Incentive Compensation
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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 761	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	<u>778</u>	Ex. 51.7 Schedule 4 CILCO-G page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (18)</u>	Line 1 - Line 2
4	Capitalized Incentive Compensation per Surrebuttal	\$ 185	Ex. 51.7 Schedule 7 Summary Page
5	Capitalized Incentive Compensation per Rebuttal	<u>191</u>	Ex. 51.7 Schedule 4 CILCO-G page 2 line 6
6	Company adjustment to Capitalized IC	<u>\$ (6)</u>	Line 4 - Line 5
7	Company Adjustment to Accumulated Depreciation	<u>\$ 0</u>	Line 6 * 3.41% (Response to Staff data request TEE 8.01 Attach)
8	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
9	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
10	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 8 + Line 9
11	Company adjustment to Depreciation Expense	\$ (0)	Line 6 * 3.41% (Response to Staff data request TEE 8.01 Attach)
12	Total Company Adjustments for Incentive Compensation	\$ (6)	Line 6 + Line 7
13	FICA Tax Rate	<u>7.65%</u>	
14	Company Adjustment to Payroll Tax Expense	<u>\$ (0)</u>	Line 12 times Line 13

AmerenCILCO - Gas
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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 1,028	Company Schedule C - 2.11 Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(249)</u>	Ex. 29.5 Schedule 4 CILCO-G, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 778</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 254	Company Schedule B- 2.2 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(63)</u>	Ex. 29.5 Schedule 4 CILCO-G, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 191</u>	Line 4 + Line 5

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 1,058	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	<u>1,077</u>	Ex. 51.7 Schedule 5 CIPS-G page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (19)</u>	Line 1 - Line 2
4	Capitalized Incentive Compensation per Surrebuttal	\$ 310	Ex. 51.7 Schedule 7 Summary Page
5	Capitalized Incentive Compensation per Rebuttal	<u>317</u>	Ex. 51.7 Schedule 5 CIPS-G page 2 line 6
6	Company adjustment to Capitalized IC	<u>\$ (7)</u>	Line 4 - Line 5
7	Company Adjustment to Accumulated Depreciation	<u>\$ 0</u>	Line 6 * 2.24% (Response to Staff data request TEE 8.01 Attach)
8	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
9	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
10	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 8 + Line 9
11	Company adjustment to Depreciation Expense	\$ (0)	Line 6 * 2.24% (Response to Staff data request TEE 8.01 Attach)
12	Total Company Adjustments for Incentive Compensation	\$ (7)	Line 6 + Line 7
13	FICA Tax Rate	<u>7.65%</u>	
14	Company Adjustment to Payroll Tax Expense	<u>\$ (1)</u>	Line 12 times Line 13

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 1,374	Company Schedule C - 2.11 Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(297)</u>	Ex. 29.5 Schedule 5 CIPS-G, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 1,077</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 393	Company Schedule B- 2.2 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(77)</u>	Ex. 29.5 Schedule 5 CIPS-G, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 317</u>	Line 4 + Line 5

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Surrebuttal	\$ 1,639	Ex. 51.7 Schedule 7 Summary Page
2	Expensed Incentive Compensation per Rebuttal	<u>1,669</u>	Ex. 51.7 Schedule 6 IP-G page 2 line 3
3	Company adjustment to Expensed IC	<u>\$ (30)</u>	Line 1 - Line 2
4	Capitalized Incentive Compensation per Surrebuttal	\$ 499	Ex. 51.7 Schedule 7 Summary Page
5	Capitalized Incentive Compensation per Rebuttal	<u>510</u>	Ex. 51.7 Schedule 6 IP-G page 2 line 6
6	Company adjustment to Capitalized IC	<u>\$ (11)</u>	Line 4 - Line 5
7	Company Adjustment to Accumulated Depreciation	<u>\$ 0</u>	Line 6 * 2.24% (Response to Staff data request TEE 8.01 Attach)
8	State ADIT	\$ -	Calculated per formula from response to Staff data request TEE 8.01 Attach
9	Federal ADIT	<u>-</u>	Calculated per formula from response to Staff data request TEE 8.01 Attach
10	Adjustment for ADIT On Capitalized IC	<u>\$ -</u>	Line 8 + Line 9
11	Company adjustment to Depreciation Expense	\$ (0)	Line 6 * 2.24% (Response to Staff data request TEE 8.01 Attach)
12	Total Company Adjustments for Incentive Compensation	\$ (11)	Line 6 + Line 7
13	FICA Tax Rate	<u>7.65%</u>	
14	Company Adjustment to Payroll Tax Expense	<u>\$ (1)</u>	Line 12 times Line 13

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Line No.	Description (a)	Amount (b)	Source (c)
1	Expensed Incentive Compensation per Company Direct	\$ 2,121	Company Schedule C - 2.12 Line 3
2	Expensed Incentive Compensation adjustment per Company at Rebuttal	<u>(452)</u>	Ex. 29.5 Schedule 6 IP-G, page 1, line 1
3	Expensed Incentive Compensation per Rebuttal	<u>\$ 1,669</u>	Line 1 + Line 2
4	Capitalized Incentive Compensation per Company Direct	\$ 626	Company Schedule B- 2.3 Line 3
5	Capitalized Incentive Compensation adjustment per Company at Rebuttal	<u>(116)</u>	Ex. 29.5 Schedule 6 IP-G, page 2, line 1
6	Capitalized Incentive Compensation per Rebuttal	<u>\$ 510</u>	Line 4 + Line 5

Incentive Compensation Plan		CILCO				Total
		Electric		Gas		
		O&M	Capital	O&M	Capital	
1	EIPDM-AIU	46,245	3,130	38,873	2,631	90,879
2	Removal of EPS KPI	2,823	191	2,373	161	5,548
3	Total EIPDM-AIU	43,422	2,939	36,500	2,470	85,331
4	AMIP-AIU	339,237	23,547	285,162	19,793	667,739
5	Removal of EPS KPI	20,710	1,438	17,409	1,208	40,766
6	Total AMIP-AIU	318,527	22,109	267,753	18,585	626,973
7	AIP-AIU	165,813	78,895	139,382	66,318	450,408
8	Total AIP-AIU	165,813	78,895	139,382	66,318	450,408
9	EIPDM-AMS	58,289	18,338	48,998	15,414	141,039
10	Removal of EPS related to AIUs	3,393	1,067	2,852	897	8,210
11	Removal of KPI, "Gross Margin on Revenue Generating Activities"	961	302	808	254	2,325
12	Removal of KPI, "Purchased Coal Costs Per mmBtu"	1,062	334	893	281	2,569
13	Total EIPDM-AMS	52,874	16,634	44,445	13,982	127,935
14	AMIP-AMS	336,529	100,770	282,885	84,707	804,891
15	Removal of EPS related to AIUs	26,120	7,821	21,956	6,574	62,471
16	Removal of KPI, "Gross Margin on Revenue Generating Activities"	5,547	1,661	4,662	1,396	13,266
17	Removal of KPI, "Purchased Coal Costs Per mmBtu"	6,130	1,836	5,153	1,543	14,662
18	Total AMIP-AMS	298,733	89,452	251,113	75,193	714,492
19	AIP-AMS	26,639	10,304	22,393	8,661	67,997
20	Removal of KPI, "Gross Margin on Revenue Generating Activities"	217	84	183	71	555
21	Removal of KPI, "Purchased Coal Costs Per mmBtu"	544	210	457	177	1,388
22	Total AIP-AMS	25,878	10,009	21,753	8,414	66,054
23	TOTAL	905,246	220,038	760,946	184,963	2,071,193

Incentive Compensation Plan		CIPS				Total
		Electric		Gas		
		O&M	Capital	O&M	Capital	
1	EIPDM-AIU	99,095	6,707	48,392	3,275	157,469
2	Removal of EPS KPI	6,050	409	2,954	200	9,613
3	Total EIPDM-AIU	93,045	6,297	45,438	3,075	147,856
4	AMIP-AIU	959,005	217,043	468,326	105,992	1,750,366
5	Removal of EPS KPI	58,547	13,250	28,591	6,471	106,860
6	Total AMIP-AIU	900,458	203,793	439,734	99,521	1,643,506
7	AIP-AIU	435,608	197,593	212,727	96,494	942,422
8	Total AIP-AIU	435,608	197,593	212,727	96,494	942,422
9	EIPDM-AMS	113,760	35,788	55,554	17,477	222,579
10	Removal of EPS related to AIUs	6,622	2,083	3,234	1,017	12,957
11	Removal of KPI, "Gross Margin on Revenue Generating Activities"	1,875	590	916	288	3,668
12	Removal of KPI, "Purchased Coal Costs Per mmBtu"	2,072	652	1,012	318	4,055
13	Total EIPDM-AMS	103,191	32,463	50,393	15,853	201,899
14	AMIP-AMS	656,785	196,667	320,738	96,042	1,270,232
15	Removal of EPS related to AIUs	50,976	15,264	24,894	7,454	98,588
16	Removal of KPI, "Gross Margin on Revenue Generating Activities"	10,825	3,241	5,286	1,583	20,935
17	Removal of KPI, "Purchased Coal Costs Per mmBtu"	11,964	3,583	5,843	1,750	23,139
18	Total AMIP-AMS	583,020	174,579	284,715	85,255	1,127,569
19	AIP-AMS	51,991	20,110	25,389	9,820	107,310
20	Removal of KPI, "Gross Margin on Revenue Generating Activities"	424	164	207	80	876
21	Removal of KPI, "Purchased Coal Costs Per mmBtu"	1,061	410	518	200	2,190
22	Total AIP-AMS	50,505	19,535	24,664	9,540	104,244
23	TOTAL	2,165,827	634,260	1,057,671	309,738	4,167,496

	Incentive Compensation Plan	IP				Total	TOTAL
		Electric		Gas			
		O&M	Capital	O&M	Capital		
1	EIPDM-AIU	126,303	8,548	72,137	4,882	211,870	460,218
2	Removal of EPS KPI	7,711	522	4,404	298	12,935	28,096
3	Total EIPDM-AIU	118,592	8,026	67,733	4,584	198,935	432,122
4	AMIP-AIU	1,221,311	224,823	697,540	128,406	2,272,080	4,690,185
5	Removal of EPS KPI	74,561	13,725	42,585	7,839	138,711	286,336
6	Total AMIP-AIU	1,146,750	211,098	654,955	120,566	2,133,369	4,403,849
7	AIP-AIU	635,033	356,740	362,693	203,748	1,558,214	2,951,044
8	Total AIP-AIU	635,033	356,740	362,693	203,748	1,558,214	2,951,044
9	EIPDM-AMS	149,615	47,068	85,451	26,883	309,017	672,635
10	Removal of EPS related to AIUs	8,709	2,740	4,974	1,565	17,988	39,155
11	Removal of KPI, "Gross Margin on Revenue Generating Activities"	2,466	776	1,408	443	5,093	11,086
12	Removal of KPI, "Purchased Coal Costs Per mmBtu"	2,725	857	1,557	490	5,629	12,253
13	Total EIPDM-AMS	135,714	42,695	77,512	24,385	280,307	610,141
14	AMIP-AMS	863,796	258,655	493,348	147,728	1,763,527	3,838,650
15	Removal of EPS related to AIUs	67,043	20,075	38,291	11,466	136,875	297,935
16	Removal of KPI, "Gross Margin on Revenue Generating Activities"	14,237	4,263	8,131	2,435	29,066	63,267
17	Removal of KPI, "Purchased Coal Costs Per mmBtu"	15,735	4,712	8,987	2,691	32,125	69,927
18	Total AMIP-AMS	766,781	229,605	437,939	131,136	1,565,461	3,407,521
19	AIP-AMS	68,377	26,448	39,053	15,105	148,983	324,290
20	Removal of KPI, "Gross Margin on Revenue Generating Activities"	558	216	319	123	1,216	2,647
21	Removal of KPI, "Purchased Coal Costs Per mmBtu"	1,395	540	797	308	3,040	6,618
22	Total AIP-AMS	66,423	25,692	37,937	14,674	144,726	315,025
23	TOTAL	2,869,294	873,856	1,638,769	499,094	5,881,012	12,119,701

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CILCO				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	1.6%	1.9%	1.9%	1,087.11	342	914	287	2,630
Gas Supply Performance Balanced Scorecard	1.8%	2.1%	2.1%	1,213.52	382	1,020	321	2,936
Gross Margin on Revenue Generating Activities	1.4%	1.6%	1.6%	960.70	302	808	254	2,325
Minimize Gas Regulatory Disallowances	0.9%	1.0%	1.0%	581.48	183	489	154	1,407
Purchased Coal Costs Per mmBtu	1.6%	1.8%	1.8%	1,061.83	334	893	281	2,569
B&CS Customer Satisfaction Survey (Segment CEOs)	6.6%	7.6%	7.6%	4,434.39	1,395	3,728	1,173	10,730
B&CS O&M and Capital Budget Compliance	9.5%	11.0%	11.0%	6,431.64	2,023	5,406	1,701	15,562
Function's O&M and Capital Budget Compliance	5.3%	6.1%	6.1%	3,539.42	1,113	2,975	936	8,564
B&CS OSHA Recordable Injuries	5.1%	5.8%	5.9%	3,420.60	1,076	2,875	905	8,277
Business Segment Incentive Compensation Average	7.7%	8.8%	8.8%	5,157.45	1,623	4,335	1,364	12,479
ASC/IT Recordable Incidents and Vehicle Accidents	0.2%	0.2%	0.2%	126.41	40	106	33	306
Avg Project Quality Score	0.2%	0.3%	0.3%	151.69	48	128	40	367
BSO Delivery Service Index	0.7%	0.8%	0.8%	455.07	143	383	120	1,101
IT Availability Index	0.5%	0.5%	0.5%	303.38	95	255	80	734
IT Service Delivery Index	0.3%	0.3%	0.3%	176.97	56	149	47	428
Projects Completed by Required Deadline	1.1%	1.2%	1.2%	707.88	223	595	187	1,713
Projects Completed Within Budget	0.3%	0.3%	0.3%	202.25	64	170	53	489
Avg Business Days to Issue Reports	0.4%	0.5%	0.5%	278.10	87	234	74	673
BRM and Audit Universe Risk Projects	0.4%	0.4%	0.4%	252.82	80	213	67	612
Percentage of Audit Plan Completed	0.8%	0.9%	0.9%	505.63	159	425	134	1,223
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.4%	0.4%	0.4%	252.82	80	213	67	612
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.6%	0.6%	0.7%	379.22	119	319	100	918
No Days to Close Books <10 Days	0.5%	0.6%	0.6%	353.94	111	298	94	856
Rate Case Support Rating	0.3%	0.3%	0.3%	176.97	56	149	47	428
Timeliness and Quality of Regulatory Filings	0.4%	0.4%	0.4%	252.82	80	213	67	612
Timely Preparation of FIT Return	0.4%	0.5%	0.5%	278.10	87	234	74	673
Achievement of Operational Objectives	1.7%	1.9%	1.9%	1,112.39	350	935	294	2,692
Rating of Risk Mgt Policy Training for Business Segm	0.5%	0.5%	0.5%	303.38	95	255	80	734
Rating of RMSC Processes/Reporting	0.8%	0.9%	0.9%	505.63	159	425	134	1,223
Dart & Recordable Rate Target	1.1%	1.3%	1.3%	758.45	239	638	201	1,835
EDTS Budget Compliance	0.5%	0.5%	0.5%	303.38	95	255	80	734
Reliability/Routine Performance Index	0.9%	1.0%	1.0%	581.48	183	489	154	1,407
ESH Project Goals	1.0%	1.2%	1.2%	682.60	215	574	181	1,652
Function Total Budget Variance	2.3%	2.6%	2.6%	1,542.18	485	1,296	408	3,732
Quality Ratings of Key Projects	2.7%	3.1%	3.1%	1,794.99	565	1,509	475	4,343
Key Business Segment Projects	1.3%	1.5%	1.5%	884.86	278	744	234	2,141
Strategic Communications Practices	0.6%	0.6%	0.7%	379.22	119	319	100	918
Talent Acquisition Optimization Plan	0.4%	0.4%	0.4%	252.82	80	213	67	612
Workforce Planning	0.3%	0.3%	0.3%	189.61	60	159	50	459
Climate Project Goals	0.5%	0.6%	0.6%	353.94	111	298	94	856
Defer Cost/Innovation	1.7%	1.9%	2.0%	1,137.67	358	956	301	2,753
RTO Project Goals	0.6%	0.7%	0.7%	404.51	127	340	107	979
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	1.8%	2.1%	2.1%	1,213.52	382	1,020	321	2,936
Rating of Total Supplier Diversity Spend Project	0.3%	0.3%	0.3%	202.25	64	170	53	489
Quality Rating of Operational Objectives	11.0%	12.7%	12.7%	7,407.51	2,330	6,227	1,959	17,924
Credit Index	2.0%	2.3%	2.3%	1,339.92	422	1,126	354	3,242
Credit Losses Pct of Mean	2.0%	2.3%	2.3%	1,339.92	422	1,126	354	3,242
Stockholder Correspondence Turnaround	1.2%	1.4%	1.4%	809.01	255	680	214	1,958
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	3.0%	3.5%	3.5%	2,048	644	1,721	542	4,955
TOTALS	86.5%	99.6%	100.0%	58,289	18,338	48,998	15,414	141,039

Removal of EPS Portion

Business Segment Incentive Compensation Average	6.7%	5.82%	5.8%	3,393	1,067	2,852	897	8,210
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		Electric	Gas
CILCO	O&M	107,287	58,289
	Capital	33,752	18,338
	Total	141,039	76,627
CIPS	O&M	169,314	113,760
	Capital	53,265	35,788
	Total	222,579	149,548
IP	O&M	235,066	149,615
	Capital	73,951	47,068
	Total	309,017	196,683
TOTAL AIU	O&M	511,667	321,664
	Capital	160,968	101,194
	Total	672,635	422,858

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CIPS				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	1.6%	1.9%	1.9%	2,122	667	1,036	326	4,151
Gas Supply Performance Balanced Scorecard	1.8%	2.1%	2.1%	2,368	745	1,157	364	4,634
Gross Margin on Revenue Generating Activities	1.4%	1.6%	1.6%	1,875	590	916	288	3,668
Minimize Gas Regulatory Disallowances	0.9%	1.0%	1.0%	1,135	357	554	174	2,220
Purchased Coal Costs Per mmBtu	1.6%	1.8%	1.8%	2,072	652	1,012	318	4,055
B&CS Customer Satisfaction Survey (Segment CEOs)	6.6%	7.6%	7.6%	8,654	2,723	4,226	1,330	16,933
B&CS O&M and Capital Budget Compliance	9.5%	11.0%	11.0%	12,552	3,949	6,130	1,928	24,559
Function's O&M and Capital Budget Compliance	5.3%	6.1%	6.1%	6,908	2,173	3,373	1,061	13,515
B&CS OSHA Recordable Injuries	5.1%	5.8%	5.9%	6,676	2,100	3,260	1,026	13,062
Business Segment Incentive Compensation Average	7.7%	8.8%	8.8%	10,066	3,167	4,915	1,546	19,694
ASC/IT Recordable Incidents and Vehicle Accidents	0.2%	0.2%	0.2%	247	78	120	38	483
Avg Project Quality Score	0.2%	0.3%	0.3%	296	93	145	45	579
BSO Delivery Service Index	0.7%	0.8%	0.8%	888	279	434	136	1,738
IT Availability Index	0.5%	0.5%	0.5%	592	186	289	91	1,158
IT Service Delivery Index	0.3%	0.3%	0.3%	345	109	169	53	676
Projects Completed by Required Deadline	1.1%	1.2%	1.2%	1,382	435	675	212	2,703
Projects Completed Within Budget	0.3%	0.3%	0.3%	395	124	193	61	772
Avg Business Days to Issue Reports	0.4%	0.5%	0.5%	543	171	265	83	1,062
BRM and Audit Universe Risk Projects	0.4%	0.4%	0.4%	493	155	241	76	965
Percentage of Audit Plan Completed	0.8%	0.9%	0.9%	987	310	482	152	1,931
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.4%	0.4%	0.4%	493	155	241	76	965
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.6%	0.6%	0.7%	740	233	361	114	1,448
No Days to Close Books <10 Days	0.5%	0.6%	0.6%	691	217	337	106	1,352
Rate Case Support Rating	0.3%	0.3%	0.3%	345	109	169	53	676
Timeliness and Quality of Regulatory Filings	0.4%	0.4%	0.4%	493	155	241	76	965
Timely Preparation of FIT Return	0.4%	0.5%	0.5%	543	171	265	83	1,062
Achievement of Operational Objectives	1.7%	1.9%	1.9%	2,171	683	1,060	334	4,248
Rating of Risk Mgt Policy Training for Business Segm	0.5%	0.5%	0.5%	592	186	289	91	1,158
Rating of RMSC Processes/Reporting	0.8%	0.9%	0.9%	987	310	482	152	1,931
Dart & Recordable Rate Target	1.1%	1.3%	1.3%	1,480	466	723	227	2,896
EDTS Budget Compliance	0.5%	0.5%	0.5%	592	186	289	91	1,158
Reliability/Routine Performance Index	0.9%	1.0%	1.0%	1,135	357	554	174	2,220
ESH Project Goals	1.0%	1.2%	1.2%	1,332	419	651	205	2,607
Function Total Budget Variance	2.3%	2.6%	2.6%	3,010	947	1,470	462	5,889
Quality Ratings of Key Projects	2.7%	3.1%	3.1%	3,503	1,102	1,711	538	6,854
Key Business Segment Projects	1.3%	1.5%	1.5%	1,727	543	843	265	3,379
Strategic Communications Practices	0.6%	0.6%	0.7%	740	233	361	114	1,448
Talent Acquisition Optimization Plan	0.4%	0.4%	0.4%	493	155	241	76	965
Workforce Planning	0.3%	0.3%	0.3%	370	116	181	57	724
Climate Project Goals	0.5%	0.6%	0.6%	691	217	337	106	1,352
Defer Cost/Innovation	1.7%	1.9%	2.0%	2,220	699	1,084	341	4,344
RTO Project Goals	0.6%	0.7%	0.7%	789	248	386	121	1,545
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	1.8%	2.1%	2.1%	2,368	745	1,157	364	4,634
Rating of Total Supplier Diversity Spend Project	0.3%	0.3%	0.3%	395	124	193	61	772
Quality Rating of Operational Objectives	11.0%	12.7%	12.7%	14,457	4,548	7,060	2,221	28,286
Credit Index	2.0%	2.3%	2.3%	2,615	823	1,277	402	5,117
Credit Losses Pct of Mean	2.0%	2.3%	2.3%	2,615	823	1,277	402	5,117
Stockholder Correspondence Turnaround	1.2%	1.4%	1.4%	1,579	497	771	243	3,089
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	3.0%	3.5%	3.5%	3,997	1,257	1,952	614	7,820
TOTALS	86.5%	99.6%	100.0%	113,760	35,788	55,554	17,477	222,579

Removal of EPS Portion

Business Segment Incentive Compensation Average	6.7%	5.82%	5.8%	6,622	2,083	3,234	1,017	12,957
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		Electric	Gas	
CILCO	O&M	107,287	58,289	48,998
	Capital	33,752	18,338	15,414
	Total	141,039	76,627	64,412
CIPS	O&M	169,314	113,760	55,554
	Capital	53,265	35,788	17,477
	Total	222,579	149,548	73,031
IP	O&M	235,066	149,615	85,451
	Capital	73,951	47,068	26,883
	Total	309,017	196,683	112,334
TOTAL AIU	O&M	511,667	321,664	190,003
	Capital	160,968	101,194	59,774
	Total	672,635	422,858	249,777

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	IP					TOTAL
				Electric		Gas		Total	
				O&M	Capital	O&M	Capital		
Achieve AFS Project Milestones	1.6%	1.9%	1.9%	2,790	878	1,594	501	5,763	12,545
Gas Supply Performance Balanced Scorecard	1.8%	2.1%	2.1%	3,115	980	1,779	560	6,433	14,004
Gross Margin on Revenue Generating Activities	1.4%	1.6%	1.6%	2,466	776	1,408	443	5,093	11,086
Minimize Gas Regulatory Disallowances	0.9%	1.0%	1.0%	1,493	470	852	268	3,083	6,710
Purchased Coal Costs Per mmBtu	1.6%	1.8%	1.8%	2,725	857	1,557	490	5,629	12,253
B&CS Customer Satisfaction Survey (Segment CEOs)	6.6%	7.6%	7.6%	11,382	3,581	6,501	2,045	23,509	51,171
B&CS O&M and Capital Budget Compliance	9.5%	11.0%	11.0%	16,509	5,194	9,429	2,966	34,097	74,219
Function's O&M and Capital Budget Compliance	5.3%	6.1%	6.1%	9,085	2,858	5,189	1,632	18,764	40,844
B&CS OSHA Recordable Injuries	5.1%	5.8%	5.9%	8,780	2,762	5,015	1,578	18,134	39,472
Business Segment Incentive Compensation Average	7.7%	8.8%	8.8%	13,238	4,165	7,561	2,379	27,342	59,515
ASC/IT Recordable Incidents and Vehicle Accidents	0.2%	0.2%	0.2%	324	102	185	58	670	1,459
Avg Project Quality Score	0.2%	0.3%	0.3%	389	122	222	70	804	1,750
BSO Delivery Service Index	0.7%	0.8%	0.8%	1,168	367	667	210	2,413	5,251
IT Availability Index	0.5%	0.5%	0.5%	779	245	445	140	1,608	3,501
IT Service Delivery Index	0.3%	0.3%	0.3%	454	143	259	82	938	2,042
Projects Completed by Required Deadline	1.1%	1.2%	1.2%	1,817	572	1,038	326	3,753	8,169
Projects Completed Within Budget	0.3%	0.3%	0.3%	519	163	296	93	1,072	2,334
Avg Business Days to Issue Reports	0.4%	0.5%	0.5%	714	225	408	128	1,474	3,209
BRM and Audit Universe Risk Projects	0.4%	0.4%	0.4%	649	204	371	117	1,340	2,917
Percentage of Audit Plan Completed	0.8%	0.9%	0.9%	1,298	408	741	233	2,681	5,835
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.4%	0.4%	0.4%	649	204	371	117	1,340	2,917
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-	-
Internal Control Compliance (SOX)	0.6%	0.6%	0.7%	973	306	556	175	2,010	4,376
No Days to Close Books <10 Days	0.5%	0.6%	0.6%	908	286	519	163	1,876	4,084
Rate Case Support Rating	0.3%	0.3%	0.3%	454	143	259	82	938	2,042
Timeliness and Quality of Regulatory Filings	0.4%	0.4%	0.4%	649	204	371	117	1,340	2,917
Timely Preparation of FIT Return	0.4%	0.5%	0.5%	714	225	408	128	1,474	3,209
Achievement of Operational Objectives	1.7%	1.9%	1.9%	2,855	898	1,631	513	5,897	12,837
Rating of Risk Mgt Policy Training for Business Segm	0.5%	0.5%	0.5%	779	245	445	140	1,608	3,501
Rating of RMSC Processes/Reporting	0.8%	0.9%	0.9%	1,298	408	741	233	2,681	5,835
Dart & Recordable Rate Target	1.1%	1.3%	1.3%	1,947	612	1,112	350	4,021	8,752
EDTS Budget Compliance	0.5%	0.5%	0.5%	779	245	445	140	1,608	3,501
Reliability/Routine Performance Index	0.9%	1.0%	1.0%	1,493	470	852	268	3,083	6,710
ESH Project Goals	1.0%	1.2%	1.2%	1,752	551	1,001	315	3,619	7,877
Function Total Budget Variance	2.3%	2.6%	2.6%	3,958	1,245	2,261	711	8,176	17,796
Quality Ratings of Key Projects	2.7%	3.1%	3.1%	4,607	1,449	2,631	828	9,516	20,714
Key Business Segment Projects	1.3%	1.5%	1.5%	2,271	715	1,297	408	4,691	10,211
Strategic Communications Practices	0.6%	0.6%	0.7%	973	306	556	175	2,010	4,376
Talent Acquisition Optimization Plan	0.4%	0.4%	0.4%	649	204	371	117	1,340	2,917
Workforce Planning	0.3%	0.3%	0.3%	487	153	278	87	1,005	2,188
Climate Project Goals	0.5%	0.6%	0.6%	908	286	519	163	1,876	4,084
Defer Cost/Innovation	1.7%	1.9%	2.0%	2,920	919	1,668	525	6,031	13,128
RTO Project Goals	0.6%	0.7%	0.7%	1,038	327	593	187	2,144	4,668
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-	-
Function OSHA Incidence Cases	1.8%	2.1%	2.1%	3,115	980	1,779	560	6,433	14,004
Rating of Total Supplier Diversity Spend Project	0.3%	0.3%	0.3%	519	163	296	93	1,072	2,334
Quality Rating of Operational Objectives	11.0%	12.7%	12.7%	19,013	5,982	10,859	3,416	39,270	85,480
Credit Index	2.0%	2.3%	2.3%	3,439	1,082	1,964	618	7,104	15,462
Credit Losses Pct of Mean	2.0%	2.3%	2.3%	3,439	1,082	1,964	618	7,104	15,462
Stockholder Correspondence Turnaround	1.2%	1.4%	1.4%	2,077	653	1,186	373	4,289	9,336
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-	-
Function Customer Satisfaction Survey	3.0%	3.5%	3.5%	5,256	1,654	3,002	944	10,856	23,631
TOTALS	86.5%	99.6%	100.0%	149,615	47,068	85,451	26,883	309,017	672,635

Removal of EPS Portion

Business Segment Incentive Compensation Average	6.7%	5.82%	5.8%	8,709	2,740	4,974	1,565	17,988	39,155
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		Electric	Gas
CILCO	O&M	107,287	48,998
	Capital	33,752	15,414
	Total	141,039	64,412
CIPS	O&M	169,314	55,554
	Capital	53,265	17,477
	Total	222,579	73,031
IP	O&M	235,066	85,451
	Capital	73,951	26,883
	Total	309,017	112,334
TOTAL AIU	O&M	511,667	190,003
	Capital	160,968	59,774
	Total	672,635	249,777

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CILCO				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	2.2%	1.9%	1.9%	6,276.35	1,879	5,276	1,580	15,011
Gas Supply Performance Balanced Scorecard	2.4%	2.1%	2.1%	7,006.15	2,098	5,889	1,764	16,757
Gross Margin on Revenue Generating Activities	1.9%	1.6%	1.6%	5,546.54	1,661	4,662	1,396	13,266
Minimize Gas Regulatory Disallowances	1.2%	1.0%	1.0%	3,357.12	1,005	2,822	845	8,029
Purchased Coal Costs Per mmBtu	2.1%	1.8%	1.8%	6,130.39	1,836	5,153	1,543	14,662
B&CS Customer Satisfaction Survey (Segment CEOs)	8.8%	7.6%	7.6%	25,601.66	7,666	21,521	6,444	61,233
B&CS O&M and Capital Budget Compliance	12.7%	11.0%	11.0%	37,132.62	11,119	31,214	9,347	88,812
Function's O&M and Capital Budget Compliance	7.0%	6.1%	6.1%	20,434.62	6,119	17,177	5,144	48,874
B&CS OSHA Recordable Injuries	6.8%	5.8%	5.9%	19,748.60	5,914	16,601	4,971	47,234
Business Segment Incentive Compensation Average	10.2%	8.8%	8.8%	29,776.16	8,916	25,030	7,495	71,217
ASC/IT Recordable Incidents and Vehicle Accidents	0.3%	0.2%	0.2%	729.81	219	613	184	1,746
Avg Project Quality Score	0.3%	0.3%	0.3%	875.77	262	736	220	2,095
BSO Delivery Service Index	0.9%	0.8%	0.8%	2,627.31	787	2,209	661	6,284
IT Availability Index	0.6%	0.5%	0.5%	1,751.54	524	1,472	441	4,189
IT Service Delivery Index	0.4%	0.3%	0.3%	1,021.73	306	859	257	2,444
Projects Completed by Required Deadline	1.4%	1.2%	1.2%	4,086.92	1,224	3,435	1,029	9,775
Projects Completed Within Budget	0.4%	0.3%	0.3%	1,167.69	350	982	294	2,793
Avg Business Days to Issue Reports	0.6%	0.5%	0.5%	1,605.58	481	1,350	404	3,840
BRM and Audit Universe Risk Projects	0.5%	0.4%	0.4%	1,459.62	437	1,227	367	3,491
Percentage of Audit Plan Completed	1.0%	0.9%	0.9%	2,919.23	874	2,454	735	6,982
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.5%	0.4%	0.4%	1,459.62	437	1,227	367	3,491
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.8%	0.6%	0.7%	2,189.42	656	1,840	551	5,237
No Days to Close Books <10 Days	0.7%	0.6%	0.6%	2,043.46	612	1,718	514	4,887
Rate Case Support Rating	0.4%	0.3%	0.3%	1,021.73	306	859	257	2,444
Timeliness and Quality of Regulatory Filings	0.5%	0.4%	0.4%	1,459.62	437	1,227	367	3,491
Timely Preparation of FIT Return	0.6%	0.5%	0.5%	1,605.58	481	1,350	404	3,840
Achievement of Operational Objectives	2.2%	1.9%	1.9%	6,422.31	1,923	5,399	1,617	15,361
Rating of Risk Mgt Policy Training for Business Segments	0.6%	0.5%	0.5%	1,751.54	524	1,472	441	4,189
Rating of RMSC Processes/Reporting	1.0%	0.9%	0.9%	2,919.23	874	2,454	735	6,982
Dart & Recordable Rate Target	1.5%	1.3%	1.3%	4,378.85	1,311	3,681	1,102	10,473
EDTS Budget Compliance	0.6%	0.5%	0.5%	1,751.54	524	1,472	441	4,189
Reliability/Routine Performance Index	1.2%	1.0%	1.0%	3,357.12	1,005	2,822	845	8,029
ESH Project Goals	1.4%	1.2%	1.2%	3,940.96	1,180	3,313	992	9,426
Function Total Budget Variance	3.1%	2.6%	2.6%	8,903.66	2,666	7,484	2,241	21,295
Quality Ratings of Key Projects	3.6%	3.1%	3.1%	10,363.27	3,103	8,711	2,609	24,786
Key Business Segment Projects	1.8%	1.5%	1.5%	5,108.65	1,530	4,294	1,286	12,219
Strategic Communications Practices	0.8%	0.6%	0.7%	2,189.42	656	1,840	551	5,237
Talent Acquisition Optimization Plan	0.5%	0.4%	0.4%	1,459.62	437	1,227	367	3,491
Workforce Planning	0.4%	0.3%	0.3%	1,094.71	328	920	276	2,618
Climate Project Goals	0.7%	0.6%	0.6%	2,043.46	612	1,718	514	4,887
Defer Cost/Innovation	2.3%	1.9%	2.0%	6,568.27	1,967	5,521	1,653	15,710
RTO Project Goals	0.8%	0.7%	0.7%	2,335.38	699	1,963	588	5,586
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	2.4%	2.1%	2.1%	7,006.15	2,098	5,889	1,764	16,757
Rating of Total Supplier Diversity Spend Project	0.4%	0.3%	0.3%	1,167.69	350	982	294	2,793
Quality Rating of Operational Objectives	14.7%	12.7%	12.7%	42,766.74	12,806	35,950	10,765	102,287
Credit Index	2.7%	2.3%	2.3%	7,735.96	2,316	6,503	1,947	18,502
Credit Losses Pct of Mean	2.7%	2.3%	2.3%	7,735.96	2,316	6,503	1,947	18,502
Stockholder Correspondence Turnaround	1.6%	1.4%	1.4%	4,670.77	1,399	3,926	1,176	11,171
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	4.1%	3.5%	3.5%	11,823	3,540	9,938	2,976	28,277
TOTALS	115.3%	99.6%	100.0%	336,529	100,770	282,885	84,707	804,891

Removal of EPS Portion

Business Segment Incentive Compensation Average	9.0%	7.76%	7.8%	26,120	7,821	21,956	6,574	62,471
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		Electric	Gas
CILCO	O&M	619,414	282,885
	Capital	185,477	84,707
	Total	804,891	367,592
CIPS	O&M	977,523	320,738
	Capital	292,709	96,042
	Total	1,270,232	416,779
IP	O&M	1,357,144	493,348
	Capital	406,383	147,728
	Total	1,763,527	641,076
TOTAL AIU	O&M	2,954,081	1,096,971
	Capital	884,569	328,477
	Total	3,838,650	1,425,448

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CIPS				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	2.2%	1.9%	1.9%	12,249	3,668	5,982	1,791	23,690
Gas Supply Performance Balanced Scorecard	2.4%	2.1%	2.1%	13,674	4,094	6,677	1,999	26,445
Gross Margin on Revenue Generating Activities	1.9%	1.6%	1.6%	10,825	3,241	5,286	1,583	20,935
Minimize Gas Regulatory Disallowances	1.2%	1.0%	1.0%	6,552	1,962	3,200	958	12,671
Purchased Coal Costs Per mmBtu	2.1%	1.8%	1.8%	11,964	3,583	5,843	1,750	23,139
B&CS Customer Satisfaction Survey (Segment CEOs)	8.8%	7.6%	7.6%	49,965	14,962	24,400	7,306	96,634
B&CS O&M and Capital Budget Compliance	12.7%	11.0%	11.0%	72,470	21,700	35,390	10,597	140,157
Function's O&M and Capital Budget Compliance	7.0%	6.1%	6.1%	39,881	11,942	19,476	5,832	77,131
B&CS OSHA Recordable Injuries	6.8%	5.8%	5.9%	38,542	11,541	18,822	5,636	74,541
Business Segment Incentive Compensation Average	10.2%	8.8%	8.8%	58,112	17,401	28,379	8,498	112,390
ASC/IT Recordable Incidents and Vehicle Accidents	0.3%	0.2%	0.2%	1,424	426	696	208	2,755
Avg Project Quality Score	0.3%	0.3%	0.3%	1,709	512	835	250	3,306
BSO Delivery Service Index	0.9%	0.8%	0.8%	5,128	1,535	2,504	750	9,917
IT Availability Index	0.6%	0.5%	0.5%	3,418	1,024	1,669	500	6,611
IT Service Delivery Index	0.4%	0.3%	0.3%	1,994	597	974	292	3,857
Projects Completed by Required Deadline	1.4%	1.2%	1.2%	7,976	2,388	3,895	1,166	15,426
Projects Completed Within Budget	0.4%	0.3%	0.3%	2,279	682	1,113	333	4,407
Avg Business Days to Issue Reports	0.6%	0.5%	0.5%	3,134	938	1,530	458	6,060
BRM and Audit Universe Risk Projects	0.5%	0.4%	0.4%	2,849	853	1,391	417	5,509
Percentage of Audit Plan Completed	1.0%	0.9%	0.9%	5,697	1,706	2,782	833	11,019
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.5%	0.4%	0.4%	2,849	853	1,391	417	5,509
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.8%	0.6%	0.7%	4,273	1,279	2,087	625	8,264
No Days to Close Books <10 Days	0.7%	0.6%	0.6%	3,988	1,194	1,948	583	7,713
Rate Case Support Rating	0.4%	0.3%	0.3%	1,994	597	974	292	3,857
Timeliness and Quality of Regulatory Filings	0.5%	0.4%	0.4%	2,849	853	1,391	417	5,509
Timely Preparation of FIT Return	0.6%	0.5%	0.5%	3,134	938	1,530	458	6,060
Achievement of Operational Objectives	2.2%	1.9%	1.9%	12,534	3,753	6,121	1,833	24,241
Rating of Risk Mgt Policy Training for Business Segments	0.6%	0.5%	0.5%	3,418	1,024	1,669	500	6,611
Rating of RMSC Processes/Reporting	1.0%	0.9%	0.9%	5,697	1,706	2,782	833	11,019
Dart & Recordable Rate Target	1.5%	1.3%	1.3%	8,546	2,559	4,173	1,250	16,528
EDTS Budget Compliance	0.6%	0.5%	0.5%	3,418	1,024	1,669	500	6,611
Reliability/Routine Performance Index	1.2%	1.0%	1.0%	6,552	1,962	3,200	958	12,671
ESH Project Goals	1.4%	1.2%	1.2%	7,691	2,303	3,756	1,125	14,875
Function Total Budget Variance	3.1%	2.6%	2.6%	17,377	5,203	8,486	2,541	33,607
Quality Ratings of Key Projects	3.6%	3.1%	3.1%	20,225	6,056	9,877	2,958	39,116
Key Business Segment Projects	1.8%	1.5%	1.5%	9,970	2,985	4,869	1,458	19,283
Strategic Communications Practices	0.8%	0.6%	0.7%	4,273	1,279	2,087	625	8,264
Talent Acquisition Optimization Plan	0.5%	0.4%	0.4%	2,849	853	1,391	417	5,509
Workforce Planning	0.4%	0.3%	0.3%	2,136	640	1,043	312	4,132
Climate Project Goals	0.7%	0.6%	0.6%	3,988	1,194	1,948	583	7,713
Defer Cost/Innovation	2.3%	1.9%	2.0%	12,819	3,838	6,260	1,875	24,792
RTO Project Goals	0.8%	0.7%	0.7%	4,558	1,365	2,226	666	8,815
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	2.4%	2.1%	2.1%	13,674	4,094	6,677	1,999	26,445
Rating of Total Supplier Diversity Spend Project	0.4%	0.3%	0.3%	2,279	682	1,113	333	4,407
Quality Rating of Operational Objectives	14.7%	12.7%	12.7%	83,466	24,993	40,760	12,205	161,423
Credit Index	2.7%	2.3%	2.3%	15,098	4,521	7,373	2,208	29,199
Credit Losses Pct of Mean	2.7%	2.3%	2.3%	15,098	4,521	7,373	2,208	29,199
Stockholder Correspondence Turnaround	1.6%	1.4%	1.4%	9,116	2,730	4,452	1,333	17,630
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	4.1%	3.5%	3.5%	23,074	6,909	11,268	3,374	44,626
TOTALS	115.3%	99.6%	100.0%	656,785	196,667	320,738	96,042	1,270,232

Removal of EPS Portion

Business Segment Incentive Compensation Average	9.0%	7.76%	7.8%	50,976	15,264	24,894	7,454	98,588
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		Electric	Gas
CILCO	O&M	619,414	282,885
	Capital	185,477	84,707
	Total	804,891	367,592
CIPS	O&M	977,523	320,738
	Capital	292,709	96,042
	Total	1,270,232	416,779
IP	O&M	1,357,144	493,348
	Capital	406,383	147,728
	Total	1,763,527	641,076
TOTAL AIU	O&M	2,954,081	1,096,971
	Capital	884,569	328,477
	Total	3,838,650	1,425,448

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	IP						TOTAL
				Electric		Gas		Total		
				O&M	Capital	O&M	Capital			
Achieve AFS Project Milestones	2.2%	1.9%	1.9%	16,110	4,824	9,201	2,755	32,890	71,592	
Gas Supply Performance Balanced Scorecard	2.4%	2.1%	2.1%	17,983	5,385	10,271	3,076	36,715	79,916	
Gross Margin on Revenue Generating Activities	1.9%	1.6%	1.6%	14,237	4,263	8,131	2,435	29,066	63,267	
Minimize Gas Regulatory Disallowances	1.2%	1.0%	1.0%	8,617	2,580	4,921	1,474	17,592	38,293	
Purchased Coal Costs Per mmBtu	2.1%	1.8%	1.8%	15,735	4,712	8,987	2,691	32,125	69,927	
B&CS Customer Satisfaction Survey (Segment CEOs)	8.8%	7.6%	7.6%	65,714	19,677	37,532	11,239	134,161	292,028	
B&CS O&M and Capital Budget Compliance	12.7%	11.0%	11.0%	95,311	28,540	54,436	16,300	194,588	423,557	
Function's O&M and Capital Budget Compliance	7.0%	6.1%	6.1%	52,451	15,706	29,957	8,970	107,084	233,089	
B&CS OSHA Recordable Injuries	6.8%	5.8%	5.9%	50,690	15,179	28,951	8,669	103,489	225,264	
Business Segment Incentive Compensation Average	10.2%	8.8%	8.8%	76,429	22,886	43,652	13,071	156,037	339,645	
ASC/IT Recordable Incidents and Vehicle Accidents	0.3%	0.2%	0.2%	1,873	561	1,070	320	3,824	8,325	
Avg Project Quality Score	0.3%	0.3%	0.3%	2,248	673	1,284	384	4,589	9,990	
BSO Delivery Service Index	0.9%	0.8%	0.8%	6,744	2,019	3,852	1,153	13,768	29,969	
IT Availability Index	0.6%	0.5%	0.5%	4,496	1,346	2,568	769	9,179	19,979	
IT Service Delivery Index	0.4%	0.3%	0.3%	2,623	785	1,498	449	5,354	11,654	
Projects Completed by Required Deadline	1.4%	1.2%	1.2%	10,490	3,141	5,991	1,794	21,417	46,618	
Projects Completed Within Budget	0.4%	0.3%	0.3%	2,997	897	1,712	513	6,119	13,319	
Avg Business Days to Issue Reports	0.6%	0.5%	0.5%	4,121	1,234	2,354	705	8,414	18,314	
BRM and Audit Universe Risk Projects	0.5%	0.4%	0.4%	3,747	1,122	2,140	641	7,649	16,649	
Percentage of Audit Plan Completed	1.0%	0.9%	0.9%	7,493	2,244	4,280	1,281	15,298	33,298	
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-	-	
Complete Project FIRST Budget Release and GL	0.5%	0.4%	0.4%	3,747	1,122	2,140	641	7,649	16,649	
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-	-	
Internal Control Compliance (SOX)	0.8%	0.6%	0.7%	5,620	1,683	3,210	961	11,473	24,974	
No Days to Close Books <10 Days	0.7%	0.6%	0.6%	5,245	1,571	2,996	897	10,708	23,309	
Rate Case Support Rating	0.4%	0.3%	0.3%	2,623	785	1,498	449	5,354	11,654	
Timeliness and Quality of Regulatory Filings	0.5%	0.4%	0.4%	3,747	1,122	2,140	641	7,649	16,649	
Timely Preparation of FIT Return	0.6%	0.5%	0.5%	4,121	1,234	2,354	705	8,414	18,314	
Achievement of Operational Objectives	2.2%	1.9%	1.9%	16,485	4,936	9,415	2,819	33,655	73,257	
Rating of Risk Mgt Policy Training for Business Segments	0.6%	0.5%	0.5%	4,496	1,346	2,568	769	9,179	19,979	
Rating of RMSC Processes/Reporting	1.0%	0.9%	0.9%	7,493	2,244	4,280	1,281	15,298	33,298	
Dart & Recordable Rate Target	1.5%	1.3%	1.3%	11,240	3,366	6,419	1,922	22,947	49,948	
EDTS Budget Compliance	0.6%	0.5%	0.5%	4,496	1,346	2,568	769	9,179	19,979	
Reliability/Routine Performance Index	1.2%	1.0%	1.0%	8,617	2,580	4,921	1,474	17,592	38,293	
ESH Project Goals	1.4%	1.2%	1.2%	10,116	3,029	5,777	1,730	20,652	44,953	
Function Total Budget Variance	3.1%	2.6%	2.6%	22,854	6,843	13,053	3,908	46,658	101,560	
Quality Ratings of Key Projects	3.6%	3.1%	3.1%	26,600	7,965	15,192	4,549	54,307	118,210	
Key Business Segment Projects	1.8%	1.5%	1.5%	13,113	3,926	7,489	2,243	26,771	58,272	
Strategic Communications Practices	0.8%	0.6%	0.7%	5,620	1,683	3,210	961	11,473	24,974	
Talent Acquisition Optimization Plan	0.5%	0.4%	0.4%	3,747	1,122	2,140	641	7,649	16,649	
Workforce Planning	0.4%	0.3%	0.3%	2,810	841	1,605	481	5,737	12,487	
Climate Project Goals	0.7%	0.6%	0.6%	5,245	1,571	2,996	897	10,708	23,309	
Defer Cost/Innovation	2.3%	1.9%	2.0%	16,859	5,048	9,629	2,883	34,420	74,922	
RTO Project Goals	0.8%	0.7%	0.7%	5,994	1,795	3,424	1,025	12,238	26,639	
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-	-	
Function OSHA Incidence Cases	2.4%	2.1%	2.1%	17,983	5,385	10,271	3,076	36,715	79,916	
Rating of Total Supplier Diversity Spend Project	0.4%	0.3%	0.3%	2,997	897	1,712	513	6,119	13,319	
Quality Rating of Operational Objectives	14.7%	12.7%	12.7%	109,773	32,870	62,696	18,774	224,112	487,823	
Credit Index	2.7%	2.3%	2.3%	19,857	5,946	11,341	3,396	40,539	88,241	
Credit Losses Pct of Mean	2.7%	2.3%	2.3%	19,857	5,946	11,341	3,396	40,539	88,241	
Stockholder Correspondence Turnaround	1.6%	1.4%	1.4%	11,989	3,590	6,847	2,050	24,476	53,278	
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-	-	
Function Customer Satisfaction Survey	4.1%	3.5%	3.5%	30,347	9,087	17,332	5,190	61,956	134,859	
TOTALS	115.3%	99.6%	100.0%	863,796	258,655	493,348	147,728	1,763,527	3,838,650	

Removal of EPS Portion

Business Segment Incentive Compensation Average	9.0%	7.76%	7.8%	67,043	20,075	38,291	11,466	136,875	297,935
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		Electric	Gas
CILCO	O&M	619,414	282,885
	Capital	185,477	84,707
	Total	804,891	367,592
CIPS	O&M	977,523	320,738
	Capital	292,709	96,042
	Total	1,270,232	416,779
IP	O&M	1,357,144	493,348
	Capital	406,383	147,728
	Total	1,763,527	641,076
TOTAL AIU	O&M	2,954,081	1,096,971
	Capital	884,569	328,477
	Total	3,838,650	1,425,448

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CILCO				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	1.4%	1.5%	1.6%	413	160	347	134	1,055
Gas Supply Performance Balanced Scorecard	0.0%	0.0%	0.0%	-	-	-	-	-
Gross Margin on Revenue Generating Activities	0.7%	0.8%	0.8%	217	84	183	71	555
Minimize Gas Regulatory Disallowances	0.0%	0.0%	0.0%	-	-	-	-	-
Purchased Coal Costs Per mmBtu	1.8%	2.0%	2.0%	544	210	457	177	1,388
B&CS Customer Satisfaction Survey (Segment CEOs)	7.0%	7.8%	8.0%	2,131	824	1,791	693	5,440
B&CS O&M and Capital Budget Compliance	6.4%	7.2%	7.3%	1,957	757	1,645	636	4,996
Function's O&M and Capital Budget Compliance	5.7%	6.4%	6.5%	1,740	673	1,462	566	4,441
B&CS OSHA Recordable Injuries	3.6%	4.0%	4.1%	1,087	421	914	354	2,775
Business Segment Incentive Compensation Average	8.9%	10.0%	10.2%	2,718	1,051	2,285	884	6,938
ASC/IT Recordable Incidents and Vehicle Accidents	2.1%	2.4%	2.4%	652	252	548	212	1,665
Avg Project Quality Score	0.9%	1.0%	1.0%	261	101	219	85	666
BSO Delivery Service Index	1.3%	1.4%	1.5%	391	151	329	127	999
IT Availability Index	1.3%	1.4%	1.5%	391	151	329	127	999
IT Service Delivery Index	0.9%	1.0%	1.1%	283	109	238	92	722
Projects Completed by Required Deadline	0.7%	0.8%	0.8%	217	84	183	71	555
Projects Completed Within Budget	0.9%	1.0%	1.0%	261	101	219	85	666
Avg Business Days to Issue Reports	0.0%	0.0%	0.0%	-	-	-	-	-
BRM and Audit Universe Risk Projects	0.0%	0.0%	0.0%	-	-	-	-	-
Percentage of Audit Plan Completed	0.0%	0.0%	0.0%	-	-	-	-	-
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.7%	0.8%	0.8%	217	84	183	71	555
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.7%	0.8%	0.8%	217	84	183	71	555
No Days to Close Books <10 Days	0.7%	0.8%	0.8%	217	84	183	71	555
Rate Case Support Rating	0.4%	0.4%	0.4%	109	42	91	35	278
Timeliness and Quality of Regulatory Filings	0.7%	0.8%	0.8%	217	84	183	71	555
Timely Preparation of FIT Return	0.7%	0.8%	0.8%	217	84	183	71	555
Achievement of Operational Objectives	0.0%	0.0%	0.0%	-	-	-	-	-
Rating of Risk Mgt Policy Training for Business Segments	0.0%	0.0%	0.0%	-	-	-	-	-
Rating of RMSC Processes/Reporting	0.0%	0.0%	0.0%	-	-	-	-	-
Dart & Recordable Rate Target	1.4%	1.6%	1.6%	435	168	366	141	1,110
EDTS Budget Compliance	1.4%	1.6%	1.6%	435	168	366	141	1,110
Reliability/Routine Performance Index	1.8%	2.0%	2.0%	544	210	457	177	1,388
ESH Project Goals	1.9%	2.2%	2.2%	587	227	494	191	1,499
Function Total Budget Variance	1.8%	2.0%	2.0%	544	210	457	177	1,388
Quality Ratings of Key Projects	4.6%	5.2%	5.3%	1,414	547	1,188	460	3,608
Key Business Segment Projects	0.7%	0.8%	0.8%	217	84	183	71	555
Strategic Communications Practices	0.7%	0.8%	0.8%	217	84	183	71	555
Talent Acquisition Optimization Plan	0.7%	0.8%	0.8%	217	84	183	71	555
Workforce Planning	0.6%	0.6%	0.7%	174	67	146	57	444
Climate Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-
Defer Cost/Innovation	1.4%	1.6%	1.6%	435	168	366	141	1,110
RTO Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	12.5%	14.0%	14.3%	3,806	1,472	3,199	1,237	9,714
Rating of Total Supplier Diversity Spend Project	0.0%	0.0%	0.0%	-	-	-	-	-
Quality Rating of Operational Objectives	1.4%	1.6%	1.6%	435	168	366	141	1,110
Credit Index	0.0%	0.0%	0.0%	-	-	-	-	-
Credit Losses Pct of Mean	0.0%	0.0%	0.0%	-	-	-	-	-
Stockholder Correspondence Turnaround	1.8%	2.0%	2.0%	544	210	457	177	1,388
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	7.1%	8.0%	8.2%	2,175	841	1,828	707	5,551
TOTALS	87.5%	97.8%	100.0%	26,639	10,304	22,393	8,661	67,997

		Electric	Gas
CILCO	O&M	49,032	26,639
	Capital	18,965	10,304
	Total	67,997	36,943
CIPS	O&M	77,380	51,991
	Capital	29,930	20,110
	Total	107,310	72,100
IP	O&M	107,430	68,377
	Capital	41,553	26,448
	Total	148,983	94,825
TOTAL AIU	O&M	233,842	147,007
	Capital	90,448	56,861
	Total	324,290	203,868

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	CIPS				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Achieve AFS Project Milestones	1.4%	1.5%	1.6%	806	312	394	152	1,664
Gas Supply Performance Balanced Scorecard	0.0%	0.0%	0.0%	-	-	-	-	-
Gross Margin on Revenue Generating Activities	0.7%	0.8%	0.8%	424	164	207	80	876
Minimize Gas Regulatory Disallowances	0.0%	0.0%	0.0%	-	-	-	-	-
Purchased Coal Costs Per mmBtu	1.8%	2.0%	2.0%	1,061	410	518	200	2,190
B&CS Customer Satisfaction Survey (Segment CEOs)	7.0%	7.8%	8.0%	4,159	1,609	2,031	786	8,585
B&CS O&M and Capital Budget Compliance	6.4%	7.2%	7.3%	3,820	1,477	1,865	721	7,884
Function's O&M and Capital Budget Compliance	5.7%	6.4%	6.5%	3,395	1,313	1,658	641	7,008
B&CS OSHA Recordable Injuries	3.6%	4.0%	4.1%	2,122	821	1,036	401	4,380
Business Segment Incentive Compensation Average	8.9%	10.0%	10.2%	5,305	2,052	2,591	1,002	10,950
ASC/IT Recordable Incidents and Vehicle Accidents	2.1%	2.4%	2.4%	1,273	492	622	240	2,628
Avg Project Quality Score	0.9%	1.0%	1.0%	509	197	249	96	1,051
BSO Delivery Service Index	1.3%	1.4%	1.5%	764	295	373	144	1,577
IT Availability Index	1.3%	1.4%	1.5%	764	295	373	144	1,577
IT Service Delivery Index	0.9%	1.0%	1.1%	552	213	269	104	1,139
Projects Completed by Required Deadline	0.7%	0.8%	0.8%	424	164	207	80	876
Projects Completed Within Budget	0.9%	1.0%	1.0%	509	197	249	96	1,051
Avg Business Days to Issue Reports	0.0%	0.0%	0.0%	-	-	-	-	-
BRM and Audit Universe Risk Projects	0.0%	0.0%	0.0%	-	-	-	-	-
Percentage of Audit Plan Completed	0.0%	0.0%	0.0%	-	-	-	-	-
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.7%	0.8%	0.8%	424	164	207	80	876
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-
Internal Control Compliance (SOX)	0.7%	0.8%	0.8%	424	164	207	80	876
No Days to Close Books <10 Days	0.7%	0.8%	0.8%	424	164	207	80	876
Rate Case Support Rating	0.4%	0.4%	0.4%	212	82	104	40	438
Timeliness and Quality of Regulatory Filings	0.7%	0.8%	0.8%	424	164	207	80	876
Timely Preparation of FIT Return	0.7%	0.8%	0.8%	424	164	207	80	876
Achievement of Operational Objectives	0.0%	0.0%	0.0%	-	-	-	-	-
Rating of Risk Mgt Policy Training for Business Segments	0.0%	0.0%	0.0%	-	-	-	-	-
Rating of RMSC Processes/Reporting	0.0%	0.0%	0.0%	-	-	-	-	-
Dart & Recordable Rate Target	1.4%	1.6%	1.6%	849	328	415	160	1,752
EDTS Budget Compliance	1.4%	1.6%	1.6%	849	328	415	160	1,752
Reliability/Routine Performance Index	1.8%	2.0%	2.0%	1,061	410	518	200	2,190
ESH Project Goals	1.9%	2.2%	2.2%	1,146	443	560	216	2,365
Function Total Budget Variance	1.8%	2.0%	2.0%	1,061	410	518	200	2,190
Quality Ratings of Key Projects	4.6%	5.2%	5.3%	2,759	1,067	1,347	521	5,694
Key Business Segment Projects	0.7%	0.8%	0.8%	424	164	207	80	876
Strategic Communications Practices	0.7%	0.8%	0.8%	424	164	207	80	876
Talent Acquisition Optimization Plan	0.7%	0.8%	0.8%	424	164	207	80	876
Workforce Planning	0.6%	0.6%	0.7%	340	131	166	64	701
Climate Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-
Defer Cost/Innovation	1.4%	1.6%	1.6%	849	328	415	160	1,752
RTO Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-
Function OSHA Incidence Cases	12.5%	14.0%	14.3%	7,427	2,873	3,627	1,403	15,330
Rating of Total Supplier Diversity Spend Project	0.0%	0.0%	0.0%	-	-	-	-	-
Quality Rating of Operational Objectives	1.4%	1.6%	1.6%	849	328	415	160	1,752
Credit Index	0.0%	0.0%	0.0%	-	-	-	-	-
Credit Losses Pct of Mean	0.0%	0.0%	0.0%	-	-	-	-	-
Stockholder Correspondence Turnaround	1.8%	2.0%	2.0%	1,061	410	518	200	2,190
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-
Function Customer Satisfaction Survey	7.1%	8.0%	8.2%	4,244	1,642	2,073	802	8,760
TOTALS	87.5%	97.8%	100.0%	51,991	20,110	25,389	9,820	107,310

		Electric	Gas
CILCO	O&M	49,032	26,639
	Capital	18,965	10,304
	Total	67,997	36,943
CIPS	O&M	77,380	51,991
	Capital	29,930	20,110
	Total	107,310	72,100
IP	O&M	107,430	68,377
	Capital	41,553	26,448
	Total	148,983	94,825
TOTAL AIU	O&M	233,842	147,007
	Capital	90,448	56,861
	Total	324,290	203,868

Incentive Compensation KPIs	Average Result	KPI Payout	Pct of Total	IP					TOTAL
				Electric		Gas		Total	
				O&M	Capital	O&M	Capital		
Achieve AFS Project Milestones	1.4%	1.5%	1.6%	1,061	410	606	234	2,311	5,030
Gas Supply Performance Balanced Scorecard	0.0%	0.0%	0.0%	-	-	-	-	-	-
Gross Margin on Revenue Generating Activities	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Minimize Gas Regulatory Disallowances	0.0%	0.0%	0.0%	-	-	-	-	-	-
Purchased Coal Costs Per mmBtu	1.8%	2.0%	2.0%	1,395	540	797	308	3,040	6,618
B&CS Customer Satisfaction Survey (Segment CEOs)	7.0%	7.8%	8.0%	5,470	2,116	3,124	1,208	11,919	25,943
B&CS O&M and Capital Budget Compliance	6.4%	7.2%	7.3%	5,024	1,943	2,869	1,110	10,946	23,825
Function's O&M and Capital Budget Compliance	5.7%	6.4%	6.5%	4,465	1,727	2,550	986	9,730	21,178
B&CS OSHA Recordable Injuries	3.6%	4.0%	4.1%	2,791	1,079	1,594	617	6,081	13,236
Business Segment Incentive Compensation Average	8.9%	10.0%	10.2%	6,977	2,699	3,985	1,541	15,202	33,091
ASC/IT Recordable Incidents and Vehicle Accidents	2.1%	2.4%	2.4%	1,675	648	956	370	3,649	7,942
Avg Project Quality Score	0.9%	1.0%	1.0%	670	259	383	148	1,459	3,177
BSO Delivery Service Index	1.3%	1.4%	1.5%	1,005	389	574	222	2,189	4,765
IT Availability Index	1.3%	1.4%	1.5%	1,005	389	574	222	2,189	4,765
IT Service Delivery Index	0.9%	1.0%	1.1%	726	281	414	160	1,581	3,441
Projects Completed by Required Deadline	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Projects Completed Within Budget	0.9%	1.0%	1.0%	670	259	383	148	1,459	3,177
Avg Business Days to Issue Reports	0.0%	0.0%	0.0%	-	-	-	-	-	-
BRM and Audit Universe Risk Projects	0.0%	0.0%	0.0%	-	-	-	-	-	-
Percentage of Audit Plan Completed	0.0%	0.0%	0.0%	-	-	-	-	-	-
Total Hours Variance from Project Budgets	0.0%	0.0%	0.0%	-	-	-	-	-	-
Complete Project FIRST Budget Release and GL	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Complete Project FIRST Deliverables within Budget	0.0%	0.0%	0.0%	-	-	-	-	-	-
Internal Control Compliance (SOX)	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
No Days to Close Books <10 Days	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Rate Case Support Rating	0.4%	0.4%	0.4%	279	108	159	62	608	1,324
Timeliness and Quality of Regulatory Filings	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Timely Preparation of FIT Return	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Achievement of Operational Objectives	0.0%	0.0%	0.0%	-	-	-	-	-	-
Rating of Risk Mgt Policy Training for Business Segments	0.0%	0.0%	0.0%	-	-	-	-	-	-
Rating of RMSC Processes/Reporting	0.0%	0.0%	0.0%	-	-	-	-	-	-
Dart & Recordable Rate Target	1.4%	1.6%	1.6%	1,116	432	638	247	2,432	5,295
EDTS Budget Compliance	1.4%	1.6%	1.6%	1,116	432	638	247	2,432	5,295
Reliability/Routine Performance Index	1.8%	2.0%	2.0%	1,395	540	797	308	3,040	6,618
ESH Project Goals	1.9%	2.2%	2.2%	1,507	583	861	333	3,284	7,148
Function Total Budget Variance	1.8%	2.0%	2.0%	1,395	540	797	308	3,040	6,618
Quality Ratings of Key Projects	4.6%	5.2%	5.3%	3,628	1,403	2,072	802	7,905	17,207
Key Business Segment Projects	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Strategic Communications Practices	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Talent Acquisition Optimization Plan	0.7%	0.8%	0.8%	558	216	319	123	1,216	2,647
Workforce Planning	0.6%	0.6%	0.7%	447	173	255	99	973	2,118
Climate Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-	-
Defer Cost/Innovation	1.4%	1.6%	1.6%	1,116	432	638	247	2,432	5,295
RTO Project Goals	0.0%	0.0%	0.0%	-	-	-	-	-	-
Function LWA Cases	0.0%	0.0%	0.0%	-	-	-	-	-	-
Function OSHA Incidence Cases	12.5%	14.0%	14.3%	9,768	3,778	5,579	2,158	21,283	46,327
Rating of Total Supplier Diversity Spend Project	0.0%	0.0%	0.0%	-	-	-	-	-	-
Quality Rating of Operational Objectives	1.4%	1.6%	1.6%	1,116	432	638	247	2,432	5,295
Credit Index	0.0%	0.0%	0.0%	-	-	-	-	-	-
Credit Losses Pct of Mean	0.0%	0.0%	0.0%	-	-	-	-	-	-
Stockholder Correspondence Turnaround	1.8%	2.0%	2.0%	1,395	540	797	308	3,040	6,618
Switching Errors	0.0%	0.0%	0.0%	-	-	-	-	-	-
Function Customer Satisfaction Survey	7.1%	8.0%	8.2%	5,582	2,159	3,188	1,233	12,162	26,473
TOTALS	87.5%	97.8%	100.0%	68,377	26,448	39,053	15,105	148,983	324,290

		Electric	Gas
CILCO	O&M	49,032	22,393
	Capital	18,965	8,661
	Total	67,997	31,054
CIPS	O&M	77,380	25,389
	Capital	29,930	9,820
	Total	107,310	35,210
IP	O&M	107,430	39,053
	Capital	41,553	15,105
	Total	148,983	54,158
TOTAL AIU	O&M	233,842	86,835
	Capital	90,448	33,587
	Total	324,290	120,422

KPIs	Weight	Results	Pct of Total	CILCO				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Earnings per share	10.0%	5.0%	6.1%	2,823.25	191	2,373	161	5,548
Capital Budget	10.0%	15.0%	18.3%	8,469.74	573	7,120	482	16,645
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	5,081.85	344	4,272	289	9,987
Reliability	10.0%	4.9%	6.0%	2,766.78	187	2,326	157	5,437
Energy Efficiency	10.0%	10.0%	12.2%	5,646.49	382	4,746	321	11,096
Gas Leak Response	10.0%	13.0%	15.9%	7,340.44	497	6,170	418	14,425
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	4,234.87	287	3,560	241	8,322
SAIFI	10.0%	10.0%	12.2%	5,646.49	382	4,746	321	11,096
CCI	5.0%	7.5%	9.2%	4,234.87	287	3,560	241	8,322
	100.0%	81.9%	100.0%	46,245	3,130	38,873	2,631	90,879

			Electric	Gas
CILCO	O&M	85,118	46,245	38,873
	Capital	5,761	3,130	2,631
	Total	90,879	49,375	41,504
CIPS	O&M	147,487	99,095	48,392
	Capital	9,982	6,707	3,275
	Total	157,469	105,801	51,668
IP	O&M	198,440	126,303	72,137
	Capital	13,430	8,548	4,882
	Total	211,870	134,851	77,019
TOTAL AIU	O&M	431,045	271,643	159,402
	Capital	29,173	18,385	10,788
	Total	460,218	290,027	170,191

KPIs	Weight	Results	Pct of Total	CIPS				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Earnings per share	10.0%	5.0%	6.1%	6,050	409	2,954	200	9,613
Capital Budget	10.0%	15.0%	18.3%	18,149	1,228	8,863	600	28,840
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	10,890	737	5,318	360	17,304
Reliability	10.0%	4.9%	6.0%	5,929	401	2,895	196	9,421
Energy Efficiency	10.0%	10.0%	12.2%	12,099	819	5,909	400	19,227
Gas Leak Response	10.0%	13.0%	15.9%	15,729	1,065	7,681	520	24,995
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	9,075	614	4,432	300	14,420
SAIFI	10.0%	10.0%	12.2%	12,099	819	5,909	400	19,227
CCI	5.0%	7.5%	9.2%	9,075	614	4,432	300	14,420
	100.0%	81.9%	100.0%	99,095	6,707	48,392	3,275	157,469

			Electric	Gas
CILCO	O&M	85,118	46,245	38,873
	Capital	5,761	3,130	2,631
	Total	90,879	49,375	41,504
CIPS	O&M	147,487	99,095	48,392
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	Total	211,870	134,851	77,019
TOTAL AIU	O&M	431,045	271,643	159,402
	Capital	29,173	18,385	10,788
	Total	460,218	290,027	170,191

KPIs	Weight	Results	Pct of Total	IP					TOTAL
				Electric		Gas		Total	
				O&M	Capital	O&M	Capital		
Earnings per share	10.0%	5.0%	6.1%	7,711	522	4,404	298	12,935	28,096
Capital Budget	10.0%	15.0%	18.3%	23,132	1,566	13,212	894	38,804	84,289
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	13,879	939	7,927	536	23,282	50,573
Reliability	10.0%	4.9%	6.0%	7,557	511	4,316	292	12,676	27,534
Energy Efficiency	10.0%	10.0%	12.2%	15,422	1,044	8,808	596	25,869	56,193
Gas Leak Response	10.0%	13.0%	15.9%	20,048	1,357	11,450	775	33,630	73,050
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	11,566	783	6,606	447	19,402	42,145
SAIFI	10.0%	10.0%	12.2%	15,422	1,044	8,808	596	25,869	56,193
CCI	5.0%	7.5%	9.2%	11,566	783	6,606	447	19,402	42,145
	100.0%	81.9%	100.0%	126,303	8,548	72,137	4,882	211,870	460,218

			Electric	Gas
CILCO	O&M	85,118	46,245	38,873
	Capital	5,761	3,130	2,631
	Total	90,879	49,375	41,504
CIPS	O&M	147,487	99,095	48,392
	Capital	9,982	6,707	3,275
	Total	157,469	105,801	51,668
IP	O&M	198,440	126,303	72,137
	Capital	13,430	8,548	4,882
	Total	211,870	134,851	77,019
TOTAL AIU	O&M	431,045	271,643	159,402
	Capital	29,173	18,385	10,788
	Total	460,218	290,027	170,191

KPIs	Weight	Results	Pct of Total	CILCO				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Earnings per share	10.0%	5.0%	6.1%	20,710.46	1,438	17,409	1,208	40,766
Capital Budget	10.0%	15.0%	18.3%	62,131.38	4,313	52,227	3,625	122,297
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	37,278.83	2,588	31,336	2,175	73,378
Reliability	10.0%	4.9%	6.0%	20,296.25	1,409	17,061	1,184	39,950
Energy Efficiency	10.0%	10.0%	12.2%	41,420.92	2,875	34,818	2,417	81,531
Gas Leak Response	10.0%	13.0%	15.9%	53,847.20	3,738	45,264	3,142	105,990
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	31,065.69	2,156	26,114	1,813	61,148
SAIFI	10.0%	10.0%	12.2%	41,420.92	2,875	34,818	2,417	81,531
CCI	5.0%	7.5%	9.2%	31,065.69	2,156	26,114	1,813	61,148
	100.0%	81.9%	100.0%	339,237	23,547	285,162	19,793	667,739

			Electric	Gas
CILCO	O&M	624,399	339,237	285,162
	Capital	43,340	23,547	19,793
	Total	667,739	362,784	304,955
CIPS	O&M	1,427,331	959,005	468,326
	Capital	323,035	217,043	105,992
	Total	1,750,366	1,176,048	574,318
IP	O&M	1,918,851	1,221,311	697,540
	Capital	353,229	224,823	128,406
	Total	2,272,080	1,446,135	825,945
TOTAL AIU	O&M	3,970,581	2,519,554	1,451,027
	Capital	719,604	465,413	254,191
	Total	4,690,185	2,984,967	1,705,218

KPIs	Weight	Results	Pct of Total	CIPS				
				Electric		Gas		Total
				O&M	Capital	O&M	Capital	
Earnings per share	10.0%	5.0%	6.1%	58,547	13,250	28,591	6,471	106,860
Capital Budget	10.0%	15.0%	18.3%	175,642	39,751	85,774	19,412	320,580
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	105,385	23,851	51,464	11,647	192,348
Reliability	10.0%	4.9%	6.0%	57,376	12,985	28,019	6,341	104,723
Energy Efficiency	10.0%	10.0%	12.2%	117,095	26,501	57,183	12,942	213,720
Gas Leak Response	10.0%	13.0%	15.9%	152,223	34,451	74,337	16,824	277,836
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	87,821	19,876	42,887	9,706	160,290
SAIFI	10.0%	10.0%	12.2%	117,095	26,501	57,183	12,942	213,720
CCI	5.0%	7.5%	9.2%	87,821	19,876	42,887	9,706	160,290
	100.0%	81.9%	100.0%	959,005	217,043	468,326	105,992	1,750,366

			Electric	Gas
CILCO	O&M	624,399	339,237	285,162
	Capital	43,340	23,547	19,793
	Total	667,739	362,784	304,955
CIPS	O&M	1,427,331	959,005	468,326
	Capital	323,035	217,043	105,992
	Total	1,750,366	1,176,048	574,318
IP	O&M	1,918,851	1,221,311	697,540
	Capital	353,229	224,823	128,406
	Total	2,272,080	1,446,135	825,945
TOTAL AIU	O&M	3,970,581	2,519,554	1,451,027
	Capital	719,604	465,413	254,191
	Total	4,690,185	2,984,967	1,705,218

KPIs	Weight	Results	Pct of Total	IP					TOTAL
				Electric		Gas		Total	
				O&M	Capital	O&M	Capital		
Earnings per share	10.0%	5.0%	6.1%	74,561	13,725	42,585	7,839	138,711	286,336
Capital Budget	10.0%	15.0%	18.3%	223,683	41,176	127,755	23,518	416,132	859,008
O&M Budget	10.0%	0.0%	0.0%	-	-	-	-	-	-
OSHA Recordables	10.0%	9.0%	11.0%	134,210	24,706	76,653	14,111	249,679	515,405
Reliability	10.0%	4.9%	6.0%	73,070	13,451	41,733	7,682	135,936	280,609
Energy Efficiency	10.0%	10.0%	12.2%	149,122	27,451	85,170	15,678	277,421	572,672
Gas Leak Response	10.0%	13.0%	15.9%	193,859	35,686	110,721	20,382	360,648	744,474
Safety LWAs	10.0%	0.0%	0.0%	-	-	-	-	-	-
FOCUS	5.0%	7.5%	9.2%	111,842	20,588	63,877	11,759	208,066	429,504
SAIFI	10.0%	10.0%	12.2%	149,122	27,451	85,170	15,678	277,421	572,672
CCI	5.0%	7.5%	9.2%	111,842	20,588	63,877	11,759	208,066	429,504
	100.0%	81.9%	100.0%	1,221,311	224,823	697,540	128,406	2,272,080	4,690,185

			Electric	Gas
CILCO	O&M	624,399	339,237	285,162
	Capital	43,340	23,547	19,793
	Total	667,739	362,784	304,955
CIPS	O&M	1,427,331	959,005	468,326
	Capital	323,035	217,043	105,992
	Total	1,750,366	1,176,048	574,318
IP	O&M	1,918,851	1,221,311	697,540
	Capital	353,229	224,823	128,406
	Total	2,272,080	1,446,135	825,945
TOTAL AIU	O&M	3,970,581	2,519,554	1,451,027
	Capital	719,604	465,413	254,191
	Total	4,690,185	2,984,967	1,705,218

KPIs	Totals		Pct of Total		CILCO				
					Electric		Gas		Total
					O&M	Capital	O&M	Capital	
OSHA Recordables	702,531	23.81%	39,473.79	18,782	33,182	15,788	107,225		
Gas Leak Response	455,161	15.42%	25,574.57	12,168	21,498	10,229	69,470		
Safety LWAs	250,826	8.50%	14,093.40	6,706	11,847	5,637	38,283		
FOCUS	1,165,116	39.48%	65,465.50	31,149	55,030	26,184	177,828		
SAIFI	47,799	1.62%	2,685.73	1,278	2,258	1,074	7,295		
CCI	160,195	5.43%	9,001.03	4,283	7,566	3,600	24,450		
Tech Call Return Rate	3,849	0.13%	216.27	103	182	86	587		
Design Completion	3,849	0.13%	216.27	103	182	86	587		
Designs Performed	16,356	0.55%	919.01	437	773	368	2,496		
Construction Produced	16,356	0.55%	919.01	437	773	368	2,496		
Switching Incidents	9,325	0.32%	523.95	249	440	210	1,423		
CAIDI	-	0.00%	-	-	-	-	-		
Gas Compliance	59,575	2.02%	3,347.40	1,593	2,814	1,339	9,093		
Meter Installs	24,042	0.81%	1,350.87	643	1,136	540	3,669		
Meter Test Completion	36,063	1.22%	2,026.31	964	1,703	810	5,504		
	2,951,043	100.00%	165,813.10	78,895	139,382	66,318	450,408		

		Total	Electric	Gas
CILCO	O&M	305,195	165,813	139,382
	Capital	145,213	78,895	66,318
	Total	450,408	244,708	205,700
CIPS	O&M	648,335	435,608	212,727
	Capital	294,087	197,593	96,494
	Total	942,422	633,201	309,221
IP	O&M	997,726	635,033	362,693
	Capital	560,488	356,740	203,748
	Total	1,558,214	991,773	566,441
TOTAL AIU	O&M	1,951,256	1,236,454	714,802
	Capital	999,788	633,228	366,560
	Total	2,951,044	1,869,682	1,081,362

KPIs	Totals		CIPS				
			Electric		Gas		Total
			O&M	Capital	O&M	Capital	
OSHA Recordables	702,531	23.81%	103,702	47,039	50,642	22,971	224,355
Gas Leak Response	455,161	15.42%	67,187	30,476	32,810	14,883	145,357
Safety LWAs	250,826	8.50%	37,025	16,795	18,081	8,202	80,102
FOCUS	1,165,116	39.48%	171,985	78,013	83,988	38,097	372,082
SAIFI	47,799	1.62%	7,056	3,200	3,446	1,563	15,265
CCI	160,195	5.43%	23,647	10,726	11,548	5,238	51,159
Tech Call Return Rate	3,849	0.13%	568	258	277	126	1,229
Design Completion	3,849	0.13%	568	258	277	126	1,229
Designs Performed	16,356	0.55%	2,414	1,095	1,179	535	5,223
Construction Produced	16,356	0.55%	2,414	1,095	1,179	535	5,223
Switching Incidents	9,325	0.32%	1,376	624	672	305	2,978
CAIDI	-	0.00%	-	-	-	-	-
Gas Compliance	59,575	2.02%	8,794	3,989	4,294	1,948	19,025
Meter Installs	24,042	0.81%	3,549	1,610	1,733	786	7,678
Meter Test Completion	36,063	1.22%	5,323	2,415	2,600	1,179	11,517
	2,951,043	100.00%	435,608	197,593	212,727	96,494	942,422

		Total	Electric	Gas
CILCO	O&M	305,195	165,813	139,382
	Capital	145,213	78,895	66,318
	Total	450,408	244,708	205,700
CIPS	O&M	648,335	435,608	212,727
	Capital	294,087	197,593	96,494
	Total	942,422	633,201	309,221
IP	O&M	997,726	635,033	362,693
	Capital	560,488	356,740	203,748
	Total	1,558,214	991,773	566,441
TOTAL AIU	O&M	1,951,256	1,236,454	714,802
	Capital	999,788	633,228	366,560
	Total	2,951,044	1,869,682	1,081,362

KPIs	Totals	Pct of Total	IP				Total	TOTAL
			Electric		Gas			
			O&M	Capital	O&M	Capital		
OSHA Recordables	702,531	23.81%	151,177	84,926	86,343	48,505	370,951	702,531
Gas Leak Response	455,161	15.42%	97,946	55,023	55,941	31,426	240,335	455,161
Safety LWAs	250,826	8.50%	53,975	30,321	30,827	17,318	132,442	250,826
FOCUS	1,165,116	39.48%	250,721	140,846	143,197	80,443	615,206	1,165,116
SAIFI	47,799	1.62%	10,286	5,778	5,875	3,300	25,239	47,799
CCI	160,195	5.43%	34,472	19,365	19,688	11,060	84,586	160,195
Tech Call Return Rate	3,849	0.13%	828	465	473	266	2,032	3,849
Design Completion	3,849	0.13%	828	465	473	266	2,032	3,849
Designs Performed	16,356	0.55%	3,520	1,977	2,010	1,129	8,636	16,356
Construction Produced	16,356	0.55%	3,520	1,977	2,010	1,129	8,636	16,356
Switching Incidents	9,325	0.32%	2,007	1,127	1,146	644	4,924	9,325
CAIDI	-	0.00%	-	-	-	-	-	-
Gas Compliance	59,575	2.02%	12,820	7,202	7,322	4,113	31,457	59,575
Meter Installs	24,042	0.81%	5,174	2,906	2,955	1,660	12,695	24,042
Meter Test Completion	36,063	1.22%	7,760	4,360	4,432	2,490	19,042	36,063
	2,951,043	100.00%	635,033	356,740	362,693	203,748	1,558,214	2,951,044

		Total	Electric	Gas
CILCO	O&M	305,195	165,813	139,382
	Capital	145,213	78,895	66,318
	Total	450,408	244,708	205,700
CIPS	O&M	648,335	435,608	212,727
	Capital	294,087	197,593	96,494
	Total	942,422	633,201	309,221
IP	O&M	997,726	635,033	362,693
	Capital	560,488	356,740	203,748
	Total	1,558,214	991,773	566,441
TOTAL AIU	O&M	1,951,256	1,236,454	714,802
	Capital	999,788	633,228	366,560
	Total	2,951,044	1,869,682	1,081,362