

Service Company Capital Incentive Compensation

| Line # | Description                             | Total Company                 | Zone 1                   | Chicago Metro WW         | Pekin                    | Lincoln                  |       |
|--------|---|-------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------|
|        |   | Estimated Additions 2017      | Estimated Additions 2017 | Estimated Additions 2017 | Estimated Additions 2017 | Estimated Additions 2017 |       |
| 1      | 50171000 Annual Incentive Plan          |                               |                          |                          |                          |                          |       |
| 2      | 50171600 Compensation Exp - Options     |                               |                          |                          |                          |                          |       |
| 3      | 50171800 Compensation Exp - RSU's       |                               |                          |                          |                          |                          |       |
| 4      | Total, AG-03.001_Attachment             | \$294,760                     | \$246,301                | \$29,800                 | \$13,176                 | \$5,483                  |       |
| 5      | Average, Line 4 / 2                     | 147,381                       | 123,151                  | 14,900                   | 6,588                    | 2,742                    |       |
| 6      |   |                               |                          |                          |                          |                          |       |
| 7      | Composite Depreciation Rate             | AG-03.001_Attachment          | 3.43%                    | 3.28%                    | 4.30%                    | 4.26%                    | 3.69% |
| 8      |   |                               |                          |                          |                          |                          |       |
| 9      | Full Year Depreciation on Additions     | Line 5 x line 7               | 5,062                    | 4,039                    | 641                      | 281                      | 101   |
| 10     |   |                               |                          |                          |                          |                          |       |
| 11     | Half Year Depreciation on Additions     | Line 7 / 2                    | 2,533                    | 2,020                    | 321                      | 141                      | 51    |
| 12     |   |                               |                          |                          |                          |                          |       |
| 13     | Accumulated Depreciation Balance        | Average                       | 2,533                    | 2,020                    | 321                      | 141                      | 51    |
| 14     |   |                               |                          |                          |                          |                          |       |
| 15     |   |                               |                          |                          |                          |                          |       |
| 16     | Tax Depreciation Rate - Year 1          | AG-03.001_Attachment          | 2%                       | 2%                       | 2%                       | 2%                       | 2%    |
| 17     |   |                               |                          |                          |                          |                          |       |
| 18     | Tax Depreciation - Year 1               | Line 4 x line 16              | 5,896                    | 4,926                    | 596                      | 264                      | 110   |
| 19     |   |                               |                          |                          |                          |                          |       |
| 20     |   |                               |                          |                          |                          |                          |       |
| 21     | Tax Depreciation Over Book Depreciation | Line 18 - line 9              | 834                      | 887                      | (45)                     | (17)                     | 9     |
| 22     |   |                               |                          |                          |                          |                          |       |
| 23     | State Tax Rate                          |                               | 7.75%                    | 7.75%                    | 7.75%                    | 7.75%                    | 7.75% |
| 24     | Federal Tax Rate                        |                               | 35%                      | 35%                      | 35%                      | 35%                      | 35%   |
| 25     |   |                               |                          |                          |                          |                          |       |
| 26     | Annual Deferred Tax - SIT               | Line 21 x line 23             | 66                       | 69                       | (3)                      | (1)                      | 1     |
| 27     |   |                               |                          |                          |                          |                          |       |
| 28     | Annual Deferred Tax - FIT               | (Line 21 - line 26) x line 24 | 268                      | 286                      | (15)                     | (6)                      | 3     |
| 29     |   |                               |                          |                          |                          |                          |       |
| 30     | Accumulated Deferred Tax Balance -SIT   | Line 26 / 2                   | 33                       | 35                       | (2)                      | (1)                      | 1     |
| 31     |   |                               |                          |                          |                          |                          |       |
| 32     | Accumulated Deferred Tax Balance - FIT  | Line 28 / 2                   | 134                      | 143                      | (8)                      | (3)                      | 2     |