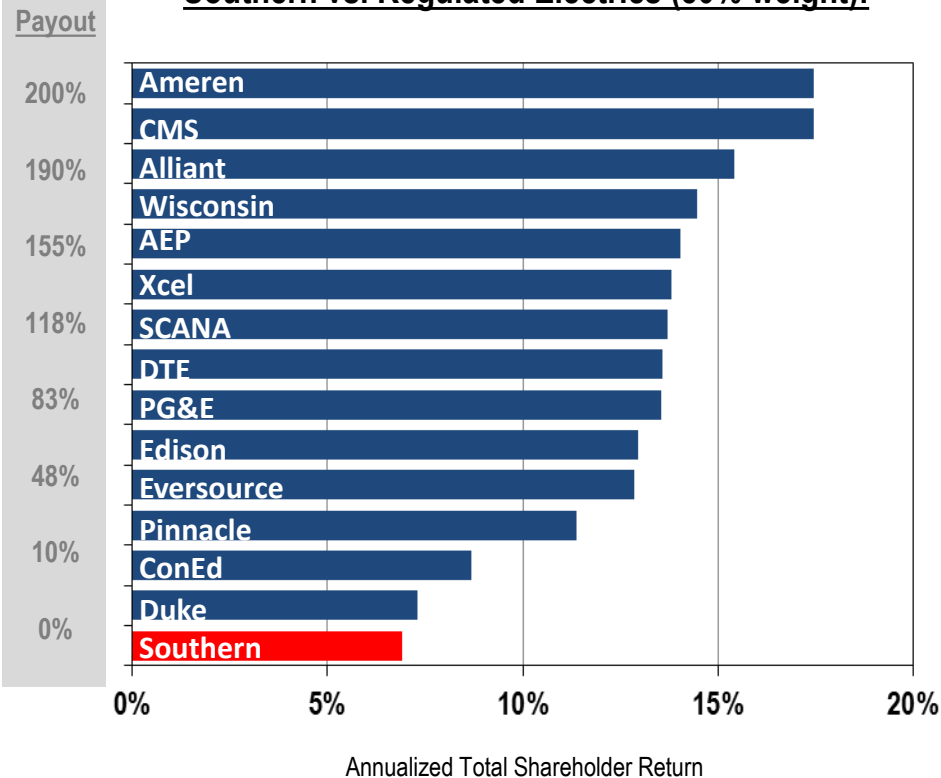




# 2013 - 2015 Performance Share Program

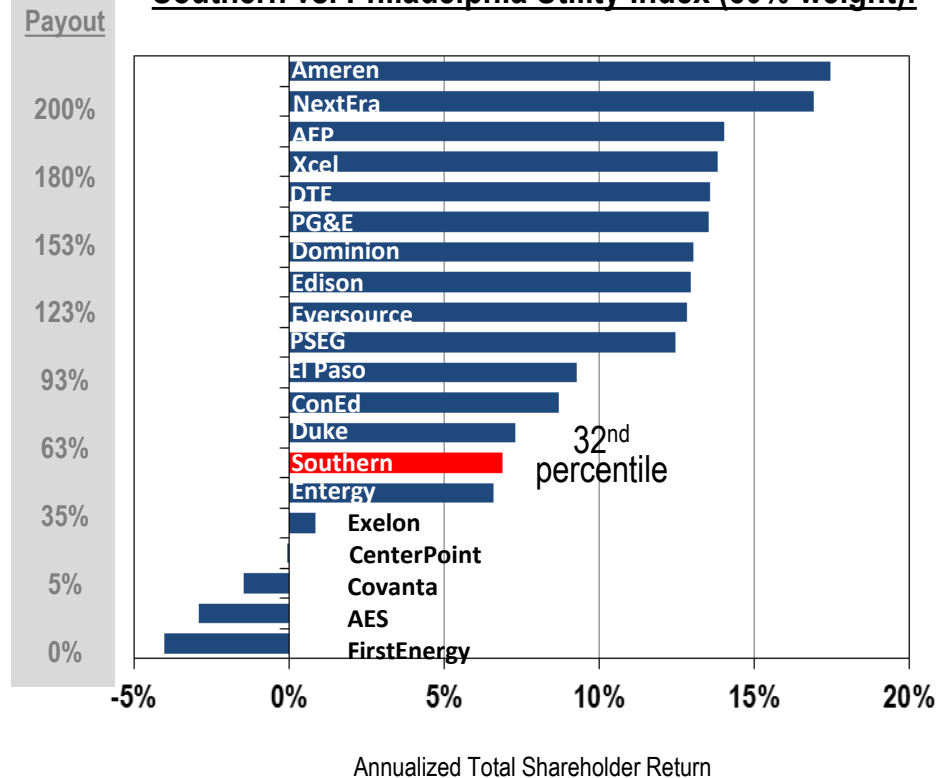
## As of December 31<sup>st</sup>, 2015

**Southern vs. Regulated Electrics (50% weight):**



This performance resulted in a 0% payout for the performance period.

**Southern vs. Philadelphia Utility Index (50% weight):**



This performance resulted in a 55% payout for the performance period.

**Total Payout: 28% of target**  
*(0% x 50%) + (55% x 50%)*

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Example: 2013 target share grant multiplied by final payout % = shares awarded (pre-tax)