“Diverse perspectives and backgrounds are fundamental to understanding and celebrating who we are as a nation. They also are fundamental to our business and our core values. At Exelon, we embrace these same ideals in everything we do.”

- Christopher M. Crane, President & Chief Executive Officer, Exelon Corporation
Message from the CEO

As a company, we have always believed Exelon should reflect the diverse communities we serve. Doing so makes us a better community partner and a better company. We are focused on building an inclusive and diverse workforce that makes it possible for all employees to build successful careers.

In 2016, Exelon signed the White House’s Equal Pay Pledge, affirming our commitment to close the gender pay gap and encourage others to do the same. Exelon also adopted a progressive family leave benefits package that provides additional paid time off following the birth or adoption of a child or when a family member is ill. These initiatives increase fairness in the workplace and help enable women and men to meet the dual demands of work and family. We also continue our commitment to investing in both minority- and women-owned businesses, spending $2 billion with diverse suppliers in 2016.

Through a series of vignettes from across our family of companies, you’ll see in this report how our people encourage and leverage diverse points of view to overcome challenges and drive innovation. We must continue to drive growth across our diverse businesses.

Diverse perspectives and backgrounds are fundamental to understanding and celebrating who we are as a nation. They also are fundamental to our business and our core values. At Exelon, we embrace these same ideals in everything we do.

Sincerely,

[Signature]

Christopher M. Crane
President & Chief Executive Officer
Exelon Corporation
Diversity & Inclusion
Strategic Focus Areas

Diversity & Inclusion Goals

Diverse & Inclusive Workforce
To attract, develop and retain talent of all backgrounds that reflects the realities of our marketplace, our communities, and the relevant labor market.

Inclusive Workplace
To create a culture of inclusion through consistent and sustained execution of the Exelon Diversity & Inclusion strategy, including progress measurement for results.

Diverse Suppliers
To achieve a diverse range of suppliers, vendors and service providers.

Community Relationships
To ensure that Exelon leadership has a significant reach and visible presence in a strategic core group of diverse community based organizations.

Leader in Diversity & Inclusion
To earn Exelon recognition as a Diversity & Inclusion leader by its employees, local, regional and national thought leaders, and the communities it serves.
Diversity & Inclusion Commitment

Exelon operates in a world rich in diversity—in race, ethnicity, gender, sexual orientation, gender identity, disability, religious affiliation, experience and thought. Diversity and inclusion at Exelon strengthens our ability to achieve our vision by:

• Integrating diversity and inclusion as a business imperative and a core value.

• Attracting, retaining and advancing employees who will best serve and represent our customers, partners and communities.

• Providing a workplace that ensures we respect one another and that each of us has the opportunity to grow and contribute at our greatest potential.
Diversity & Inclusion is Who We Are and What We Do

Our strategy is to integrate D&I in everything we do. Whether that means creating and implementing new initiatives or embedding D&I into existing practices, we believe that an inclusive culture is foundational to an organization rich in diversity, innovation, market competitiveness, and continued growth.

- D&I Annual Report
- Dashboard & Metrics
- Talent Management
- Diverse Business Empowerment
- Industry Leadership Strategy
- D&I Education
- External Communications & Advertising
- Community Impact
- D&I Intranet Portal
- Employee Resource Groups
“As a diversity and inclusion professional, I am focused on creating systems and a workplace culture that promote equity and fairness so that our organization can manage its talent in a way that results in organizational success. I have seen great strides in this area.”

- Janese Murray  Vice President, Diversity & Inclusion
GOAL STATUS UPDATE 2016
DIVERSE & INCLUSIVE WORKFORCE
Exelon is the First Energy Company to Sign the White House Equal Pay Pledge

We are taking a major step to expand Exelon’s commitment to diversity and inclusion.

Exelon announced a first-time partnership with the White House as a signatory to the Equal Pay Pledge, an initiative to encourage major companies to take action and commit their support to closing the national gender pay gap. Participating with over 100 businesses, Exelon signed the pledge in acknowledging the critical role businesses must play in reducing the pay gap and in promoting best practices that will ensure fundamental fairness for all workers.

As part of Exelon’s commitment, the company conducted an organization-wide gender pay analysis of over 15,000 exempt roles across the organization. The company will also review hiring and promotion processes to neutralize unconscious bias and embed equal pay efforts into broader enterprise-wide equity initiatives.

Change starts with us, it’s time to come together and end pay inequality.
Exelon is the First Energy Company to Provide Employees with Extended Family Leave

In order to better support our employees in balancing these responsibilities, Exelon is proud to announce that they are adopting new bonding and primary caregiver leave policies.

In 2016, we developed a progressive, industry-leading policy implemented in January, 2017. This policy provides up to 16 weeks of paid maternity, bonding and primary caregiver leave benefits to full-time, non-represented employees with at least one full year of employment with the company. The updated leave policies better reflect our position and values as an innovative, forward-thinking, people-focused organization.

The new policies mean that a birthing mother who is a primary caregiver will be eligible to take up to 16 weeks of paid leave in connection with the birth of a child. The bonding leave provides all new parents paid time to bond with a child following birth or adoption.

The primary caregiver leave provides eligible employees with additional paid time to care for a child following birth or adoption, or to care for a family member who has a critical health condition that renders that family member incapable of self-care.

While Exelon’s current maternity, parental and sick leave programs are competitive within our industry and the marketplace, we identified opportunities to be more aligned with policies that are reflective of leading companies. Exelon is uniquely positioned to lead the transition to a clean energy future by continuing to invest in our employees, technology and innovations that benefit our customers and the communities we serve.
Strengthening Recruiting & Hiring

Early Career Awareness
Exelon is developing a diverse talent pipeline to fill projected workforce needs in the next three to five years. We continue to leverage long-standing partnerships with select middle and high schools, as well as youth organizations in underprivileged communities within our service territories, to provide mentorship, resources and education support.

University Programs
Exelon’s intern program—through which the company hires approximately 400 professional and technical interns each summer—helps build our talent pipeline by attracting young, diverse candidates. We focus our intern recruitment efforts on universities and technical schools that attract student populations reflective of the communities we serve. We leverage relationships with the campus chapters of our national diversity organizations and opportunities to network with student populations who are typically underrepresented within STEM disciplines.

Military and Veteran Initiatives
Military veterans are uniquely qualified for the work we do. Being named an employer of choice by GI Jobs since 2008 is a testament to our ongoing efforts to employ and develop veterans who have served our country. In 2016, Exelon attended 58 military recruiting events and developed tools to demonstrate how entry level positions can translate into careers at Exelon for transitioning service members. We also continue to be a proud supporter of Former First Lady Michelle Obama’s Joining Forces initiative and are exceeding our commitment to fill at least 10 percent of open positions with military personnel. In 2016, Exelon hired 371 full-time employees with military experience, which represented 12.3 percent of the company’s total 2016 new hires.
Disability Friendly

Exelon continues to strengthen our partnerships with organizations that support recruiting and hiring individuals with disabilities. In 2016, Exelon participated in a number of initiatives in support of our disability recruitment strategy:

- Our relationship with GettingHired.com, a full service disability talent acquisition site, ensures all of Exelon’s job opportunities are fully accessible to individuals with disabilities. In addition to posting our positions to the site, Exelon Talent Acquisition conducts a weekly review of candidates that have applied to or been matched with our positions.

- Exelon was a proud corporate sponsor of the 2016 Career Opportunities for Students with Disabilities (COSD) Conference and Full Access Student Summit in Cambridge, MA. Events included hosting an Exelon themed “suite” to connect with students and participated in the COSD Student Career Fair.

- To reach disabled veterans, Exelon partners with Veteran Recruiting Services and the Wounded Warrior Project’s Warriors to Work. In 2016, Exelon participated in four 10KDAV Hiring Challenge virtual career fairs which are dedicated to helping at least 10,000 disabled veterans find employment.

- Exelon continued its sponsorship of The ADA25 Chicago’s Leadership Institute for People with Disabilities, which launched in 2015. The organization’s vision is to create a pipeline of individuals with disabilities who will be prepared for civic leadership in the Chicago region. In June, Exelon participated at the ADA 25 Chicago Advancing Leadership forum Disability Inclusion in the Workplace: Challenges and Opportunities from the Employer and Employee.
National Diversity Programs

We maintain partnerships with national diversity organizations, including the Black Engineer of the Year Award (BEYA), the National Association of Women in Construction (NAWIC), the Society of Women Engineers (SWE), and the Society of Hispanic Professional Engineers (SHPE). Exelon is a corporate sponsor for each organization’s annual conference, participates in panels and workshops. Exelon continued its strong attendance and engagement at the National Conferences in a number of ways where we honored 13 employees with BEYA awards; 12 Modern Day Technology Leaders and BEYA’s Most Promising Engineer which was presented to BGE’s Testing Manager, Larry Laws.

Exelon also sponsored SWE’s opening event “Sing It To Begin It,” served as a featured panelist during SWE’s Plenary Session “Let’s All Stretch: Perspective on Workplace Flexibility,” during which four women engineers from PECO discussed how disruptive technologies are challenging the utility industry. At the SHPE National Conference in Seattle, WA Exelon hosted two workshops – “Feel the Energy! Exelon’s Strategies to Thrive in a Changing Industry” and “You Are Your Brand! Exelon’s Tips for Enhancing Your Professional Brand”. We also recognized Exelon Wind’s Magin Reyes, Director of Fleet Operations Wind & Solar with the SHPE Manager of the Year Award during the SHPE STAR Awards Gala. Our involvement with these organizations resulted in sixteen hires and helped us better understand and manage recruitment, retention and advancement issues related to D&I.
New Partnership with The Society of Asian Scientist and Engineers (SASE)

**Founded in 2007, the Society of Asian Scientists and Engineers was established to help Asian heritage science and engineering professionals advance and achieve greater career potential.**

In 2016, Exelon participated in its first Society of Asian Scientists and Engineers National Conference held in Dallas, TX on October 13-15. Exelon sent 15 employees across ComEd, Constellation, Exelon Generation, PECO and Pepco Holdings to participate in conference workshops, networking events and career fair. Exelon sponsored a career development workshop, which was presented by BGE’s Ratanak Heng, Manager of Regional Capacity Planning. In addition, Exelon was able to connect with nearly 200 professional and intern candidates during the one-day career fair.
BGE Human Resources & Marketing Partner on Recruitment Campaign to Help Attract Hispanic Employees

Part of the team’s commitment includes reaching out to groups that are under-represented in certain areas of the company when there are opening in that area, to make sure potential candidates are aware of job openings.

BGE’s Human Resources team is committed to reaching out to diverse groups to make sure potential candidates are aware of job openings. For instance, when a Gas Construction and Maintenance utility trainee position opened earlier last year, HR partnered with the marketing team to help promote the opportunity as broadly as possible.

Potential applicants received Facebook and Instagram advertisements about the utility trainee opportunity. “We learned the most effective communications channels were social media and radio, and also the preference for mixed English and Spanish messaging in the same communication,” shares Keisha Clarke-English, manager, marketing programs.
ComEd Senior Leaders and Chicago Lawmakers Welcome New Chicago Training Center

ComEd senior leaders recognized the need to build ComEd’s own state-of-the-art training facilities to provide employees with the skills necessary to build and maintain the smart grid.

Located in the Bridgeport neighborhood, the center features 50,000 square feet of classroom and indoor training space, a 240,000 square foot outside training yard and a 200-seat auditorium. The facility also includes substation and meter training areas, an indoor pole yard, lead splicing bays for underground cable and manhole training areas. The center has also proven to be a valuable resource to the community, an example of the impact of ComEd’s work in neighborhoods. Artwork throughout the facility, for example, was created by artists participating in the Bridgeport Art Center’s Project Onward, a program that supports artists with exceptional talents and challenges.

Another feature is the Smart Energy Hub, an interactive station designed to help students and adults learn about electricity, the technologies available to manage electricity usage, and how ComEd is helping to build a community of the future. Since opening, more than 140 school and community groups have visited the Smart Energy Hub and toured the facility. Last summer, 13 high school upperclassmen from After School Matters took part in a seven-week apprenticeship overview of the construction trades called “Tools of the Trade.” The program focused on engaging students and enhancing their knowledge in math, science, construction and 21st Century work skills.
Living the Brand Pro Bono Legal Clinic

Volunteers from BGE, Constellation and Exelon BSC assisted at the pro-bono legal clinic with will preparation, advanced medical directives and financial powers of attorney.

A client walked in with a wide-brimmed hat and a hopeful expression with her infant grandson in her arms. She had business to take care of and Arushi Sharma Frank, assistant general counsel, was there to help as part of a quarterly pro-bono estate planning clinic for low-income seniors in Baltimore.

The employee volunteers make a huge impact by providing pro-bono legal services including will preparation, advanced medical directives and financial powers of attorney. Given the busy time of year, participation in the clinic was outstanding. At this particular event, the seniors who attended received assistance in drafting a total of 32 estate plans.

Volunteers from BGE, Constellation and Exelon BSC assisted at the pro-bono legal clinic with will preparation, advanced medical directives and financial powers of attorney.
On October 11, Exelon celebrated Ally Appreciation Day which coincided with National Coming Out Day. Allies across the company came together to support and celebrate the strength of LGBTQ employees, our Pride ERG chapters and the community. Allies shared touching stories of their experiences and the impact their actions have on their loved ones, friends and colleagues. New allies took the pledge while current allies renewed their commitment to Stand Up, Speak Up and Join In to incorporate small everyday actions to move equality of ALL people forward.
BGE Celebrates Diversity & Inclusion Week

In November 2016, with a theme of Plug In to Diversity & Inclusion and the purpose of celebrating the value of all employees’ different backgrounds and perspectives, the BGE Diversity and Inclusion Council spearheaded its second annual Exelon-Baltimore D&I Week.

In 2016, almost 75% of the Exelon-Baltimore employees and community leaders came together to attend Baltimore D&I Week to discuss topics that can be difficult to address – ones that cut across race, gender, sexuality and more, and focused on how each person can build trust and come together behind a common goal. Participants engaged in an extended week of events and activities that included four international, renowned headliners, distinguished facilitators, a variety of interactive and engaging speakers and workshops, a film festival, an exhibit hall and culminated with a paint night that engaged employees in using their creativity and innovation to paint their vision of diversity and inclusion. More than 2,300 employees and community members attended more than 30 events; this more than doubled the 1,000 participants attending the seven events offered in the first launch year.
Constellation’s 2016 D&I Speaker Series

In 2014, the Constellation D&I Action Learning Team introduced the D&I Speakers Series, which is aimed at providing an open and candid forum for regular discussion on diversity and inclusion topics that affect our organization.

The Value of Diversity and Inclusion, Part I
This event featured a keynote address by Dr. Freeman Hrabowski, President of University of Maryland in Baltimore County, about the value of diversity and inclusion efforts followed by a question and answer session.

The Value of Diversity and Inclusion, Part II
Part II featured presentations from two Constellation employees – Meredith Keeney, loyalty manager, Sales and Operations Effectiveness, and Chima Dike, manager, Power Execution. This session focused on the value of inclusion and provided opportunities for provocative discussions around the issues of inclusion our organization faces.

Quiet: The Power of Introverts
This event explored the differences between introverts and extroverts as raised by Susan Cain in her book Quiet: the Power of Introverts in a World that Can’t Stop Talking. Discussions focused on learning how extroverts can take action to be more inclusive of introverts to maximize a team’s potential.

Each of these sessions created successful forums for not only raising awareness around critical D&I issues that face the organization, but were also fun, impactful and called employees to action to practice active inclusion in meetings, proactively reaching out to others in the workplace who are different.
Pepco Holdings Hosts Its First Diversity Week

Diversity is “recognizing that talent does not all look one way, all think one way, all come from the same place and all have the same ideas,” said Janese Murray, vice president of Diversity & Inclusion, Exelon.

While race, gender, age or sexual orientation may be common ways to describe cultural differences, Janese encouraged thinking beyond the traditional labels: “Are you in Operations? Are you a manager?” she asked. “Are you an individual contributor? Are you new to Exelon?”

The discussion Janese Murray led at Edison Place was among activities for PHI Diversity Week, when employees were invited to learn more about the role of D&I at Exelon and also how to become involved in the company’s nine Employee Resource Groups (ERGs). Open houses on the ERGs were held at the New Castle Regional Office and Edison Place.

Through their community service activities, group members can also represent the face of the company. More than 50 people took time from their workday to attend Janese’s talk and join in a lively Q&A. Questions included how to access Exelon’s D&I resources and join an ERG.

In addition, several new PHI chapters are already being formed. A new PHI ERG steering committee is working with the D&I department to form local chapters of the Exelon African American Resource Alliance, Asian American Resource Group, Developing Young Professionals and Network of Exelon Women.
Power HR Driving Career Development

The role of leadership is to provide employees the tools and resources they need to develop and drive their careers and then support them in that journey.

In 2016 alone, Exelon Power has taken many steps to give employees—at all levels—growth opportunities. Recently, Power HR has:

• Trained all managers on Exelon’s new stay interview process, which is a one-on-one meeting between managers and their newly hired and existing employees to improve engagement and retention. The objective is to develop trust between managers and employees and to develop a plan that encourages continued engagement.

• Rolled out the Manage Essentials (ME) Program, which consists of a series of experiences and training sessions to expose our managers to the information and mindset needed to lead and manage others effectively.

Additionally, Power has worked with a team of employees to develop an online portal that enables employees to access opportunities to enhance their skills through temporary, short-term assignments. It will give managers the ability to post opportunities and for employees to express interest in getting involved in projects that they may not have known about previously. The site will have listings for individuals and teams.
PECO’s Leadership Partners with the Network of Exelon Women (NEW) Women’s Leadership Panel to Provide Personal Insights on Career Opportunities at Exelon

In honor of Women’s History Month, a group of Exelon women share their experiences during their business careers.

A panel of Exelon women leaders talked women in leadership, the changing characteristics of leaders, what it means to be a woman in leadership at Exelon, and the associated challenges and opportunities, at a Network of Exelon Women (NEW) event celebrating Women's History Month in March.

The panel featured Romona Riscoe Benson, PECO manager of Corporate Relations; Amy Hamilton, Exelon vice president and Chief of Staff; Kathleen Barron, Exelon senior vice president of Federal Regulatory Affairs and Wholesale Market Policy; and Vernice Lewis, Exelon manager of Diverse Business Enablement. Phil Barnett, PECO senior vice president and CFO, moderated the panel discussion. Panelists shared personal stories of some of the more significant periods in their career, including those who have helped guide and champion their efforts along the way.
DIVERSE SUPPLIERS
By the Numbers: Exelon’s Commitment to Diversity Business Suppliers

Exelon’s Commitment to diversity-certified supplier inclusion has never been stronger. The company is committed to significantly advancing the economic vitality of the states and communities in which we operate, and the economic activity we generate directly benefits those areas.

Exelon’s total diversity-certified supplier Expenditures in 2016: $1.9 Billion

which is $432 million more than last year.

20% Exelon’s Diverse Business Empowerment (EDBE) Spend represents 20% percent of Exelon’s total spend.

Increase in Exelon’s total diversity-certified supplier expenditures since 2015: 28.7%

EDBE Spend per company (in millions):

- ComEd, $777
- BGE, $272
- Nuclear, $203
- Commercial, $46
- PHI, $198
- Power, $98
- PECO, $146
- BSC, $197
A Testimony to Exelon’s Diverse Suppliers

Like Exelon, Turner endeavors to develop strategic partnerships with diverse and local suppliers in order to maximize their opportunity for growth and sustainable success.

Turner Construction Company has a long-standing and successful national relationship with Exelon. To further Exelon’s commitment to diversity, inclusion and positive partnership in local communities, Turner engaged two successful, local minority-owned contractors, Commercial Construction and Mahogany, Inc., to co-manage the interior fit-out of Exelon’s Baltimore Headquarters, which was completed November 2016.

The 443,800-square-foot construction project is the fourth largest Leadership in Energy and Environmental Design (LEED) Platinum certified Commercial Interiors project in the United States, and the largest in the Mid-Atlantic. Turner exceeded its commitment to invest 50 percent of the subcontractor-spend with minority and women-owned businesses, and 20 percent with local Baltimore City firms.

More than 780 individuals were directly employed on the interior construction and an additional 140+ workers in offices, fabrication shops, and off-site facilities. Based on the total construction contract, 42 percent of the revenue was awarded to minority-owned enterprises, 9 percent to women-owned enterprises, and 30 percent to firms located in Baltimore City. Of the 49 subcontracted firms, 15 were minority-owned firms and 10 were woman-owned firms.

The Turner team executed a stellar commitment to safety, as the project was completed with zero lost time events. The alignment of Turner’s values and goals with those of the company’s tri-venture partners, as well as with Exelon, was directly linked to the project’s resounding success.
PECO Named Corporation of the Year by Eastern Minority Supplier Development Council

At PECO, leadership means integrity, forward thinking, openness to ideas and principled decision-making.

PECO was recently named the 2016 National Corporation of the Year by the Eastern Minority Supplier Development Council (EMSDC) for the company’s commitment to diverse suppliers in its supply chain and creating substantial business opportunities for National Minority Supplier Development Council-certified minority businesses.

Through this honor, PECO also will be the regional nominee for the National Minority Supplier Development Council 2017 National Corporation of the Year. Vernice Lewis, Diverse Business Enablement manager, also was honored for the second time as the Regional Minority Business Advocate of the Year.
COMMUNITY RELATIONSHIPS
Exelon Employees Give Back to Communities

Being accountable to our communities and the environment is one of Exelon’s core values. In 2016, Exelon, its family of companies and the Exelon Foundation provided $46.1 million to nonprofit partners in the communities where we live, work and serve. We focus on grants on education, environment, community development, the arts and health and social services.

Corporate and Exelon Foundation Contributions:

- $42,568,160 Exelon and subsidiary grants
- $3,554,625 Exelon Foundation grants
- $32,120,187 70% Exelon’s contributions supported D&I initiatives
- $1 million raised for 24 nonprofit partners

Total PHI and Exelon Philanthropy:

- $7.8 million pledged by employees
- $4 million matched by the company
- $2.9 million donations made by employees
- $2.9 million matched by the Exelon Foundation and Maryland OpCos

= $11.8 million 8%↑
= $5.8 million 23%↑

2016 Contributors by Program Area

- Civic & Public Affairs
- Community & Economic Development
- Culture & Arts
- Disaster Relief
- Education
- Employee Engagement GM & DFD Only
- Environment
- Health & Social Services
Constellation Partners with Crossroads and Outward Bound to Mentor the Youth in Baltimore

Constellation has a robust mentoring program with over 70 Constellation employees mentoring Crossroads students.

On August 31, Constellation teamed up with educational organizations Living Classrooms and Outward Bound to kick off the school year with a unique team building experience for Crossroads middle school students. Sample teambuilding exercises include blindfold walks and rock wall climbing. Ultimately our goal through this effort is to continue to build strong, ongoing relationships between our employees and Crossroads students, to support and position the students for success.

Crossroads students also participated in an Outward Bound retreat sponsored by Constellation in partnership with the Police Youth Challenge. The Outward Bound Police Youth Challenge facilitates team building between active duty Baltimore Police Officers and Baltimore school students.

Constellation has a robust mentoring program with over 70 Constellation employees mentoring Crossroads students throughout the school year. The company is committed to a strong ongoing commitment to the school.
Exelon Foundation Donates $1 Million to Smithsonian’s National Museum of African American History and Culture

Donation advances the Foundation’s commitment to promote diverse perspectives and support institutions making a difference in its communities


The donation supports the museum’s exhibitions and programs, which are designed to use African American stories and contributions as a lens into a deeper understanding of U.S. history and its links to the world.

The museum’s 12 inaugural exhibitions focus on the themes of history, culture and community. The museum features a collection of nearly 40,000 artifacts dating from the 17th century to modern times. Among the highlights — remnants of a Portuguese slave ship that sank in 1794 with nearly 500 enslaved Africans, an open-cockpit biplane used to train the Tuskegee Airmen for World War II compact duty, and a lace shawl given to underground railroad conductor Harriet Tubman by England’s Queen Victoria.
Residents Shaping Community of the Future in Bronzeville

ComEd has been engaging the citizens and leaders of Bronzeville through a series of Community of the Future workshops to establish priorities and explore opportunities to further leverage the strength of the smart grid and related technologies to enhance everyday life.

ComEd also is working on these initiatives with the Bronzeville Community Economic Development Partnership, which is focused on information technology, heritage tourism, hospitality workforce development and training, preservation and sustainability. The long-term vision for the Community of the Future includes a microgrid “backbone,” and ComEd continues to work on microgrid technology associated with multiple awards received from the US Department of Energy. With microgrids having been removed from the Future Energy Jobs Bill before its passage last fall, teams are assessing other policy options that could bring the Bronzeville and other microgrids to reality. Meanwhile, the Community of the Future project continues to move forward via community engagement and work on other associated technology and energy management initiatives.
Exelon Generation Provides Coats to More Than 1,100 Children

With more than 15 million children—nearly 1 in 5 kids—living in poverty in the United States, having a warm coat in the winter is a luxury that some families cannot afford.

Exelon Generation has teamed up with Operation Warm to provide more than 1,100 children in the Mid-Atlantic and Northeast Regions with a warm coat this season. Many of the new students at the Woodrow Wilson Elementary School in Framingham, Mass., are from Brazil and have never seen snow. Principal John Haidemenos said the excitement when snow starts falling is uncontrollable, “They are not used to it,” he said. However, many of them don’t have coats.

Employees from West Medway Generating Station delivered 300 new coats to the school. Haidemenos said he appreciates the commitment from Exelon to keep the program going. Likewise, students at Logan Elementary School in Dundalk, Md., will be enjoying their new coats provided by Exelon. “The need is tremendous, we have many students who don’t even have so much as a windbreaker for bitter cold days,” said Principal Stephen Bender.
Last year, employees provided nearly 171,314 hours of community service, contributed $11.8 million through the Employee Giving Campaign and Exelon Foundation Matching Gifts programs and served on over 540 nonprofit boards. Throughout the year, employees participated in a number of events supporting a wide array of causes, including:

**Exelon:** Opt4STEM is a five-year STEM program that includes enrichment programs, college and career workshops, college courses, mentorship seminars with 61% of 2,192 Von Steuben students participating in at least one activity.

**BGE:** In partnership with Y Central of Maryland, BGE employees taught over 25 high school students about the legislative process at the State House.

**ComEd:** One year after a tornado struck Coal City and destroyed thousands of trees, ComEd volunteers returned to plant 100 trees and distribute 400 free saplings to local residents.

**Constellation:** Partnered with Habitat for Humanity to impact 100 homes with critical savings and affordability through energy efficiency improvements and solar installations.

**Generation:** With the Boys & Girl Scout, students visited nuclear facilities to earn atomic energy merit badges and participated in building a "human power plant", understand how plants turn H2O into steam to generate electricity.

**PECO:** In partnership with Kaboom!, the City of Coatesville and Natural Lands Trust, 120 employees volunteered alongside 80 community members to construct a playground. The playground can serve up to 750 children at once.

**PHI:** Pepco helps Greater Washington Urban League serve 65,000 clients with employment training; community development; health promotion; and financial literacy. With Pepco, GWUL has assisted over 40,000 homeless.
Diversity & Inclusion Industry Recognition

**National Organization on Disability:** Exelon was recognized by the National Organization on Disability (NOD) with the inaugural Disability Employer Seal of Approval. The organization gave the honor to only 27 employers.

**Top 10 VetFriendly Employer (2015-2016):** More than 71,000 veterans voted Exelon as one of the most Veteran Friendly in the Veteran Recruiting Virtual Career Fairs in 2016. Exelon was voted the 2nd most veteran friendly company overall.

**G.I. Jobs Military Friendly Employer GOLD Award Recipient (2008-2016):** This is the 9th consecutive year Exelon has been recognized. GOLD Award winners have programs that scored within 20% of the 10th-ranked organization.

**U.S. Veterans Magazine's Best of the Best (2013-2016):** Exelon was one of 132 employers nationwide to place on its Top Veteran-Friendly Companies list. The list honors businesses with military-friendly policies and programs.

**CivilianJobs.com Most Valuable Employer for Military (2013-2016):** For the 4th year in a row, Exelon received recognition for our commitment to providing opportunities to America’s veterans. Military Times magazine invited more than 1,000 companies.

**DiversityInc Top 7 Utilities 2016:** Employers were assessed on more than 180 factors, including workforce demographics, employee resource group participation and percentage of procurement spent with diverse suppliers.

**Human Rights Campaign Best Places to Work 2011 – 2016:** Exelon was selected as one of the best places to work by the Human Rights Campaign, the nation’s largest LGBT civil rights organization.
Exelon Secured Credit Agreements with 25 Minority and Community Banks in the Program’s 14th year

Over $2 billion invested with minority and women-owned investment firms across our retirement plans and across all major asset classes

Exelon Corporation arranged credit lines totaling $129 million with 25 minority and community-owned banks in Illinois, Pennsylvania, Maryland and New Jersey, reinforcing the company’s commitment to invest in the communities it serves. The minority and community banking program provides Exelon subsidiaries BGE, ComEd, Exelon Generation, PECO, Atlantic City Electric, Delmarva Power and Light and Pepco with additional sources of credit at competitive prices, while participating banks benefit from having increased deposits and assets with which to serve their communities.
Exelon Recognizes Top Financial and IT Services Business Partners for Diversity and Inclusion

Exelon’s Diversity and Inclusion Program, now in its sixth year, seeks to enhance the quality of service Exelon receives by encouraging contributions from minorities and women at its business partners.

In 2016, Exelon added IT Services as part of the combined Diversity and Inclusion Partnership Program, recognizing a broader scope of firms that support diversity in their day-to-day interactions with Exelon. The 2016 honorees are:

- Banking: Northern Trust Company, Citibank, MUFG, Goldman Sachs, J.P. Morgan, BNP Paribas and Mizuho
- Insurance: Aon, Beecher Carlson and Marsh
- Professional Services: Ernst & Young, PricewaterhouseCoopers and Towers Watson
- IT Services: Sath Inc., TATA America International, Pipeline Software and Hi-Tech Solutions

“Incorporating diversity into every aspect of Exelon’s business helps us identify new and innovative ways to solve business challenges and drive progress,” said Jack Thayer, senior executive vice president and chief financial officer at Exelon. “Through the honor roll program, we are able to strengthen our commitment to diversity and inclusion, and encourage our business partners to do the same.”

The program challenges participating financial services and IT partner firms to expand the diversity of their teams by evaluating the level of contributions made by women and minorities on the teams that serve Exelon, while providing them with incentives to improve their performance by demonstrating a shared commitment to diversity and inclusion. The program also evaluates the companies’ own diversity and inclusion initiatives and their improvement year-to-year.
To our stakeholders,

We are delighted to share the 2016 Diversity & Inclusion Annual Report with you. We look forward to updating you on our continued progress toward our Diversity and Inclusion goals in our next annual report. Many thanks to all employees who are on this journey with us in building a more inclusive work environment and special thanks to those contributors who made this report possible.

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