DIVERSITY & INCLUSION

Driving Meaningful Outcomes
“To be successful and the best in our class, we must continue working to create an environment that engages, energizes and rewards our employees. One way that we are achieving this is by ensuring diversity and inclusion is an ongoing part of our conversations. This is what enables our growth and value creation for our shareholders, customers and communities.”

- Christopher M. Crane, President & Chief Executive Officer, Exelon Corp.
Message from Leadership

Colleagues and Friends,

At Exelon, we believe to best deliver on our commitments to customers, employees, and the communities where we operate, we need the best teams. In our experience, the best teams are diverse and inclusive teams. Incorporating a range of perspectives and experiences into the way we think, plan and work, leads to innovative concepts, increased stakeholder engagement and better solutions to any challenges we face.

As we work to attract and retain top talent, we see that having a workforce that reflects the communities we serve directly affects our ability to provide the energy products and services our customers expect. We make it our business to nurture a workplace where all employees can fully contribute and build fulfilling careers.

We’re proud to be able to share some recent examples of diversity and inclusion in action at our company and the successes we have achieved as we continue to live these values. We recognize that we have more to do—this is work we must do every day. We know this is the best way to ensure that we power a cleaner and brighter future for our customers and communities.

Sincerely,

Amy Best
Senior Vice President,
Chief Human Resource

Nicole Durham
Vice President,
Diversity & Inclusion
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 developing 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 can grow and contribute at our greatest potential.

Diversity & Inclusion Is Who We Are and What We Do

Our strategy is to integrate D&I into 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
- Talent Management
- Diverse Business Empowerment
- Industry Leadership Strategy
- Employee Education, Tools and Resources
- External Communications and Advertising
- Employee Resource Groups
- Community Investment
Diversity & Inclusion Strategic Focus Areas


Diversity & Inclusion Goals

Diverse and Inclusive Workforce
To attract, develop and retain talent of all backgrounds that reflect the realities of our marketplace and our communities.

Inclusive Workplace
To create a culture of inclusion through consistent and sustained execution of the Exelon Diversity & Inclusion strategy.

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

Community Relationships
To ensure that Exelon employees have 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, and the communities it serves.
Diversity at a Glance: Exelon
Exelon Joins the Billion Dollar Roundtable for Excellence in Supplier Diversity

The Billion Dollar Roundtable Inc. (BDR), a top-level advocacy organization that promotes corporate supplier diversity excellence, announced that Exelon will be inducted as the organization’s 27th member company.

Exelon is the first energy company to join the exclusive group of U.S.-based corporations that have achieved $1 billion or more in annual, direct spending with minority- and women-owned businesses. Exelon was inducted in a ceremony on Aug. 16 during the BRT annual summit in Oakland.

“Exelon is committed to diversity and inclusion across our enterprise—from our hiring and promotion to our giving and how we spend our resources—because we know an inclusive culture results in greater innovation, market competitiveness and opportunities for growth,” said Chris Crane, Exelon’s President and CEO.

“We are honored to be listed among such an elite group of companies, and share the goals of the BDR and its commitment to promoting best practices across the supply chain.”

“The induction of Exelon as a member company of the Billion Dollar Roundtable represents a significant milestone in our history,” said BDR Chairman Rick Hughes. “Exelon’s market reach will offer an important and unique perspective to the BDR roster of companies. We welcome Exelon’s participation and thought leadership, particularly its view of enhancing diverse supplier opportunities in the vital energy sector.”
ERGs Drive Engagement Inside and Outside the Workplace

With 50 chapters across Exelon, Employee Resource Groups (ERGs) provide an important connection point for employees. ERGs help build a sense of inclusion and also strengthen the company’s commitment to the communities where we work and live. ERG activities this year have included STEM-focused student programs, mentoring, Ally support to LGBTQ partnerships, development programs in Exelon’s core competencies and charitable fundraisers.

A Sample of 2017 ERG Programming:

- **DYP - Delmarva Power & Light**’s impact is seen in members’ access and exposure to PHI executive leadership while providing meaningful topics regarding personal and professional development. In addition, various events allowed for DYP members to meet new people in areas of engineering and IT. In terms of inclusion, PHI ERGs were launched in 2017.

- **ENABLED Philadelphia** has positively impacted PECO’s reputation within community partnerships embracing individuals with disabilities. Emergency preparedness, disabled family member support and educating employees on the abilities of people with disabilities, seen and unseen, has elevated ENABLED PECO to receive the city’s recognition award for the Mayors Commission on Disability Rights.

- **Network of Exelon Women (NEW) DC** — Women’s empowerment fuels NEW to provide professional development, senior leadership engagement and community partnerships. Encouraging topics for working mothers, Girl Scout STEM and the business impact of ERGs remain priorities with NEW. Additional focus includes personal branding, education on women’s historical issues, must-read intellectual books and talk series that continue to engage NEW members.
Diversity Awards

DiversityInc’s Top 50 Companies 2017

Human Rights Campaign Best Places to Work 2011-2018

RecruitMilitary MVE for Military 2013-2017

G.I. Jobs Top Military Friendly Employer 2008-2018

U.S. Veterans Magazine’s Best of the Best 2013-2017

Military Times Best for Vets 2013-2017
Exelon utility formed a D&I peer group designed to share and standardize best practices and drive collaboration.

Exelon Breaks All-Time Giving Record by Donating More Than $46.5 Million and 200,000 Volunteer Hours to Communities in 2017.

Exelon Hosts Second Semi-Annual Women’s Leadership Summit: The Power of You, with over 170 attendees from across the company.

Exelon collaborated with White Men as Full Diversity Partners to conduct their 3.5 day White Men and Allies (WMAA) learning lab for Exelon executives. This program focused on building effective diversity partnerships between white men and their diverse colleagues.

Employees participated in Ally Appreciation Day to focus on ways to support LGBT employees. It’s an opportunity for all to engage in conversations and to become educated on the importance of becoming an Ally.

“Celebrating the diversity of our workforce and respecting the individuality and perspectives of all of our employees is fundamental to our culture.”

- Christopher M. Crane, President & Chief Executive Officer, Exelon Corp.
Diversity at a Glance: ComEd
Brandon Taylor isn’t looking for a job; he’s looking for a career. “I’m looking to better myself,” he says. “I’m building toward my future.” Brandon is one of 95 recent graduates of the CONSTRUCT program’s spring class—the largest since the program started in 2013. He and his classmates completed nine weeks of job training designed to prepare students to compete for entry-level jobs in construction and energy-related fields.

The CONSTRUCT program began five years ago as the brainchild of a ComEd employee and contractor. Through CONSTRUCT, ComEd brings together 31 construction industry companies, 10 engineering companies, seven social service agencies and three local energy companies to help increase job opportunities for minorities in neighborhoods throughout Chicago and northern Illinois.

Today, the program has graduated more than 300 students with an 80 percent success rate at job placement. As the program has grown, so has the curriculum. At the start, the program offered training for construction jobs; today it offers training for solar energy-related jobs and more.

CONSTRUCT is run in parallel at seven sites across the Chicagoland area by ASPIRA of Illinois, Austin Peoples Action Center, Chicago Urban League, National Latino Education Institute, Quad County Urban League, SER Jobs for Progress, and YWCA of Metropolitan Chicago and South Suburbs-Homewood. These agencies help identify and train the program participants using various common eligibility and completion requirements, and are committed to working with each participant to provide job counseling and placement services into efficiency jobs and more.
“A diverse workforce and an environment of engagement comes down to culture—a strong sense of who we are as a company. Developing this culture requires the leadership and investment of everyone in the company.”

- Joe Dominquez, President and CEO, ComEd
Diversity at a Glance: BGE
Developing a Talent Pipeline

In 2016, BGE formally launched its Smart Energy Workforce Development (SEWD) Program to support the goal of hiring a workforce that reflects the diversity of the company’s customers and communities it serves. The program focuses on developing a qualified diverse talent pipeline, particularly for entry-level field positions.

A primary requirement for BGE’s entry-level technical positions is the Construction and Skilled Trades (CAST) Test. BGE partnered with Edison Electric Institute (EEI) to develop CAST Test preparation materials that we were then shared with community workforce development organizations.

The company also trained the workforce development organizations in how to provide effective instruction to members of their communities who had an interest in construction-related careers. The short-term goal was to develop a pool of talent who are ready to enter the workforce.

The longer-term focus of SEWD is to develop a pipeline of talent by ensuring there is a firm grounding in essential areas for success in technical fields. Through a partnership with four Baltimore City vocational-technical high schools that teach trade programs, BGE hires entry-level roles. Annually, BGE hosts students and teachers for field trips and internships. After internships are completed, interns participate in the CAST Test Prep Course.

To attract, develop and retain talent of all backgrounds that reflects the realities of our marketplace, our communities, and the relevant labor market.
"We welcome and respect people with different perspectives, backgrounds and traits because we know that diverse teams drive powerful outcomes. A community is only as strong as its members and promoting diversity and providing the strategy, guidance and opportunities to succeed for not just students, but for professionals at all stages of their careers, is one of my passions."

- Calvin Butler, President and CEO, BGE

BGE’s President & Chief Operating Officer Steve Woerner sat down with Communications Intern Taylor Jones to reflect on his days as an intern. “Interns have the potential to bring fresh ideas about how to solve today’s problems. That’s why I would always encourage employers to have an internship program and implore interns to speak up!”

BGE, Enoch Pratt Free Library and Mayor Catherine Pugh launched Mobile Job Center, featuring 13 computer work stations with internet, employee reference materials, and access to databases and resources.

BGE’s White Marsh Training Center hosted 12 students for the National Association of Women in Construction (NAWIC) camp. The mentoring camp provides a supportive environment for girls to explore the construction industry by receiving training such as pipe fusing, electric and gas safety demonstrations and utility pole climbing.

Employees engaged in discussions and explored new perspectives during Diversity & Inclusion Week. Senior BGE and Exelon executives took the stage to emphasize the company-wide commitment to diversity and inclusion.
Diversity at a Glance: PECO
Lending a Hand

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

PECO and Exelon, in partnership with the law firm Blank Rome LLP and the Nationalities Service Center, held a clinic to provide close to 50 refugees with the services needed to remain in the U.S. The event was a part of PECO’s All Hands Day, where each year members of PECO’s staff and legal department as well as general counsel from Exelon participate in an annual volunteer project.

This year’s two-fold All Hands Day featured community service projects and a pro bono clinic. The PECO staff assisted attendees with practical language skills and job interview tips. Volunteer attorneys from PECO and Blank Rome worked in pairs to assist refugees seeking to adjust their status and obtain green cards. This is the first step in the process to become a citizen, and provides critically needed stability to the clients and their families.

The clinic began with a training session provided by the Nationalities Service Center, a nonprofit organization that helps over 5,000 refugees and immigrants start new lives in the United States each year. The Nationalities Service Center was recently awarded the Cosmopolitan Club of Philadelphia’s first ever Giving Circle grant of $20,000. Under this grant, the Center will continue to partner with Blank Rome to host an increased number of refugee adjustment of status clinics to ensure refugees can navigate the adjustment and naturalization process.
“At PECO, I am proud to count among our ranks executives, key managers and frontline employees who represent different races, ethnicities, sexual orientations, experiences, disabilities, religious affiliations and thinking. What sets us apart in our efforts to become a more diverse and inclusive workforce is our ongoing self-assessment and drive for continuous improvement in every area of our business, and our customers and our employees help us achieve that.”

- Mike Innocenzo, President and CEO, PECO
Diversity at a Glance: Constellation
Constellation’s inaugural Women Empowering Women class celebrated its graduation at BHQ in October 2017. Twenty-two women from across the organization participated in the new program, which is designed to enhance leadership skills and empower women to recognize the strengths and perspectives they contribute to the organization.

The program included a series of seven full-day sessions focused on increasing self-awareness, speaking from values and vision, and collaboration with a focus on results. Participants considered how to focus beyond their current role and fully utilize their leadership to activate the organization and the community for good. They also developed and strengthened relationships with their cohorts in an effort to create a deeper and more supportive network of women in the organization.

The program culminated with a ceremony during which participants re-introduced themselves to their sponsors and senior leadership with individual presentations of their personal leadership statement and facilitated discussions on topics of strategic importance to the future of the firm.

To create a culture of inclusion through consistent and sustained execution of the Exelon Diversity & Inclusion strategy, including progress measurement for results.
“Like all of Exelon’s operating companies, Constellation continually strives to create a more diverse and inclusive work environment. We recognize the tremendous value that diverse talent contributes to the success of our company, and we understand that to realize our potential, we need to have open, candid discussions about our opportunities and our challenges.”
- Joseph Nigro, President and CEO, Constellation

Discovery Education, the global leader in standards-based digital content for K-12 curriculum, and Constellation have launched Energizing Our Future, a series of standards-aligned classroom resources focusing on amazing energy innovations and advancements.

In 2017, Constellation hosted its D&I Speakers Series that included Understanding and Leveraging Your Cultural Values and Dining in the Dark.

Energy Education Day helped kick off Constellation’s effort to develop 7 megawatts of solar for schools and businesses through its power purchase agreement program within Washington D.C. by the end of 2018.

Constellation piloted an Inclusion Survey which was designed to comprehensively assess inclusivity and help us better understand the perceptions and priorities of Constellation employees.
Diversity at a Glance: PHI
Pepco Named Corporation of the Year for Excellence in Supplier Diversity

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

The Washington, D.C. regional chapter of the nation’s largest minority supplier development group named Pepco Holdings its 2017 Corporation of the Year, recognizing our fundamental commitment to hiring diverse, local suppliers. In 2016, Pepco spent $112 million with diverse suppliers, while Exelon spent close to $6 billion with diverse businesses nationwide during the past seven years.

Each year, the Capital Region Minority Supplier Development Council (CRMSDC) recognizes the achievements of minority businesses as well as local corporations who advance supplier diversity efforts. CRMSDC is a mid-Atlantic chapter of the National Minority Supplier Development Council, the nation’s largest association of diverse companies and vendors.

At its 45th annual gala in the District of Columbia in November, the Council presented the award to Pepco Holdings President and CEO Dave Velazquez, who accepted on behalf of all company employees.

In addition to Pepco’s receipt of the Corporation of the Year award from CRMSDC, Exelon and its other operating companies also received recognition recently for diversity efforts: Atlantic City Electric received the Economic Impact Award from the New Jersey Board of Public Utilities Supplier Diversity Development Council for supporting diverse businesses.
“At PHI, we continuously strive to create an environment where employees feel comfortable on the job and are valued for their contributions to our company and our communities”

- PHI President and CEO Dave Velazquez
Diversity at a Glance: Exelon Generation
Exelon Generation’s Investments In FitzPatrick Local Economy

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

One year after the FitzPatrick Nuclear Generating Facility’s announced its shut down date, the station is an economic engine driving significant investment with local and diverse businesses.

The investments at FitzPatrick are part of Exelon Generation’s commitment to supplier diversity, providing access to greater opportunities for minority-, women- and veteran-owned suppliers and boosting economic growth in local communities.

“In 2017, we promised to invest more than $400 million across our New York plants through refueling and integration expenditures and we did,” said Exelon Senior Vice President of Northeast Operations Chris Mudrick. “As part of this investment, we partnered with several New York minority- and women-owned businesses to benefit the community while making FitzPatrick a first-class facility that could continue providing clean energy to New York for years to come.”

FitzPatrick launched several capital projects in 2017 totaling more than $15.2 million to realign the station for long-term operations. These included safety improvements in the parking lots and walkways, various equipment upgrades and general site remodeling. For most of the larger projects, 30 percent of the work was performed by certified minority- or women-owned suppliers.

“We were proud to have earned an Exelon contract with a competitive bid and a commitment to supplier diversity,” said Ryan Malone from WD Malone Trucking & Excavating operating in Oswego, New York. “We are committed to encouraging the use of diverse subcontractors and creating opportunity for all.” This spring, the station will complete construction on a new site access building, providing a more efficient, secure personnel access process, especially during refueling outages when approximately 1,000 supplemental workers join FitzPatrick’s fulltime employees. The $2.9 million access building contract was awarded to Rich and Gardner, a Syracuse, NY construction firm.
“Ultimately, the continued success of this effort will come from a highly committed senior leadership team who actively models, pursues and promotes an inclusive work environment for their teams while bringing in the right diverse talent. Most importantly, we will have highly engaged employees who feel their unique perspective adds value to the organization.”

- President & CEO Exelon Generation Kenneth Cornew
To Our Stakeholders,

We look forward to continuing to update you on our continued progress toward our Diversity and Inclusion goals. Many thanks to all 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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