“At Exelon, we believe that we can deliver best on our commitments by having a diverse and inclusive team. Including diverse perspectives into our thinking leads to greater innovation, increased employee engagement and better solutions to take advantage of opportunities and overcome challenges.”

Christopher M. Crane
President and Chief Executive Officer
Exelon Corporation
Our Mission

Exelon’s mission is to be the leading diversified energy company—by providing reliable, clean, affordable and innovative energy products.

Our Vision

Performance that Drives Progress.

At Exelon, we believe that reliable, clean and affordable energy is essential to a brighter, more sustainable future. That’s why we’re committed to providing innovation, best-in-class performance and thought leadership to help drive progress for our customers and the communities we serve.
Message from the CEO

At Exelon, our diversity and inclusion initiatives represent more than a core value—a diverse workforce that exemplifies inclusive behavior is a business imperative that allows us to build meaningful connections both within and outside of our company’s walls. Our ability to perform with excellence relies on a workforce that is diverse in talent, experience and background, and on our ability to create a culture of respect where employees collaborate successfully, partner with a range of diverse suppliers and other stakeholders, and build lasting community relationships.

We are executing a bold strategy that will allow Exelon to be recognized as a leader in diversity and inclusion by our employees, local and national thought leaders, and the communities that we serve. Among our highest priorities are attracting, developing and retaining talent of all backgrounds and ensuring that we recognize their value. No less important is improving our level of reporting so that all of our stakeholders can clearly see how our efforts are working, what our successes have been and what areas require more attention and focus.

This report tells the story of our work over this past year to ensure that diversity and inclusion is an essential aspect of an employee’s everyday experience at Exelon. Through a series of vignettes from across our family of companies, you will understand how we are enhancing our recruitment processes and increasing development opportunities for women and people of color. You will meet some of our premier diverse suppliers and learn about the mutual benefits that our long-term partnerships have generated. You will see the measurable results that we have realized due to the hard work of our nearly 30,000 employees.

While we are pleased with what we have accomplished, there is more to be done. As we move ahead, we will continue to build a culture where learning and education about diversity and inclusion are encouraged and ultimately championed by every employee, in every aspect of our business.

Sincerely,

Christopher M. Crane
President and Chief Executive Officer
Exelon Corporation
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:

1. Integrating diversity and inclusion as a business imperative and a core value.
2. Attracting, retaining and advancing employees who will best serve and represent our customers, partners and communities.
3. 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.
D+I Strategic Focus Areas

1. 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.

2. Inclusive Workplace
   To create a culture of inclusion through consistent and sustained execution of the Exelon D+I strategy, including progress measurement for results.

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

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

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

D+I Goals:

D+I 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.
“Inclusion is really nirvana...it's ‘I can bring my whole self to work, I don't have to hide who I am, who I am is important to the organization, and I see how it connects to the bigger picture.’ That's when you've got people who are engaged, who are proud to work for the company, who will tell their friends that this is the type of place that you would want to work for and who will give the discretionary effort that frankly all companies look for.”

Janese Murray
VP of Diversity + Inclusion
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.

**STRENGTHENING RECRUITING + HIRING**

At its core, Exelon knows the future of energy lies in its employees. Exelon utilizes a diversified recruitment strategy, with the goal of attracting, developing, motivating and retaining a diverse workforce. We have ongoing recruiting commitments in the following areas:

**Early Career Awareness:** Exelon is developing a diverse pipeline to fill projected workforce needs in the next three to five years. Through our partnership with state-level energy workforce development consortia, we are driving initiatives aimed at strengthening education and career awareness relevant to the energy industry. We continue to leverage long-standing partnerships with select middle schools, high schools and youth organizations in underprivileged communities within our service territories to provide mentorship, resources and education support. One example includes targeted STEM high school programs that Exelon is launching with university partners in key geographic areas.

**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 to Exelon. Exelon focuses its intern recruitment efforts on universities and technical schools that attract a student population 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. Our on-campus branding strategy reflects the many layers of diversity found within our family of companies.

**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 2014, Exelon attended 47 military recruiting events and added an Interview Tips Tool specifically for candidates with military experience to our career site to provide military personnel with the tools to succeed in the hiring process. We also continue to be a proud supporter of 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 2014, Exelon hired 312 candidates with military experience, which is 10.4 percent of the company’s total new hires.
Disability Friendly: Exelon continues to strengthen our partnerships with organizations that support recruiting and hiring individuals with disabilities. In 2014, Exelon participated in a number of initiatives that are designed to enhance our disability talent acquisition 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.
- Exelon attended the Careers and the Disabled Magazine career fair in Washington, D.C. and we were a corporate sponsor of the Career Opportunities for Students with Disabilities (COSD) Conference and Full Access Student Summit in Philadelphia.
- The company has worked to increase our partnerships with Offices of Disability Services at our key partner universities.
- To reach disabled veterans, Exelon partners with Veteran Recruiting Services and the Wounded Warrior Project’s Warriors to Work.
- To further support our outreach efforts, in 2014 Exelon offered our recruiting teams and hiring managers training for hiring individuals with disabilities.
- Exelon also has been instrumental in helping other companies improve their hiring practices. We awarded funding to the National Organization on Disability (NOD) that supported the development of a tool, the NOD Disability Tracker, which allows companies to assess their own readiness to launch or expand their hiring of individuals with disabilities.
- Last September, Exelon partnered with NOD to sponsor and host the Moving Beyond Compliance event to share recruitment strategies and best practices. Exelon’s president and CEO, Chris Crane, attended the luncheon and spoke to the attendees about Exelon’s commitment to diversity and inclusion.

As result of our efforts, Exelon was awarded the 2014 Disability Matters Award in the Workforce category. This award honors companies that are committed to taking the required actions to successfully mainstream disability in the workforce, workplace and marketplace.
Talent Acquisition Introduces New Mobile App

As a new generation of candidates seek to connect with companies in different ways, Exelon has taken a more innovative approach to recruiting, hiring and retaining outstanding diverse talent. The HR Talent Acquisition team has introduced the first mobile app under the Exelon name, Exelon LINK. Exelon LINK utilizes Apple’s iBeacon technology to connect with candidates in ways that are unlike any other company’s strategies today. The app is designed to help the company to better connect with candidates at recruiting events and conferences. The app was developed entirely in-house in collaboration with the Exelon Mobile Center of Excellence (MCOE) team and is a key part of our innovative mobile recruiting strategy that informs, attracts, and sources top talent. Exelon LINK shares company information on a new platform allowing us to better target candidates at recruiting events. Candidates receive exclusive notifications and have easy access to our targeted backgrounds, highlighted positions, our careers website, LinkedIn, Twitter, and Glassdoor pages and information on our family of companies.

Exelon LINK was the first unveiled at the 2014 Society of Women Engineers (SWE) Conference last October and then again at the Society of Hispanic Professionals Engineers (SHPE) event in November. Going forward, the app will be used to promote and enhance candidates’ experiences at major diversity organization conferences, military events, and on campuses.

Exelon LINK is available in the Apple App Store and will be introduced to the Android market in 2015.
Inclusive Workplace

To create a culture of inclusion through consistent and sustained execution of the Exelon D+I strategy, including progress measurement for results.

BLACK ENGINEER OF THE YEAR AWARDS 2014

To create a culture of inclusion through consistent and sustained execution of the Exelon D+I strategy, including progress measurement for results.

The BEYA Conference is the largest gathering of Science, Technology, Engineering and Math (STEM) professionals and leaders who are committed to increasing the percentage of people from underrepresented communities in the technology workforce. Exelon is a major corporate sponsor of the annual Black Engineer of the Year Awards (BEYA) Conference, which is part of our ongoing commitment to attract, develop and retain diverse employees that will help the company reach its strategic business objectives and efforts to broaden diversity of employees with technical and scientific backgrounds.

BEYA provides Exelon with the opportunity to meet diverse candidates in the STEM fields and honor our employees by nominating them for awards through the conference. Exelon employees actively participate by leading workshops at the conference and serving on panels. A select group of employees is sponsored to attend the full conference and take part in the development and networking opportunities.

Employee Recognition

Ron Bradley, PECO vice president of Gas Operations, was honored with the Lifetime Achievement Award at the 2014 BEYA Conference in February. This award is given to one individual annually who has attained considerable industry achievements and demonstrates leadership in STEM fields.

Danielle Smith, BGE manager, Customer Experience & Assurance, was also recognized at the event. She received the Special Recognition Award, which honors distinguished professionals who are establishing themselves as leaders in engineering, science and technology.

Additionally, 12 Exelon employees were honored with the Modern Day Technology Leader (MDTL) Award, which honors a select group of bright men and women who are shaping the future of the STEM fields (see summary below).

Exelon attends the BEYA Deans Breakfast to network with the deans and presidents of Historically Black Colleges and Universities (HBCUs). Exelon also attends the two-day BEYA Career Fair that the conference hosts to connect with diverse and outstanding candidates—many of whom are from HBCUs.

BEYA 2014 AWARD WINNERS

Career Achievement Award: Ron Bradley  
Special Recognition Award: Danielle Smith

MDTL Awards: Isaac Akridge, Yooku Bedu-Ado, Dominique Brown, Tiana Elam, Ratanak Heng, Ted Johnson, Ray Moye, Dorvel Offord, Shadrack Orero, Ken Sahadewan, Shalana Sugrim, Derrick Williams
ComEd Celebrates Women in Innovation

Last summer, 30 young women from across Chicagoland worked determinedly in teams to transform old refrigerators into electric race cars. On August 23, they raced their cars head-to-head with fellow competitors, and competed in a series of STEM-related challenges for the chance to take home the inaugural Icebox Derby STEM Cup. Sonic Doom was named the official winner, followed by the runner-up, Chill Crew.

The Icebox Derby, a program launched by ComEd with participants provided by its community partners, Girls4Science, Girl Scouts of Greater Chicago and Northwest Indiana and the Chicago Urban League, and sponsor 1871, is designed to educate and empower young women to explore opportunities in STEM. It also is intended to provide an educational platform by which the contestants, ages 13-18, get to work closely with ComEd mentors and learn about practical applications of STEM in the world and in the workforce. Important lessons in teamwork and safety are also closely tied to this initiative.

Each Icebox Derby contestant received a $1,000 scholarship for completing the program. The first place team, Sonic Doom, also received a six-day stay on the National Flight Academy’s campus and participation in its Ambition Program, which is focused on the exploration of STEM; the runners up, Chill Crew, received $100 gift cards.
2014 was a busy year for Constellation’s Diversity and Inclusion Action Learning Team

The Constellation D+I Action Learning Team (ALT) started off the year in a visible way and vocal way by introducing a voluntary D+I pledge. The pledge is aimed at raising awareness around the organization’s commitment to D+I, and was unveiled February 2014 at Constellation’s annual management retreat, Leadership Now. Nearly all of Constellation’s 320 key managers publicly signed the pledge, resolving to raise D+I awareness and make D+I a priority within their groups and throughout the broader organization.

Following the meeting, posters were distributed throughout the organization to encourage employees to join the leadership team in publicity committing to make D+I a priority. The team also launched a speaker series in 2014, with the intent of providing an open and candid forum for regular discussion on D+I topics. The program invites internal and external speakers to offer their perspective on D+I issues, raise awareness, and help integrate diversity and inclusion into the fabric of Constellation’s culture. To date, three sessions focusing on gender issues in the workplace have been held in Baltimore, Louisville and Houston. The events featured a screening of the film Miss Representation followed by a panel discussion. The second topic tackled by the speaker series was generational differences in the workplace. Speaker Tom Hood from the Maryland Association of Certified Public Accountants led the discussion in Baltimore. All of these events received positive feedback from employees, who said the events gave them a forum to have the necessary candid conversations on these D+I topics for moving the organization toward a better place.

Click here to view excerpts from the Miss Representation Kick Off at Constellation.
Energy Day at ACLAMO

PECO and Exelon employees recently helped ACLAMO Family Center’s Summer Bridge program with its first Energy Day at Marshall Street Elementary School in Norristown, Pennsylvania. ACLAMO stands for Acción Comunal Latino Americano de Montgomery County, or the Latin American Action Committee of Montgomery County. Children in grades kindergarten through 8th learned about energy, electricity generation and distribution, and electrical safety through fun demonstrations.

PECO Senior Marketing Specialist Nate Gillespie and the PECO Smart Home Rebate team showed students how electricity is generated with a special power-generating bicycle. Additionally, a LEGO® model of an electrical distribution system was assembled by Nate Nichols, PECO distribution engineer, to teach the students how electricity is delivered to their homes.

ACLAMO Family Center is a charitable, nonprofit organization that provides educational, health, economic, social and cultural opportunities to low-income individuals and families in Montgomery County, especially those of Spanish-speaking heritage. For more than 10 years, ACLAMO has offered a Summer Bridge Program, which is open to preschool through middle school children in the Norristown community. The program allows students to practice the academic skills they learned during the school year and participate in enrichment activities to help support their efforts to reach grade-level performance.

“...This was a wonderful opportunity for the students in the Summer Bridge program to learn from real experts,” said Marla Benssy, a teacher with ACLAMO. “We are grateful to have such great support from the PECO and Exelon team.”
Expanded Opportunities for Voluntary Self-Identification

In order to continue to cultivate a culture of inclusion, Exelon began offering new hires and current employees the opportunity to voluntarily self-identify their lesbian, gay, bisexual or transgender (LGBT) status with the HR system. This is a leading practice among a growing number of companies. This was done in conjunction with Exelon’s compliance with the new OFCCP’s regulations, requiring employers to expand self-identification opportunities for applicants and employees to voluntarily self-identify disability and veteran status. Any information employees elect to share is confidential and is only reported at the aggregate level. Collection of disability, veteran and LGBT status will enhance our ability to identify workforce trends impacting these communities, and support our ongoing efforts to create and sustain an inclusive workplace for all employees.

Security, Claims & Legal Service Diversity and Inclusion Council

The Security Claims and Legal Services (SCLS) Diversity and Inclusion Council was formed under the executive sponsorship of Romy Diaz, vice president and general counsel, PECO. Their mission is to lead efforts to drive understanding and acceptance of diverse ideas, backgrounds and experiences to ensure that a rich environment is created within security, claims and legal services. The group serves as a thought-provoking resource on diversity and inclusion initiatives and acts as a launch pad for discussion topics, activities and speakers.

One of the areas of focus for the SCLS Diversity and Inclusion Council is to provide educational sessions for aspiring attorneys through the “Just the Beginning Foundation Summer Law Institute (pictured above) in partnership with Saul Ewing Law Firm and through involvement with the NAACP Summer Fellows Program. In addition, Exelon employees have been recognized for their work in diversity and inclusion. Martin Montes, Director, Projects for ComEd received the Thurgood Marshall Award of Excellence from the Association of Corporate Counsel (Chicago Chapter) and Urban Affairs Coalition honored Romy Diaz, vice president and general counsel, PECO, with a Living Legacy Award.

These, and many other events and activities sponsored by the Security, Claims and Legal Services Diversity and Inclusion Council help to further Exelon’s goal of being a diverse and inclusive workplace.
NEW Opportunities

BALTIMORE NETWORK OF EXELON WOMEN HOSTS FIRST CONFERENCE

The Baltimore chapter of the employee resource group Network of Exelon Women (NEW) recently hosted its inaugural conference called A Prism of Possibilities. The event was attended by dozens of Exelon employees throughout the Baltimore area.

NEW Executive Sponsors Denis O’Brien, senior executive vice president, Exelon and CEO, Exelon Utilities, and Carol Duddson, vice president of Support Services, BGE, spoke to attendees about embracing career opportunities and making an impact at work and in the community. Keynote speaker, ComEd CEO Anne Pramaggiore, and special guest State Senator Catherine Pugh, provided insight about the role and importance of women in the workplace.

The event also featured a speaker panel with Exelon female executives and several break-out sessions.

“Our goal was to create positive energy, help attendees make new connections and encourage them to share experiences with one another,” said NEW Baltimore President Marriah Barnett, manager, Project Management. “Based on the feedback, which has been incredibly positive, this kind of event is needed and appreciated.”
OLE Launches Baltimore Chapter

On June 12, 2014, BGE members of the Organization of Latinos at Exelon (OLE) employee resource group celebrated the launch of OLE’s Baltimore chapter. The Baltimore chapter serves as a forum for education, communication and professional development in the Latino community.

“The Baltimore chapter is a great addition to OLE,” said Gabriel Núñez, BGE senior eChannel program manager and OLE Baltimore president. “Along with the Chicago, Houston and Philadelphia chapters, we now have the opportunity to foster diversity awareness throughout Maryland.”

The Baltimore launch took place at Humanim, a non-profit organization dedicated to serving those in need and providing “uncompromising human services.” Speakers included BGE CEO Calvin Butler and Luis Borunda, president and CEO of U.S. Hispanic Youth Entrepreneur Education and chairman of the Board of Directors of the Maryland Hispanic Business Conference.

Attendees included representatives from Philadelphia OLE, other Exelon employee resource groups, BGE’s Diversity Council, Hispanic Affairs Liaison, the Mayor’s Office, Baltimore City, Maryland Hispanic Chamber of Commerce, Centro SOL, Casa de Maryland and the USHYEE board.

BGE Board of Directors member Michael Cryor attended, as did several members of BGE’s executive leadership team, including President and COO Steve Woerner, Vice President and General Counsel Dan Gahagan, Vice President of Governmental and External Affairs Alex Núñez, CFO and Treasurer David Vahos and Vice President of Support Services and Chief Safety Officer Christie McMullen.

“We were thrilled to have such a high attendance and we are so thankful to those who showed their support.” said Núñez. “We definitely see a bright future for OLE.”
Diverse Suppliers

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

EXELON DIVERSE BUSINESS EMPOWERMENT

In 2014, Exelon senior leadership’s commitment to diverse supplier inclusion had a distinctly positive impact on the company. Together, the Exelon Supply organization and business units were successful in exceeding the corporate goals of Exelon’s Diverse Business Empowerment (EDBE) program.

- Exelon’s purchases with certified diverse suppliers totaled more than $1 billion. This figure includes both spending with diverse prime suppliers (80 percent of total) and subcontractors (20 percent of total). This total improves upon the 2013 EDBE performance by 18 percent.

- Expenditures with diversity certified suppliers within areas controlled and directed by Exelon Supply accounted for 13 percent of the total spend.

Exelon Diverse Supplier Spend

<table>
<thead>
<tr>
<th>Year</th>
<th>Prime Suppliers</th>
<th>Subcontractors</th>
<th>Percent of Exelon Total Supply Managed Spend</th>
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<tr>
<td>2013</td>
<td>$714</td>
<td>$192</td>
<td>12%</td>
</tr>
<tr>
<td>2014</td>
<td>$850</td>
<td>$217</td>
<td>13%</td>
</tr>
</tbody>
</table>
Passion, ambition, creativity and objectivity are decisive attributes that Ozzie Godinez, CEO, and Pablo Acosta, COO, founders of PACO, a cross-cultural full service marketing agency, have contributed to the advertising industry in the last eight years.

In their quest to do things differently, they eliminated unnecessary bureaucracies. With a few years of experience working with some notable clients, PACO got its big break in 2011 when it was awarded the Hispanic portion of ComEd’s marketing. After a couple of years of award-winning campaigns, ComEd recognized that PACO’s work transcended cultural differences and awarded them with broader projects that now include general market customers as well as Hispanic audiences.

With ComEd and other large clients leading the way, PACO has become one of the fastest growing minority-owned agencies in the Midwest—from a brainstorming duo around a kitchen table to more than 40 full-time employees today and still growing. As a result, PACO is now expanding its office space, acquiring an additional 5,000 square feet to accommodate its rapid growth.

PACO has gone from being recognized as a multicultural shop to a total marketing agency. But Pablo and Ozzie recognize the importance of their Hispanic culture and its impact on PACO.

“We started as a multicultural agency specializing in Hispanic work and that’s always going to be a part of who we are,” said Godinez. “But we’re also a reflection of where the marketplace is today. We’re Hispanic at heart but offer cross-cultural services all under one roof. We’ve always done so, but ComEd gave us the opportunity to showcase all that we can do.”

PACO has developed multi-media advertising campaigns for ComEd that for the first time in many years includes television. “When our clients task us with a challenge, we take it on and find creative and efficient solutions without compromising the quality of our work,” said Acosta. “We approach everything we do with a win-win mentality. We want to be successful, but only if that means our clients are successful too.”

That win-win approach is reflected in PACO’s work with ComEd. PACO has helped to substantially increase awareness over the past year in ComEd’s target audience with its energy efficiency campaign freezer and surpass all yearly goals for the fridge and recycling program.

“ComEd gave us an opportunity that we are really grateful for and over the years we’ve proven ourselves,” said Godinez. “Our work and the unprecedented results they have yielded speak for themselves.”
2014: A Year of Unprecedented Recognition

Exelon is proud that our diverse business empowerment efforts have been recognized by several regional supplier diversity advocacy organizations. In the field of supplier diversity, a regional Minority Supplier Development Council’s “Corporation of the Year” award is coveted by Fortune 500 companies as one of the most sought-after honors. The award acknowledges a company’s dedication to improving the overall participation of Asian, African American, Hispanic and Native American suppliers in the corporate supply chain. In 2014, the Exelon family of companies was the rare recipient of three regional “Corporations of the Year” honors for BGE, ComEd, and PECO.

First, the Capital Region Minority Supplier Development Council named BGE the “Corporation of the Year” for its efforts to develop relationships with minority- and women-owned businesses. Second, the Eastern Region Minority Supplier Development Council named PECO its “Corporation of the Year,” for its forward-thinking procurement principles. On April 24, 2015, ComEd was presented with the “Corporation of the Year” Award from the Chicago Minority Supplier Development Council.

The Capital Region Minority Supplier Development Council recognized BGE for the increase in the number of diverse suppliers in its procurement program as well as the overall dollars spent with these suppliers. This is the first time that BGE has received this honor from the organization, a chapter of the National Minority Supplier Development Council that serves the Maryland, Virginia and Washington, D.C., region. The award was due in part to BGE’s focus on expanding opportunities in categories in which diverse suppliers were under-represented.

The Eastern Region Minority Supplier Development Council recognized PECO/Exelon for the fourth time in eight years due to PECO’s distinguished record as a true champion of supplier diversity. This award recognizes PECO’s history of successfully partnering with minority-owned firms as both a critical element of its commercial success and a smart business practice.

“Supplier diversity is an important part of our diversity and inclusion commitment,” Craig Adams, PECO president and CEO. “Diversity and inclusion are about increasing opportunities and ensuring broad access, not just in terms of how we hire employees and suppliers, but as a fundamental way of doing business every day.”

The Chicago Minority Supplier Development Council Awarded ComEd its “Corporation of the Year” for its unwavering commitment to integrate supplier diversity into its procurement process. The company’s diverse spend over the last five years demonstrates the progress it has made in this critical area. ComEd’s diversity certified spend increased $251 million, or 153 percent, from 2010 to 2014. A NMSDC award is meaningful and special, and is a testament to the passion and commitment that our leadership, employees and partners contribute to the Exelon experience. Every day we are inspired by stories of how our diverse partners provide innovative solutions, savings, and economic opportunities to their communities. Honors like this motivate us to continue making world-class supplier diversity a priority.
Community Relationships

Ensure that Exelon leadership has a significant reach and visible presence in a strategic core group of diverse community-based organizations.

STRENGTHENING COMMUNITY ORGANIZATIONS

Over 60 percent of the Exelon’s grants in 2014 supported organizations, programs or events that are consistent with Exelon’s diversity and inclusion initiatives. Strong corporate citizenship continues to be the foundation for our vital community relationships. The Energy for the Community corporate citizenship program allows the Exelon family of companies to live our corporate values with our customers, communities and employees.

In 2014, the Exelon Foundation contributed $3.1 million to nonprofit organizations within the Exelon service area. One of the Foundation’s three focus areas is providing funding for diversity and tolerance programs and initiatives.

Our commitment to living our values is visible in many communities we serve. Under the Energy for the Community portfolio of programs, we fund respected community-based nonprofits; we underwrite sponsorships for cultural and civic events; our executives and employees serve on more than 500 nonprofit boards; and we empower our employees to volunteer in the communities in which they live and work.

In 2014, over 4,874 employees tracked nearly 112,691 volunteer hours to nonprofits in the communities we serve. Our employees pledged more than $6.17 million dollars through the Exelon United Way Employee Giving campaign. Our matching gifts program also provided $1.31 million in donations on behalf of 2,206 employees to more than 1,328 qualified 501(c)(3) organizations.

Diversity Contributions

Grants by Program

[Graphs and charts showing diversity contributions and grants by program]
Exelon Employees Give Back to Communities

Across the company, our employees are committed to increasing the vitality of the communities they serve. Throughout 2014, employees participated in a number of events supporting a wide array of causes, including:

- **Exelon**: The Stay in School Initiative, which is a collaborative effort between Exelon, ComEd and United Way of Metropolitan Chicago, helped to improve high school graduation rates by connecting with 3,000 at-risk students through after-school activities, monthly employee mentor workshops, summer internships and parent focused activities.

- **ComEd**: ComEd coordinated a free session for 100 nonprofits to learn about Smart Ideas and funding for energy efficiency. Due to the success of the event, Peoples Gas hosted an additional session with 75 partners in attendance.

- **PECO**: With 150 PECO employee volunteers and 75 community members, PECO partnered with KaBOOM! to build the company’s fourth playground and worked with Raising the Bar, Bristol Borough School District and Habitat for Humanity of Bucks County.

- **BGE**: BGE participated in Baltimore’s city-wide celebration of Arts & Humanities month in October and helped to provide 40,000 attendees free access to more than 200 meaningful arts and cultural experiences that cross the spectrum of artistic disciplines.

- **Constellation**: Through Constellation is close partnership with E2 Energy to Educate, 11 hands-on, energy focused projects reached 7,000 students across national footprint, inspiring students to think differently about energy.

- **Exelon Generation**: With restoration projects unfolding, Exelon’s Limerick Generating Station has contributed more than $1.8 million to improve the quality of water in the Schuykill River watershed.

2014 was the third consecutive year BGE has partnered with Green Street to promote recycling efforts.
Exelon arranged $123 million in credit lines with 34 community and minority 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 Exelon Generation, PECO, ComEd and BGE 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 has long recognized that we are at our best when we embrace diversity and inclusiveness, and that extends to the many community based service providers, vendors and individuals with whom we do business,” said Jonathan W. Thayer, senior executive vice president and CFO of Exelon. “This program provides us with greater financial flexibility, while also supporting the banks that are helping to build stronger communities where we live and work.”

Unique to the energy industry, Exelon’s minority and community banking program has grown substantially since its launch in 2003 with a $36 million credit facility from eight community banks. Exelon has a demonstrated commitment to supplier diversity and has made it a critical part of the company’s overall supply chain strategy.
Leader in Diversity + Inclusion

To earn Exelon recognition as a D+I leader by its employees, local, regional and national thought leaders, and the communities it serves.

2014 DIVERSITY + INCLUSION AWARDS

*DiversityInc Top 7 Utilities (2014):* Exelon was named to the *DiversityInc* list of the top seven utilities for diversity. Employers were assessed on more than 180 factors, including workforce demographics, employee resource group participation and percentage of procurement spent with diverse suppliers.

*Disability Matters Honoree (2014):* Exelon was selected as an honoree in the Workforce category at the 8th Annual Disability Matters Conference. The award honors companies that are committed to taking the required actions to successfully mainstream disability in the workforce, workplace and marketplace.

*Human Rights Campaign Best Places to Work (2011 – 2015):* Exelon was selected as one of the best places to work by the Human Rights Campaign, the nation’s largest LGBT civil rights organization.

*Hispanic Business Magazine’s “Best Companies for Diversity Practices” 2014:* Exelon was ranked number 19 on the HispanicBusiness.com annual list. Exelon was recognized as a best company for Hispanics based upon evaluation of a number of criteria, including diversity recruitment, diversity retention and promotion, marketing and commercial outreach and supplier diversity.

*Best Places to Work for Recent Grads (2013–2014):* Exelon was one of 25 employers nationwide to be recognized as the best place for recent college graduates to work. Employers were evaluated based on their career advancement opportunities, company cultures, compensation and benefits and work-life balance. The list of outstanding employers for recent grads was compiled by Experience, the largest university endorsed career network.
2014 DIVERSITY + INCLUSION AWARDS CONTINUED


G.I. Jobs ranked Exelon number 46 on the most military-friendly employers list for recruiting talent exiting the military, up 10 spots from 2013. This is the seventh consecutive time Exelon has been awarded the honor, joining a group of elite companies on the eighth annual list. The ranking validates Exelon’s strong military recruiting and retention efforts, high percentage of new hires with military experience, and favorable policies on National Guard and Reserve service.

**Military Times Magazine’s “Best for Vets” Employers (2013-2014):** Military Times named Exelon number 21 out of 59 major corporations in its Best for Vets 2014: Employers list, which recognizes companies for military-friendly policies and programs to actively recruit and hire military veterans.

**CivilianJobs.com Most Valuable Employer for Military (2013 – 2014):** Exelon was honored as one of the CivilianJobs.com Most Valuable Employers (MVE) for Military for the second consecutive year. Exelon was among the 88 companies recognized on the MVE list in the May issue of Military Transition News, a worldwide military base newspaper.

**U.S. Veterans Magazine’s Best of the Best (2013 – 2014):** Out of the hundreds of Fortune 1000 companies U.S. Veterans Magazine polled for “Best of the Best” status, Exelon was one of 121 employers nationwide to place on its Top Veteran-Friendly Companies list. The list honors businesses with military-friendly policies and programs to actively recruit and hire veterans.
To our stakeholders,

We are delighted to share the 2014 Diversity and 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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