

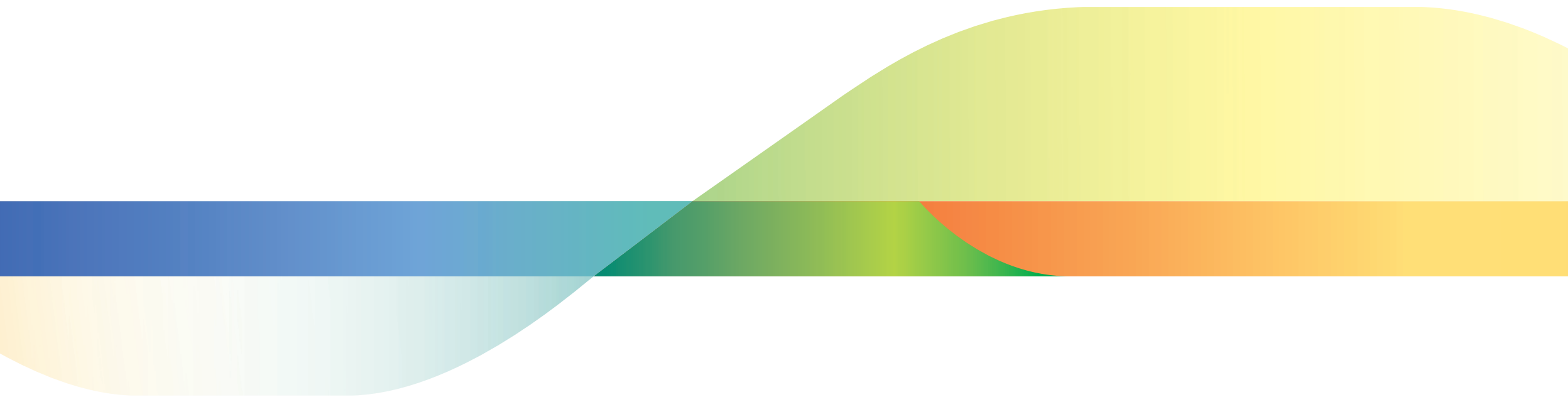


\$2 Billion in Annual Diversity-Certified Supplier Expenditures



POWER TO TRANSFORM

2017 EXELON DIVERSE BUSINESS EMPOWERMENT ANNUAL REPORT







## Exelon Diverse Business Empowerment (EDBE) Mission Statement

At Exelon, we share a passion for diversity and inclusiveness that guides the way we work and do business. We realize competitive advantages from the energy and talents each of us brings to the workplace.

Exelon serves some of the nation's largest and most ethnically diverse metropolitan areas – including Baltimore, Chicago, Washington, D.C., and Philadelphia. This means our supplier base, as well as our workforce and culture, must reflect the diversity of our customers and our communities.

We view diversity-certified businesses as valued partners in our efforts to serve our customers, and we believe that partnership will help diverse business enterprises develop and grow.

Not only does this benefit Exelon, but it also empowers the community.

# POWER TO TRANSFORM





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Exelon  
Generation®



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Constellation®

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*Reported figures are rounded values (to the nearest million).*

## EDBE Glossary of Terms

Exelon Diverse Business Empowerment (EDBE)	Exelon's program to integrate supplier diversity with other business diversity processes and create value for Exelon
Diverse Supplier / Diversity-Certified Supplier	A business holding a diversity certification from an approved third-party certification organization
High-Margin Firm/Category	Professional services spend in the categories of advertising and marketing, business consulting, engineering and technical consulting, financial services, human resources services, information technology, legal and banking
Prime Contractor / Supplier	Any party or person (who is not an employee of the company) who enters into any agreement or arrangement with the company for the furnishing of supplies or services for the use of real or personal property that, in whole or in part, is necessary to the performance of any one or more contracts
T0	Prime contract spend with a non-diverse supplier
T1	Prime contract spend with a diverse supplier
T2	Subcontracted spend by T1 with a non-diverse supplier
Supply-Managed Spend	The dollar amount of spend managed by the Exelon BSC Supply Organization
WBE	Woman-Owned Business Enterprise
MWBE	Minority- and Woman-Owned Business Enterprise
MBE	Minority-Owned Business Enterprise
Veteran	Veteran-Owned Business Enterprise
LGBT	Lesbian, Gay, Bisexual, and Transgender-Owned Business Enterprise
SDVOB	Service Disabled Veteran-Owned Business

**119%**

Percentage increase in Exelon's total diversity-certified supplier expenditures, 2013-2017

**73%**

Percent of Exelon's total diversity-certified supplier spend with Tier 1 contractors

**63%**

Percent spent locally in Exelon's key operating areas — Illinois, Pennsylvania, Maryland, New Jersey, Delaware, District of Columbia and Texas — where our businesses are most heavily concentrated

**2%**

Exelon's total 2017 diversity-certified supplier expenditures increased by \$49M over 2016

**\$7.2 BILLION**

Exelon's total diversity-certified supplier expenditures, 2013-2017

**+\$2 BILLION**

Exelon's corporate assets managed by minority money managers, community and diversity-certified banks in 2017

**\$70 MILLION**

Exelon's 2017 Tier 1 spend with Washington D.C.-based diversity-certified suppliers

**\$166 MILLION**

Exelon's Tier 1 spend with Maryland diversity-certified suppliers in 2017

**\$2 BILLION**

Exelon's total 2017 diversity-certified supplier expenditures

**\$495 MILLION**

Exelon's Tier 1 (prime contractor) spend with Illinois diversity-certified suppliers in 2017

**\$150 MILLION**

Exelon's 2017 Tier 1 spend with diversity-certified suppliers in the Mid-Atlantic region (PA, NJ, DE)

**\$120 MILLION**

Exelon's Nuclear expenditures with diversity-certified suppliers in 2017, a 3% increase

**EXELON DIVERSE BUSINESS EMPOWERMENT'S CONTRIBUTION TO ECONOMIC VITALITY**



# Power to Transform: ‘Innovation, opportunities and vision’

At Exelon, we embrace diversity and inclusion in all that we do; and, we take great pride in leveraging our resources to advance diversity and inclusion in our communities through our supplier relationships. It’s very gratifying to attract recognition for our efforts from external stakeholders who highlight, celebrate and also value our diverse spending track record.

In 2017, our certified diverse-supplier spend earned us membership in the Billion Dollar Roundtable (BDR) – a prestigious, top-level advocacy organization that promotes corporate supplier diversity excellence at companies that spend at least \$1 billion dollars annually with Tier 1 diverse suppliers. Last year, Exelon became the first utility or energy sector company to achieve BDR status.

While Exelon received this distinguished recognition for its diverse business empowerment program in 2017, the decade-plus journey to achieving the status includes key drivers, such as cultural evolution, leadership engagement and best practices. Those drivers enabled the transformation of our program, which is critical to the success of our business. We know an inclusive culture of new, different and diverse ideas from our employees and business partners results in greater innovation and opportunities for growth – and it supports our vision to transform Exelon into the “energy company of the future.”

In the past five years, we have consistently used our resources to spend more than \$7 billion with diversity-certified suppliers, a 119-percent increase over that time span. Approximately 25 percent of these dollars were spent with diverse suppliers who serve as subcontractors (Tier 2), allowing us to invest in small and community-based businesses. In 2017, Exelon increased its Tier 2 spend by \$65 million, or 14 percent.

Our work with diverse suppliers, which are often small businesses, is mutually beneficial. Small businesses often have line of sight on products and services that may benefit our customers, and partnering with them helps us provide these services more quickly and efficiently. Our work with small businesses supports their growth and enables them to be strong contributors to the economy and their local communities.

As we enter our first full year of participation in the BDR, we look forward to providing further thought leadership regarding the enhancement of diverse-supplier opportunities, particularly in the energy sector. And, we will continue to grow our own diverse supplier relationships, helping to power positive transformations for our suppliers, for Exelon and for the communities we serve.

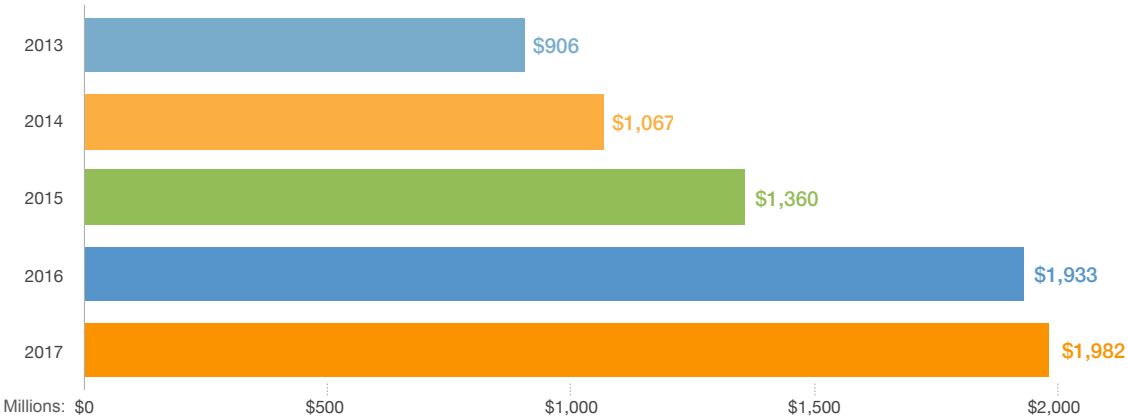


**David O'Brien**

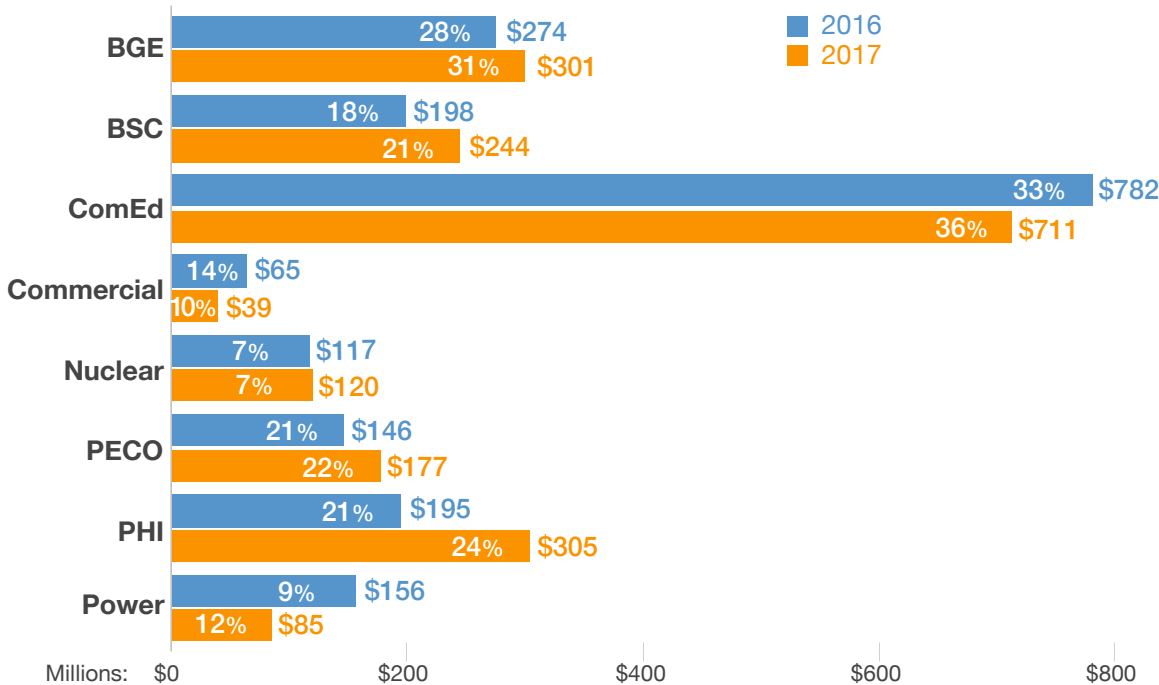
Senior Vice President and  
Chief Supply Officer,  
Exelon Corporation

# 2017: A Year in Review

In 2017, Exelon surpassed its goals for including and expanding relationships with diverse suppliers. The supply team, together with our internal stakeholders, did an outstanding job ensuring that Exelon remained committed to executing the EDBE process. We purchased approximately \$2 billion in goods and services from diversity-certified suppliers, which represents 22 percent of our total supply-managed spend and a \$49 million, or 2-percent, increase over our 2016 EDBE spend.



The graph below provides each Exelon operating company's total prime diverse contractor (T1) and diverse subcontractor (T2) year-over-year expenditures – as well as related percentages of total supply chain spend.



The graph above shows Exelon's 2013-2017 diversity-certified supplier expenditures, which represent a 119-percent growth in our annual diversity-certified supplier spend during that five-year span.



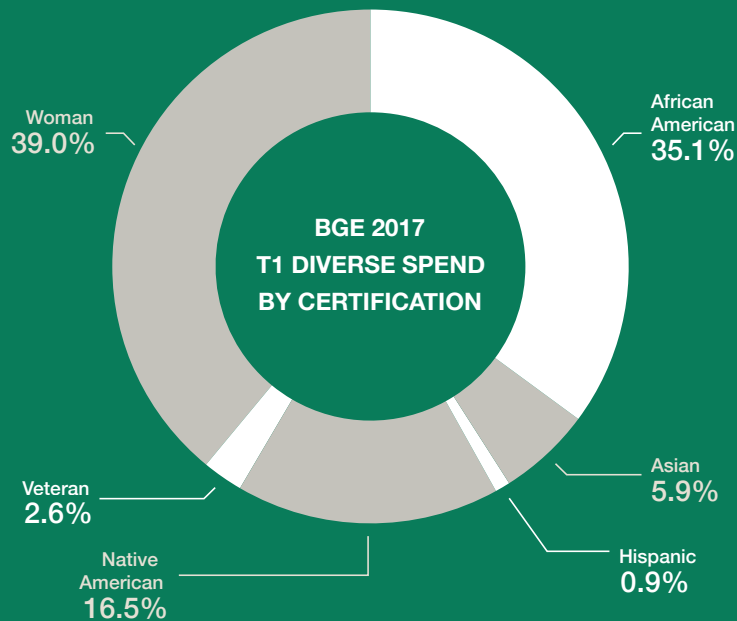
Exelon became the 27th member of the Billion Dollar Roundtable (BDR), a prestigious, top-level advocacy organization that recognizes companies spending at least \$1 billion annually with Tier 1 diverse suppliers. Tier 1 diverse suppliers are those with whom Exelon spends directly. BDR recognizes and celebrates corporate members that achieve this status and promotes and shares best practices in supply-chain diversity excellence. BDR member companies review and discuss issues, challenges and strategies related to supplier diversity as a means to advance supply-chain opportunities for both corporations and diverse suppliers.

PHI spend includes Atlantic City Electric, Delmarva Power and Pepco.  
PHI diversity-certified spend included for 2016 and 2017 total only; PHI merger completed in May 2016.  
Reported figures are rounded values (to the nearest million); as a result, totals may vary.

# TRANSFORMATIVE PARTNERSHIPS



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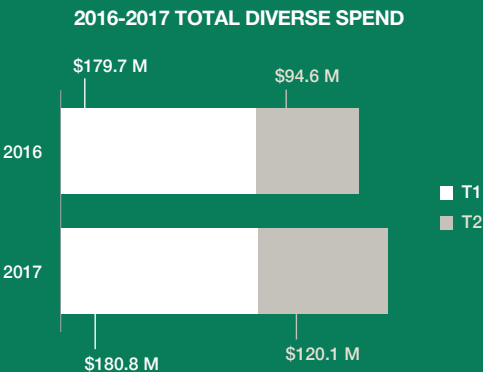
In 2017, BGE surpassed its goals for the inclusion of, and expanding relationships with, diverse suppliers. Through careful planning and concerted effort to implement the EDBE process, BGE purchased \$301 million in goods and services from diversity-certified suppliers, a \$27 million, or 10 percent increase over last year. BGE stands among best practice standard-bearers across the Central Maryland Region, having spent more than \$1 billion with diverse suppliers over the past five years.

Last year, BGE rebranded its supplier development program. Focus 25 Academy became Focus Forward Academy. The rebranding supports a shift in the external messaging of the program from the achievement of the Maryland Public Service Commission goals to align with BGE's continuing efforts to develop a regional diverse-supplier base.

BGE recognizes that effective supplier development programs enhance its diverse-supplier performance.

Also in 2017, BGE completed its successful first full year as lead partner in BLocal, a Johns Hopkins University initiative that focuses on creating opportunities for local and diverse businesses in Baltimore.

The BGE totals in this report include indirect T2 spend and veteran spend, which varies from reporting to the Maryland Public Service Commission (PSC).



In 2017, BGE successfully completed its first full year as lead partner in BLocal, a Johns Hopkins University initiative supporting diverse businesses.



# nTech Solutions

For 13 years, nTech Solutions has supported government and corporate clients providing such solutions as application development, web and mobile development, business intelligence, data mining and data analytics. The IT consulting services firm has worked within the Exelon Staff Augmentation Program since 2012, providing IT solutions, IT staffing services, professional and administrative recruiting services and client relations processes. The firm reports a 608-percent growth since its inception in 2005 and pride in being ranked as one of Inc. 500's fastest growing companies.

nTech Solutions has made huge strides in expanding its relationship with Exelon, particularly in the customer service realm within the BGE Call Center and in working with the Exelon Staff Augmentation Program. In 2016, Exelon tapped nTech Solutions for its new On-Demand Project Manager Program, for which the consulting firm recruited, vetted, screened and proposed Infrastructure Project Manager candidates.

## QUOTABLE:

*"At the end of the day, we take aligning our goals with the program goals – fast turnaround time, no negative attrition, quality candidates, and vendor reliability – as a priority. We focus on not over-selling, being transparent, and, overall, being genuine in our interactions."*

*– Sridhar Kunadi, nTech Solutions, CEO*

## NOTABLE:

- BGE supplier
- Owners, Sridhar Kunadi, CEO, and Surajit Sengupta, President
- MBE certified (Asian American)
- ISO 9001:2015 certified
- 2015 Capital Region Minority Supplier Development Council Supplier of the Year
- Founded 2005 in Maryland
- [www.ntechsolutions.com](http://www.ntechsolutions.com)



Surajit Sengupta/Sridhar Kunadi

# TRANSFORMATIVE PARTNERSHIPS

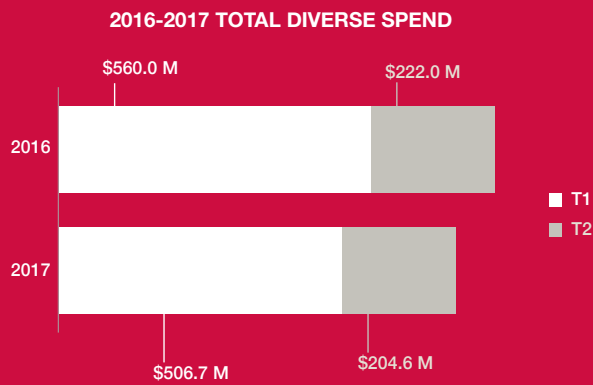
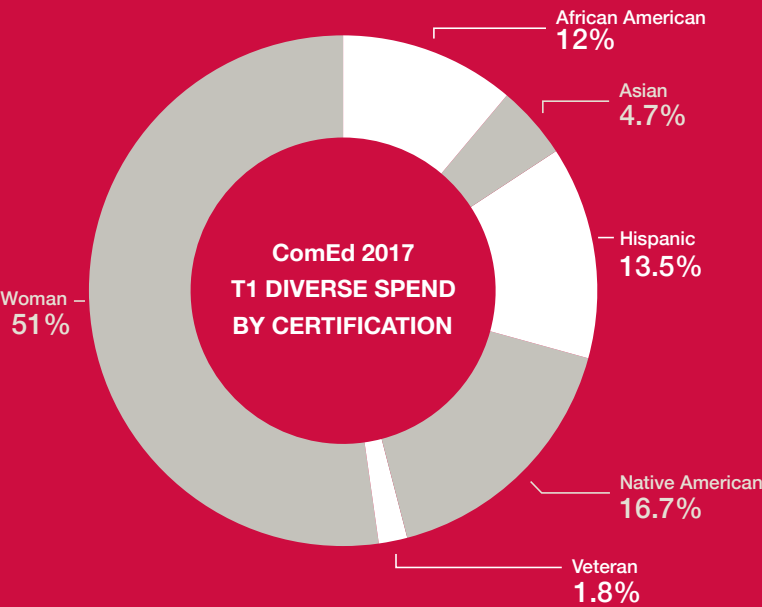


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ComEd's spend with diversity-certified suppliers in 2017 reached \$711 million, a year over year increase from 33 percent to 36 percent of ComEd's total supply chain spend. ComEd's supplier diversity program has grown significantly since work on the Smart Grid Modernization Program began in 2011—a 302 percent increase.

Smart Grid Modernization Program. In addition to achieving its goal of increasing diverse spend as a percentage of total supply chain spend in 2017, ComEd also earned recognition for its successful program from a national supplier diversity advocacy organization. The Women's Business Development Center (WBDC) recognized ComEd and four other Illinois utilities for their participation and leadership on the Illinois Utilities Business Diversity Council (IUBDC). The IUBDC is a forum for Illinois utilities to share best practices that help spur growth and utilization of diverse businesses in Illinois.

In 2017, ComEd spent approximately \$270 million with diversity-certified firms supporting the Smart Grid Modernization Program.





# Reyes Group, Ltd.

Reyes Group specializes in general contracting with a focus on structural concrete, underground utilities and civil and electrical work. The company transitioned from a subcontractor that had performed work for ComEd for over 10 years to a general contractor supporting the utility. In 2017, Reyes Group began general contracting construction on the first phase of the new Chicago North office complex, which will replace the ComEd facility that opened at California and Addison Street in 1930. Set to serve as home base for some 600 ComEd employees, the facilities will include 100,000 square feet of office space and 65,000 square feet of warehouse space.

The complex marks Reyes Group's largest ComEd project to date. The firm will utilize diversity-certified suppliers from Chicago to perform at least 50 percent of the design, engineering and construction. In December, Reyes Group completed the first phase of the project – building out the underground stormwater containment and storage system for the six-acre outdoor supply yard.

## QUOTABLE:

*"Our value proposition has always been to do what you say you'll do, on time and on budget. And, if you do that, one good job generally leads to another."*

– Marcos Reyes, Reyes Group, President and CEO

## NOTABLE:

- ComEd supplier
- Owner, Marcos Reyes, President and CEO
- MBE certified (Hispanic American)
- Founded 1992 in Illinois
- [www.reyesgroup.com](http://www.reyesgroup.com)



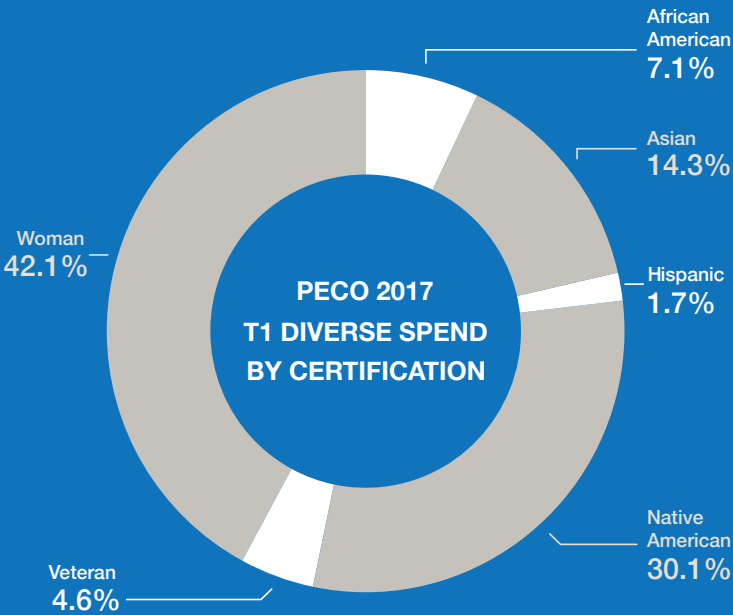
Marcos Reyes



# TRANSFORMATIVE PARTNERSHIPS

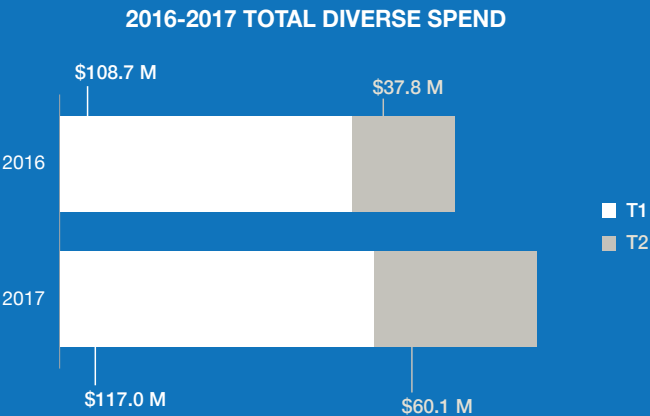


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For PECO, 2017 was a landmark year regarding its partnerships with diversity-certified suppliers. PECO spent \$177M with diversity-certified suppliers last year, an increase of \$31M over the previous year. Of that, 24 percent was spent in direct contracting (Tier 1) with diverse firms located in the Mid-Atlantic region (Pennsylvania, New Jersey and Delaware).

During the past five years, PECO's expenditures with diversity-certified suppliers have increased by 74 percent, or more than \$100 million. PECO has also maintained partnerships with the Eastern Minority Supplier Development Council and Women's Business Enterprise Development Council, which aids in its continual demonstration of core values and commitment to supplier diversity and development.



PECO spent an increase of \$31 million over the previous year with its diversity certified-suppliers in 2017.

# A. Pomerantz & Co.

A. Pomerantz & Co. represents more than 400 furniture manufacturers and is a certified Steelcase dealer. Garry Maddox – a former center fielder with the Philadelphia Phillies and other Major League Baseball teams – purchased the historic company in the 1980s from its founding family. The wholesaler also provides analytic designers, project management, asset management and sustainability services.

The company has a long-standing relationship with PECO, providing office planning solutions and furnishings for its Philadelphia office complex. A. Pomerantz & Co. also provides furnishings for BGE offices in Baltimore. In addition to supplying furnishings-related services to PECO, A. Pomerantz & Co. has partnered with the utility on many social and civic projects in the Philadelphia community, including working with community children and encouraging and supporting development of new diverse businesses in the area.

## QUOTABLE:

*"I started with PECO before it became an Exelon company. But, when it became an Exelon company ... it really turned out to be a great relationship for me. It's a good business relationship, and it involves my foundation and philanthropy as well, so you couldn't be talking to a better supporter or someone who has benefited from the relationship more than I have."*

– Garry Maddox, A. Pomerantz & Co., CEO

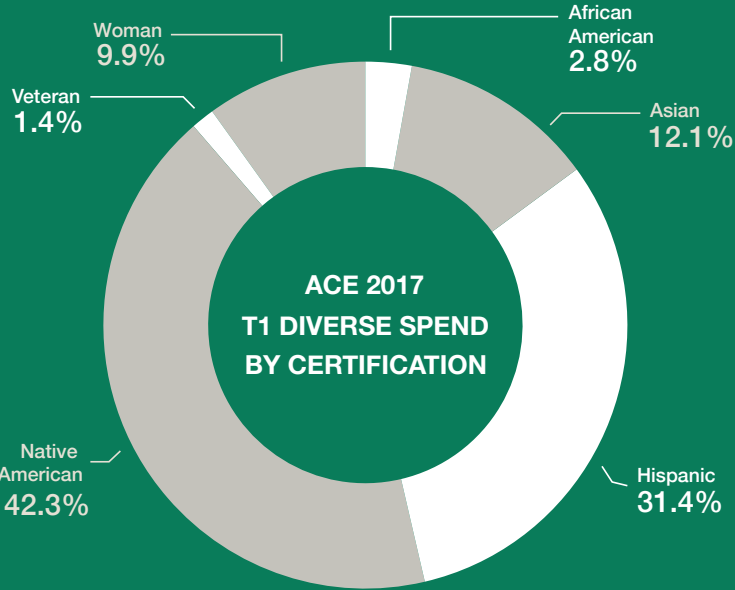
## NOTABLE:

- PECO supplier
- Owner, Garry Maddox, CEO
- MBE and Service Disabled Veteran certified (African American)
- 2017 Minority Vetrepreneur of the Year
- Founded 1888 in Philadelphia
- [www.pomerantz.com](http://www.pomerantz.com)



Garry Maddox

# TRANSFORMATIVE PARTNERSHIPS

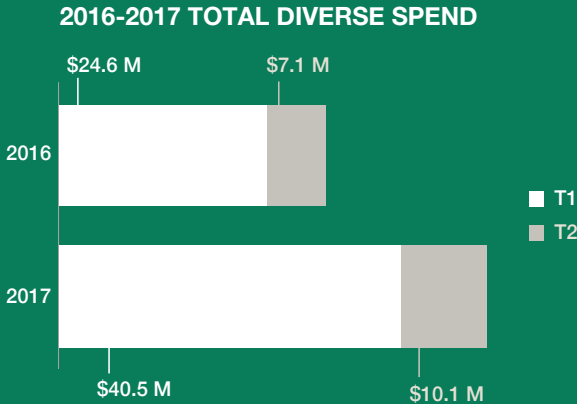


Atlantic City Electric (ACE) increased its total diverse spend from \$32 million to \$51 million, a 59-percent year-over-year improvement in 2017. In recognition of its supplier diversity program growth, ACE was awarded the New Jersey Economic Impact award at the New Jersey Board of Public Utilities' Supplier Diversity Development Council (SDDC) regulatory conference.

Forum (MIMF) in collaboration with the New Jersey Board of Public Utilities' SDDC. The MIMF fosters relationships amongst minority-owned financial services firms, leading consultants and Fortune 500 companies. Exelon board member John W. Rogers Jr. presented the keynote address at the forum, which included panel discussions, networking time and one-on-one meetings between corporate decision-makers and diverse firms.

ACE also hosted the inaugural New Jersey Minority Investment Managers

The ACE totals in this report include indirect T2 spend and veteran-owned business spend, which vary from reporting to the New Jersey Board of Public Utilities.



ACE spent 59 percent more in 2017 with its diversity-certified suppliers, increasing from \$32 million to \$51 million.



# Traffic Plan Traffic Control Services

Launched six years ago, Traffic Plan provides electrical utility services in New Jersey and the surrounding tri-state area, including Maryland, Pennsylvania and Delaware. Their spectrum of services includes traffic control, equipment rental and sales, and coordination of police activity around work zones for utilities and municipalities across the state.

A family-owned business, Traffic Plan is the brainchild of a mother-in-law/daughter-in-law collaboration. The company gives back to its community through an ex-offenders' program that provides jobs to those looking to start anew. In 2017, the company participated in the ACE Target 25 Program.

## QUOTABLE:

*"Because we know that strong leadership ensures the most coordinated crews on the road, we have the highest ratio of supervisors to crew. Our supervisors, many from law enforcement, set the highest standards for their crews in professionalism, competence, unity and conduct."*

– Mary Kiely, Traffic Plan, CEO

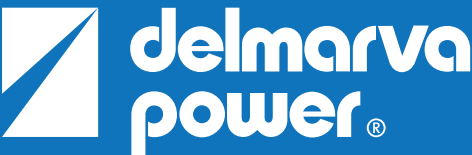
## NOTABLE:

- ACE supplier
- Owners, Mary Kiely, CEO, and Carolyn Kiely, President & Director of Operations
- WBE certified
- New Jersey Biz Fast 50 honoree
- Founded in 2012 in New Jersey
- [www.trafficplan.com](http://www.trafficplan.com)

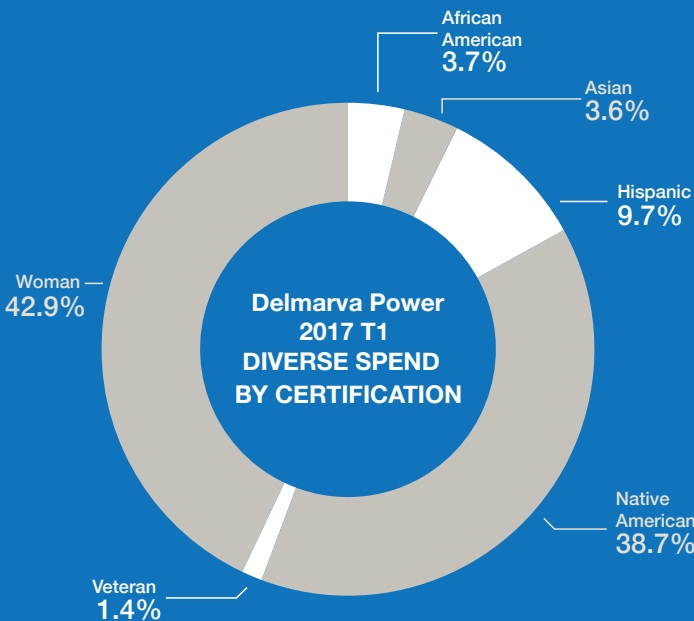


Mary Kiely/Carolyn Kiely

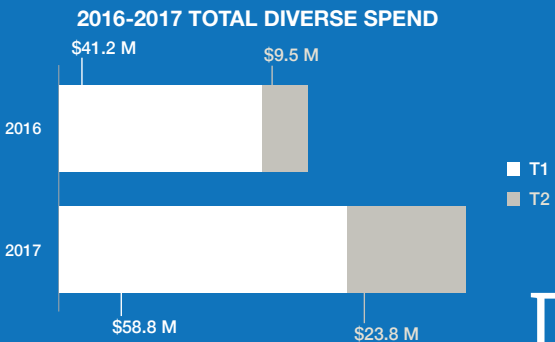
# TRANSFORMATIVE PARTNERSHIPS



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*The Delmarva Power totals in this report include indirect T2 spend and veteran-owned business spend, which vary from reporting to the Maryland Public Service Commission and the Delaware Public Service Commission.*



Delmarva Power purchased \$83 million in goods and services from diversity-certified suppliers in 2017, or 23 percent of the total Delmarva Power spend, exceeding its 2017 goal. Delmarva Power's improvement stems from combining the company's successful supplier diversity program and Exelon's mature and strategically focused diverse business empowerment processes. Delmarva Power/Exelon's combined economies of scale and geographic expansion have created additional contracts and new customer opportunities for diverse suppliers.

Delmarva Power has long recognized that effective supplier development programs can enhance diverse-supplier performance.

In 2017, Delmarva Power launched Target 25, a yearlong program designed to advance diversity-certified suppliers' capacity building strategies and to enhance their capabilities to win contracts in an increasingly rigorous sourcing environment. EDBE staff members served on a panel at the annual ProBiz Conference in Silver Spring, Maryland, to help entrepreneurs understand how to do business with Delmarva Power. The National Business League sponsored the conference. EDBE staff also served on a panel at a Digital Excellence Program session, a Tuck Executive Education at Dartmouth College collaboration with Google, tailored to assist minority and underrepresented entrepreneurs' development and growth.

**Delmarva Power spent 23 percent of its total 2017 spend with diversity-certified suppliers, exceeding its goal for the year.**



# Blue Hen Utility Services, Inc.

A hole in the marketplace led to the birth of Blue Hen Utility Services, Inc. Its founder noted that there were no Delaware-based utility contracting companies providing medium- and high-voltage services. Launched three years ago, the company provides utility services — electrical power line distribution systems maintenance and repairs; storm restoration; and outdoor lighting installation — in Delaware and the surrounding tri-state area (Maryland, Pennsylvania and New Jersey). Projects have run the gamut from buildings to athletic fields to parking lots, company leadership says. Blue Hen participated in the Delmarva Power Target 25 Program.

## QUOTABLE:

*"We are unique in the marketplace in that we offer a wide range of services to a specific target market, the utility industry. We are focusing on growth so that our company can continue to help and support the state of Delaware and the Mid-Atlantic region with power outages and maintaining and restoring electrical power lines."*

*– Michele L. Reynolds, Blue Hen Utility Services, Inc., President*

## NOTABLE:

- Delmarva Power supplier
- Owner, Michele L. Reynolds, President
- WBE certified
- 2015 Small Business Administration Success Story
- Founded 2015 in Delaware
- [www.bhusinc.com](http://www.bhusinc.com)

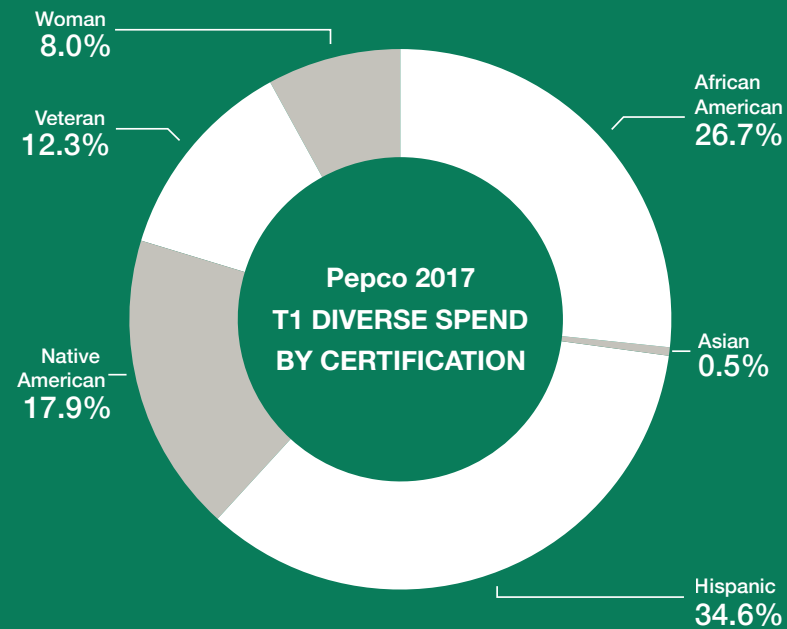


Michele L. Reynolds

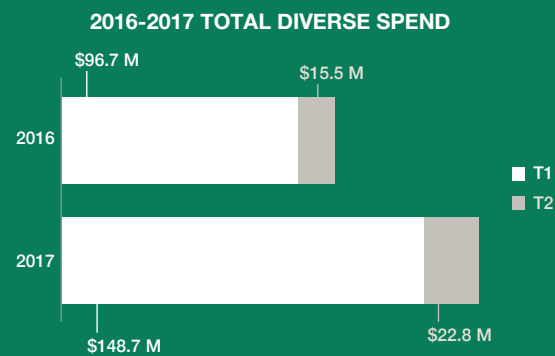
# TRANSFORMATIVE PARTNERSHIPS



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*The Pepco totals in this report include indirect T2 spend and veteran-owned business spend, which vary from reporting to the Maryland Public Service Commission.*



Pepco purchased \$171 million in goods and services from diversity-certified suppliers in 2017, or 28 percent of the total Pepco spend, exceeding its 22-percent goal. Pepco has increased its spend with diversity-certified suppliers from \$37 million in 2010 to \$171 million in 2017 – a 362-percent increase over the eight-year period.

In acknowledgement of Pepco’s success, Capital Region Minority Supplier Development Council named the utility its Corporation of the Year. This was the first such National Minority Supplier Development Council affiliate award for

Pepco in more than 10 years. In 2017, Pepco launched its inaugural Target 25 Program. This yearlong initiative will improve diversity-certified suppliers’ capabilities to win contracts in an increasingly rigorous sourcing environment and provide other best practices – such as safety and technical assistance – that will foster business growth. The select group of participating diversity-certified suppliers also will receive networking opportunities with key Pepco leaders and supply personnel, as well as instruction by company subject matter experts.

By the end of 2017, Pepco achieved a 362-percent increase in its spend with diversity-certified suppliers, over an 8-year period.



# Dynamic Concepts, Inc.

Over the course of nearly four decades, Dynamic Concepts has grown from four to more than 300 employees who provide an array of infrastructure construction services that encompass electric, natural gas, communications, underground utility locating, traffic safety services, and operations and maintenance. Some of the high-profile projects that Dynamic Concepts reports working on to date include the Martin Luther King Jr. Memorial, the National Museum of African American History and Culture, Washington Nationals Major League Baseball ballpark, FedEx Field, Walter E. Washington Convention Center and the Dulles International and Reagan National Airports.

Dynamic Concepts kicked off its relationship with Pepco in 2015 by providing line locating services. The firm also participated in the 2017 inaugural class of the Pepco Target 25 Program. As a direct outcome of its partnership with Pepco, Dynamic Concepts helps bolster the available construction workforce locally by offering on-the-job training to area residents. Dynamic Concepts' client roster includes other energy companies and major telecommunications companies.

## QUOTABLE:

*"We are motivated by our philosophy of full-service for the customer."*

*– Pedro Alfonso, Dynamic Concepts, Inc., Chairman and CEO*

## NOTABLE:

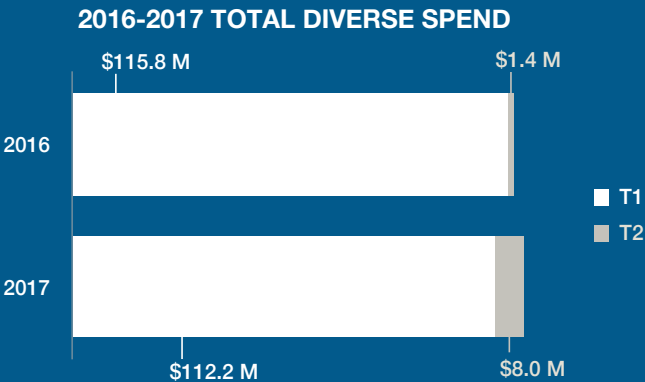
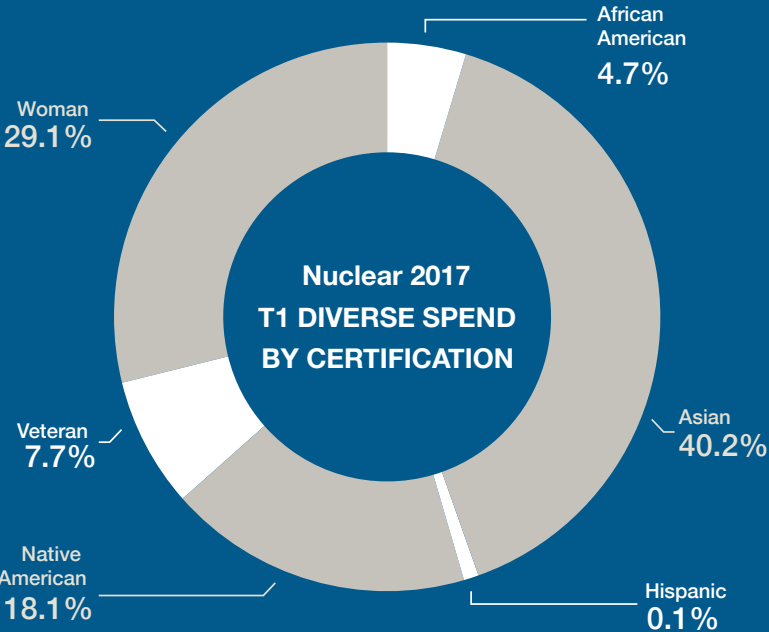
- Pepco supplier
- Owners, Pedro Alfonso, Chairman and CEO, and Ben Pleasant
- MBE certified (African American/Hispanic American)
- HUBZone Small Business certified
- U.S. Small Business Administration Award of Excellence; 2015 Capital Region Minority Supplier Development Council MBE of the Year Class III
- Founded 1979 in Washington, D.C.
- [www.dcihq.com](http://www.dcihq.com)



Pedro Alfonso



# TRANSFORMATIVE PARTNERSHIPS



In 2017, Exelon Nuclear took a more focused approach to expanding the use of diversity-certified suppliers – including partnering with diverse suppliers on the Quad Cities building expansion project and hosting an inaugural supplier development program to promote Nuclear prime contractors’ utilization of diversity-certified sub-contractors.

diversity-certified suppliers, or 6 per-cent of its total spend. This was Nuclear’s first formal diversity-spend goal, and Nuclear exceeded it. Across the entire Nuclear system, total diverse spend reached \$120 million, or 7 per-cent of its total supply expenditures. This includes \$46.9 million of Tier 1 spend in Illinois with diversity-certified suppliers.

In 2017, Nuclear set a system-wide goal of \$109 million in spending with

Nuclear established its first systemwide spend goal with diversity-certified suppliers in 2017 – 6 percent of its total spend – and exceeded it.

# Quad Cities Construction

## Projects Support Diverse Contractors, Showcase Commitment to Supplier Diversity

In summer 2017, Exelon Generation began construction on several new projects at Quad Cities Station, providing hundreds of jobs and more than \$20 million in new contracts for Illinois-based and diversity-certified suppliers.

The first project was a \$7 million expansion of the nuclear plant's Professional Learning Center. Exelon Generation partnered with Burling Builders, Inc., an African-American-owned, Chicago-based firm that has successfully completed similar facilities in Illinois.

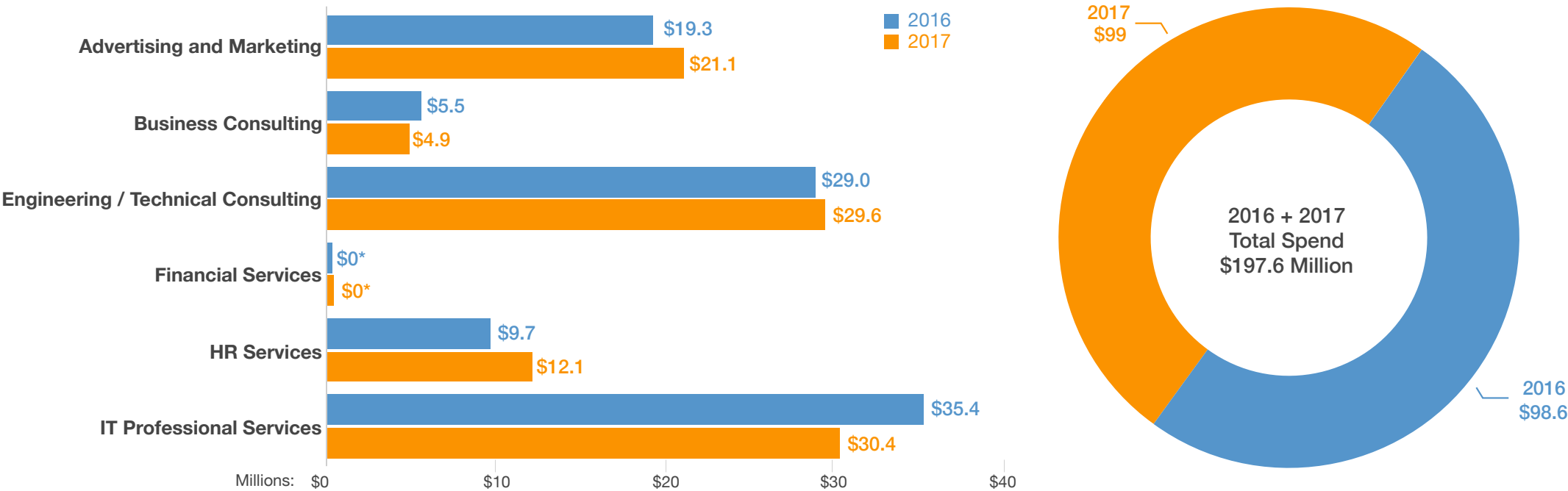
This expansion will add more than 36,000 square feet to the existing structure, nearly doubling its size and creating a state-of-the-art training facility for Quad Cities employees. It also provides a modern and professional learning environment for the supplemental workers who support the plant, especially during annual refuel outages. Exelon Generation expects construction to culminate in June 2018.

In addition to the Professional Learning Center expansion, Exelon Generation partnered with Rock Island, Illinois-based Valley Construction to expand Quad Cities Station's used-fuel storage pad. Of the \$10 million spent on this project, \$3.8 million was subcontracted to a local diversity-certified supplier.



Quad Cities Building

# 2017 Professional Services Firms/High-Margin Strategy



The Exelon high-margin strategy is regarded as an industry best practice. In 2017, high-margin spend with diversity-certified suppliers totaled \$99 million.

*\*Figures less than \$1M  
Reported figures are rounded values (to the nearest million); as a result, totals may vary.*

## 2017 Exelon’s Legal Department Diverse Spend

Exelon’s Legal Department promotes diversity and inclusion in the legal profession by utilizing minority and women-owned law firms and diverse individuals at majority law firms working on Exelon matters. In 2010, Exelon was one of 11 corporations that launched the Inclusion Initiative, whose members committed to spending at least \$1 million annually with minority and women-owned law firms. Exelon has exceeded this commitment every year since inception. For the past four years, more than 35 percent of Exelon’s total spend with its preferred majority law firms has been with diverse individuals.

## 2017 Diversity-Certified, Investment-Banking Services Providers

In 2017, Exelon arranged \$128 million in credit lines with 24 community and minority-owned banks in Illinois, Maryland, New Jersey and Pennsylvania, reinforcing the company's commitment to invest in the communities it serves. Exelon's minority and community banking program, which began in 2003, is unique in the energy industry. Administered by JP Morgan Chase since its inception, the program now has 24 participating banks across the country. That's more than four times the original number.

Exelon Corporation currently has \$2 billion of pension, employee savings plan, nuclear decommissioning and retiree health care assets invested with 20 diversity-certified investment firms. In addition, another 13 minority investment firms participated in or co-managed \$3.8 billion in corporate bond deals.



### 2017 INVESTMENT MANAGEMENT

- + **\$2.0 billion** under management
- + **70%** African American-owned firms
- + **10%** Hispanic American-owned firms
- + **2%** Asian/Indian American-owned firms
- + **18%** Woman-owned firms



### 2017 CERTIFICATE OF DEPOSIT & CASH MANAGEMENT PROGRAM

- + **\$18 million** in deposits
- + **16%** African American-owned banks
- + **16%** Asian American-owned



### 2017 CREDIT FACILITIES

- + **\$128 million** under management
- + **17%** African American-owned banks
- + **21%** Asian American-owned banks
- + **4%** Women-owned banks
- + **4%** Native American-owned banks

*Reported figures are rounded values (to the nearest million); as a result, totals may vary.*



# 2017 “Honor Roll” of Top Banks, Insurance, Professional Services Firms and IT Services Companies for Diversity and Inclusion Efforts



In June 2017, Exelon named 20 banks, insurance companies, professional services organizations and information technology (IT) services companies to its annual diversity and inclusion “honor roll” for demonstrating their dedication to these values in 2016. The annual program, now in its seventh year, seeks to enhance the quality of service Exelon receives by encouraging contributions from minorities and women at its business partners.

The honor roll 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 year-to-year improvement.

In a sign that the program is helping companies improve their diversity, the number of firms named to Exelon’s honor roll has more than doubled in just seven years. In 2017, Exelon named one participating firm, Morgan Stanley, “most improved” for achieving the most progress in its diversity and inclusion performance from 2015 to 2016.



# TRANSFORMATIVE CONNECTIONS



## EDBE Key External Partnerships

The EDBE office constantly builds relationships with diverse suppliers and ensures our active involvement with minority business development and advocacy organizations. As a result, Exelon maintains a large database of qualified diverse suppliers. Our participation in local, regional and national diverse-supplier advocacy organizations also enhances our knowledge of diversity-certified suppliers. In 2017, we expanded opportunities in categories in which diverse suppliers were historically underrepresented. The supply sourcing teams worked with regional organizations to leverage their resources and ensure local diverse contractors were positioned for meaningful participation in future bid opportunities in these categories. National and regional organizations that Exelon partners with include:

## National Organizations

- American Association of Blacks in Energy Entrepreneurship Committee
- Edison Electric Institute
- Human Rights Campaign
- Rainbow PUSH Trade Bureau
- The Congressional Black Caucus – Washington, D.C.
- The Women's Business Enterprise National Council (and regional affiliates)
- The Billion Dollar Roundtable
- National Utilities Diversity Council

## Regional Organizations

- Capital Region Minority Supplier Development Council (CRMSDC)
- Chicago Minority Supplier Development Council (CMSDC)
- Chicago United (The Five Forward Program)
- District of Columbia Chamber of Commerce
- Eastern Minority Supplier Development Council (EMSDC)
- Hispanic American Construction Industry Association
- Illinois African American Chamber of Commerce and its Chicago Affiliate
- Illinois Hispanic Chamber of Commerce
- Illinois Utilities Business Diversity Council
- Maryland Chamber of Commerce
- Governor's Office of Minority Affairs
- Maryland Hispanic Chamber of Commerce
- Maryland Minority Contractors Association
- New Jersey African American Chamber of Commerce
- New Jersey Supplier Diversity Development Council
- Philadelphia African American Chamber of Commerce
- Philadelphia Gay and Lesbian Chamber of Commerce
- Philadelphia Hispanic Chamber of Commerce
- Philadelphia Independence Business Alliance
- U.S. Pan Asian American Chamber of Commerce - Midwest Region
- Maryland Washington Minority Companies Association
- Women Presidents' Educational Organization

**The EDBE office also regularly benchmarks best practices with its industry peers, as well as with leading supplier diversity advocacy organizations, such as:**

- The National Minority Supplier Development Council's (NMSDC) Best Practice Task Force;
- The National Utilities Diversity Council;
- NMSDC's Utility Industry Professionals Group;
- Maryland Utility Forum on Supplier Diversity;
- The National Association of Regulatory Utility Commissioners Utility Marketplace Access Partnership (UMAP);
- The Conference Board's Supplier Diversity Leadership Council; and
- The Billion Dollar Roundtable.



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