

comEdSM

AN EXELON COMPANY



Savoya Taylor

Keeping Up the **Momentum**

COMED 2022 | Diversity, Equity and Inclusion Annual Report

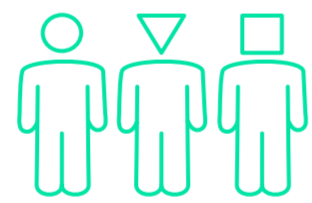


Video message from ComEd CEO Gil Quiniones and President and COO Terence Donnelly.

2022 Highlights



In 2022, ComEd’s high-performing senior executive team — which was 44 percent women and 56 percent people of color — led ComEd to deliver record-breaking performance for customers.



We benefited from improved diversity* at all levels of the organization compared to 2021, reaching a workforce total of 51 percent diversity (includes women and people of color).



We offered new formal development programs to support diverse leaders earlier in their careers.



We exposed more than 1,000 students to STEM through a wide array of programs.



We celebrated our 10th year of CONSTRUCT with a total of over 700 graduates, and an average 75 percent job placement.



We achieved record spend with diversity-certified businesses for the third straight year, totaling \$963 million or 43 percent of spend in 2022.



Ninety-two percent of ComEd’s philanthropy and volunteerism supported organizations that are advancing our DEI goals.

*Diverse is defined as women and people of color including Black or African American, Hispanic or Latino...etc.

ComEd's DEI strategy has **five areas of focus:**



Attracting, developing, and retaining talent of all backgrounds that reflects the realities of our marketplace and communities, and the relevant labor market.



Creating a culture of inclusion through consistent and sustained execution of the Exelon DEI Strategy, including progress measurement and accountability for results.



Achieving a diverse range of suppliers, vendors, and service providers.



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



Positioning Exelon to be recognized as a DEI leader by its employees; by local, regional, and national thought leaders; and by the communities it serves.



ComEd employees volunteer at the Greater Chicago Food Depository.



From left: Erica Kroha, Nikol Reed, Norm Curtis, Wanda Wright, Mike Meathe, Martha Fregoso, and Ashley Duncan

The People of ComEd

ComEd is a subsidiary of Exelon Corporation (NASDAQ: EXC), the nation's leading competitive energy supplier. We have a rich history in northern Illinois where we have served customers for more than 100 years, and we power the lives of 70 percent of Illinois' population.

Powering the largest electric company in Illinois — and one of the largest in the country — requires creativity, a commitment to excellence, and the dedication of a highly capable and motivated team. Our team of 6,300 energy professionals can only succeed if we reflect the rich diversity of the 9 million people we serve — and the communities where we live and work.

We are committed to being a leader in Diversity, Equity and Inclusion (DEI)—providing best-in-class programs that lift up individuals, diverse businesses and communities.

We are removing barriers to advancement; developing diverse leaders; preparing our teams to support diversity of thought; holding employees accountable to our DEI goals; and ensuring that diverse talent is equitably and fairly evaluated. All of our DEI efforts are designed to improve our company's performance and make ComEd a place where people feel valued, appreciated and included as they do the important work of powering lives.

ComEd's steadfast commitment to recruiting, sponsoring and promoting talented employees with an array of life and professional experiences has resulted in a diverse leadership team that provides an example for our peers. The diversity of thought within our teams has driven innovation, leading to ComEd delivering best-in-class service, record reliability and some of the lowest average monthly customer bills in the nation.

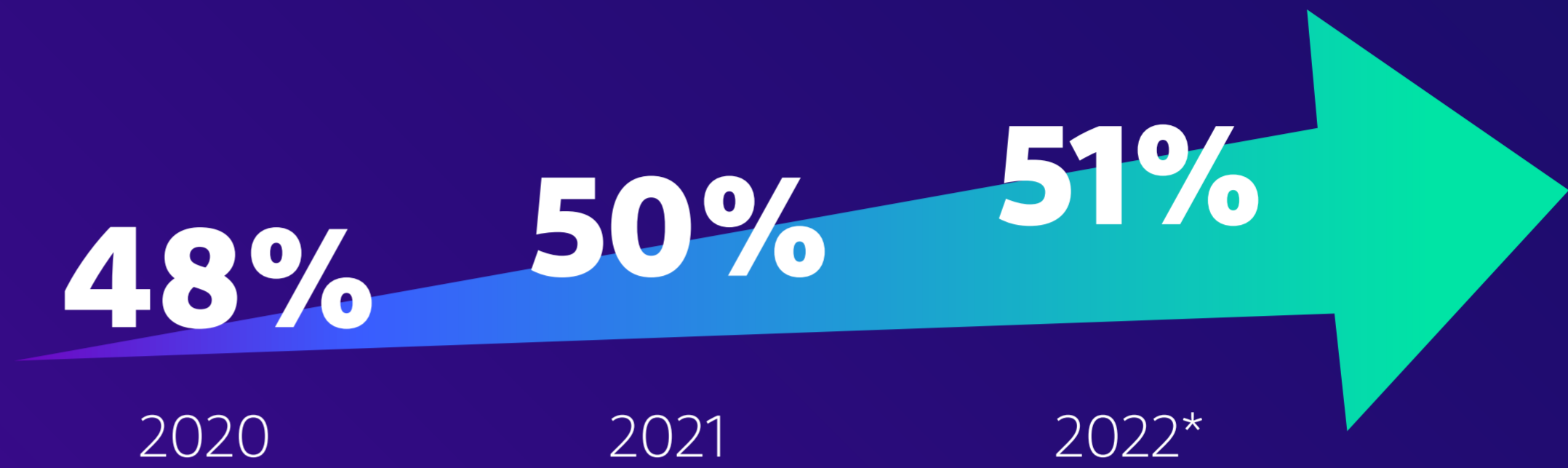


Andrea Simmons

Diversity at ComEd

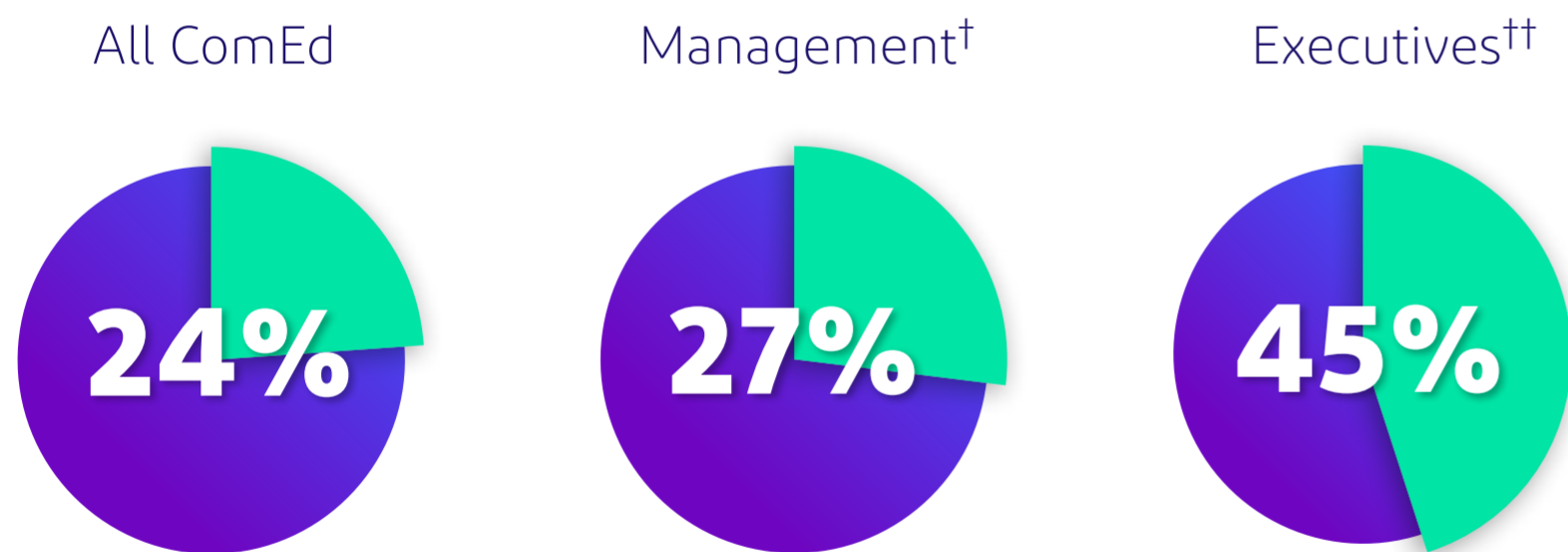
In 2022*, ComEd benefited from improved diversity at all levels of the organization compared to 2021, reaching a workforce total of 51 percent diversity (includes women and people of color).

*As of Dec. 31, 2022



Women at ComEd

● Female ● Male



†Management is defined by EEO-1 job categories “executive/senior managers” and “first/mid-level managers.”

††Executives is defined as ComEd employees at the level of vice president and above.

People of Color at ComEd*

● POC ● White



*The category “people of color” includes the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native American or Alaska Native; Native Hawaiian or Pacific Islander; and two or more races.

†Management is defined by EEO-1 job categories “executive/senior managers” and “first/mid-level managers.”

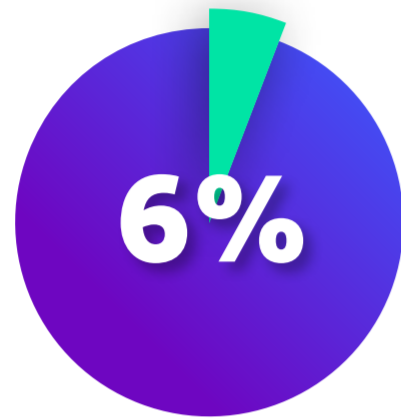
††Executives is defined as ComEd employees at the level of vice president and above.

Companies measure what matters — and what gets measured, improves.

Veterans

● Veteran ● Other

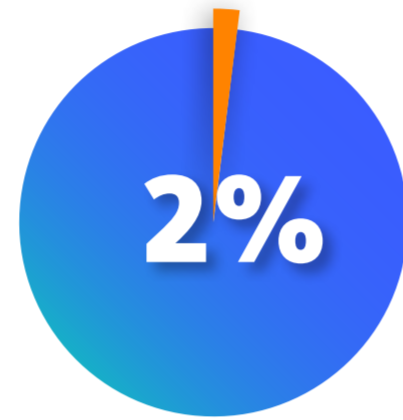
All ComEd



Individuals with Disabilities

● Self-Reported Disability ● Other

All ComEd
+1% from 2021



Companies that rank highest in ethnic and cultural diversity are 33 percent¹ more likely to lead their industries in profitability, and greater representation for people of color at the top has been linked with greater innovation.

Alongside business acumen and professional accomplishments, ComEd views diversity in leadership as imperative to finding innovative solutions to challenges, connecting with communities and meeting our business goals.

In 2022, ComEd's high-performing senior executive team — which was 44 percent women and 56 percent people of color — led ComEd to deliver [record-breaking performance](#) for customers.



Shantinel Laws



Michael Fountain

ComEd Senior Executive Team



Gil C. Quiniones
(he, him, his)

Chief Executive Officer



Terence Donnelly
(he, him, his)

President and Chief
Operations Officer



M. Michelle Blaise
(she, her, hers)

Senior Vice President,
Technical Services



Melissa Y. Washington
(she, her, hers)

Senior Vice President,
Customer Operations
and Chief Customer Officer



David R. Perez
(he, him, his)

Senior Vice President,
Distribution Operations



Lisa Graham
(she, her, hers)

Senior Vice President,
Chief Financial Officer and Treasurer



Cheryl Maletich
(she, her, hers)

Senior Vice President,
Transmission and Substation



E. Glenn Rippie
(he, him, his)

Senior Vice President
and General Counsel



Lewis "Louie" Binswanger
(he, him, his)

Senior Vice President,
Government, Regulatory and External Affairs

In 2021, only 15.1 percent² of Fortune 500 companies had Chief Financial Officers who were women.

New 2022 Executives



Lewis "Louie" Binswanger
(he, him, his)

Senior Vice President,
Government, Regulatory and
External Affairs



Carla Frieh
(she, her, hers)

Vice President,
Transmission and
Substation Engineering



Bruce Davis
(he, him, his)

Vice President,
Smart Meter Operations



Keisha Parker
(she, her, hers)

Vice President,
External Affairs

DEI in Action

ComEd's DEI Journey



Schereina Horton

ComEd's first experience with diversifying our workforce was born of necessity during World War I, as the company quickly hired and trained hundreds of women and Black employees to fill in for the nearly 25 percent of our workers serving the military. At the time, we recognized that our new employees would need support to fit in to the culture of our company, so we devised ways to ease the transition, such as hiring a "dean of women" who helped female employees navigate and eventually reshape a primarily male workforce.

After the war, rather than let go of these new employees, ComEd made room for everyone and provided the opportunity to build rewarding careers. This began our journey toward a workforce that welcomes diversity and promotes inclusivity. Today, we have moved away from asking employees to fit in, and we are remaking our workplace to fit all.

We continue to make room by supporting employee resource

groups where our people celebrate their heritage and educate colleagues about their backgrounds and identities. We have tough conversations about societal issues that impact our employees, which helps us learn about each other and informs the ways we show up for the communities we serve. We provide opportunities for our team to grow, and develop, and lead.

We are still on our journey, and the road is leading to [ComEd 2030](#).

We still have more to learn, and more work to do. But we have built a framework for incorporating equity in everything we do. We are committed to continuing to build a company where every employee values and knows the value of DEI, supporting strong communities and business partners, and finding innovative ways to provide cleaner power and energize our customers. We hope that you will join us as we continue to keep up the momentum over the next eight years and beyond.



Howard Mullen



From left: Evelyn Almonte, Imran Rahman, Nathan Vejvoda



Jazmin Rangel



AARG

The Asian American Resource Group

DYP

Developing Young Professionals

EAARA

Exelon African-American Resource Alliance

Eco-Team

EMAC

Exelon Military Actively Connected

Employee Resource Groups

ComEd employees participate in 10 Exelon Employee Resource Groups (ERGs). These employee-led groups support communities of colleagues that help employees thrive and build connections, and help our organization evolve. Our ERGs also create opportunities for mentorship and professional development, and they improve inclusion and belonging in the workplace.

In 2022, as ComEd eased its pandemic-related restrictions on in person gatherings, our ERGs returned to providing opportunities for employees to connect in person. However, ERGs also continued to offer virtual events, enabling larger groups of employees to hear about the experiences of colleagues and learn about historical and current challenges faced by some employees.



ComEd employees volunteer with Habitat for Humanity.



Davita White, Daniel Gabriel



From left: Omar Martinez, Sumair Mithani, Monica Patel



ENABLED

Exelon Network for Awareness
Benefiting Leaders

NEW

Network of
Exelon Women

OLE

Organization of
Latinos at Exelon

MOSAIC

Exelon Native American
Progress (ESNAP), Caribbean
Diaspora Employee Resource
Alliance (CADERA), and Network
of Exelon Immigrants and
Second Generation (NEXIS)

PRIDE

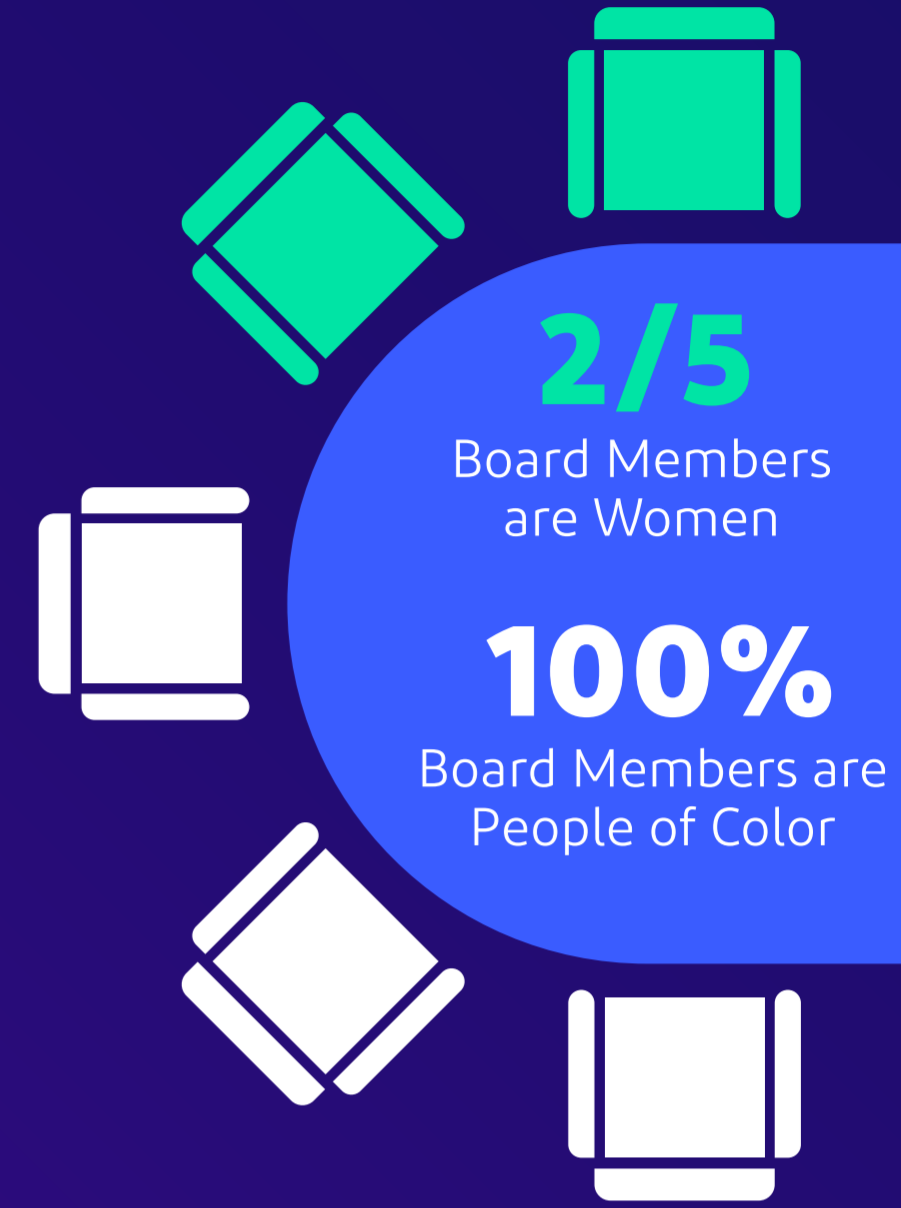
MomEd—a part of the Network of Exelon Women—is a supportive community for working parents at ComEd. In 2022, MomEd worked with ComEd’s Human Resources team to update employee benefits, expanding paid bereavement to cover pregnancy loss, continued our partnership with Milk Stork to support our nursing employees when traveling or on lengthy field assignments and provided dedicated parking for expectant mothers at our Chicago North headquarters.

Board Diversity

Stakeholders and shareholders have increasingly demanded greater gender, racial, and ethnic diversity in company boardrooms owing to research that has consistently shown a correlation between diversity and improved company performance.

In recent years, Fortune indicated that it would “make corporate diversity disclosure the new standard of doing business” and Institutional Shareholder Services, an influential advisory firm, announced that its research reports would start calling out large companies “that lack racial and ethnic diversity.”

ComEd prioritizes high-performing Directors whose diversity of thought helps us reach new heights of performance and innovation in the energy industry. In 2022, ComEd’s Board was 100 percent people of color and 40 percent women, significantly outperforming the S&P. We’re proud to be ranked the No. 1 company in Chicago for board and executive diversity. From the C-suite to our communities, our DEI leadership is about creating a clean energy future that includes and benefits all of the 9 million people we serve.



We’re proud to be ranked the No. 1 company³ in Chicago for board and executive diversity. From the C-suite to our communities, our DEI leadership is about creating a clean energy future that includes and benefits all of the 9 million people we serve.

Yet, representative Boards of Directors, mirroring the U.S. population (50.8 percent female and 40 percent people of color) is still a distant goal for most companies. The S&P 500 Board Diversity Snapshot⁴ indicated that 78 percent of all S&P 500 directors were white and 68 percent of all S&P 500 directors were male in 2022.

ComEd 2022 Board of Directors



Calvin G. Butler, Jr.
(he, him, his)
President and CEO, Exelon and Board Chair



Gil Quiniones
(he, him, his)
CEO, ComEd



Ricardo Estrada
(he, him, his)
CEO, Metropolitan Family Services



Zaldwaynaka “Z” Scott
(she, her, hers)
President, Chicago State University



Smita Shah
(she, her, hers)
President and CEO, SPAAN Tech, Inc.



From left: Paulette Grant, Justin Odom, Hugo Castaneda, Jessica Jaramillo, Lanita Greer, Elsie Rodriguez, Carla Dennis, Maisha Earl, Erica Love-White

Developing Leaders

To meet our business challenges, we must build a diverse team of effective and authentic leaders who listen to, connect with, engender trust within and engage their teams.

In the U.S. workforce, people of color are less frequently hired into or promoted into management roles, a disparity that can be mitigated by offering development opportunities, sponsorship, and mentorship for high-potential employees. ComEd offers a full suite of development programs to employees, and our leaders ensure diverse representation in every program. We also offer programs specifically targeted to underrepresented employee groups.

ComEd's executive team consults the three Exelon leadership councils — the Latino Leadership Council (LLC), Pan-Asian Leadership Council (PALC) and African American Leadership Council (AALC) — to identify ways to advance equity for people of color at ComEd, including via leadership development opportunities. ComEd leaders are actively engaged in these councils, and ComEd employees are invited to participate in the diverse leadership programs, including the Explore, Develop, Grow, Experience (EDGE) program for Black and African American leaders; the Attract, Retain, Develop and Advance program for Hispanic/Latino leaders; and the Advanced Development Program for Pan-Asian leaders.

In 2022, we continued to expand our leadership development programs to invite participation earlier in managers' careers, graduating our first cohorts of the Latino Developing Leaders program, the Talent Elevate program for Asian managers and the Launching Inclusive Future Talent (LIFT) program for people of color at the manager level. Together, these programs offer support to high potential, diverse employees early in their career by helping them to navigate new environments, sharpen their leadership skills, build their professional network and, ultimately, accelerate their advancement.



From left: George Lewis, Cassandra Charlebois, Valerie Colletti, Bruce Davis

DEI in Action

On the EDGE of a Breakthrough

The EDGE program was developed by Exelon's AALC five years ago as a way to expand learning opportunities for African American leaders and emerging leaders. The first cohort of eight emerging leaders across Exelon's operating companies completed the one-year program in 2019.

Bruce Davis, now vice president of Smart Meter Operations at ComEd, was part of a group of eight leaders across Exelon selected for the first EDGE cohort.

"I came to ComEd after working as an IBEW Local 134 electrician," said Bruce. "Since joining the company in 2007, I have had the opportunity to learn from great leaders. They've been my mentors, guiding me, helping me through tough situations and holding me accountable to meeting their expectations of excellence."

"I had to earn their sponsorship. I was never afraid of a challenge. I took jobs that nobody else wanted, and I got their attention by consistently performing at a high level. So, when ComEd decided to offer this program and was selecting participants, I had allies in the room who spoke up and nominated me to be a part of it."

The EDGE program offers a personal and meaningful learning experience that increases participant understanding of business, improves employee engagement and experience, enhances relationship-building skills and networks, strengthens leadership skills and builds cross-business relationships, with the ultimate goal of accelerating personal development for advancement.

The program has been extremely successful, with seven of the first eight participants having advanced to executive positions.

Bruce believes that one of reasons the diverse leaders in the program have been successful is the range of life experiences that enhance their empathy. He says, "I'm not a leader who is going to hear about an employee's struggles and just say 'figure it out'. I want the people who work for me to be able to talk to me about what they are going through, and then I will give them the support they need."



From left: Felecia Greer, Bruce Davis, Tiera Gray, Willa Hightower, Mary Walker, Morlon Bell-Izzard, Theodore "Ted" Johnson, Robert Matthews

Now that he's in a position to select high-potential employees for programs like EDGE, Bruce tells employees he's mentoring to be visible and stay engaged. But he also stresses the importance of building relationships with leaders — and with peers.

"I owe a lot of my success to relationships I built with colleagues," said Bruce. "When I was completing my MBA, I was able to trade storm duty assignments with coworkers to meet school commitments. When I'm facing leadership challenges, I can plug into a network of my EDGE peers for a fresh perspective. Being able to receive support and insight from knowledgeable and experienced colleagues is invaluable at every level in this organization."



ComEd employees on the company's Oak Brook campus.

Training Current and Future Leaders

Effective leadership of a diverse workforce requires an organizational commitment to continuous learning. Our leadership training programs equip leaders with skills to develop respectful, collaborative, and inclusive teams of employees who have a strong sense of belonging and engagement.

In 2021, ComEd senior managers, directors and executives participated in workshops designed to identify and eliminate unconscious bias in talent reviews. In 2022, they continued to apply those learnings through intentional discussions about diversity, equity and inclusion in talent reviews and succession planning discussions. This training has a powerful effect on ensuring diverse talent is fairly evaluated.

Employees and leaders also participated in trainings designed to improve awareness of systems that disadvantage women, people of color, people with disabilities and LGBTQ+ individuals in the workplace and teach employees to use their power, position or privilege to support their colleagues.

Ensuring Accountability

ComEd employees are expected to make DEI a priority at all levels of the company.

A DEI Performance Goal is assigned to all management employees where they are asked to identify their specific DEI objectives and key results that they aim to achieve each year.

The DEI Performance Goal helps measure progress on the company's DEI commitment and adds accountability and transparency — ensuring a pay-linked incentive for every management employee and leader at ComEd to foster an inclusive culture.

Engaging in Dialogue

ComEd continues to promote purpose-driven dialogue to give employees an opportunity to make a personal connection with societal issues and to become comfortable with difficult topics.

This initiative is part of our larger internal framework to create a more equitable and inclusive workplace, called

Allies in Action (AIA). It focuses on larger, company-wide conversations with guest speakers and more intimate, small-group dialogues at offices across the territory.

In 2022, ComEd offered two large panel discussions to all employees companywide:

- **Breaking the Cycle: The Impact of Inequity on our Communities** — addressed the ways systemic racism affects the criminal justice system, education, employment, and housing.
- **Building Our Community Inside and Out** — explained the role of employee resource groups in creating a sense of inclusion and belonging for all employees and how advancing equity in the communities we serve is imperative to our business.

We also hosted several small-group DEI chats where frontline field employees discussed critical topics like race and inclusion in safe spaces, and shared personal stories about their backgrounds and life experiences to improve empathy and understanding.

DEI in Action

The Catalyst for ComEd's Allies in Action

2020 was a time for many companies to reevaluate DEI efforts in the aftermath of George Floyd's murder and ongoing social unrest. While many other companies were making pledges to improve their diversity performance, ComEd leaders made a commitment that was much more than a pledge.

ComEd had been an early leader in diversity efforts, and, more recently, a few executives saw an opportunity to move the organization forward and place a greater emphasis on DEI. They formed Allies in Action (AIA) to "take real, tangible, sustained action that has outcomes," said Michelle Blaise, senior vice president of Technical Services. "AIA is about taking what we say about equity and making it real."

AIA combines immediate action with longer-term strategic planning to ensure success and sustainability of our DEI practices. Melissa Washington, senior vice president of Customer Operations, pointed out that "Changing what a company looks like, changing the leadership and the diversity and inclusiveness of a company is something that takes work and takes time. It has to be intentionally integrated into everything we do. It's a business imperative that is just as important as safety. It's a leadership imperative that is just as important as developing business strategy."

With the full support of the CEO, the AIA team partnered with ComEd's Human Resources department and brought in experts to surface challenges leaders were facing and identify areas of opportunity that could use additional focus. ComEd then acted on these recommendations, creating forums for employees to discuss critical DEI topics, ensuring equity in employee talent reviews, offering additional leadership development opportunities for people of color, and evaluating results through specific DEI metrics. AIA has already begun to have an impact.

"Right now, we have very diverse leadership across several measures — gender, ethnic, diversity of experience, and background — but you can lose that almost overnight with retirements," said Melissa. "We don't want our DEI efforts to fade when leadership changes, so we



Melissa Washington

are working with our partners to create a high quality, diverse talent pool.

"We're addressing not only the external pipelines for bringing talent into the company, but our internal development pipelines, in partnership with our employee resource groups and leadership councils. It's all connected — and it's intentional."

"People can change organizations by doing small things," said Michelle. "That's how I see AIA. We are developing initiatives that are building other initiatives and the impact is growing exponentially. There is no big policy that's going to change who we are as an organization. It's going to take time. We're giving people the space and the opportunity to take small actions, and create change, and watch it grow."

"And it has grown organically," said Melissa. "We're bringing ideas and concepts to excellent leadership, and we're starting to see that this is not a program of the year. It's our culture."

DEI is a business imperative that is just as important as safety. It's a leadership imperative that is just as important as developing strategy."

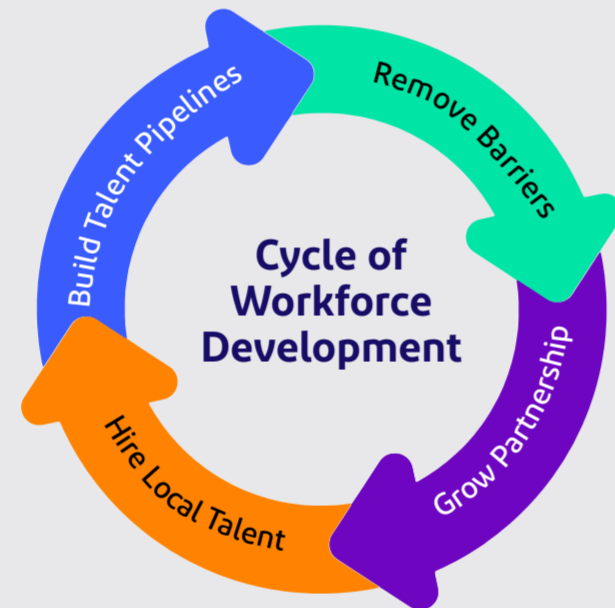
– Melissa Washington, SVP of Customer Operations



Michelle Blaise

The Future Energy Workforce

ComEd employs dedicated professionals in a wide range of career paths, from management positions in business, law, IT, marketing, engineering and finance, to trade careers in construction, electrical, mechanical and more. Our award-winning workforce development programs train candidates for well-paid, clean energy jobs that create opportunities for families and strengthen entire communities.

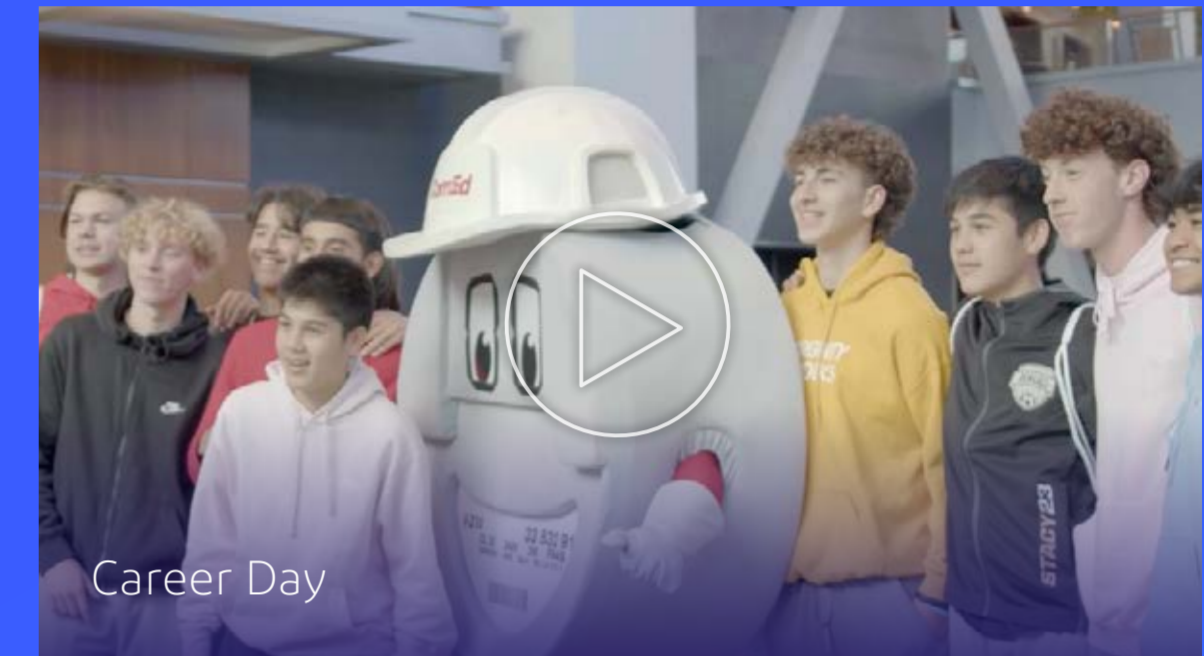


In 2022, ComEd promoted careers in energy to 30 high school girls through its first ever [EV Rally](#) (a reimagining of the long-running Icebox Derby), 82 high-school student graduates through the two-year [Chicago Builds](#) vocational program, 25 graduates of the seven-week [Tools of the Trade](#) apprenticeship and 114 [Youth Ambassadors](#). We also introduced the [Powering Our Future](#) initiative, delivering STEM and skilled trades education to 415 students at four Chicago Catholic high schools (including two all-girl schools) that mainly serve low-income students of color, and we launched the [ASME/ComEd DropMeIn](#) pilot program in collaboration with ComEd's Communities of the Future in Rockford, Illinois and in Chicago's Bronzeville neighborhood to encourage earlier STEM excitement by engaging middle school students. While getting students excited about STEM careers is impactful, it doesn't fully address the barriers to entry for these fields.

Sparking Student Interest in Energy Careers

Early engagement in science, technology, engineering and math (STEM) education makes a sizeable difference in student achievement and their intent to major in these subjects. ComEd is committed to getting students — especially girls and underrepresented groups — interested in STEM. We offer school- and site-based programming and support education through internships, mentorships and scholarships.

ComEd exposed more than 1,000 students to STEM through a wide array of programs in 2022.



Career Day



Powering Our Future



EV Rally

Many STEM careers require degrees, which can be financially out of reach for some students. The cost of a four-year college degree increased 497 percent⁵ between the 1985 and 2018 academic years, while a two-year degree increased 320 percent. Lower-income students and students of color often struggle to pay for higher education while in school and, after college, they are more likely to have high student loan debt.

Students of color, especially Black students, graduate with higher student loans than their peers. ComEd offers scholarship and internship programs designed to help fill the funding gap.

In 2022, ComEd continued our commitment to helping fill the funding gap for students pursuing STEM-related degrees through scholarships and internships. We launched the Future of Energy scholarship, awarding seven scholarships totaling \$62,500 to deserving college students,

43 percent of whom were women and 100 percent students of color. This new program joins the existing ComEd Scholars program, through which ComEd has invested approximately \$3.5 million to support students since 2017.

Improving Diversity in the Trades

Approximately half of ComEd’s 6,300 employees work in the trades. The transition to cleaner energy is creating a need for skilled tradespeople. ComEd expects our multiyear plans will create 2,700 full-time equivalent clean energy jobs by 2027, many of which will be in the trades. At the same time, the industry is facing a talent shortage, as the experienced trades workforce rapidly nears retirement age.

While enrollment is up in construction trades programs — more than 19 percent from 2021 to 2022 — we know that we must find ways to attract these new graduates to careers in energy.

In 2022, ComEd expanded outreach and recruitment efforts to attract women and people of color to

trades jobs, as part of an effort to hire a total of **500** new entry-level employees by 2024. We reduced barriers to applying by offering additional climb training — including the first-ever all-female climb clinic — and extra Construction and Skilled Trades (CAST) test prep sessions. And we launched a new 3-week apprentice program for entry-level frontline field jobs: the Craft Academy.

By the end of 2022, we had hired more than 180 new entry-level frontline field employees.

We will continue to expand our training programs and look for ways to increase the impact of our programs on families, communities and the energy industry. To learn more about our workforce development programs, check out our fact sheet [here](#).

Trade school students are more likely to be employed⁶ after school than university graduates.

A startling 3 million skilled trades jobs will sit unfilled by 2028.



Celeste Shea



CEO Gil Quiniones, SVP Melissa Washington and the 2022 CONSTRUCT graduates.

Reevaluating Job Requirements

Experts say most companies simply lack a strong talent pipeline that delivers Black, Hispanic/Latino and Asian executives to top leadership positions — and that pipeline starts with the hiring process.

In 2022, ComEd participated in an exercise across Exelon to identify potential barriers to hiring, and found that for many jobs, demonstrated skill and competency was a better predictor of performance than a college degree. The growing consensus among businesses is that skills gained through on-the-job training can be equivalent, or superior, to a college degree, resulting in a 45 percent⁷ reduction in bachelor's degree requirements for many U.S. entry-level positions — since 2019.

Starting in 2023, ComEd will shift to skills- and competency-based hiring for some positions, de-emphasizing college degrees in roles in favor of high-quality credentials. This change will enable us to broaden the pool of qualified candidates and recruit employees who have applicable skills and bring real-life experience to their work.

DEI in Action

10 Years of CONSTRUCT-ing Future Trades Talent

2022 marked 10 years since ComEd launched the CONSTRUCT Infrastructure Academy. The program's creation was a turning point in ComEd's efforts to hire more highly qualified people of color into the trades.

As vocational and trades education programs rapidly disappeared, and it was increasingly difficult to find highly skilled trades workers, ComEd realized that our strategy needed to shift to training our future workforce. We partnered with community organizations to provide the

quality trades education needed to prepare candidates for jobs in the energy industry.

In 2022, ComEd partnered with more than 40 organizations to train 68 CONSTRUCT students — 29 percent were women and 96 percent were people of color — of whom 72 percent received employment offers.

Since launching in 2013, nearly 800 participants with diverse backgrounds have completed the program; the program boasts a more than 70 percent job placement rate.

DEI in Action

ComEd Partner Connects Future Employee to **Her ComEd Career**



Gil Quiniones, LaKoya Hampton, Melissa Washington at the CONSTRUCT 2022 graduation.

In 2021, LaKoya Hampton was looking for a job in construction when Sharon Latson, a program director at Chicago Women in Trades — a ComEd partner organization — recommended that she apply for ComEd’s workforce development program CONSTRUCT.

After graduating from CONSTRUCT in April 2022, LaKoya began to prepare for her physical ability test as part of ComEd’s hiring process. She joined ComEd’s all-female climb clinic, held in September 2022, to brush up on her technique.

“Climbing really is the biggest challenge people have to overcome to get these jobs,” said Val Colletti, VP of Distribution Operations. “I’ve been to many climb schools where it’s all guys and one woman, and the woman is a little to herself, maybe not as vocal. As part of our ongoing efforts to recruit more women, we developed this opportunity for women to learn surrounded by other women.”

The Center for Energy Workforce Development (CEWD) honored ComEd with the 2022 Community Partner Award for the second straight year in recognition of ComEd’s successful job training and placement programs that serve diverse communities and advance equity.

“I’ve never seen the female participants talk more, ask more questions, smile and laugh, and show their personality. It was such a different atmosphere. I’m confident that camaraderie helped the learning and helped build their confidence,” said Val.

“The instructors at the [climb] clinic were great,” said LaKoya. “In about an hour, I was able to go up and down several times so that I could feel confident for my exam.”

After passing ComEd’s entry tests, LaKoya joined the company in November 2022. She began working at Chicago South as the only female overhead helper.

“When I first started, my coworkers seemed like they were unsure about how to talk around me,” said LaKoya. “But I felt comfortable after we got to know each other.”

At first, LaKoya felt pressure to prove that a woman could do anything a man could do, but she began to instead focus on her strengths. “I realized that I could remember information easier than a lot of my male coworkers. So, I do better on certain tasks,” said LaKoya. “I always want to improve myself and pull my weight, but I’m not going to pull my shoulder or break a leg trying to compete. I started realizing that the

90 percent of all infrastructure jobs are held by men

men also sometimes struggle with the physical tasks. If it’s too hard, it’s just too hard.”

One of the biggest perks of the job, for LaKoya, is the pay.

“I didn’t realize how much money people made in these jobs. People are looking for jobs that can help them live a good life. When I tell people how well these jobs pay, they are interested in applying.”

While there’s still work to do, ComEd continues to promote fieldwork opportunities to women and provides the training needed to prepare women for the roles.

LaKoya believes that these efforts are making a difference.

“Right now, I’m the only woman in my role at my facility, but I know ComEd has been investing in training and hiring more women. As more women join the company, more women will feel comfortable trying to get these jobs.”

Industry data show that careers in the utilities offer a competitive wage — as much as 35 percent higher than other U.S. industries.

The Power of Community

Powering lives is not just about keeping the lights on

ComEd is privileged to serve approximately 9 million people across northern Illinois. The communities we serve are wonderfully diverse, each with unique needs, opportunities and challenges. And we aim to drive equity and promote well-being in all the communities we serve.

Approximately 30 percent of our customers live in communities enduring significant socio-economic challenges due to the long legacy of systemic racism and economic disenfranchisement in northern Illinois — and the country. It's an important responsibility for ComEd to do all we can to reverse the patterns of inequity.

ComEd's reliability has increased more than 80 percent since 2011, preventing more than 19 million customer interruptions and over \$3.3 billion in outage-related costs.

Supporting Under-resourced Communities

ComEd knows that to be a positive force in a community, we must understand the community — and that starts by listening.

ComEd dedicates significant time and effort to engage communities across northern Illinois, especially those that face significant challenges. In 2022, we attended community and civic meetings, gave facility tours and held quarterly roundtables to learn more about barriers our customers face every day, as well as barriers to engaging with our company and using energy to power their lives.

Communities tell us that our first job is to keep electric service *affordable* and *reliable*. Paying the electric bill can be a burden for those with limited resources. An outage can have a big



From left: Caroline Roberson-Burton, Evelyn Rodriguez Estrada, Adam Carrabotta

impact on a family if they lose a refrigerator full of food or lifesaving medicine, or if a loved one is using an electric-powered life support device.

But our communities also expect ComEd to go further. They expect us to be a job creator, a workforce developer, a community sponsor, a leader in energy efficiency, a developer of new energy options and a force for equitable economic development.

We use this community dialogue to better understand our customers' expectations and serve their needs, to educate customers about how the system works so they can offer meaningful contributions, and to share information about the benefits of our grid investments and new technologies.



ComEd energy efficiency supplier explains options to customer.

DEI in Action

Climate Change and its Impact on Under-resourced Communities

The most severe harms from climate change fall disproportionately on under-resourced communities who are least able to prepare for, and recover from, severe weather, heat waves, poor air quality, flooding, and other impacts.

For example, a generation ago, home air conditioning was considered a luxury. But as climate change intensifies summer heat waves, air conditioning is becoming essential — especially in areas where people of color live.

In these neighborhoods, temperatures can be as much as 7 degrees⁸ Fahrenheit (4 degrees Celsius) warmer during the summer months. Seven degrees can mean the difference between uncomfortable and unsafe.

Although heat is the biggest weather-related killer of Americans, not everyone can afford to cool their homes. This is just one of the many reasons why addressing climate change is an equity issue.

Energy Impacts Inform Our Investments

To prepare for a future that is rapidly approaching, ComEd is investing in a complete transformation of the electric grid. This transformation is motivated by three factors:

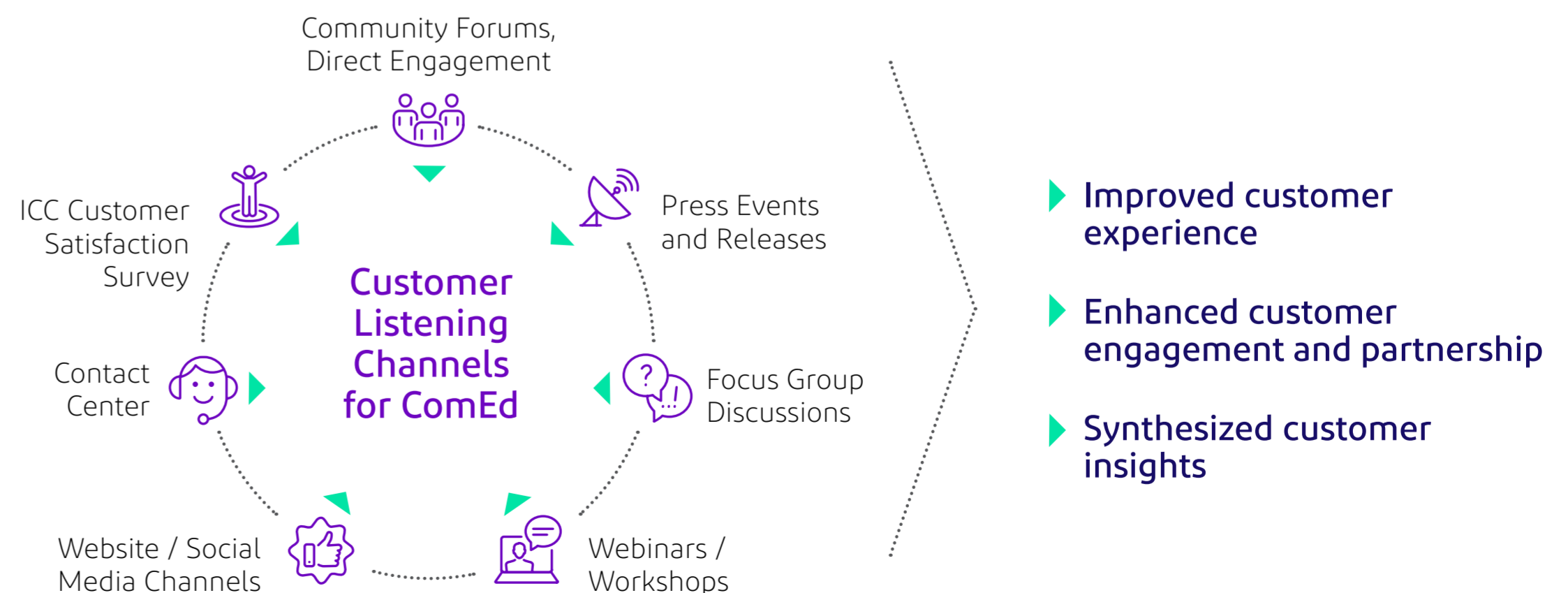
- We must prepare the grid for a decarbonized future of decentralized renewable energy, customer choice and demand response.
- We must strengthen the grid to meet the growing threats of climate change and our ever-increasing reliance on electric power
- We must make grid operations more automated and digitized so we can reduce outage frequency and duration while incorporating more customer-owned generation like solar and batteries.

The transition to a decarbonized economy and a stronger, more dynamic grid is a big task. It requires a lot of work and a lot of investment, both of which under-resourced communities could use more of.

So, overlaying our entire strategy is a commitment to bring the benefits of grid modernization to every corner of our service territory — with a special consideration for our customers in under-resourced communities. This commitment is not an abstract aspiration; it's built into ComEd's multi-year plans submitted to regulators where we demonstrate our efforts to invest in and enhance our performance in environmental justice communities.

Our performance in this area will be evaluated by the Illinois Commerce Commission, which approved multi-year plan performance metrics that incentivize our system reliability and resiliency improvements in environmental justice communities. If we fail, we face penalties for not meeting our commitment.

Half of our planned 2023 and 2024 [infrastructure investments](#) — including 55 percent of all capacity expansion projects and 48 percent of all system performance investments — will have a positive impact on under-resourced areas.



DEI in Action

How Our ComEd 2030 Vision Powerfully Impacts Communities

Our society is transitioning toward greater electricity use and away from the use of fossil fuels.

We see it in the transportation sector with the growth of electric vehicles (EVs). It's also becoming increasingly common to rely on electricity to heat and cool buildings and to support automation in manufacturing and other industries.

The climate crisis compels us to reduce our reliance on fossil fuels that create carbon emissions and air pollution — threats to our economies, our health and our well-being that affect under-resourced communities more than others.

The electrification of our entire economy will have powerful effects for every community.

Reduced environmental pollution will mean healthier, happier communities. As electric use increases, the consumption of natural gas, gasoline and other petroleum products will decrease. This is better for our planet and better for our air.

Here is just one example of the positive impact transportation electrification can have: When kids step onto EV school buses and commuters onto regional buses, they will not breathe exhaust and pollutants that lead to asthma, lung cancer and other respiratory conditions.

The number of EV registrations in Illinois increased by more than 40 percent in 2021, according to an analysis of U.S. Department of Energy data.

This reduction in pollutants will have an even greater impact⁹ on communities where people of color and low-income Americans live, as Black, Asian, Hispanic/Latino, and poor individuals are exposed to higher levels of dangerous air pollution than other groups.

Not only will air quality improve; noise pollution will decline, as loud internal combustion engine vehicles are replaced with quiet EVs. Noise pollution also¹⁰ disproportionately affects people of color, and has been linked to poor sleep, high blood pressure, Type 2 diabetes, cardiovascular disease, lower birth weight and poorer school performance for school-aged children.

Electrification is an opportunity to improve the overall quality of life in our service territory.

Power-source swaps to zero-carbon electricity are the most practical and cost-effective way to decarbonize. Further, it reduces harmful emissions associated with transporting fossil fuels and allows us to maximize the impact of our growing clean energy supply.

ComEd 2030 is our roadmap to get us to this clean energy future. 2030 describes our view of the first chapter in our journey to decarbonize, mitigate climate change risks, redouble our equity commitment and keep giving our customers the reliable service they expect.





Focus on Affordability to Ease the Energy Burden

ComEd understands that for many of our customers, the “light bill” can be a burden. The fact is that lower income households pay a higher percentage of their income on essential services, like energy, than higher-income households do.

In fact, Black and Hispanic/Latino households¹¹ are reported to spend 43 percent and 20 percent more, respectively, of their income on energy costs than white (non-Hispanic/Latino) households.

We also know that many of our customers live with physical disabilities and their use of assistive technology (e.g., ventilators, feeding pumps, powered wheelchairs, and stair lifts) can significantly increase energy expenses.

That’s why ComEd is committed to advancing equity through affordability and protecting customers who are facing economic hardship.

1 Keeping electric rates as low as possible

ComEd is proud of its work to reduce costs for customers. Customers’ bills have remained low compared to other utilities around the country. The average monthly ComEd residential bill in the

fourth quarter of 2022 was lower than the average for [customers](#) in 47 out of 50 states in 2021, based on U.S. Energy Information Administration data.

And we aim to do more. We are leveraging technology to optimize operations and deliver service that is more reliable at low costs.

2 Expanding energy efficiency support

ComEd is one of the few companies that is dedicated to helping customers use less of its product. We provide tools and incentives through our award-winning energy efficiency program that have helped our customers save more than [\\$7.65 billion](#) on their bills since 2008.

In 2022, the ComEd Energy Efficiency Program helped customers save \$176 million on energy bills and reduced carbon dioxide emissions by nearly 1.4

billion pounds, which is the equivalent of removing more than 135,000 cars from the road for one year. The 2022 energy savings of 1.6 billion kilowatt hours could power more than 184,000 ComEd customers’ homes.

Energy efficiency programs can reduce household energy burden by about 25 percent¹⁰. That makes a big difference to families struggling to make ends meet.

And this is only the beginning.

As part of ComEd’s long range planning, we have proposed more than \$100 million per year in energy-efficiency investments specifically for income-eligible customers. This is a significant expansion in energy-efficiency and home-weatherization programs — even more than the Climate and Equitable Jobs Act (CEJA) requires.

3 Expanding Payment Assistance and Climate-Friendly Program Connections

To help reduce the burden for those facing economic hardship, ComEd connected more than 211,000 eligible customers to more than \$128.9 million in financial assistance in 2022. Also, ComEd awarded three nonprofit organizations with up to \$450,000 each to help connect ComEd customers to climate-friendly programs.

The Community Investment Corporation (CIC) has been working with local owner-operators of multi-family

buildings in Chicago’s south and west sides to provide education, increase capacity and support climate resiliency measures — all for limited income tenants living in these buildings.

ComEd partner Equiticity created a Mobility Opportunities Fund that provides stipends to help limited-income residents of Chicago’s west side neighborhood purchase climate-friendly transportation (including electric vehicles). Educational programs

and low-to-no-cost repair services (for bikes and e-bikes) are also available to stipend recipients, performed by hired and trained members of the community.

Another ComEd partner, Proviso Leyden Council for Community Action (PLCCA), is guiding five non-profits through a solar installation process, while hiring and training community members to install the solar panels and educate the community about the benefits of solar energy.



ComEd opened the **Powering Lives Community Center** in Chicago's Avondale community, a first-of-its-kind facility that offers visitors a unique look into energy delivery and the grid and shows ways to save money and energy.

From left: Mark Baranek, Vito Martino, James Conway, Jaclyn Trovato Wickersham, Veronica Tirado-Mercado, Melissa Washington, Gil Quiniones, Nichole Owens, David Perez, Paul Elsberg



ComEd received an Innovation Award for its Multi-Family Energy Savings offering and an Education Award for its Energy Efficiency Service Provider Incubator program from the Midwest Energy Efficiency Alliance. Both programs are associated with the ComEd Energy Efficiency Program, one of the largest energy-efficiency programs in the country.



For the 11th straight year, ComEd received the ENERGY STAR® Partner of the Year—Sustained Excellence Award, the highest level of recognition for the U.S. Environmental Protection Agency (EPA) and U.S. Department of Energy.



More than \$150 million to help electrify public schools — Properly resourced and equipped public schools are essential for a bright future for our communities. ComEd is evaluating the infrastructure needed to electrify public school transportation, water-heating and space-heating needs.



ComEd Heatwave Storm Restoration

Focusing on Equity in **Reliability**

A power outage does not impact every community or every household the same. For example, home back-up generators are a protection against outages, but they are expensive and out of reach for many families.

The good news is that ComEd’s reliability performance in under-resourced communities for 2021 and 2022 was on par with or better than the system average during that period. And our reliability work going forward will keep vulnerable communities at the forefront.

In 2021 and 2022, more than 45 percent of ComEd’s grid

investments improved equipment, facilities, and customers in under-resourced communities. For example, in the unlikely event of a localized, high-impact outage in an under-resourced community (e.g., an outage caused by a major equipment failure), our multiyear plan includes strategies for the deployment of mobile batteries to bring customers’ power back quickly, and we aim to increase the availability of supportive services.

We will not let up. About 70 percent of currently planned projects in 2023 and 2024, and at least 40 percent of the benefits from our work to improve the grid in those years, will help under-resourced communities.

DEI in Action

Sheltering Communities from Storms

Storm outages can hit vulnerable communities the hardest.

In 2022, ComEd launched an innovation campaign called Equity Through Storm Response to develop ideas for innovative customer solutions on ComEd’s storm recovery operation for vulnerable customers, such as seniors, low-income families and customers with disabilities.

ComEd conducted community outreach and gained valuable customer insights directly from residential customers and community leaders during focus groups in Chicago’s Bronzeville and Rockford communities—the locations of our two Communities of the Future. A Community of the Future is a “smart community” that leverages cutting-edge, innovative technologies, like [microgrids](#), to enhance residents’ everyday lives.

In Rockford, the ComEd Innovation Team led residential customers through a fictional severe summer storm event and extended power outage to determine what kinds of support would be needed by the communities while workers brought power back online. ComEd also

brainstormed innovative storm response ideas in partnership with community leaders at the [Bronzeville Community of the Future](#) Advisory Committee.

Several important themes surfaced from the focus group sessions:

- Special support for large multi-unit dwellings with many vulnerable customers
- Mobilization of health care professionals and local small businesses during outages
- Targeted support for vulnerable customers with medical needs
- Security considerations for residents, both in their neighborhoods during outages and to protect customers from potential scams

In addition to these focus groups, ComEd explored ways to connect with existing resources, partnerships and technologies in new and innovative ways to increase equitable outcomes during storm recovery.



Partnering to Address the Digital Divide

ComEd is building its communication infrastructure to help the grid be smarter so that it can integrate distributed energy resources, like rooftop solar, and accommodate the large growth in electric vehicles. We're also finding innovative ways to further power the lives of our communities as we create those connections.

The City of Chicago estimated last year that as many as 20 percent¹² of Chicago households do not have internet access. Communities with the lowest connectivity rates are over 90 percent Black on average, with median household incomes averaging less than \$27,000. One energy component has the potential to help us meet our clean energy goals and help close the digital divide: fiber.

Carbon fiber is strong, durable, lightweight, and low-cost. These qualities make it an attractive material for clean energy technologies. High-capacity fiber-optic networks can also be used to provide broadband access. In areas where ComEd is not yet utilizing individual fiber strands, we are exploring how to partner with telecom providers to use these strands to help close the digital divide.

Chicago's digital divide is an equity issue, and a racial justice and economic justice issue. ComEd is committed to lending a hand — or a strand — to close this divide.



"K1C believes that disrupting a status quo that has left over 200,000 Chicago households without high-speed internet is an essential public policy goal. K1C was pleased to see that

ComEd's proposed grid modernization plan envisions a smart, interconnected grid with a strong fiber backbone that can be used to support state-and-local efforts to help bridge the digital divide."

—Daniel Anello | CEO, Kids First Chicago

Giving Back through Volunteerism and Philanthropy

One of the important ways the people of ComEd show their commitment to the communities we serve is through volunteerism.

The organizations supported by our employees' volunteerism and philanthropy reflect the causes that have special personal significance. These organizations are also on the front lines of addressing issues of equity and offering support for under-resourced communities across our service territory.

In 2022, ComEd employees volunteered nearly 19,000 hours, supported 452 nonprofit organizations and raised more than \$1.5 million dollars for organizations throughout northern Illinois. Ninety-two percent of these contributions supported organizations that are advancing ComEd's DEI goals.

For the first time, employees were given a chance to vote on a companywide Cause of the Year for 2022 — and we chose food insecurity.

Food insecurity affects an estimated 1 in 8 Americans¹³, many of whom are also affected by systemic poverty and racial inequity. In fact, food insecurity impacts Black and Hispanic/Latino Americans as much as three times¹⁴ as frequently as white Americans.

We partnered with the Greater Chicago Food Depository and Northern Illinois Food Bank to provide educational opportunities, fundraise and volunteer to pack meals for food-insecure families across our service territory. Together, ComEd raised more than \$150,000 and donated 1,900 volunteer hours to help feed families.

We also continued long-running support for corporate giving in alignment with our four focus areas:

- Building our future workforce,
- Energy empowerment in our communities,
- Enrichment through local vitality, and
- Equal access to arts and culture.

2022 marked the 11th year both for our longest running philanthropic tradition, the Special Olympics' Chicago Polar Plunge, which supports athletes with intellectual and developmental disabilities, and the Energy Force Ambassadors program, which trained 27 adults with developmental disabilities to educate customers about energy efficiency tips at community events.

For more information about ComEd's commitment to supporting communities throughout northern Illinois, visit [ComEd.com/Community](https://www.comed.com/Community).



820

Organizations received funds from Employee Giving Campaign



380

Organizations received Matching Gifts



297

Organizations received funding from Dollars for Doers



38

ComEd Scholars Students attending UIC, IL Tech DePaul University/DePaul Prep



22,000

Students served in STEM via Energizing Student Potential



23

Green Region grants supporting climate resiliency



21

Powering Safe Communities grants supporting public safety and clean transportation projects



18

Powering the Arts grants to support local community arts



18

Powering the Holiday Grants Program Recipients



2,780

Trees planted through the Energy Savings Tree Program

The Impact of Investment



Employees of diverse supplier Environmental Design International, Inc.

We directed 43 percent, or \$963 million, of our total supply chain spend toward diverse suppliers, exceeding our 2022 goal.

ComEd recognizes that when we invest in diverse-owned suppliers, it strengthens families, uplifts communities, trains the workforce of the future and creates local jobs. That's why it is a key priority that ComEd's suppliers and vendors reflect the communities we serve, and diversity is a critical part of our supply chain strategy and a core tenet of ComEd's DEI strategy. ComEd has spent \$7.4 billion with diversity-certified businesses since 2012, achieving record spend for each of the last three years.

In 2022 ComEd added 159 new diverse suppliers for a total of 662 diversity-certified suppliers. We directed 43 percent, or \$963 million, of our total supply chain spend toward diverse suppliers, exceeding our goal.

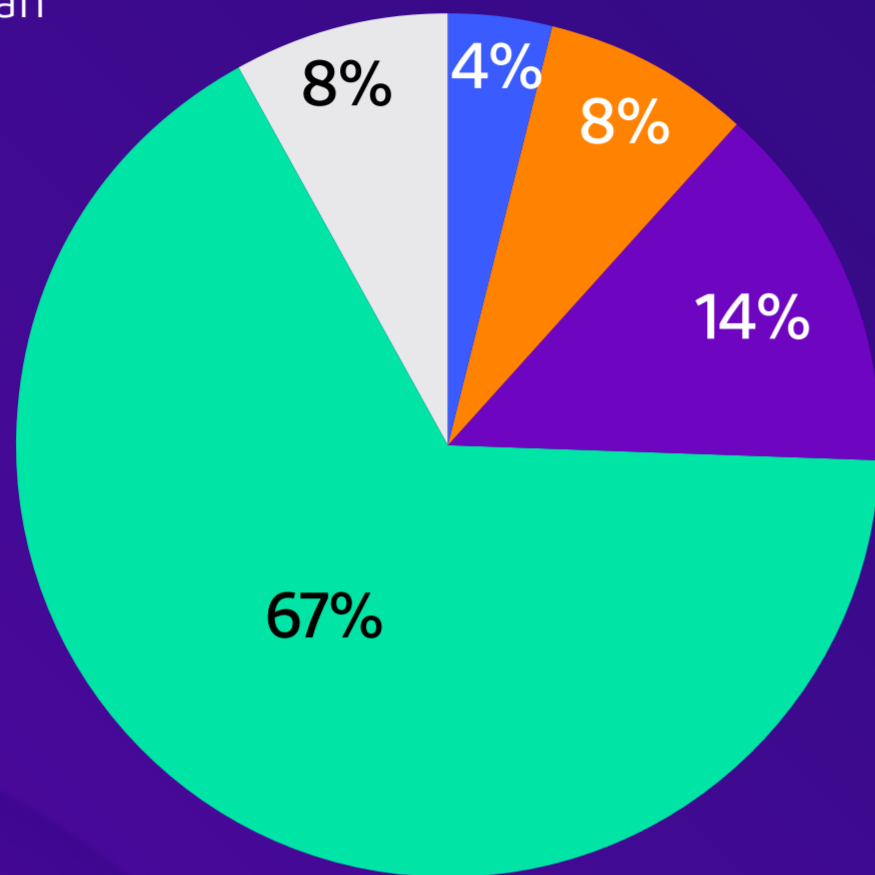
ComEd spent \$111 million with small business enterprises (SBE), bringing the combined spending with diversity certified suppliers and SBEs to a total of \$1.07 billion.

We also launched a Market Development Initiative to increase contracting opportunities for diverse business enterprises and community organizations along with improving the diversity and inclusiveness of our supplier workforce in 2022. ComEd is dedicated to spending an average of \$4 million annually for development initiatives like training, internships, job placements and **incubator programs** that partner with diverse businesses to help them learn about ComEd portfolio offerings, and access community-based partnerships and mentorships to support their growth.

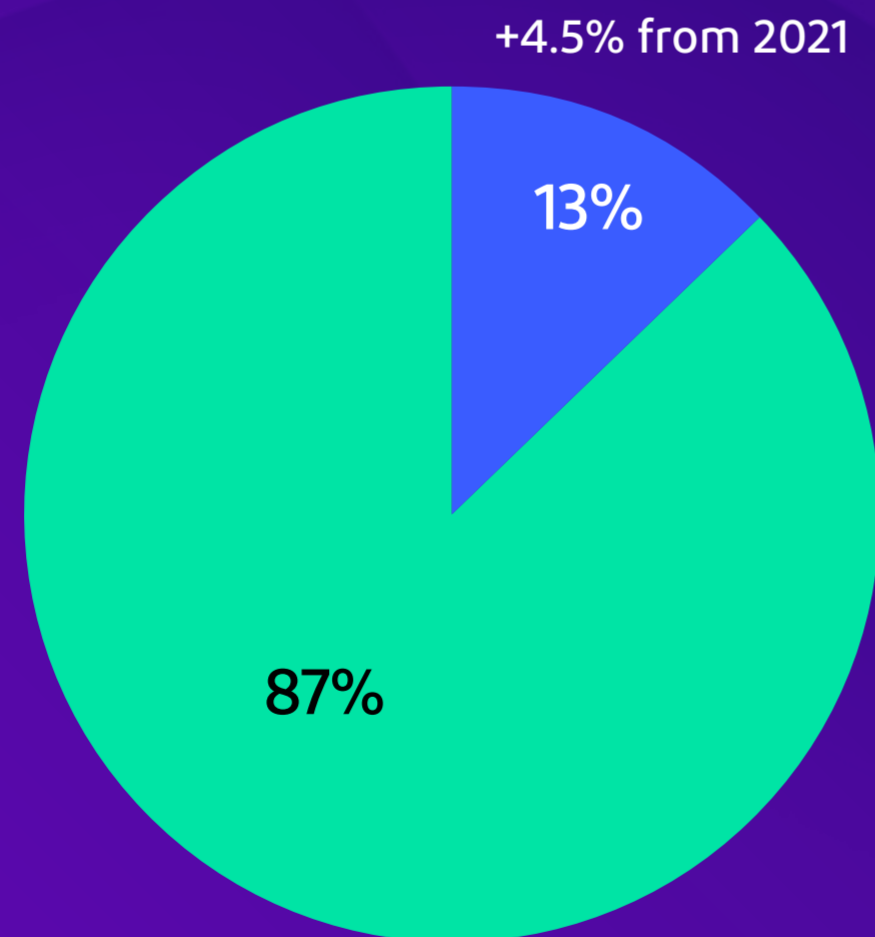
Taxes paid by businesses fund community improvements such as schools, green space, public transit and health care, multiplying the impact of ComEd's partnership with local, diversity-certified companies.

2022 Supplier Diversity

- Black or African American
- Asian
- White
- Hispanic or Latino
- Two or More



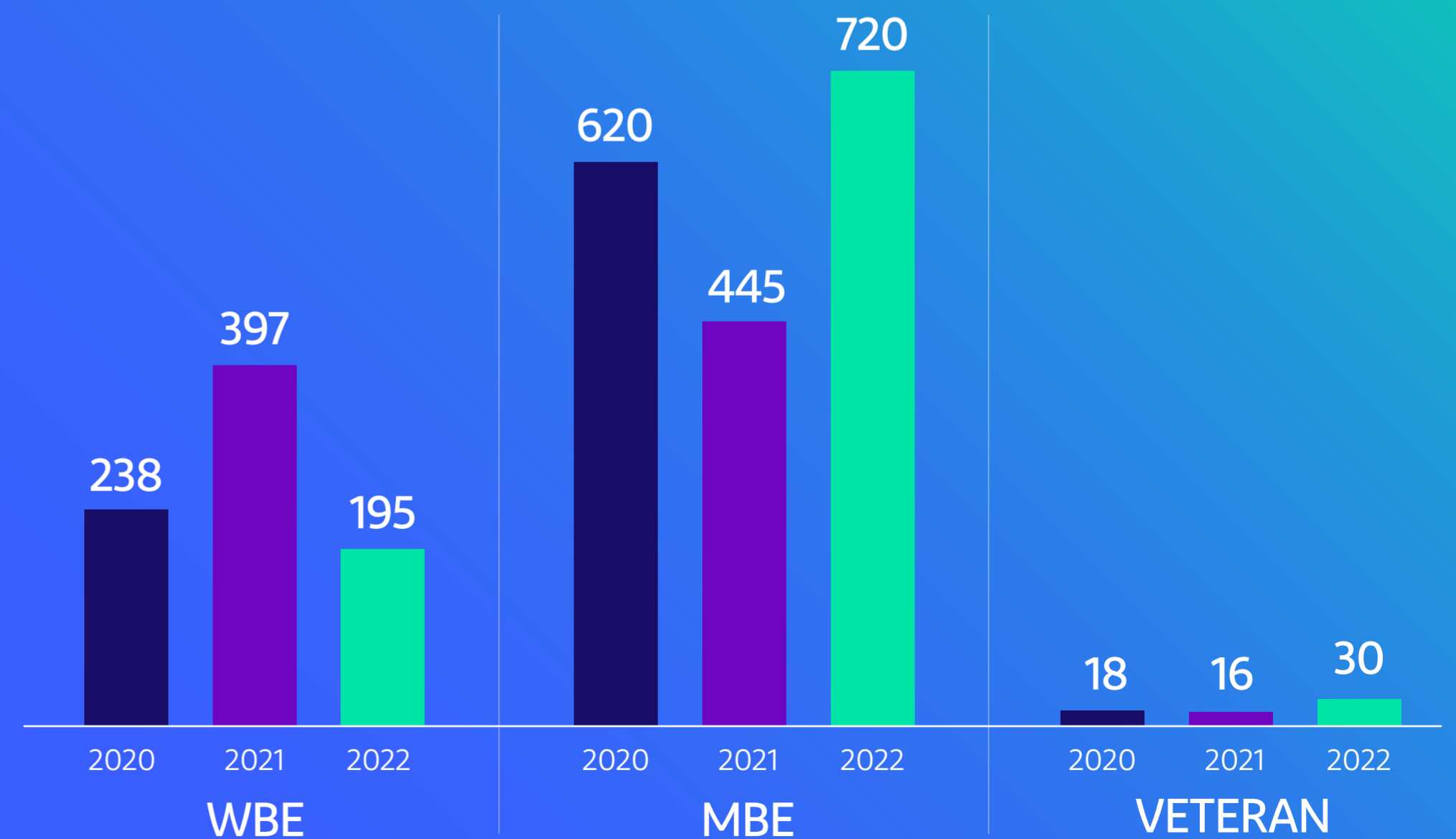
- Female
- Male



ComEd's Supplier Diversity Goals

- 1** Benchmark best practices among industry-leading supplier-diversity programs.
- 2** Identify diversity-certified suppliers that offer high-quality, cost-competitive goods and services and match them with the needs of the company.
- 3** Ensure that all qualified diverse suppliers have an opportunity to compete for ComEd business.
- 4** Sustain supplier-diversity momentum.
- 5** Leverage our spend to increase impact with communities that we serve.
- 6** Become a recognized industry leader in diverse-supplier inclusion as a natural part of our business culture.

Diverse Supplier Spend (in \$ millions)



ComEd is committed through its [Multi-Year Integrated Grid Plan](#) to increase the percentage spend with diverse suppliers to 45 percent by 2028, in alignment with the company's stance that investing in businesses owned by people of color, women and veterans, is essential to creating an equitable clean energy transition.

To learn more about our supplier diversity goals and performance, check out our 2022 Supplier Diversity Report [here](#).



ComEd diverse supplier Flowers Communications Group.

DEI in Action

Investing in Diverse Businesses Strengthens Communities

When ComEd chooses business partners, we are looking for companies that can reliably deliver on their promises at a reasonable cost. We also consider the impact our investment will have, not only on the business partner and its workforce, but on the communities we both serve.

ComEd also looks at the impact we can have on helping our business partners grow and develop.



Leslie Sawyer

Leslie Sawyer is the owner, president and CEO of Environmental Design International (EDI), a diversity-certified professional engineering firm headquartered in Chicago. EDI's team of engineers and scientists

offer a variety of environmental, engineering, industrial hygiene and survey services.

ComEd's business relationship with EDI began in 2013 with a soil removal project at the Kendall County Energy Center. That same year, EDI was awarded its first blanket master Environmental Contractor of Choice (ECOC) contract; the company earned additional ECOC contracts in 2017 and 2022 and ComEd's President's Award for best diverse supplier in 2017.

"This partnership has provided several benefits to EDI," said Leslie. "It has helped EDI grow its environmental services department staff and work volume; our leadership has adopted ComEd's health and safety program and culture; and our work with and recognition from ComEd has strengthened our industry position and reputation in both ComEd and Exelon's east coast service areas."

EDI is also a sponsor of ComEd's CONSTRUCT Infrastructure program and has hired several graduates of the program.

"As a diverse supplier, EDI offers residents in the various communities we serve the opportunity to observe a successful woman-owned, minority-owned, small business providing quality professional services," says Leslie. "I am passionate about encouraging students in under-resourced communities — especially diverse young women — to pursue STEM education and careers and I'm deeply committed to supporting other woman-owned and minority-owned businesses grow and flourish."

Further extending the reach of her impact, Leslie has donated personally, and through EDI, to several local philanthropic organizations. Empowered by Leslie's passion, EDI has encouraged and provided opportunities for its staff to donate and volunteer to support causes they care about.

ComEd has received the following **awards and recognitions** for our reliability and resiliency, as well as our company and employee-led efforts to support communities in 2022.



ComEd received the 2022 Emergency Assistance Award and the 2022 Emergency Recovery Award from **Edison Electric Institute for outstanding emergency response efforts** following Hurricane Ian, and exemplary recovery efforts following severe thunderstorms in the Midwest.

ComEd was recognized for the second consecutive year with **CEWD's Community Partnership Award** for our efforts to partner with organizations focused on equitably expanding the talent pipeline.

ComEd's investments to harden our system and bring greater resiliency during severe weather and other events resulted in our company being awarded for the **Most Resilient Power Grid in the United States** as part of the **2022 ReliabilityOne Awards**.

ComEd received the **2022 Workforce Impact Award** from the Chicago Urban League for our collaboration on training programs that are building a strong, diverse pipeline of talent to take on clean energy careers.

ComEd received three 2022 awards from Chartwell. A **Gold Best Practices Award** in Communications Best Practices, a **Bronze Best Practices Award** in digital experience for our Smart Assistant Manager, and a **Bronze Best Practices Award** in customer service for our Low-Income Pre-certification CIS tool.

For the 11th straight year, ComEd received the **ENERGY STAR® Partner of the Year—Sustained Excellence Award**, the U.S. Environmental Protection Agency (EPA) and U.S. Department of Energy's (DOE) highest level of recognition.

ComEd received the **2022 Corporate Civic Leadership Award** from Leadership Greater Chicago for excellence in workforce development, improving lives through these efforts, and strengthening the communities we serve.

ComEd received an Innovation Award for its Multi-Family Energy Savings offering and an Education Award for its Energy Efficiency Service Provider Incubator program from the Midwest Energy Efficiency Alliance.



While we are proud of the recognitions we have received, and the progress we've made in DEI, we are driven to push the boundaries even further to improve the lives of our employees, customers and communities.

In the coming years, we will endeavor to expand our award-winning workforce development programs, deepen our partnerships with diverse businesses and community organizations, meet the evolving needs of customers, and continue to find innovative ways to foster a clean energy future, relying on the framework presented in our ComEd 2030 vision.

As we move forward and keep up the momentum in our DEI journey, we will continue to create a workforce that is representative of and connected to, the communities we serve. We will continue to make room for the diverse perspectives and experiences that strengthen our teams, enabling us to tackle challenges and take advantage of opportunities to create positive change.

Our work is not done, but DEI is an integral part of who we are, and it is interwoven in everything we do.

Thank you for joining us on this journey.

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Leejohn Johnson