

*This message is being sent for internal distribution only to all Constellation and embedded employees on behalf of Jim McHugh.*

July 8, 2020

Colleagues,

Thank you to everyone who was able to join yesterday’s all-hands call. For those of you who couldn’t make it, a full recording [is available](https://web.microsoftstream.com/video/bf19065c-4d2d-4411-bd93-8907a5049ed8). (You can also view submitted Q&A entries [here](http://myexelon.exeloncorp.com/Exelon/news/Pages/7-7%20All-Hands%20QA.pdf).)

I opened the meeting by recognizing our colleagues who organized and participated in our Q2 Inclusion Event — an enlightening and eye-opening panel discussion and Q&A session focused on the Black Lives Matter movement and recent protests. If you missed this fascinating and necessary conversation, [I strongly encourage you to view the recording](https://web.microsoftstream.com/video/5a0daf5d-275f-40c8-a961-12e6923fd335). Each panelist displayed tremendous courage in sharing their experiences and emotions on several difficult topics, and I applaud them for showcasing what meaningful dialogue can look like here at Constellation. We must keep the momentum going, and this was a great starting point.

I’d like to thank Jason Miller and Bill Swahl (Exelon Power’s VP of Ops for the Mid-Atlantic and New England regions) for delivering an overview of how we’re preparing for the summer months across Generation and Constellation. Their update highlighted the important collaborations between the portfolio and trading teams and the assets and power groups. We’re continuously working together to understand system conditions, markets, and generation unit availability and performance to maximize our profitability. (Relatedly, check out [this video from Ken Cornew and his leadership team](https://content.exeloncorp.com/videos#kencornew) on how we’ve stepped up across Generation amid COVID-19.)

Dino Caro and Dan Verbanac followed next with a thorough update on what we’re seeing as of late from our customers in C&I Power and Gas. Although COVID-19 has by-and-large halted our ability to meet with customers and prospects face-to-face, it was interesting to hear that the pandemic environment has resulted in many of our customers now having the capacity to pause and take a closer look at their energy strategy and sustainability goals. In turn, we’ve been able to ramp up our solution selling with product offerings such as EME and Pear.ai.

Finally, Megan Sparks from the Innovation team detailed the Innovation Expo’s transition to an all-virtual format. One benefit of hosting the expo in a digital setting is that, unlike an in-person event, space and travel restrictions won’t place a limit on attendance. All employees will be able to visit virtual booths, ask questions, and participate as their schedules allow. Megan shared that Constellation’s Innovation Steering Committee has narrowed down 300 Constellation innovation ideas and projects to a list of nine finalists that will be represented in the Virtual Exhibit Hall and in the running for the “Fast Pitch” presentations. The Innovation team also needs our help to trim the list down to five projects for a separate competition based upon the company’s reputational pillars. [You can learn more and vote for finalists on Reinvent](https://reinvent.exeloncorp.com/page/f-TkRQuVD). Voting is live through this Friday, July 10.

To close out the call, I mentioned how we’re seeing an uptick in confirmed COVID-19 cases across the country in several hot spots, including Texas. Regardless of where you are, please continue to do your best to social distance, wear masks when appropriate, and wash your hands. I understand the strain created by quarantine fatigue or cabin fever, but we must keep safety top of mind while staying patient and making smart choices for the benefit of our loved ones, neighbors, colleagues — really for everyone.

Wishing you all continued health and safety,

Jim

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