

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

July 30, 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 here](https://web.microsoftstream.com/video/fb868728-f3d2-48aa-aad3-85c6b309429f).

We spent most of the call talking through planning and next steps around the company’s Responsible Re-Entry, and it was very helpful to be able to hear updates directly from the person leading those efforts: Bridget Reidy, EVP & COO of Exelon BSC.

While the pandemic continues to evolve and our response and planning remain fluid as a result, Bridget emphasized that the health and safety of our employees will always be the company’s top priority. She made it abundantly clear that our cross-functional Responsible Re-Entry Task Force will be guided by science and the guidelines put forth by the CDC and other health authorities as well as state and local governments. (Please refer to the attached PowerPoint to view the guiding principles for our re-entry as well as definitions for each of the phases.)

It was great hearing Bridget preview the “workplace of the future” and how employee feedback via the re-entry survey is influencing those efforts. The fact that more than 80 percent of remote-enabled employees expressed that they would prefer to stay remote in some form has provided the organization with ability to meet multiple company objectives. Additionally, having our employees excel in their roles from home carries the added benefit of helping to keep those reporting to office locations safe.

Following Bridget’s overview, David Ellsworth provided a brief update from the Constellation perspective. His remarks included a reminder that while Exelon will bring back approximately 3-5% of its workforce as a part of Phase 1, very few, if any, Constellation employees will return during either of the first two phases. Bridget and David also addressed several of your questions during the call’s Q&A session. You can view those entries [here](file:///C%3A%5CUsers%5CE070047%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5C34SJ96CQ%5Cmyexelon.exeloncorp.com%5CExelon%5Cnews%5CPages%5CJuly%2029%20All-Hands%20QA_FINAL.pdf). (Exelon’s executive leadership team will meet in the coming days to make a decision on the proposed post-Labor Day start for Phase 1, and employees can expect to receive an update soon.)

As we heard on the call, remote work for most of our people is expected to continue into 2021, so I want to highlight an update I provided around virtual career development opportunities. I’m pleased to share that the HR team has partnered with our key vendors to transition several courses into virtual instructor-led trainings or webinars. Check out the [Constellation Career Development Center](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fmyexelon.exeloncorp.com%2FExelon%2FOpCo%2FConstellation%2Fprograms%2FPages%2FEmployee-Resource-Center.aspx&data=02%7C01%7CDavid.Snyder%40constellation.com%7Cd85516af9d6c41fed7fd08d83004c110%7C600d01fc055f49c6868f3ecfcc791773%7C0%7C0%7C637312144257066075&sdata=DBKWR90GCfXD%2BKbjXQSPDo5gmVkwTKutRlVcZQG8zWE%3D&reserved=0) for more information on these and other opportunities. I encourage each of you to think about which opportunities may align with your development goals and have a conversation with your manager to finalize your IDP over the coming weeks.

Finally, if you’re able, I encourage you to dial-in to Exelon’s Q2 2020 earnings call on Tuesday, Aug. 4, at 10 a.m. Ken Cornew will join me on our next all-hands call (Aug. 12, 2 p.m.) to recap earnings and take a deep dive into the Constellation and overall Generation results. I look forward to connecting with you all again then.

Wishing everyone continued health and safety,

Jim

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