



An Exelon Company

MOVING THE NEEDLE AT COMED

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Governmental & External Affairs

July 15, 2018

NARUC Subcommittee on Committee on Supplier and Workforce Diversity
Moving the Needle: Diversity & Inclusion

FEJA Workforce Development Training Programs

Objective

The Future Energy Jobs Act (FEJA) provides funding for three training programs that will enable Illinois to meet the growing demand for trained renewable energy workers.



Solar Pipeline Training

- ✓ Delivered through a number of organizations that participated in a rigorous RFP process independently conducted by the Chicago Community Trust.
- ✓ Four organizations (Elevate Energy, Illinois Central College, OAI Inc., Safer Foundation) selected that will offer installation training programs.
- ✓ Targets residents of environmental justice communities and those who are economically disadvantaged. Includes Returning Citizens and Former Foster children.



Multi-Cultural Training

- ✓ Administered through a number of diversity-focused nonprofit organizations that will offer job and solar installation training to individuals from diverse and/or underserved backgrounds.
- ✓ Six organizations selected including the Chicago Urban League, National Latino Educations Institute (NLEI), ASPIRA, Inc. of Illinois (ASPIRA), Hispanic American Construction Industry Association (HACIA), Chatham Business Association Small Business Development, Inc., and Austin Peoples Action Center (APAC).

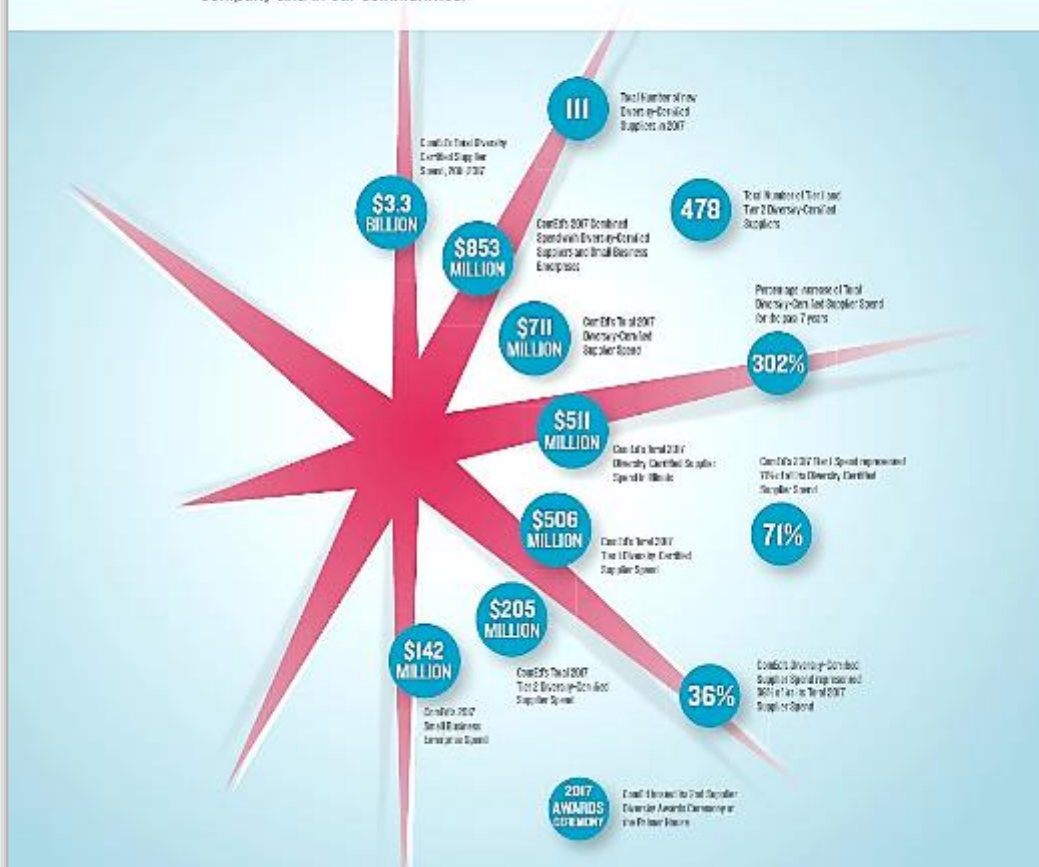


Craft Apprenticeship Program

- ✓ Training will be provided by the International Brotherhood of Electrical Workers (IBEW) Local 134 Labor Union
- ✓ Curriculum will focus primarily on providing Department of Labor-approved apprenticeship and hands-on learning and certification programs to eligible individuals.

ComEd's Commitment to Supplier Diversity

The graphic below illustrates what ComEd's commitment to diversity-certified suppliers means to the Illinois economy and to the economic vitality of the communities in which we operate. This report demonstrates how the economic activity we generate benefits our employees, companies, cities, and towns throughout the state. Our continued commitment to diversity-certified supplier inclusion contributed to another year of positive growth in the company and in our communities.



- ✓ ComEd's Diversity-Certified Supplier Spend represented **36%** of its Total 2017 Supplier Spend.
- ✓ ComEd added **111** New Diversity-Certified Suppliers in 2017. This adds to a total of **478** diverse Tier 1 and Tier 2 suppliers.
- ✓ Minority-owned Business Enterprises represented **48%** of ComEd's 2017 Total Diverse spend.
- ✓ Woman-owned Business Enterprises (WBE) represented **\$342** million of Total Diverse Spend. Minority Woman-owned Businesses made-up **51%** of the total WBE spend.
- ✓ In 2018, ComEd initiated its **Enterprise All In** Program which established one-on-one mentorships, hands on support, and educational workshops to develop **19** minority, women, and veteran-owned certified businesses.
- ✓ To increase diversity in professional services ComEd created **The Minority Regulatory Law Firm Partnership Initiative**. The initiative is increasing the utilization of two minority-owned law firms doing regulatory work for ComEd and representing the company before the Illinois Commerce Commission (ICC).

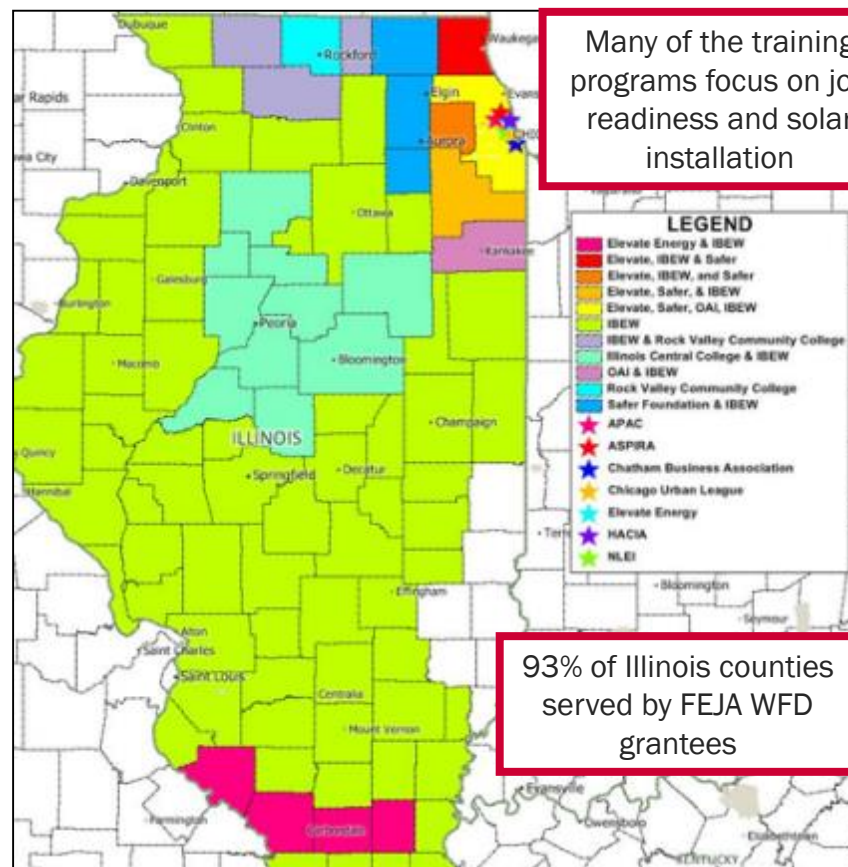
Appendix

FEJA Workforce Development - Job Training

BUILDING THE WORKFORCE OF THE FUTURE

Status Update:

- ✓ **Filed plan** with ICC on July 31st, 2017
- ✓ **Plan approved** by ICC on Sept 27th, 2017
 - ✓ Plan identified grantees for multi-cultural and craft apprenticeship programs;
 - ✓ Chicago Community Trust selected to issue RFP and identify grantees for solar pipeline training.
- ✓ **Final ICC order** included
 - ✓ Annual reporting requirements
 - ✓ Stakeholder engagement and collaborative sessions
- ✓ **Chicago Community Trust** selected four grantees for solar pipeline funds
- ✓ **Distributed grants (totaling \$10M)** in November / December, 2017.
 - ✓ 1st of 3 installments – Additional funds to be dispersed in 2021 and 2025.



CONSTRUCT

Building Excellence Through Diversity

- ✓ 2013 – 1st Cohort
- ✓ 300 – diverse candidates trained to date
- ✓ 70% – offered jobs in construction industry
- ✓ 8 nonprofit organizations train recruits
- ✓ 38 construction & engineering partners



LeeJohn Johnson,
ComEd Overhead Electrician,
Construct Class of 2013.



Construct students participating in a job
shadowing opportunity.

TRAINING PARTNERS

- ✓ Austin Peoples Action Center
- ✓ Aspira of Illinois
- ✓ Central States SER
- ✓ Chicago Urban League (CUL)
- ✓ National Latino Education Inst. (NLEI)
- ✓ Quad County Urban League
- ✓ St. Sabina
- ✓ YWCA Metropolitan Chicago

CERTIFICATIONS/CREDITS

- ✓ CDL Permit
- ✓ Auto CAD Training
- ✓ Flagger Training
- ✓ Rigging & Basic Hand Tools
- ✓ Customer Service Certificate
- ✓ Project Management CAPM
- ✓ OSHA 10

ComEd's Commitment to Workforce Diversity



Above: ComEd engineers assist teens with wiring a solar panel for ComEd's Solar Spotlight, aimed at exposing young African-Americans to STEM careers.

Below: ComEd's 2017 Diversity and Inclusion Summit (also featured guest speaker Gen. Colin Powell.)



The Numbers

- ✓ 50.2% of ComEd's workforce is diverse.
- ✓ 77.8% of ComEd's new hires for 2017 were diverse and 55.5% were women.
- ✓ ComEd's 2017 internal employee promotions to Key Management levels and above was 40% diverse.
- ✓ ComEd female employees have an 85% comparable pay ratio to male employees. Exelon-wide initiatives in support of pay equity include:
 - ✓ Striking salary history rules in order to end past compensation discrimination.
 - ✓ Initiation of the Equal Pay Pledge to commence an equity study and deepen equity commitments.

Inclusivity

- ✓ ComEd's 2017 Speaker Series featured talks by: Arin Reeves on *Understanding Cultural Competence* & Verna Myers on why *Culture Matters*.
- ✓ ComEd Executives engaged in the *White Men as Full Diversity Partners* inclusive culture workshop.
- ✓ Thirty ComEd female engineers mentored 30 diverse teenage girls in *ComEd's 4th Annual Icebox Derby*: a 3-week challenge to turn recycled refrigerators into solar-powered derby cars, which culminated in an all-day race.

Trailblazers

- ✓ *United Negro College Fund Corporate Award* presented to VP Tracie Morris for ComEd's sponsorship of STEM education of minority students.
- ✓ Michelle Blaise, SVP Technical Services, named the *2017 Illinois Black Chamber of Commerce's Deborah M. Sawyer Award* winner.
- ✓ *Negocios Now* named SVP's Fidel Marquez and Veronica Gomez two of the *50 Most Influential Latinos in Chicago*.



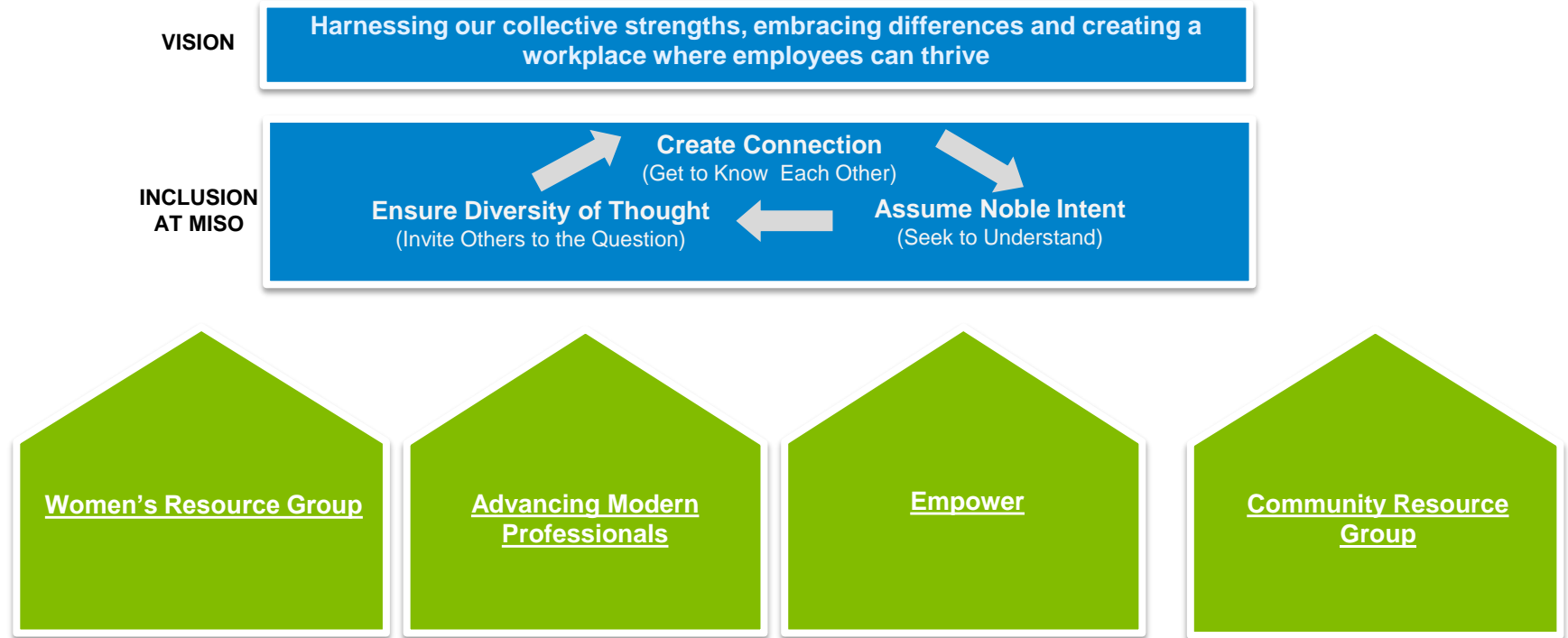
Diversity: The Business Advantage

Lamar Davis
Executive Director, Policy and Regulatory Affairs

Diversity is THE business advantage.



Creating strong connections is at the core of innovation



MISO workforce is more diverse than the industry

2017 Year End Statistics (Total Population: 922)

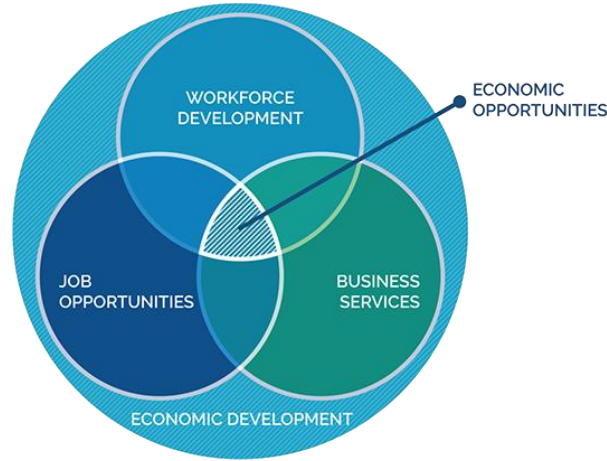
	Male	Female	Minority
Industry*	79%	21%	15%
MISO	69%	31%	26%

*Data from US Bureau of Labor Statistics, January 2018, Electric power generation, transmission, and distribution

	Millennials	Gen X	Baby Boomers
MISO	25%	62%	13%

**328 total hires

Community partnerships move the collective needle



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