



POWERING EQUITY

Diversity, Equity and Inclusion 2020 • Annual Report

ComEd[®]
An Exelon Company



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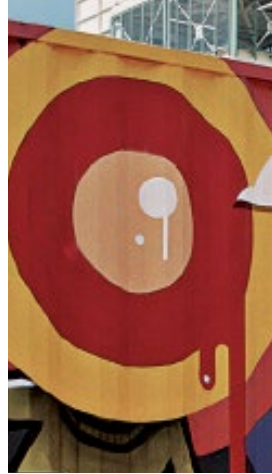
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Because we serve more than 4 million customers across Chicagoland and northern Illinois, ComEd is committed to a corporate culture based on diversity, equity and inclusion (DEI). Our priorities are to hire a diverse workforce that reflects the communities in which we live and work, drive fair and equal opportunities for all, and foster a workplace that is inclusive of all of our differences.

To do this, ComEd works to achieve four core objectives:

1. To serve as a leader in DEI
2. To strengthen diverse community relationships
3. To foster a diverse and inclusive workforce and equitable workplace
4. To continuously grow a diverse supplier network



Your Report Team

DEI Report Publisher and Editor

Paul Elsberg

DEI Report Lead

Marrietta Harrison

Editorial and Contributing Team

Luz Bottecchia, Marrietta Harrison,
Jazmin Rangel, and Theresa Strayer

Executive Summary

We believe our workforce should represent the diverse communities we serve — from frontline employees working in our neighborhoods to the staff and management in our service centers and offices. In 2020, 48% of our more than 6,100 employees were women and people of color. In addition, 64% of our executives (vice presidents and above) and more than 56% of our key managers were women and people of color.

[Read more about our goals on page 8](#)

We continue to partner with more than a dozen national organizations that serve minorities in leadership and in energy-related fields and military veterans to attract a talented and diverse workforce. We create equitable training opportunities through programs like our job training program, CONSTRUCT, which despite going virtual last year, graduated more than 75 students, and new partnerships like Chicago United's Corporate Inclusion Institute, a nine-month talent development program. We inspire tomorrow's energy leaders through programs like ComEd STEM Home Labs, Youth Ambassadors and Energy Force that are designed to seek out and cultivate talent from historically underrepresented groups.

Our commitment to diversity drives our supply chain strategy as well. We continue to expand our relationships with local minority- and women-owned businesses. In 2020, 42% of our total supply chain spend was diverse. ComEd spent \$894 million with diversity-certified suppliers, a year-over-year increase of \$156 million and our annual expenditures helped drive \$5.5 billion in annual diversity-certified supplier spend during the nine-year span from 2012–2020. We also continued to participate in Five Forward, an initiative that enlists Chicago-area CEOs of mid-sized to large corporations to commit to establishing or expanding business relationships with five local minority firms. Finally, ComEd renewed its relationships with minority- and community-owned banks.

ComEd's inclusive culture is highly visible in our ten Employee Resource Groups that provide continued education, development and networking opportunities for employees. In response to the unjust deaths of Breonna Taylor and George Floyd, ComEd's Employee Resource Groups came together in solidarity of the Black Lives Matter movement.

[Read more about internal initiatives on page 18](#)

A key focus for ComEd in 2020 was to put a greater emphasis on equity. To strengthen this mission, an Exelon-wide, executive-led Racial Equity Task Force was launched to ensure that all of our employees, customers, community members and business partners can fully and equitably participate in social, environmental and economic progress, especially employment opportunities. The Task Force is focused on enterprise-wide racial equity initiatives in three areas — Culture, Programs and Accountability — with the intent to eliminate barriers and create opportunities for our employees, vendors and the communities we serve.

[Read more about community outreach on pg 26](#)

Despite the challenges 2020 presented, our employees continued to address disparities within the community through their tireless volunteer efforts and charitable contributions. They logged an impressive 11,535 volunteer hours, ComEd's Employee Giving Campaign raised \$1.167 million from 45% of its employees, and ComEd contributed \$1.42 million in COVID-19 relief.

[Read more about philanthropy on page 40](#)

We know that a diverse workforce and inclusive workplace are critical to our ability to provide exceptional service to our customers and support our communities. Our DEI journey is far from over, and there is much work to do to ensure that DEI are woven into everything we do. We encourage all of our employees to elevate equity, activate diversity and lead inclusively. With their commitment, we will learn together and move forward on our DEI journey.

[Read more about the future of DEI on page 46](#)

Overview & Goals



Jhovany Castillo, Savoya Taylor

Diversity, Equity and Inclusion Define ComEd's Culture

Providing our customers and communities with clean, affordable and reliable energy is a top priority. However, our commitment to our community goes beyond being an energy provider. ComEd is committed to a corporate culture based on DEI. We are proud that our workforce reflects the diverse communities we serve. Giving back and contributing to an equitable society is an immutable corporate value.

The stories that follow highlight the ways we have built DEI into our daily lives at ComEd. We'll also share how some of our colleagues gave back to their communities this year and describe how their support contributes to fair and equitable opportunities.

“When I think about equity, one of the biggest impediments is just giving people a chance—giving them an opportunity. Especially in a large organization like ours, the hierarchy can perpetuate the inequities to have people be seen and perform and let their performance speak for their merit. I try to be sensitive to being accessible and available to my team and anyone at the company no matter their level. I try to be sensitive in meetings and the way projects are structured to make sure we’re making space for everyone on the team to have an opportunity to speak for themselves. I try to be open and welcoming and bring people into the conversation to share what they do, what they’ve been working on, and what they care about.”

Verónica Gómez


SVP Regulatory & Energy Policy and General Counsel

DEFINING DEI

Diversity is the representation of all our various identities and differences that make us unique

Equity removes barriers and seeks to ensure fair treatment and access to opportunity for all people

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people



We all bring diverse sets of thoughts and ideas. When we listen and we collaborate on those ideas, you create an inclusive environment where every team member has a sense of belonging and is engaged. And, because of that we can be successful. To me, equity is acknowledging that everyone deserves a chance to participate and their ideas are going to be valued.”

Divya Ranganathan
Sr. Category Manager



Powering Equity

2020 challenged us in ways we never expected. Through it all, we came together to power the lives of our more than 4 million customers during the most uncertain times. Not only did we support our communities and businesses through the pandemic and historic weather events, but we stood together with our black colleagues as social justice issues roiled our communities.

These events energized the national conversation on Diversity and Inclusion, and ComEd has recommitted to moving our D&I journey forward. Another important piece of the puzzle has been added to our D&I focus: **Equity**. Driving equity, or fair and equal opportunities for all, isn't just for our workplace. We're proud to also contribute to more equitable communities. The theme of this year's Diversity, Equity & Inclusion report is Powering Equity. We're proud to share the stories of ComEd colleagues who are committed to addressing disparities by giving back.

Of our more than 6,100 employees, 48% are women and people of color. We pride ourselves in reflecting the diversity of the communities we serve. We have maintained partnerships by investing in workforce development through our efforts ranging from virtual STEM programs to cultivating relationships with diverse- and women-owned businesses.

Despite the need to social distance and observe other health and safety requirements this year, and the numerous challenges they've confronted, our colleagues continued to find ways to give back to their communities with their time and finances. In 2020, for instance, our colleagues raised more than \$1.2 million during our employee giving campaign.

I'm truly amazed at what the women and men of ComEd accomplished this year. Their passion for our customers and each other through an unprecedented time has been inspiring. And their focus on how we power equity in our communities is an important addition to our DEI journey.

Sincerely,
Joe Dominguez
CEO



Genisses Vazquez

Driving Powerful Outcomes Through DEI

ComEd fosters a culture where people of different backgrounds with a vast range of perspectives, experiences and skills come together and put forward their best ideas and highest-quality work. Every day, we are each empowered to speak up and make a difference.

Our diversity is our strength. We strive to exceed our DEI goals by supporting a business model that enables each of us—from our dedicated employees to our community partners—to reach our greatest potential. By embracing and leveraging our differences to promote new innovative ways of thinking, we drive outstanding results for our customers, employees and communities.



Equity stems from the acknowledgment that every person has value, regardless of their race, their gender, or their background and they should be given opportunities to succeed. Working for a large organization we have the opportunity to make an impact. We can all do something in how we work with people and be aware of how our biases and perceptions influence our decisions. I'm very thankful to work for a company where D&I discussions are held up at the senior levels and down at the group and department level."

Ed Chao
Manager IT

COMED'S DEI CORE OBJECTIVES

1

Serve as a Leader in DEI

Position ComEd as a model for businesses in all industries and be recognized for high standards by employees, customers and the communities we serve.

2

Strengthen Diverse Community Relationships

Cultivate strong ties in the communities we are privileged to serve by building and maintaining partnerships with local community and philanthropic organizations.

3

Foster a Diverse and Inclusive Workforce and Equitable Workplace

Attract, develop and retain talent that reflects the rich diversity of our communities, create a culture of respect and trust that encourages employees to exchange ideas and work together to achieve success, and provide fair and equal opportunities for all.

4

Continuously Grow a Diverse Supplier Network

Build a diverse network of business partners and enhance opportunities to form strong partnerships with and make significant investments in diverse- and women-owned enterprises.



Jhovany Castillo

Leadership in DEI

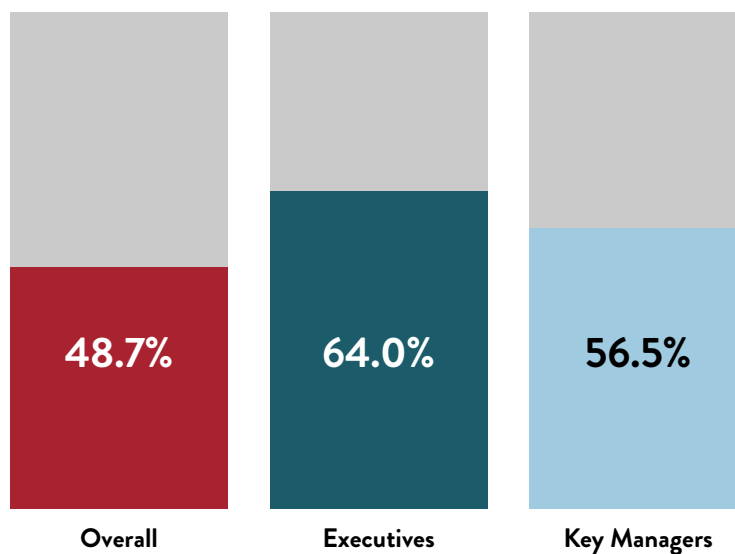
ComEd has been recognized as a champion of DEI in the energy industry and beyond. We have earned this reputation over several decades by making these priorities pillars of our business model.

We believe our workforce should reflect the diverse communities we serve—from our frontline employees working in our neighborhoods to the staff and management in our service centers and offices.

We also recognize that we have the power to remove barriers that inhibit people in our workforce from reaching their personal career goals and to create opportunities that are fair to all.

By the Numbers: Diversity in ComEd's Leadership and Workforce

Our commitment to diversity starts with more than 6,100 men and women who help us fulfill our mission of powering lives and communities. Our latest highlights reveal strength in numbers as we grow and evolve.



6,100

Total Number of Current
ComEd Employees

Internal Initiatives

A Diverse Workforce and an Inclusive and Equitable Workplace



New 2020 Executives

(clockwise from top left)

Michael Fountain VP Governmental Affairs

Nicole Nocera VP & Deputy General Counsel

Paul Elsberg VP Communications

Anastasia O'Brien VP & Deputy General Counsel Legislative Initiatives and Business Development

Attracting a Diverse Workforce

We are building a diverse workforce and an organizational culture that embraces our differences. This culture encourages all of us to contribute so that we apply our unique experiences and perspectives for greater success.

Partnerships with national organizations that serve minorities in leadership and energy-related fields help us embrace our diversity.



Karen Lebron

ComEd also works in partnership with the Wounded Warrior Project, RecruitMilitary, CivilianJobs.com, Veteran Recruiting Services, Hirepurpose and the Partnership for Youth Success program to connect with soldiers and veterans looking for employment.



Being in the care center, when I'm speaking with customers or working on the United Way campaign, I see everyone as the same. If I have a customer call in who lives in Bartlett but they fell upon hard times, I'm going to treat them the same as somebody who has been struggling their entire life and they can't decipher whether to pay their light bill or buy groceries for their child or buy their prescriptions. I treat everyone the same, and the way I wish I had always been treated."

Karen Lebron
Commercial Clerk I



Brent Bryan

Supporting and Engaging Our Diverse Workforce

At ComEd, we celebrate our diversity and actively work to create a culture that is equitable and inclusive.

Employee Resource Groups

Our thriving Employee Resource Groups (ERGs) help nurture an inclusive workplace. With the involvement of senior ComEd leadership, ERGs help make our voices heard, and signature events celebrate and honor our heritage months.



“

As a leader in this company being fair and impartial is core to what we do. You have to treat each person with equal value and that forges a lot more trust within the ranks and also enhances productivity if they know they have a supervisor that's developing them with where they want to go within the company. It's rewarding as a manager watching your employees grow their careers here.”

Brent Bryan

Supervisor – Field Operations



In response to the unjust deaths of Breonna Taylor and George Floyd, Employee Resource Groups came together in solidarity to support the Black community.

Racial Equity Task Force

ComEd is committed to putting its words into action. In 2020, Exelon and its operating companies, which include ComEd, launched an executive-led Racial Equity Task Force to ensure that all of our employees, customers, community members and business partners are able to fully and equitably participate in social, environmental and economic progress, especially employment opportunities.

The Task Force focuses on enterprise-wide racial equity initiatives in three areas – Culture, Programs and Accountability – to eliminate barriers and create opportunities for our employees, vendors and the communities we serve.

As the Task Force works to create a fully inclusive workplace, each of us is expected to do more – listen to and learn from each other and work to understand viewpoints that are different from our own – even if they make us uncomfortable.

Inclusive Safety Councils Drive Successes

ComEd started a journey to safety excellence in 2017 to reinforce our foundation of safety through cultural improvement. Our path to that cultural foundation is rooted in inclusive efforts to engage a wider population of employees in our actions through increased trust and respect for the participants as well as the ideas and issues they bring forth.

Safety councils play a critical role in our journey. They serve as an equal partnership between management and union employees. The officer positions of each independent council are open to all employees. Our success in the councils depends on ComEd's commitment to DEI because it takes collaboration to voice concerns, plan to resolve and execute safety improvements.

The councils give their diverse members a voice. The teams that succeed are those blending diverse work assignments, experience sets, backgrounds, attributes and points of view to solve problems.

We're proud to share two stories of safety success as examples of this effort.

Construction & Maintenance Council improves our PPE supply.

Team members did not have insulating PPE sized to all hand types. The team executed a search for additional products, and since have added critical lifesaving PPE products in work-friendly sizes for all.

Transmission & Substation Council addresses a community interface issue.

Our vehicles had to jump a curb and cross a sidewalk to access substation location TSS 63 – Sawyer. The team involved external affairs and the City of Chicago to install a driveway with safety signage to ensure that ComEd and our community both are safer as a result.

Community Outreach

Growing Local, Diverse Businesses

ComEd's suppliers and vendors reflect the communities we serve, and diversity is a critical part of our supply chain strategy. We're committed to expanding our network of partners and to mentoring, developing and growing current partners to strengthen our communities.

Diverse Spend

Diverse spend is an integral part of empowering and growing ComEd's partnerships with local businesses. Investing in minority- and women-owned enterprises betters their futures—and ours. In 2020:

42%

of total supply chain
spend was diverse

ComEd's annual
expenditures helped drive

\$5.5B

in annual diversity-certified
supplier spend during the nine-year
span from 2012-2020

ComEd spent

\$894M

with diversity-certified suppliers,
a year-over-year increase of \$156M

**Increased
year-over-year
diverse spend**

Five Forward

ComEd is a founding member of Chicago United, which works to advance multiracial leadership in corporate governance, executive level management, and business diversity. ComEd also is one of more than 30 companies to participate in Chicago United's Five Forward initiative. This program enlists Chicago-area CEOs of mid- to large-sized corporations to commit to establishing or expanding business relationships with five local minority firms. Five Forward is designed to build a stronger regional economy and increase the number of minority- and women-owned businesses.

Corporate Inclusion Institute Program

ComEd has forged a new partnership with Chicago United through their Corporate Inclusion Institute (CII) Program, a nine-month talent development program that provides participants with valuable insight and appreciation of DEI.

Chicago United created CII to help organizations improve employee experience and retention, which in turn strengthens their ability to return value to shareholders. ComEd selected 18 employees to participate in the 2020 program.



Banking on Diversity

During 2020, ComEd renewed its \$32 million credit facility with 13 minority- and community-owned banks in communities ComEd serves. More than half of these banks were based in Illinois and include First Bank of Chicago, Illinois Bank and Trust, Northwest Bank and Trust, First Eagle Bank, International Bank of Chicago, American Metro, GN Bank, Byron Bank, United Fidelity Bank and Pacific Global Bank.

Haley Lorenc



Equipping Today's Workforce

We are committed to hiring from our diverse communities and creating inclusive and equitable training and employment opportunities.

CONSTRUCT

For the eighth consecutive year, more than 75 students have graduated from the ComEd CONSTRUCT Infrastructure Academy, a job training program that increases the number of diverse, skilled candidates for employment opportunities in construction-related fields in Chicagoland and parts of northern Illinois.

CONSTRUCT provides a nine-week skills development curriculum that prepares local residents to obtain and retain entry-level positions in construction and related fields. This year, due to the pandemic, the program went virtual. Students participated in one of two tracks: Construction & Skills Trades or Project Management. Both tracks include a robust curriculum of life-skills training, basic construction industry education and career guidance for when they complete the program.

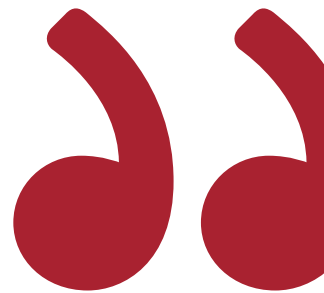
Since the program's launch in 2013, nearly 600 students have completed the program with 70% of them securing employment shortly after graduating—many of them women, African Americans, and Latinos who historically have faced barriers to entering these industries.

Additionally, more than 40 partnering organizations participated this year.



“I grew up in the Back of the Yards neighborhood, which is a very under-served and under-represented community. I was always interested in engineering and STEM, but because my parents couldn’t afford it, I had to rely on free programs to get exposure to STEM. These programs were available because there were volunteers. To me it’s important to give back because thanks to that, I am where I am today. If I can also be a helping hand to students, that’s why I want to be involved and give back to the community like others helped me.

Genisses Vazquez
Senior Engineering Tech



Inspiring the Workforce of the Future

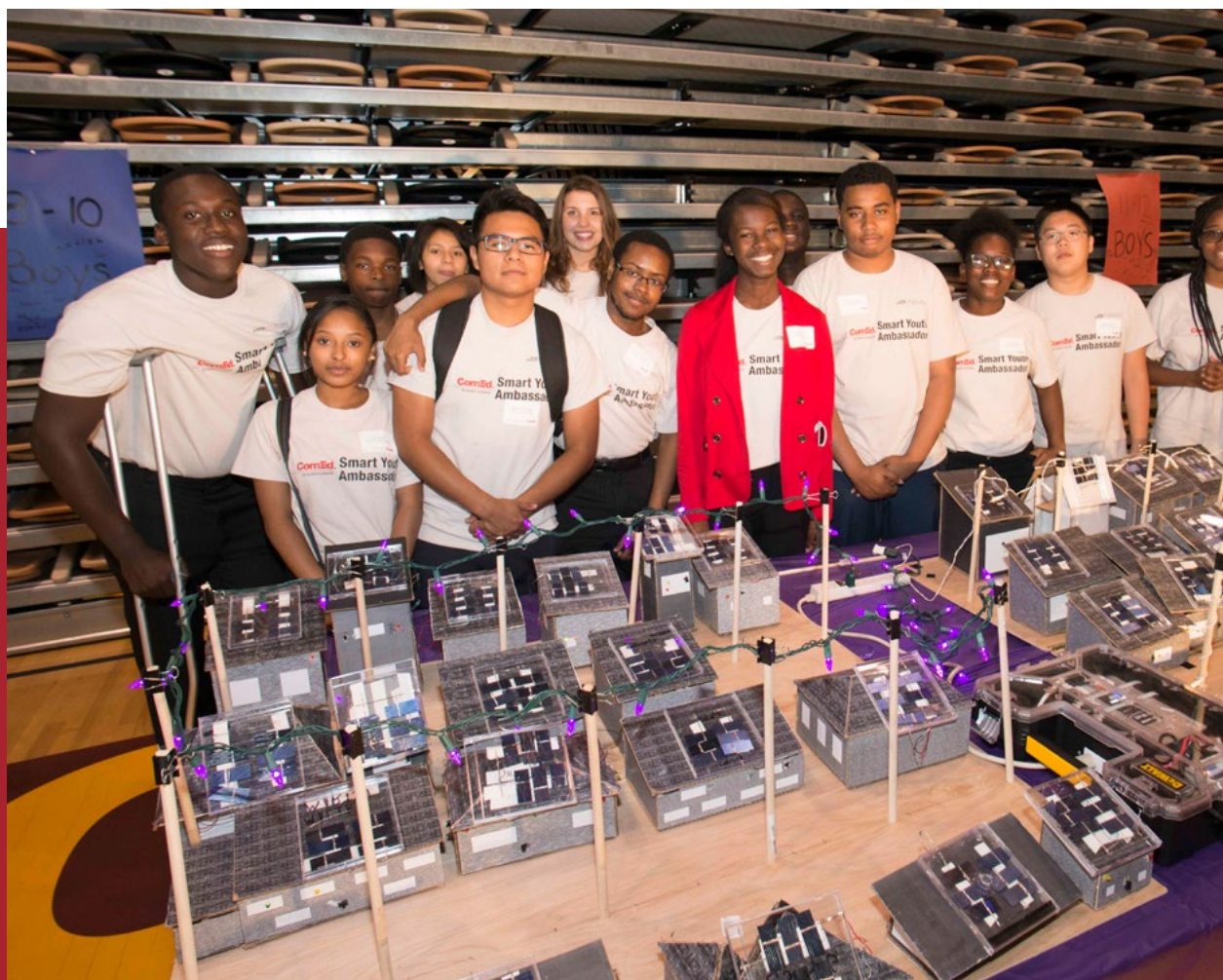
Despite social distancing restrictions around the COVID-19 pandemic, we continued to provide young people with the tools and resources to find their own voices and learn through teamwork. We are proud to have created virtual programming that inspires young people to pursue careers in Science, Technology, Engineering and Math (STEM).



Energy Force Ambassador Christian Salazer, learning about energy products during training in January

Youth Ambassadors

In partnership with After School Matters, the ComEd Youth Ambassador program provides Chicago high school students an opportunity to develop career skills through STEM education. This year, 111 students successfully completed the seven-week, paid apprenticeship. An energy-focused curriculum supplemented by hands-on projects gave students an introduction to the energy industry and various STEM concepts. Since its inception in 2013, 787 ambassadors have successfully graduated from the program.

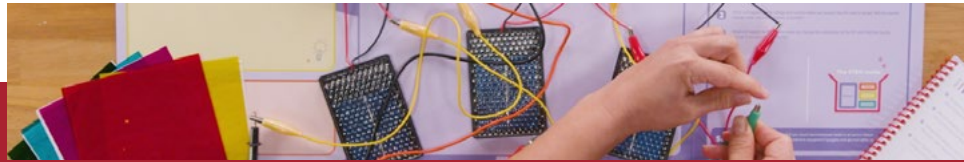


ComEd Youth Ambassadors

STEM Home Labs

Continuing ComEd's longstanding investment in STEM engagement for Chicagoland youth, ComEd STEM Home Labs inspires underrepresented students to advance their confidence, knowledge and career paths in STEM.

In a year where many extracurricular programs are on hold, STEM Home Labs is providing 100 Hispanic and African American high school students a five-month, hands-on experience featuring a new project each month focused on the principles and application of solar energy, electricity and circuitry. The students work virtually with ComEd mentors and STEM influencer Dr. Kate Biberdorf to complete the projects.



Energy Force

ComEd's Energy Force is a one-of-a-kind program that trains adults with developmental disabilities to serve as ambassadors of ComEd's energy efficiency programs.

These participants, or ambassadors, represent nonprofits serving the disability community across ComEd's service territory. They use resources that help them create fun, interactive demonstrations that deliver simple tips about energy efficiency to their peers and other audiences. Energy Force ambassadors spread key messages about the benefits of understanding energy conservation at home, the smart grid and the work underway to modernize the electric system. Despite the cancellation of many 2020 events, Energy Force ambassadors supported a Movies in the Park event.





I'm a member of 100 Black Men of Chicago – where I do weekly mentoring for teenage boys and girls throughout the Chicagoland area. It's important to give back to the community, because in addition to my parents being a great support system while I was growing up, I had coaches and teachers that helped me get to where I am now. Now that I'm in corporate America, I want to give back and pass that on to the next generation."

Kristopher Steward

Supervisor – Construction

Connecting with Our Communities

Community outreach is a key component of ComEd's DEI initiatives. We strive to reach all of the communities within our vast service territory with information and news that are relevant to them.



powering lives network

COMED AREA OPERATOR TIKTOK HISTORIAN BY

When ComEd Area Operator Shermann Thomas isn't making videos and repairing powerlines, you can find him educating his TikTok followers about Chicago's history.



Multicultural Media Roundtable

The Multicultural Media Roundtable engages multicultural and community media outlets to participate in a small group dialogue with ComEd leaders and experts. Although this year's virtual roundtable event looked different, our goal was to educate and listen to members of the media so they can inform their audiences and our customers about ComEd programs and viewpoints that directly affect their everyday lives.

The Renaissance Mural in Bronzeville, Chicago

Local artists painted a mural on the outside of a ComEd-owned building in Chicago's Bronzeville neighborhood to shine a light on the innovative story of the community's past, present and future. With help from students at Bronzeville's Little Black Pearl High School, this project provided an opportunity for students to learn about the history of their neighborhood.



Renaissance Mural



Powering Lives Network

The Powering Lives Network is a digital content hub that focuses on telling ComEd stories about innovation, supporting customers, empowering our communities and advancing a clean energy future. It's a personal way to share how our customers and employees are leading the way to a brighter energy future. Recently upgraded with new features, the site provides a more engaging, accessible and user-friendly experience.

Philanthropy

Making a Difference in Our Communities

As a local company with deep roots in Illinois, ComEd employees use their diverse talent to make a difference in our communities. Our customers and employees are one and the same—and our hardworking employees are proud to serve others in areas where they live, work and play.

In 2020, our employees answered communities' need for time and money with:

11,535

Volunteer hours logged

\$467,325

In matching gifts

\$472,005

Charitable contributions

140

Volunteer events held

Other Notable Achievements Include:


- **Employee Giving Campaign 2020**
ComEd raised \$1,167,939 from 45% of its workforce
- **Over \$1.42 Million in COVID-19 Relief Contributions**
\$900,000 to Illinois COVID-19 Response Fund, \$125,000 to Chicago Community COVID-19 Response Fund and \$399,000 in funds earmarked for ComEd's supplemental COVID-19 support
- **Special Olympics Chicago Polar Plunge**
An annual tradition, in 2020, more than 600 plungers raised \$249,717
- **American Heart Association Heart Walk**
An annual event, in 2020 1,025 walkers raised \$241,447 during a virtual event



“My mom and dad did not come from wealthy families – my dad is an immigrant from Italy and my mom grew up in the southeast side of Chicago in the Roseland neighborhood. Ever since I was a child my mom and dad instilled in me to give back to others and to have respect. It doesn’t matter what you look like or who you are. It’s about the person inside.”

Vito Martino

VP, Distribution Operations



I give back to the community because I haven't been as blessed in the past and I have a desire to pay it forward. There have been times when others have been very generous to me and helped me get through difficult times. Now I'm in a place where I get to be the benefactor to others. Not only does it feel good, but it's nice to know that someone else is getting a chance."

Bobbie Tolson
Principal Contract Specialist



“When I first joined ComEd I saw the United Way as just a fundraising event, but when I started asking more questions about it, I got more and more interested and felt like I needed to be a part of it. I’ve been the co-chair for the United Way Campaign for two years now. I feel so grateful to give back to those in need.”

Walter Duarte

Customer Service Representative



I feel really lucky to be in a position where I can give back to our community. As a parent, I think it’s my responsibility to make sure that my children see that I’m giving back to the community. I believe it’s our duty. We have to make sure that we’re thriving and our communities continue to grow. And, for those that are less fortunate than us we need to make sure that we help them, especially now more than ever before.”

Terrie Nolen

Executive Administrative Coordinator

“I volunteer because I feel like I’m blessed and because of that I want to give what I have to those that need it more – whether that’s time or money. With so much negativity in the world, if I can just help one person or spread some happiness to just one organization, I feel that makes such a big difference.”

Haley Lorenc

Social Media Web Analyst



Terrie Nolen (pictured far right)

“I’m motivated to give back to my community because of my upbringing...I’m from Camden, New Jersey—one of the more challenged communities in our country. I grew up with some of the issues our customers face, and I’ve lived it. When I grew up, I thought that everyone had asthma...half of my first-grade class had asthma. It wasn’t until I left that environment that I realized this wasn’t normal. For me, it’s always about making a difference...trying to make something out of myself so that I can make a difference for someone else. Now I have this privilege by being a director at ComEd to have an opportunity to have a say on low-income policy and climate policy.”

Dwayne Pickett

Director of Projects

The Future of DEI

Looking Forward

ComEd employees don't just work in the communities we serve – we are part of them. Our strength comes from our diversity and we celebrate the visible and invisible qualities that make each person unique, including race, gender identity, age, ability, religion, sexuality and other identities. It is through our diverse workforce that we provide exceptional service to our customers and support our communities.

Our DEI journey is far from over and there is much work to be done to ensure that DEI are woven into everything we do. To achieve this, we must work together to create change and positively impact our employees, customers and stakeholders through purposeful DEI efforts including the creation of our new Racial Equity Taskforce. This taskforce, led by executives across the organization, was formed in 2020 and will work to ensure racial equity in our workplace.

At ComEd we encourage each other to speak up if we see something that doesn't support an inclusive culture. Here are a few additional ways to help support a diverse, equitable and inclusive culture, according to the Center for Creative Leadership:

1

Elevate Equity

Set clear goals toward greater equity and take action by acknowledging the inequities that exist—advantage, opportunity, privilege and power.

2

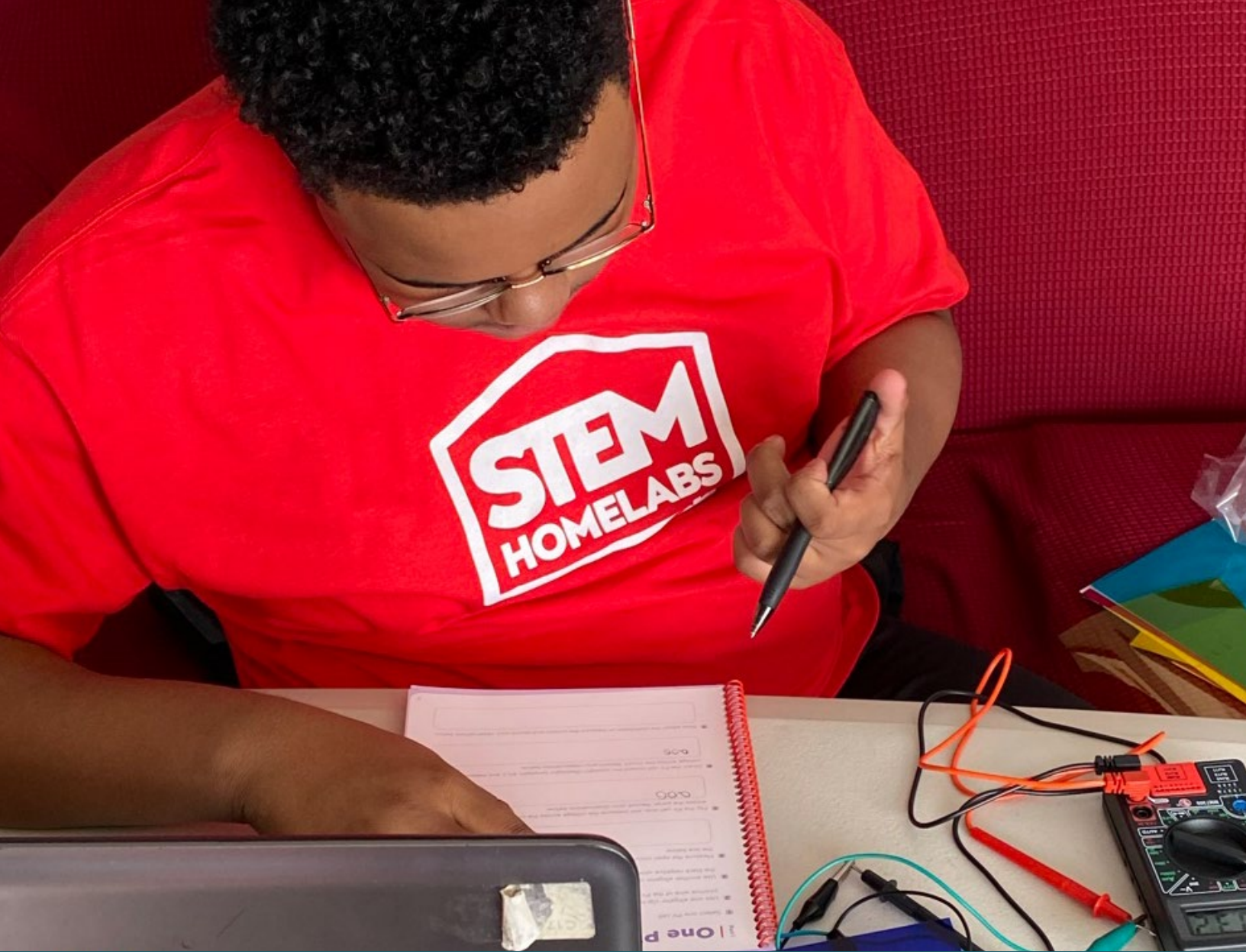
Activate Diversity

Recognize and engage differences within your department to explore the impact of diversity on perspective, assumptions and approaches. Identify ways to enhance the contributions of each team member.

3

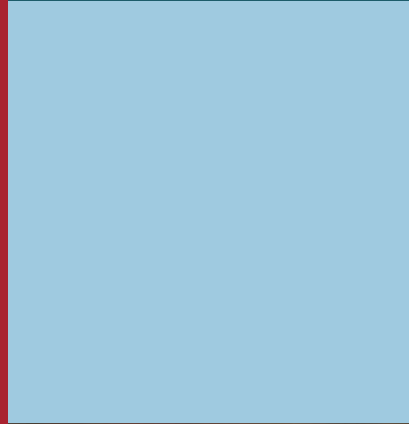
Lead Inclusively

Be intentional about promoting full participation and creating a sense of belonging for every employee, while mitigating bias, respecting differences, building empathetic relationships, managing conflict and bringing out the best in others



Caleb Bunton

While we are proud of our accomplishments, our work to ensure our company reflects the communities we serve will continue. Supporting a diverse, equitable and inclusive culture is a shared responsibility that will take effort and dedication from us all. With the help of our employees, we will learn together and move forward on our DEI journey.



ComEd®

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POWERING EQUITY