Allyship is Powerful

COMED 2021 DIVERSITY, EQUITY AND INCLUSION ANNUAL REPORT
2021 Highlights

- **Transformational Leadership** | ComEd named Gil C. Quiniones CEO of ComEd. A proven industry executive with more than 30 years of relevant leadership and operational experience extending across regulated utility markets, Quiniones became ComEd’s first-ever Asian American CEO. READ MORE

- **Diverse Representation** | We prioritized the recruitment and promotion of decision-makers who reflect the diversity of the communities we serve: ComEd executive leadership was 32% people of color and 43% female, and our Board of Directors was 60% people of color. READ MORE

- **Community Focus** | We focused on reducing energy costs and mitigating the impacts of climate change which helped customers, primarily in low-income communities, save $163 million on energy bills and reduced carbon dioxide emissions by over 1.6 billion pounds. READ MORE

- **Supplier Diversity** | We invested in women- and minority-owned businesses, directing a record 42% of its total supply chain spend toward diverse suppliers — $893 million in spending in 2021 and a total of $6.4 billion since 2012. READ MORE

- **Workforce Development** | In recognition of our successful job training and job placement programs that serve minority communities and advance equity, the Center of Energy Workforce Development honored ComEd with the Community Partner Award as part of the 2021 Impact Awards for Workforce Development Excellence. READ MORE

- **Commitment to Equity** | Our leaders took action to create a more equitable and inclusive workplace through Allies in Action, our internal DEI framework for transformational change. READ MORE
The Power of People

At ComEd, we know that our power is generated by our people — a committed, professional workforce of more than 6,200 who serve our customers and communities with pride. Our Diversity, Equity, and Inclusion (DEI) commitment encompasses a pledge to provide a discrimination-free workplace that is inclusive and promotes a sense of belonging.

Our employees are our culture. ComEd employees spend an average of 13.5 years with the company, 9.5 years more than the four-year U.S. average,1 and each employee has a responsibility to foster a welcoming and supportive environment that values each individual’s unique contributions. That’s why our DEI work begins with our people.
Research shows that greater racial, ethnic and gender diversity correlates to better financial performance, improved risk mitigation, and more strategic long-term thinking. A diverse workforce — one that values contributions from employees with different genders, ethnicities, abilities, sexual preferences, and ages — better understands our diverse customers and communities. Diversity also benefits our employees, as those within diverse teams are more likely to feel their ideas, skills, and talents are respected and appreciated.

In the United States, both women and people of color face a "broken rung" on the career ladder of leadership, as they are less likely to be promoted to a management role, impeding progress on diversity. We are committed to fixing that broken rung at ComEd.

Our approach to fixing the broken rung includes company-wide programs and policies, solutions created and led by our ComEd Employee Resource Groups (ERGs), as well as grassroots, employee-led efforts. For example, ComEd’s grassroots employee network, “One in Seven,” whose name highlights the fact that only one woman out of seven holds an executive position in corporate America examined the broken-rung concept during its 2021 “Empowering Women” panel discussion. The panel engaged some of ComEd’s most successful female leaders to discuss ways to empower women during critical stages in their career.

The obstacles to advancement continued to be increased due to the ongoing effects of the pandemic in 2021. The pandemic caused 23% of U.S. women with children under the age of 10 to consider quitting or downshifting their careers. Employees of color have also faced significant pandemic-related challenges, as their communities have been hard hit by ongoing health and economic crises marked by high levels of household income loss.

In the charts below, 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.

Our 2021 diversity representation as of Dec. 31, 2021, is illustrated below:

- **Women**
  - Women: 24%
  - Men: 43%
  - All ComEd: 26%
  - Management*: 43%
  - Executives**: 32%

- **People of Color**
  - POC: 39%
  - White: 37%
  - All ComEd: 37%
  - Management*: 32%
  - Executives**: 32%

- **Veterans**
  - Veteran: 6%
  - Nonveteran: 43%
  - All ComEd: 43%

- **People that Self-Identify as Having a Disability**
  - Self-Identify with Disability: 1%
  - Disability Not Reported: 37%
  - All ComEd: 37%

*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.
Prioritizing DEI as Core to Our Business

Allies in Action

At ComEd, we embrace equity as a business imperative. In 2020, our executives sponsored an internal framework for change, called Allies in Action (AIA), to create a more equitable and inclusive workplace where diversity is celebrated. AIA recognizes that engaging allies is critical to the success of our DEI programs, so we empower all of our employees to be allies, speak up, and take action to create meaningful change. We also know that our executive leaders have an especially important role to play as allies.

In 2021, our leaders developed and led four new AIA workstreams designed to:

1. Raise consciousness and internal dialogue on critical DEI topics,
2. Remove barriers and ensure equitable standards in talent review practices,
3. Accelerate the development of our diverse leadership pipeline, and
4. Create a set of quantifiable DEI metrics to measure success and track accountability.

What we’ve done so far...

UNCONSCIOUS BIAS WORKSHOPS

Our leaders know that examining our policies and removing barriers to inclusion is a necessary part of creating an equitable environment where all employees have a fair opportunity to grow and excel in their careers. In 2021, nearly 250 ComEd leaders attended interactive workshops on unconscious bias and equity in talent development and succession planning to strengthen career growth and development consistent with our DEI values. The workshops imparted strategies to ensure a more inclusive approach to developing leaders.

COMPANY-WIDE DEI FIRESIDE CHATS

We regularly look for opportunities to have conversations on race and gender disparities and acknowledge the treatment of marginalized communities in society. Even when the conversation is hard, leaders at ComEd lead by example and create safe spaces for discussion and dialogue about DEI. In 2021, we hosted company-wide webinars to provide our employees and guest speakers with a platform to speak about the deeply rooted systems of inequity in our society, breaking down barriers and collectively moving forward.

ACCOUNTABILITY AND SUCCESS METRICS

Enhancing our DEI metrics was a priority in 2021. We focused on creating a set of measures to improve the way we track progress and to better understand the state of DEI at our company. It helped us to evaluate our strengths, identify new focus areas and equipped our leaders to make data-informed decisions about DEI practices at ComEd. In parallel, we moved towards greater transparency of DEI data across the business.

INVESTMENT IN OUR TALENT PIPELINE

Through AIA, we deployed a new leadership development program called Launching Inclusive Future Talent (LIFT), a year-long program for diverse, high-potential talent. LIFT offers formal mentorship opportunities and external leadership development courses to sharpen the skills of our emerging leaders. It aims to correct the broken rung on the leadership pipeline so that our decision-makers of tomorrow continually reflect the diversity of the communities we serve.

Through Allies in Action, we challenge ourselves to be persistent and consistent in our actions to sustain a culture of DEI at ComEd.
ComEd Senior Executives

Gil C. Quiniones  
(he, him, his)  
CEO

Terence Donnelly  
(he, him, his)  
President and COO

M. Michelle Blaise  
(he, her, hers)  
Senior Vice President, Technical Services

Melissa Y. Washington  
(he, her, hers)  
Senior Vice President, Customer Operations and Chief Customer Officer

David R. Perez  
(he, him, his)  
Senior Vice President, Distribution Operations

Cheryl Maletich  
(he, her, hers)  
Senior Vice President, Transmission and Substation

Lisa Graham  
(he, her, hers)  
Senior Vice President, CFO and Treasurer  
(announced 2021; assumed role February 2022)

E. Glenn Rippie  
(he, him, his)  
Senior Vice President and General Counsel  
(announced 2021; assumed role January 2022)

ComEd’s Values

We are dedicated to safety.
We actively pursue excellence.
We innovate to better serve our customers.
We act with integrity and are accountable to our communities and the environment.

We succeed as an inclusive and diverse team.

ComEd’s Core DEI Objectives

1. Serve as a leader in DEI
2. Strengthen diverse community relationships
3. Foster a diverse and inclusive workforce and equitable workplace
4. Continuously grow a diverse supplier network
Preparing to Lead a Diverse Workforce

Transitioning to an increasingly more diverse workforce is not without its challenges. ComEd prepares its leaders to foster inclusion and belonging, to ensure their teams feel prepared and supported to be high-performing employees, and to build partnerships with the communities we serve. Critical to these efforts are training opportunities and development programs available through our partner organizations.

DIVERSITY TRAINING

ComEd believes DEI training is everyone’s priority. Through diversity training, we aspire to make our leaders courageous upstanders — not bystanders — in the face of disparity. We expect all leaders to participate in enterprise-wide DEI trainings that lay the foundations for participants to become change agents: those who advance inclusion on their teams and at work.

In 2021, our leaders participated in the following diversity trainings:

- **Full Diversity Partners Learning Lab** (formerly White Men and Allies Training) — 78% of ComEd executives (VPs and up) completed this 3.5-day training spotlighting privilege and identifying ways that leaders and executives from all backgrounds can be full partners in making their organizations a place where everyone can contribute and thrive. (Note: All remaining executives will complete the training in 2022.)

- **Courageous Leaders Summit** — 76% of ComEd directors attended this 2-day program designed to introduce the same concepts covered in the Full Diversity Lab, incorporating them as an integral part of championing DEI progress throughout the organization and driving real change at both a micro and macro level.

DIVERSE LEADERSHIP PIPELINE PROGRAMS

ComEd is focused on creating a robust pipeline of diverse leaders across many levels of the organization. Through these leadership development programs, we empower our employees to build their professional skill set and accelerate their opportunities for advancement. ComEd employees participate in Exelon leadership programs including the EDGE (Explore, Develop, Grow, Experience) Program for Black and African-American leaders; the ARDA (Attract, Retain, Develop and Advance) Program for Latino leaders; and the Advanced Development Program for Pan-Asian leaders. In 2021, ComEd launched LIFT (Launching Inclusive Future Talent), a year-long accelerated development program for our diverse emerging leaders.

EXTERNAL PARTNERSHIPS

- **Chicago United** — As a founding member, ComEd aims to create economic opportunity for people of color by advancing multiracial leadership in corporate governance, expanding the talent pipeline for executive-level management and growing minority businesses.

- **Corporate Inclusion Institute (CII) Program (via Chicago United)** — Five ComEd early-career Fellows and five mid-level Corporate Guides participated in this innovative, research-based 10-month program that brings DEI and talent management development together to enrich and accelerate inclusion for companies.

- **Other Sponsored Programs** — ComEd also proudly invests in the advancement of women and people of color through external partnerships with Leading Women Executives, the Leadership Greater Chicago Fellows Program, and the Chicago Latino Caucus Foundation Leadership Academy.
Creating a culture imbued with a sense of community and belonging enables employees to feel accepted and valued, and form stronger connections to their colleagues. Inclusive workplaces — where employees with diverse perspectives and backgrounds can participate fully in decision-making — lead to better engagement and greater fulfillment. Inclusion and belonging have also been shown to inspire employees to be better collaborators and problem solvers.
ComEd firmly believes that employees should feel a sense of belonging at work. We deeply value having a culture that supports community building so that employees feel comfortable bringing their authentic selves to work. Our philosophy is that employee belonging improves when companies:

- Create allies who acknowledge and include others,
- Cultivate a culture of empathy building,
- Provide a forum for high-quality connections between colleagues, and
- Intervene when an employee has been excluded.5

We encourage our employees to be allies, to stand up against prejudice and bias by questioning, challenging, and confronting individuals and systems exhibiting discriminatory behavior or producing inequitable outcomes. ComEd employees, participation in the 10 Exelon Employee Resource Groups (ERGs) is another important way we work to achieve these goals. These employee-led organizations connect employees, create opportunities for mentorship and professional development, and empower employees to share their experiences and receive support from colleagues, moving us all forward in ensuring a diverse and inclusive culture.

AARG: The Asian American Resource Group seeks to empower Asian American professionals within Exelon, knowing that when they reach their potential, it also benefits customers, the company and the community.

DYP: Developing Young Professionals ensures that its participants develop, grow and learn about our various business groups, through valuable exposure to Exelon’s more experienced professionals.

EAARA: Exelon African-American Resource Alliance works to ensure that African-American professionals are given opportunities to develop and succeed at all levels, thus improving recruitment, retention and overall company success.

Eco-Team leads, supports and coordinates the many environmentally aware individuals in the company, inspiring them to form sustainable, carbon-reducing behaviors.

EMAC: Exelon Military Actively Connected supports the veterans in the company’s ranks by creating a positive workplace and committing to all phases of their careers — recruitment, promotion, engagement and retention.

ENABLED: Exelon Network for Awareness Benefiting Leaders and Employees About Disabilities focuses on gathering what members need in order to feel utilized and fulfilled at Exelon — professional resources and information, and personal support and encouragement.

NEW: Network of Exelon Women strives to give women of all races, orientations and diverse backgrounds what they need to succeed in their professional and personal lives — the right support and resources.

OLE: Organization of Latinos at Exelon serves as an invaluable resource, designed for sharing knowledge and promoting the growth — both personal and professional — of participants and of all Exelon employees.

Mosaic provides an open forum with opportunities to interact and share cultural experiences of underrepresented, multi-cultural, multi-nationality Exelon-sanctioned employee interest groups, including Exelon Native American Progress (ESNAP), Caribbean Diaspora Employee Resource Alliance (CADERA) and Network of Exelon Immigrants and Second Generation (NEXIS).

Pride offers a forum where employees feel encouraged and empowered to be proudly out at work and can share strategies for building professional relationships.

MomEd, a part of NEW, aims to support ComEd families. In 2021, the group extended a partnership with Milk Stork to support nursing parents and raised funds to prevent domestic violence in the Chicago community.
ComEd and Exelon employees belong to one or more of the 10 Exelon ERGs.

~11,000

35%

• ERG Members
• Non-Members

“I am honored to hold a position as an ERG leader because it makes me feel like my employer not only values my community but wants to give us a seat at the table to achieve positive change. This platform has allowed Pride to be instrumental in the development, support, and deployment of policies and content that benefit the LGBTQ+ community both inside and outside the workplace. ComEd’s commitment to DEI sends a message to our employees and to our customers that this is a place where everyone belongs and is heard.”

— Rebecca Kartheiser
General Engineer and President of ComEd Pride
People with disabilities are the largest minority group in the United States. We are committed to ensuring that ComEd offers an inclusive and accessible workplace that supports our employees with disabilities. Our ENABLED ERG provides networking opportunities for employees with disabilities and allies who discuss and address challenges and triumphs. In October 2021, ENABLED held an annual conference, “Thriving After Surviving: A Path Forward,” which featured remarks by Kerry Graves, executive director, National Alliance on Mental Illness (NAMI) Metropolitan Baltimore.

“ENABLED’s leadership team is committed to ensuring that ComEd employees with disabilities are coming into an inclusive and barrier-free environment. We have been working on years-long initiatives, including our first annual disability awareness conference, held in 2021. The teamwork for this event made it the success that it was. Judy Heumann, a disability civil rights activist, spoke on the evolution of disability rights and the impact of the ADA on our disability community. ENABLED uses our learnings from Judy to improve our yearly DEI initiatives.”

— Kim Brown
Senior Business Analyst and ENABLED Vice President
Diversity in leadership is still a distant goal for many leading companies in the United States. The U.S. population is 50.8% female and 40% nonwhite. In comparison, boards of directors for Fortune 500 companies were 61.7% male and 82.5% white in 2021, and a recent report predicted that they won’t achieve the Alliance for Board Diversity’s aspirational diversity rate of 40% for more than 50 years.

Building a diverse leadership team doesn’t happen overnight, however, and failing to recruit and promote decision-makers who reflect the diversity of the communities served presents reputational risk and, increasingly, ESG (environment, social, and corporate governance) risk to a company’s successful operation.
Alongside business acumen and professional accomplishment, ComEd views diversity in leadership as key to achieving our business goals and vital to the diversity of thought and insight we need to address challenges facing our company. Staying true to ComEd’s values and fully integrating DEI into the business requires a culturally competent executive team and board of directors that strategically challenges bias and barriers to equity; advances policies that ensure fair pay, access, and opportunity; and promotes partnerships that ensure equity in the communities ComEd serves.

In 2021, ComEd’s five-member board had three people of color, but we did not have female representation. With a strong focus to recruit highly-qualified directors with substantial experience who could bring insight to our board, we expanded our board to include two women of color who joined in the first quarter of 2022.

### 2021 Board of Directors

- **Calvin G. Butler, Jr.**  
  Chairperson  
  *(he, him, his)*

- **Nick DeBenedictis**  
  *(he, him, his)*

- **Ricardo Estrada**  
  *(he, him, his)*

- **Gil C. Quiniones**  
  *(he, him, his)*

- **Chris Crane**  
  *(he, him, his)*

### New Board Members*

- **Smita Shah**  
  *(she, her, hers)*

- **Zaldwaynaka Scott**  
  *(she, her, hers)*

*Announced 2021; assumed roles February 2022
ComEd knows that powering the future requires developing a diverse pipeline of talent who will become our company’s leaders.

Research found that by middle school, more than twice as many boys as girls aspire to science or engineering jobs.8 This gender gap is largely solidified by high school and, by college, five times as many male students as female students aim to major in science, technology, engineering, and math (STEM).9 A significant career ambition and readiness gap also exists between white and minority students.
Enhancing STEM Exposure for Future Leaders

Women and people of color are underrepresented in the U.S.'s science, technology, engineering, and math (STEM) workforce as:

- Women comprise 50% of the national workforce, but hold only 28% of STEM jobs
- Black workers comprise 11% of the national workforce, but hold only 9% of STEM jobs
- Hispanic workers comprise 16% of the national workforce, but hold only 7% of STEM jobs

Research shows that early engagement of female and minority students in STEM education, as well as offering mentoring and counseling support and research experiences, makes a sizeable difference in students’ achievement and their intent to major in STEM. That’s why we aim to provide enrichment opportunities that help prepare the next generation of diverse leaders for careers in STEM, increasing the pipeline of diverse talent for ComEd and the industry.

Chicago Builds

This two-year, vocational trades program for high school juniors and seniors provides technical training via career exploration sessions and hands-on activities in partnership with Chicago Public Schools. In 2021, 82 students successfully completed the first year of the two-year program.

Youth Ambassadors

This six-week, paid apprenticeship for high school students, in partnership with the CPS After School Matters program, takes participants through an interactive, energy-focused curriculum focused on STEM careers. In 2021, 93 students successfully completed the program. Since the program’s launch in 2013, 986 students have participated.

STEM Home Labs

This five-month program aimed to inspire underrepresented students to advance their confidence, knowledge, and career paths in STEM. In 2021, 100 Hispanic and Black high school students completed a different hands-on experience each month focused on the principles and application of solar energy, electricity, and circuitry, including building and guiding a Mars Rover across a simulated mission obstacle course.

STEM Leadership Summit

This Hispanic Heritage Month program — created to increase awareness of the gap in Hispanic STEM workforce representation — engaged and celebrated 70 students from the Chicagoland area in 2021.

ComEd Scholars

For the third year, we provided scholarships to students pursuing degrees in STEM and offered internships and mentoring opportunities at ComEd and our parent company, Exelon. Ten students were awarded scholarships in 2021. Since the inception of the ComEd Scholars program in 2019, 47 students at Illinois Tech, the University of Illinois at Chicago, DePaul University, and DePaul College Prep have been awarded approximately $2.7 million in support.

“IT’s so important for someone my age to be able to hear from others who look like me in the STEM field. I am proud to be Latina and look forward to being part of increasing diverse representation in the STEM workforce.”

— Sonia Bravo

STEM Home Labs participant and a Junior at Morton High School in Berwyn

Powering Our Future

WATCH THE VIDEO

Gil Quiniones

STEM Leadership Message

WATCH THE VIDEO
Encouraging Greater Industry Diversity with Workforce Development

We are committed to addressing disparities in access to quality jobs and career paths faced by women and people of color by ensuring equitable recruitment and selection practices, as well as developing more opportunities for job-relevant skill development. In 2021, 1,700 people participated in ComEd job training and STEM programs focusing on:

- **Education** — funding programs, vocational training, and college scholarships
- **Partnerships** — working with organizations whose missions are to increase awareness of STEM careers, and access to education and training
- **Interactive programming** — providing hands-on experience to increase exposure to STEM projects

**CONSTRUCT Infrastructure Academy**

This 11-week job training program aims to increase the number of diverse, skilled candidates for entry-level roles in the utility and construction sectors in Chicagoland and parts of northern Illinois. Most of the participants are female, Black, and/or Latino. This year’s hybrid program was made possible through ComEd’s partnerships with 10 non-profit training affiliates and more than 40 corporate partners.

**CONSTRUCT Business Operations Academy**

This new, six-week pilot program is administered by YWCA Metropolitan Chicago and funded by ComEd and INTREN. It was introduced to train candidates for entry-level administrative and project coordinator roles in utility, construction, and related industries. Program graduates also earned a Business Administration 101 certificate from St. Augustine College in Chicago.

“CONSTRUCT allowed me to have a career in a field and at a company that I once thought was impossible. I look forward to the continued efforts from ComEd and the partnering companies to allow equal opportunity. We cannot strive for what we cannot see. I am living proof and encouragement for all my peers and future generations. So, I’m thankful and I hope this CONSTRUCT program succeeds in helping other people and helps companies improve diversity.”

— Leejohn Johnson
ComEd Overhead Electrician
Graduate of first CONSTRUCT program class in 2013
Future Energy Jobs Act (FEJA) training programs

These training programs, funded by FEJA, are designed to increase representation of people of color, women, and other groups in Illinois’ clean energy workforce. Since 2016, ComEd has partnered with social service agencies or grantees to offer three programs: the Solar Pipeline, the Craft Apprenticeship, and the Multicultural Job Training program. In 2021, there were 703 participants, of whom 60% were people of color, 129 were women, 372 lived in environmental justice communities, 123 were formerly involved with the justice system, and six were foster alumni.

Since 2016, these programs have graduated nearly 2,400 participants, 81% of whom have been offered employment.

The Center for Energy Workforce Development (CEWD) honored ComEd with the Community Partner Award as part of the 2021 Impact Awards for Workforce Development Excellence. CEWD presented ComEd with its Community Partner Award based on the strength of two of its programs: Chicago Builds, in partnership with the Chicago Public Schools (CPS), and the CONSTRUCT Infrastructure Academy.

In 2021, ComEd was recognized by Site Selection magazine as one of the Top 20 Utilities in Economic Development (of over 3,300 utilities) — the seventh time in eight years we have received that honor.
The Power of Investment

ComEd knows that while a significant percentage of new businesses launched are led by people of color or women, they face significant difficulty accessing capital, contracting opportunities, and other entrepreneurial development opportunities. As a result, minorities, who make up 40% of the U.S. population, own only 20% of businesses. Similarly, women are 51% of the population but only 33% of business owners.
Investing in Supplier Diversity

More than 50% of the two million businesses started in the last 10 years were minority business enterprises.10

Approximately 11% of U.S. women plan to start a business in the next three years.10

White men now make up the minority (41%) of U.S. business owners, while the growth of Latino-owned businesses outpaces any other ethnic group.10

Supplier diversity programs can help women and people of color build strong, sustainable businesses and, in turn, drive economic growth and stability in communities. As allies, we help create development opportunities for new diversity-certified suppliers.

In 2021, ComEd added 153 new partners for a total of 662 diversity-certified suppliers. For the past two years, we have directed a record 42% of our total supply chain spend toward diverse suppliers — $893 million in spending in 2021 and a total of $6.4 billion since 2012.

We have continued to support diverse suppliers by:

• Administering the Energy Efficiency Service Provider (EESP) Incubator Program. This program supports the development of diverse lighting, HVAC, and engineering contractors and trained 38 diverse businesses this year, for a total of 119 since 2019
• Encouraging prime contractors to support diverse Tier 2 suppliers in our competitive bidding process
• Enacting the ComEd Strategic Initiative Plan, which aims to:
  - Award 42% of total procurement, or $930 million, to diverse suppliers in 2022
  - Identify potential diverse supplier spend related to High-Impact Commitments in the Future Energy Jobs Act (FEJ/A) and Climate and Equitable Jobs Act (CEJ/A)
  - Engage in outreach efforts and collaborate with local and national advocacy organizations to expand the utilization of diverse suppliers
• And more”. That following sentence was meant to be under the bullets “Details can be found in the ComEd (2021 Supplier Diversity Report)
ComEd recognizes that minority- and community-owned banks are key partners to many women and people of color who own small businesses. According to the Brookings Institution, the average minority- or woman-owned business has eight employees; 98% have fewer than 50 employees. While community banks account for only 15% of total loans, they hold 36% of small business loans. We aim to help minority- and community-owned banks survive and thrive. During 2021, ComEd renewed its $32.5 million credit facility with 12 minority- and community-owned banks. More than half are based in Illinois, including 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 a Division of Royal Business Bank.
Investing in Energy Efficiency to Mitigate the Energy Burden

ComEd understands that people of color, and low-income individuals, and individuals with disabilities, are more likely to live in areas that are vulnerable to the effects of climate change and often face disproportionately high energy costs. In fact, Native American, Black, and Latino households are reported to spend 45%, 43%, and 20% more, respectively, of their income on energy costs than white (non-Latino) households. Also, nearly 1 in 4 adults, or 2.3 million people, in Illinois have a disability. The use of assistive technology (e.g., ventilators, feeding pumps, powered wheelchairs, and stair lifts), can significantly increase energy expenses.

We aim to reduce energy costs and mitigate the impact of climate change by promoting energy efficiency programs, which can reduce household energy burden by about 25%.

In 2021, the ComEd Energy Efficiency Program helped customers save $163 million on energy bills and reduced carbon dioxide emissions by over 1.6 billion pounds, which is the equivalent of removing 162,000 cars from the road for one year. Since launching in 2008, the program has helped customers save more than $6 billion on energy bills and has saved enough energy to power more than 6.5 million homes for one year, the equivalent of removing more than 6 million cars off the road for one year and reducing over 61 billion pounds of carbon emissions.

By 2030, the number of people who need at least one form of assistive technology is projected to double causing increases in electric consumption and in electricity costs.

Formerly red-lined communities are among the hottest temperature-wise in 94% of cities placing a strain on the electric grid and on household budgets.

Energy efficiency programs can reduce the household energy burden by about 25%.

- NEARLY 90,000 smart thermostats distributed
- MORE THAN 26,000 home energy assessments performed
- MORE THAN $163M in customer savings on energy bills
- MORE THAN 1.6B pound reduction in carbon dioxide emissions
Even with efficiency upgrades, some customers struggle with electricity affordability. A study found that customers in Illinois’ communities of color were four to five times as likely to have their power disconnected, and those in majority Black and Latino ZIP codes were two to three times as likely to be in deferred payment plans.14

ComEd offers payment assistance programs. Recognizing that many customers were still facing pandemic-related challenges, ComEd offered increased 2021 financial assistance through one-time $500 payment grants, flexible payment arrangements, reconnection assistance, and ComEd CARE programs, totaling more than $144 million. These programs enabled 224,000 customers to keep the lights on and remain connected through technology for educational, health care, and other needs. We also eliminated late payment fees and deposits for eligible, low-income residential customers and expanded our fee-free payment options.

“"In 2011, I managed a ComEd Energy Efficiency tour through a ComEd vendor. When that program ended, ComEd offered me an opportunity to host public speaking presentations on energy efficiency in English and Spanish. ComEd fully supported, trained, and believed in me from the start. I was terrified at first, but ended up finding a passion for public speaking. In 2014, ComEd needed additional trained public speakers. With their full support, I incorporated my business, hired, and trained three staff members. My MBE-certified business has now grown to over 20 event staff, supported by steadily increasing engagements with ComEd.”

— Sergio Alzate
President of Surge Staffing Solutions Inc.
The Power of Community

ComEd proudly provides electric service to more than 9 million people in northern Illinois — more than 70% of the state’s population. These diverse communities have unique needs, opportunities, and challenges. For 115 years, we have endeavored to be a good corporate neighbor by responsibly and equitably powering lives with reliable clean energy, investing in infrastructure and development, supporting cultural and educational opportunities, and making commitments through corporate giving.
Infrastructure Investments Create Communities of the Future

Our partnership extends to improving the infrastructure of historically marginalized communities. Our first Community of the Future was established in 2016 in Chicago’s Bronzeville neighborhood, a historic center for culture and community established by Black people escaping the South during the 20th century’s Great Migration. The South Side neighborhood has faced challenges due to redlining and racial housing covenants, overcrowding, and municipal neglect. Like other formerly redlined areas, it also is vulnerable to climate change, with hotter average temperatures, fewer green areas, aging infrastructure, and significant flood risks.

ComEd engaged Bronzeville community members to identify community needs and opportunities, then enlisted their help to design a greener and more resilient grid to improve sustainability, resiliency, and connectivity.

As a result of the collaboration, ComEd developed:

- The Bronzeville Community Microgrid, approved in February 2019, which provides higher levels of energy resilience while offering greater sustainability.
- A rooftop solar installation atop 16 Chicago Housing Authority public housing project high-rise buildings, completed in June 2019, which provides energy storage and generates enough energy to keep the power flowing for more than 1,000 residential, commercial, and public institution locations during an outage or emergency.
- High-school level STEM programming to inspire and train the workforce of the future.
- A pilot transportation program to address senior mobility challenges (on hold in 2021 due to COVID-19).
- Innovative, cost-effective, and flexible EV charging stations.
- Interactive kiosks that serve as information hubs and Wi-Fi connectivity centers, and solar-powered streetlights.
- Art installations, including a solar panel pyramid and augmented-reality mural, designed by local artists assisted by high school students.
The Power of Partnership

We consider it our responsibility to improve the quality of life for people in the diverse communities where we live, work, and serve. We use our voice, influence, and philanthropy as a platform to catalyze change.

Achieving our DEI vision requires collaboration with a range of partners, including community-based organizations, that underpin the success of our business, and suppliers that operate on the front lines of societal change.

We also support the causes that matter to our employees by matching employees’ monetary donations and contributions of time.
In 2021, 850 organizations received donations from the employee giving campaign. Matching gifts were issued to 514 organizations, totaling 1,692 matching gifts comprising more than $440,000 in contributions.

Our competitive grant opportunities are another way we activate our allyship and are focused on:

1. Building ComEd’s future workforce — supporting programs that teach students the fundamentals of energy and build excitement for careers in energy, engineering, IT, and trades.

2. Energy empowerment in our communities — focusing on programs addressing clean air and water, resiliency, climate change, and environmental stewardship.

3. Enrichment through local vitality — prioritizing economic development organizations addressing job and income equity and supporting energy and science education.

4. Equal access to arts and culture — funding free or reduced-cost programs in schools and neighborhood settings to increase access to the arts for historically disadvantaged communities.

For 2021, ComEd provided more than $6.4 million in financial support through more than 300 grants to organizations and programs.

We aim to be a good corporate partner to organizations whose missions, values, and practices are aligned with ComEd’s goals to serve communities across our service area. These partnerships assist us with providing sponsorship and advocacy for education, the arts and community programming, and the environment. Partnerships also help us engage and collaborate with communities, which play a meaningful role in the decision-making and implementation of programs and services.

“In March, 387 employees took part in Chicago’s virtual Polar Plunge, raising more than $263,000 for Special Olympics Chicago programs that support athletes with disabilities.”

“In September, 624 employees gathered family and friends to raise more than $216,000 in support of the American Heart Association’s annual Heart Walks.”

“Special Olympics Chicago/Special Children’s Charities is so thankful for our partnership with ComEd. Our Corporate partners are an integral part of our organization and ComEd has been supporting us for the past 12 years. As a leading sponsor of the Chicago Polar Plunge, our largest fundraiser of the year, their employees have surpassed their fundraising goal every year, helping us raise millions of dollars in support of our athletes.”

— Mary Slowik
Director of Special Events,
Special Olympics Chicago

ComEd employees volunteered for more than 12,200 hours and participated in over 93 company-sponsored events, raising $2 million to support causes close to their hearts.

ComEd has invested more than $50 million in communities where we operate.
Powering the Arts Helps Inspire Diverse Audiences

ComEd partners with the League of Chicago Theatres — an alliance of more than 200 Chicago theatres — to support local arts programs, theatres, and cultural institutions, helping to provide more equitable access to arts and culture programs for underserved communities. The 2021 program provided grants of up to $10,000 each to 16 non-profit organizations. Since 2018, the program has awarded more than $450,000 in grants in support of 58 local theatres, arts programs, and cultural institutions throughout northern Illinois.

GREEN REGION GRANTS HELP PROTECT OUR ENVIRONMENT

These grants focus on building climate resiliency in diverse communities through local stewardship, giving special consideration to projects addressing climate change with nature-based solutions and creating pollinator habitats to support wildlife. Since 2013, the program has awarded $17 million to nearly 200 conservation projects in Northern Illinois, including those supporting 71,091 feet of ADA-accessible trails, 1,181 acres of protected, restored, or improved land, and 7,000 newly planted trees.

POWERING SAFE COMMUNITIES GRANTS HELP IMPROVE OUR RESILIENCY

Powering Safe Communities grants of up to $10,000 are available to support municipal public safety initiatives, as well as fund electrification projects in recognition that they can reduce carbon emissions, improve public health outcomes, and advance community resiliency. In 2021, ComEd provided $170,000 in funding to 20 grant recipients. Since 2014, ComEd has granted over $1 million in support of 136 local public safety projects, such as thermal imaging cameras, back-up generators, electric vehicles and charging stations, and solar-powered traffic signs.

“Over the past five years, ComEd has partnered with the League of Chicago Theatres to fund more than 75 arts organizations across Chicago and Northern Illinois, assisting them to launch exciting projects with the aim of reaching new audiences. The wide variety and creativity of these projects never ceases to amaze our application review panel, comprised of leaders across all sectors of the Illinois arts community. Across our membership and beyond, this program has become a well-known opportunity geared toward funding unique, innovative projects that might not otherwise receive funding.”

— Jamie Abelson
Director of Programs,
League of Chicago Theatres
Energy Force Celebrates 10 Years of Efficiency Advocacy

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 ambassadors explain the benefits of energy efficiency and conservation using fun, interactive demonstrations. In 2021, 28 ambassadors conducted 245 engagements and had more than 88,000 interactions with customers across ComEd’s service territory.

Since 2011, ComEd has provided $7,500 annually to each partner organization to support the Energy Ambassador program. Our partners include:

- Austin Community Family Center
- Best Buddies Illinois
- Clearbrook
- The Chicago Lighthouse for the Blind and Visually Impaired
- Easter Seals
- El Valor
- Friedman Place
- Gateway to Learning
- Gigi’s Playhouse Fox Valley
- Helping Hand Center
- Kreider Services
- Misericordia Home
- Northwest Illinois Center for Independent Living
- Oak Leyden Developmental Services
- Orchard Village
- Park Lawn
- Project Onward
- RAMP
- Search, Inc.
- Shore Community Services
- Special Chronicles
- Special Olympics Chicago
- Special Olympics Illinois
- Streator Unlimited
- Trinity Services Inc.
- UCP Seguin of Greater Chicago

Cristian Salazar has been El Valor’s Energy Force representative since the program launched. He speaks three languages and is a gold medal Special Olympian. In 2021, Cristian interacted with more than 1,400 ComEd customers at 10 events. Cristian admits he “was shy the first couple of years, but now I have the confidence to approach people to help them understand the benefits of energy efficiency and conservation at home.”

“El Valor is proud of our strategic relationship with ComEd for over 40 years. This partnership has been multi-faceted, including essential financial support through sponsorships at the agency’s Annual Gala and Golf Outing, ComEd employees volunteering at El Valor facilities to make essential repairs, and shared resources on energy conservation, financial assistance for the community, and community solar. One of El Valor’s adults with disabilities has been a ComEd Energy Force Ambassador for the past several years, helping him to build his skills and confidence while engaging with the community. It is the support of partners like ComEd that ensure El Valor can fully support the most vulnerable in our communities.”

— Jillian Gonzalez
Senior Vice President
El Valor
Footnotes