

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

March 24, 2020

Colleagues,

Thank you again to everyone who was able to join my all-hands call earlier this afternoon. If you couldn’t attend the call, a full recording [is available here](https://web.microsoftstream.com/video/2984f5ed-4d79-49fc-bfbc-89c2156dc389). (Instructions on how to access Microsoft Stream are below.)

We are committed to communicating with you frequently to ensure you have important information and timely updates as we navigate this crisis together. All of our Constellation leaders will continue to serve as an extension of that commitment.

A few of the items covered in today’s call include:

* Added detail on Exelon’s protocols for responding to an employee’s confirmed positive test of COVID-19;
* Innovations taking place across Constellation and Exelon in response to challenges created by the pandemic; and
* Shared stories from BGE HOME technicians who are adapting on the fly to our new normal to provide essential services to at-risk customers.

I want to reiterate my appreciation for your engagement on these calls. If we didn’t get to your question during Q&A, we’ll look to respond individually and/or add it to the in-development Constellation FAQ on [Exelon’s Coronavirus Information Center](http://exeloncorp-1.hs-sites.com/exelon-coronavirus-information-center). Please continue to visit this site frequently for the latest company-wide updates.

We also fielded a few questions related to how our policies on pay and benefits are impacted by COVID-19. Last week, we sent guidelines on this subject to all key managers. Please follow up with your leader for more information. As this situation evolves, we will continue to evaluate and adjust our HR policies to support our employees and the unique challenges we’re all facing.

Our collective resilience, patience, and teamwork amid our new normal is nothing short of remarkable. I cannot overstate how proud I am to work with this entire team.

Best,

Jim

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*User:* *E12345@exelonds.com* *(your E or C Number)*

*Pass: Your Normal Password*

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