

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

May 19, 2020

Colleagues,

Thanks to all of you were able to join today’s call. I felt that this all-hands was among the most diverse we’ve had over the last couple of months in terms of the people on the call and the subject matter that was covered. If you weren’t able to dial in, [a full recording](https://web.microsoftstream.com/video/d5b97786-aa84-4dbc-b4e2-fcaedb9e234d) is available. (We have also compiled responses to our [Q&A from the past two meetings](http://myexelon.exeloncorp.com/Publications/0513_0519%20All-Hands%20QA.pdf), including questions that we did not have time to answer on the calls.)

I’m grateful that we had the chance today to learn a little bit about Dara Knobel, our incoming VP of HR. This was just a brief preview of what Dara will be bringing to the table for us, and I look forward to her officially joining our team in June. I also hope you enjoyed the market update from our chief economist, Ed Fortunato, who provided a range of insights including commodity metrics and general consumer data. As damaging as these last several weeks have been to our economy, it was uplifting to hear Ed end on a positive note and share that record improvements are expected in the coming months, barring a second wave.

I also want to thank Craig Brazell and Jason Chan from our East Power team for detailing their engagement with customer Connecticut Water. If you weren’t able to make the call, I strongly encourage you to check out this segment. This effort from Craig and Jason — in coordination with supporting personnel from Pricing, FP&A, Technical Accounting, and Contract Admin — exemplifies the type of work going on all over Constellation. Amid these trying times, we’re still finding ways to collaborate and communicate to drive our business forward.

As mentioned on the call, we will not have an all-hands meeting next week. Our calls will resume the week of June 1, and we will then transition to an every-other-week cadence as we head into the summer months.

Finally, I wanted to reinforce a message that was shared in a communication that went out from [David Ellsworth](http://myexelon.exeloncorp.com/Exelon/news/Pages/States-Are-Lifting-Restrictions---Our-COVID19-Related-Guidelines-Remain-In-Place.aspx) on Monday. As states ease, or lift, their stay-at-home restrictions, we must remember that these actions do not represent any changes to our COVID-19 related policies. Across Exelon, remote work will continue through Labor Day and the guidelines in place for non-remote-enabled and field employees remain.

On the personal side, while I know many of us are eager to get out of the house and resume our normal activities, it’s imperative that we do not underestimate the threat of the virus and continue to follow the guidance and precautions put forth by our medical experts.

Wishing you all continued health and safety,

Jim

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