

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

June 18, 2020

Colleagues,

I appreciate those of you were able to join yesterday’s all-hands call. For those of you who couldn’t make it, a full recording [is available here](https://web.microsoftstream.com/video/a0e25d35-3fa1-4881-8dce-c7f84b7e3ae2). (Instructions on accessing Microsoft Stream are included below.)

Thank you to Shane Smith for delivering a comprehensive financial update that included pertinent details on Exelon’s Q1 earnings, information on cost challenges we’re facing as an organization, and a forward-looking view on our Wholesale and Retail businesses. It was great to hear Shane’s informed update and his optimism on our ability to meet our revised forecast.

Shaina Green provided a valuable segment on collaboration while working remotely with a focus on Microsoft Teams, which will replace Skype for conferencing, chat, and calls for Constellation beginning Monday. Attached is the “Commercial IT Guide to Remote Working” Shaina mentioned on the call. It includes tips for optimizing internet access, helpful information for migrating to Teams, video tips, and links to other useful resources, and I recommend you take a look.

I really enjoyed (and I hope you did as well) the update from Wayne Deczynski, principal, Asset Management, on the Distributed Energy team. Wayne is based out of the National Institutes of Health in Bethesda, Md., and is one of our field employees in DE reporting to customer sites. His update exemplified the critical nature of our role in ensuring continued energy supply and is indicative of how we’re standing by our customers to continue to meet their needs during this challenging time.

Over the last several weeks, these calls have evolved to encompass our company response to recent racial discrimination events and the Black Lives Matter movement, in addition to updates surrounding COVID-19 and our eventual return to work. I thank you for your continued engagement on both topics and encourage you to refer to this [Q&A document](http://myexelon.exeloncorp.com/Exelon/news/Pages/6-17%20All%20Hands%20QA.pdf) for a recap on the questions you all submitted.

As we continue our efforts as an organization to support the dismantling of systemic racism, I cannot overstate the significance of fostering open and respectful dialogue. To that end, if you have not already, I strongly encourage you to sign up for one of our [Culture Chats](https://exeloncorp.sharepoint.com/sites/ConstellationCultureChats/SitePages/Reserve-your-spot-for-a-culture-chat.aspx) with senior leaders from across the business. I can speak on behalf our leadership team when I say that we are eager to have these conversations with you all.

I firmly believe that living our values, and supporting and caring for each other, are the first, most important steps we can take to drive real change.

I look forward to connecting with everyone again during our next all-hands call, July 7.

Wishing you all continued health and safety,

Jim

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

*Pass: Your Normal Password*

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