

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

June 5, 2020

Colleagues,

I appreciate those of you who were able to take the time to join Wednesday’s call. A lot has transpired in the time since our last all-hands meeting in May, and I’m grateful for the opportunity to connect with you all regarding what’s been unfolding across the country as well here at Constellation. If you weren’t able to join the call, a [full recording is available here](https://web.microsoftstream.com/video/142cec41-5aee-4f6d-a6e5-b8985a1cf11e). (We also have compiled answers from our [Q&A segment](http://myexelon.exeloncorp.com/Exelon/news/Pages/6-3%20All%20Hands%20QA.pdf), including a couple that we did not have a chance to get to during the call.)

Thank you to David Ellsworth for providing key updates on the reentry planning process taking place across the enterprise. One thing David pointed out that I’d like to emphasize here is that a critical aspect of this process is providing ample communication to employees and ensuring sufficient time to prepare for this return. David shared that employees will have around five weeks of notice before returning to the office.

Kate Norman and KC Cloyd teamed up to provide a substantive business update related to the work taking place across the Risk and Credit organizations to ensure the company is operating safely and able to achieve its strategic plan. Thank you to Kate and KC for demonstrating how these groups have adapted quickly amid these unprecedented times.

Finally, I’d like to thank Dara Knobel for delivering a series of updates related to our Culture Agenda, including an upcoming D&I webinar for people managers that is focused on creating a safe space for open dialogue and constructive feedback within our workplace. Chris Crane highlighted the importance of efforts like these as a part of [his message](http://myexelon.exeloncorp.com/Exelon/news/Pages/Speaking-Out-Publicly-to-Support-Our-Black-Colleagues-and-Communities.aspx) to all employees Wednesday.

During these times — and frankly, all the time — it’s imperative that we support our colleagues who are experiencing pain, fear, and frustration as a result of these race discrimination events. We know that significant change needs to occur, and that can only happen if we acknowledge these issues, foster genuine conversations, and listen to one another. And, that’s just the starting point.

Wishing you all continued health and safety,

Jim

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