

*The Commercial Club of Chicago*



**Veterans Working Group  
Meeting**

**Tuesday, June 7, 2016**

# WELCOME AND REVIEW OF AGENDA

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David Hiller

President and CEO, Robert R. McCormick Foundation

# Meeting Overview

## Welcome and Review of Agenda

David Hiller, President and CEO, Robert R. McCormick Foundation

## Lightning Round 1.1.1

One person per organization, with one idea, speaking for one minute

## Presentations

### ***Results of the Veterans Working Group Tracking Survey***

Amy Sherman, Council for Adult and Experiential Learning

### ***OFCCP Tracking Requirements and Best Practices***

Adam Young, Assistant District Director, OFCCP, Chicago District Office

### ***Panel: Tracking Veteran Employment – Lessons Learned and Best Practices***

*Moderator* – Amy Sherman, Council for Adult and Experiential Learning

- ❑ Greg “G-Man” Dellinger, AAR
- ❑ Griffin Goldin, Exelon
- ❑ Joseph Pennington, Combined Insurance

## Wrap Up

David Hiller, President and CEO, Robert R. McCormick Foundation

## Networking and One-on-One with Panelists and Guests

Kirsten Carroll, Commercial Club of Chicago

# LIGHTNING ROUND 1.1.1

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# OFCCP TRACKING REQUIREMENTS AND BEST PRACTICES

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Adam Young

Office of Federal Contract Compliance Programs

# PANEL DISCUSSION: BEST PRACTICES IN TRACKING VETERAN EMPLOYMENT

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*Moderator: Amy Sherman, Council for Adult and Experiential Learning*



# AAR Veteran Tracking

- **Veterans are tracked/reviewed during the application and promotion process**
- **We encourage our workforce to self identify through the application process (we ask an applicant twice at 2 different points in the process); we also poll our workforce every 5 years**
- **We have an applicant tracking system which feeds into our HR database; this allows us to be efficient in our tracking efforts**
- **We utilize our data to recognize our working veterans throughout the calendar year and to develop benchmarking goals for recruitment**

# Combined Insurance is Committed to Hiring Military Veterans

- Military Veteran Recruiting Program launched in 2010
- More than 2,500 veteran hires since program launch
- 34% of 2015 hires have military background





# Holistic Approach to Veteran Employment

- Hiring
- Training
- Onboarding
- Ongoing Development
- Leadership
- Mentoring



# Best Practices for Military Recruiting

- Veteran strategy part of core business strategy
- Embed into the company culture
- Make it part of every corporate action
- Self-identification is sought and encouraged on Day One of employment
  - Those who identify are presented with a pin that identifies Combined Insurance as the #1 Military Friendly Employer
  - Long-term employees were surveyed to find veterans who joined before tracking was put in place
- Veteran Affinity Group
- Military Hiring Summit
- Attend over 100 Military Job Fairs per year





# Exelon Military Overview & Strategies to Encourage Military Self-Identification

**Griffin Goldin**

Talent Acquisition Programs Manager





## Encouraging Military Self-Identification: Agenda

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Today we will discuss **actionable ways** to **increase** the percentage of military hires that **voluntarily self-identify**.

Overview of Exelon and our holistic military strategy



Strategies to directly encourage self-identification



Tactics to create an inclusive environment where new hires want to self-ID



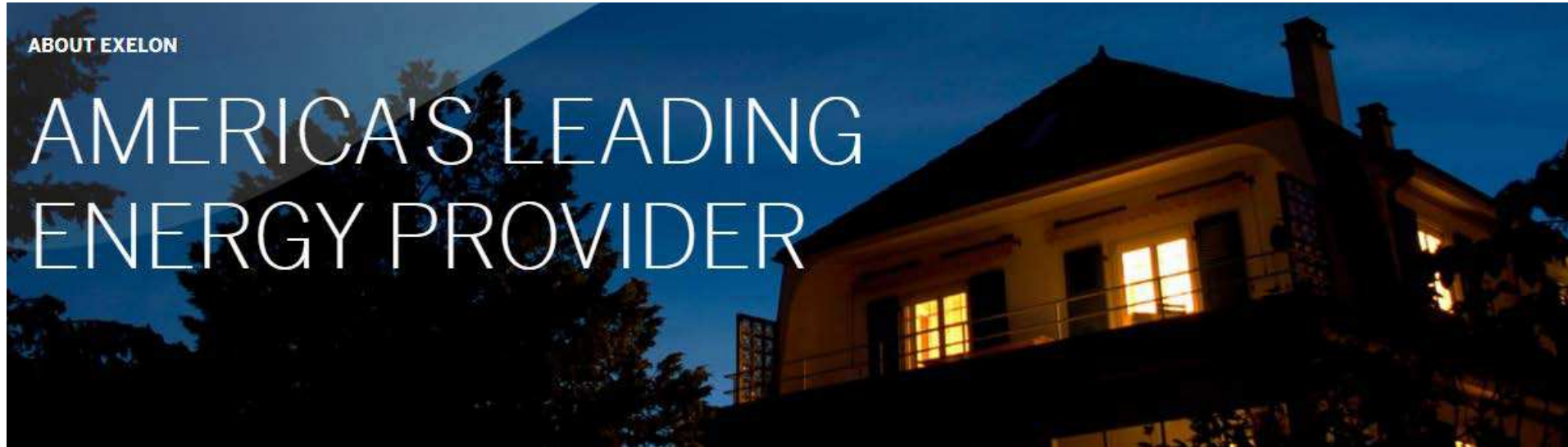
Importance of data and key metrics to closely track progress and evaluate results



# Get to Know the Exelon Family of Companies

ABOUT EXELON

## AMERICA'S LEADING ENERGY PROVIDER



Power Generation

Exelon Generation  
Exelon Power



Competitive Energy Sales

Constellation  
BGE HOME



Transmission & Distribution

Atlantic City Electric  
Delmarva Power  
BGE  
PECO  
ComEd  
Pepco



## Strategy to Increasing Self-ID:

### Assessing Current State of Overall Military Hiring and Support

Developed a strong partnership with EMAC and partnered to assess the current state of military recruitment , retention, and support across the company



Created/compiled compelling and easy to understand Business Case for hiring, retaining, and supporting military candidates across Exelon



Worked with HR, Hiring Managers, and Employees to understand and assess what was already occurring to recruit, retain, and support veterans



Assessed our current number of military new hires and overall military employees – as well as the process for tracking and encouraging self-ID



Created an enhanced military hire tracking strategy and a company-wide goal that at least 10% of our new hires would be from the military



## Exelon Talent Acquisition's Strong Partnership with EMAC

Exelon Talent Acquisition worked to build and maintain a strong partnership with Exelon Militaries Actively Connected (EMAC).

- Hold meetings with the presidents of each EMAC chapter regularly
- Attend EMAC volunteer and networking events with the team
- Keep the EMAC Teams informed of key military recruiting initiatives and successes
- Seek feedback from the EMAC members



EMAC helps directly promote self-identification to all members

EMAC employees attend military career fairs with our recruiter teams





# Exelon's Business Case for Hiring Military Candidates

## Distinctive Capabilities & Values

- Military candidates are performance-oriented, have a strong work ethic, thrive under pressure
- Teamwork, leadership, and problem solving skills learned in the military are invaluable to many civilian roles
- Military candidates have demonstrated that they share Exelon's values regarding safety, integrity, the pursuit of excellence, diversity and inclusion, and innovation

## Valuable Skills

- Military candidates receive advanced training in a variety of technical skills (even if not directly transferrable, military candidates have strong foundations for many aspects of the energy industry)
- The technical skills military candidates bring to the role make them cost effective employees
- Military candidates also bring outstanding soft skills to the workplace, for example, three-way communication skills

## Build Goodwill and Honor Service

- Recruiting military candidates reflects the social responsibility of an employer and builds goodwill with customers, employees, and the community
- Hiring military candidates helps give back to individuals who have sacrificed for the country

## Untapped, Diverse Pool of Talent

- The number and diversity of transitioning military will continue to increase
- Scaling down of foreign wars – 2.9 million troops have returned from service post-9/11; another 1 million will transition over the next 5 years
- Decreased defense budget – \$429 million cuts in defense spending will reduce the size of armed forces
- Location Flexibility - 71% of transitioning service personnel are willing to relocate for career opportunities

## OFCCP Regulation Compliance

- Our military hiring initiatives will help us meet the 7.2% hiring benchmark (by FAAP) for protected veterans
- Our initiatives to target veterans with disabilities will help us target the 7% utilization goal (by job group) for individuals with disabilities





## Veteran New Hire Self-ID Assessment

In 2012, Exelon implemented a new process to identify veteran new hires

Each new hire's resume is reviewed for military experience (versus relying on self identification)

	# 2012 Self-ID Military New Hires	% of Total New Hires
Old Process	142	8.26%
New Process	198	11.53%

Change in Process allowed a 39.4% increase in # of veterans identified



# Exelon's Military Commitment Update

	Joining Forces (The White House)	100,000 Jobs Mission (JP Morgan)	Hiring 500,000 Heroes (US Chamber of Commerce & Capital One)
<b>Commitment Summary</b>	National initiative to engage all sectors of society to give our service members and their families the opportunities and support they have earned	Coalition of private sector companies committed to collectively hire 100,000 military members leaving active duty service and other veterans by the end of 2020	Hiring Our Heroes partnered with Capital One to launch Hiring 500,000 Heroes to help hire half a million veterans by the end of 2014
<b>Exelon's Commitment</b>	10% of New Hires will be from the Military (as of commitment)  *Committed in August 2012*	Commitment to hiring veterans and to reporting out on a quarterly basis.  *Committed in January 2013*	Commitment to hiring veterans and to reporting out on a monthly basis.  *Committed made January 2013*
<b>Participating Companies</b>	Ameren, DuPont, PG&E, B of A, GE, CSX, Disney, Northrop Grumman, JPMorgan Chase, Sodexo, Waste Management, Google, Raytheon, Lockheed Martin	JP Morgan, AT&T, Cisco, Ernst & Young, Caterpillar, Bloomberg, Delta, IBM, HP, Target, Northrop Grumman, ManTech, MetLife, Waste Management (68 companies)	GE, Sears, PepsiCo, PG&E, Morgan Stanley Smith Barney, McDonald's, 7-Eleven, Coca-Cola (over 800 companies)
<b>Report Out</b>	Monthly	Quarterly	Monthly
<b>Commitment Status</b>	<b>On Track:</b> Veterans made up <b>11.0%</b> of new hires veterans since August 2012	<b>On Track:</b> Exelon reports number of veteran hires on a quarterly basis	<b>On Track:</b> Exelon reports number of veteran hires on a monthly basis



## Strategy to Increasing Self-ID:

### Strengthen Overall Military Hiring and Support

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Created an overlying military recruitment strategy to serve as a framework for each recruitment team's strategy



Create materials to recruit and provide support for veterans seeking careers at Exelon and to prepare recruiters to connect with military candidates



Strategically increase outreach efforts to military candidates & build strong partnerships with military organizations



Offer training specifically for veteran new hires and provide recruiters and hiring managers training



Continuously communicate and emphasize importance of initiatives internally and externally



# Exelon's Military Outreach Strategy

**Goal:** Exelon is a Military Friendly Organization. Our military and veteran initiatives will assist the men and women who serve our country to re-enter the workforce and target qualified veteran candidates for employment - providing a solid pipeline of strong, loyal, and diverse candidates.

## Exelon's Overall Military Recruitment Strategy



# Military Career Fairs & Base Visits: Military Materials



**Exelon Career Opportunities** [www.exeloncorp.com/careers](http://www.exeloncorp.com/careers)

Exelon's family of companies represents every stage of the energy value chain. Exelon Generation is one of the largest competitive United States power generators, with approximately 32,700 megawatts of owned capacity comprising one of the nation's cleanest, lowest-cost power generation fleets. Constellation provides energy products and services to approximately 2 million residential, public sector and business customers, including more than two-thirds of the Fortune 100. And Exelon's six utilities deliver electricity and natural gas to approximately 10 million customers in Delaware, the District of Columbia, Illinois, Maryland, New Jersey and Pennsylvania through its Atlantic City Electric, BGE, ComEd, Delmarva Power, PECO and Pepco subsidiaries.



**Power Generation**  
Exelon Generation, Exelon Power

**Competitive Energy Sales**  
Constellation, BGE HOME

**Transmission & Distribution**  
Atlantic City Electric, BGE, ComEd, Delmarva Power, PECO, Pepco

## Transition From the Military to Exelon

At Exelon, we recognize the value of constant improvement. As the nation's leading competitive energy company, we are driven to perform and our military veteran employees bring the background and training that help drive our progress. From engineering to operations to security and beyond, there are opportunities throughout the Exelon family of companies for you to create a brighter future.

Exelon believes in hiring men and women who've served in the military: they exemplify the leadership, teamwork, integrity, and commitment to excellence we need. As a result, the company recruits and works to retain individuals who have military experience. Exelon values veterans' leadership, management, and critical thinking skills as well as their ability to easily and quickly adapt – which is critical in the dynamic energy business.

## Exelon Military Employee Resource Group




**Exelon Militaries Actively Connected (EMAC)** provides a network of support for veterans, those who support the military and employees currently serve in the reserve components, and mobilized reservists transitioning back into civilian life. EMAC advocates for the recruitment, retention, and advancement of veterans.



## Military & Individuals with Disabilities Recruiting Event Toolkit



- Talking points on Exelon's overall commitment to hiring military
- Sample questions to ask a military candidate
- Questions to avoid when speaking to a military candidate
- Talking points about EMAC and training for veterans at Exelon
- Information on Military Transition Timeline
- Military Rank and OpCo Cheat Sheet



### Military Candidate Information Form

To be completed by Exelon representative

**Candidate Name:** \_\_\_\_\_ **Branch in Military:** \_\_\_\_\_

**Military Grade:** \_\_\_\_\_ **Military Occupational Code:** \_\_\_\_\_ **Date of Availability:** \_\_\_\_\_

**Please check all that apply: The candidate**

- is professional
- is energetic and excited about Exelon
- has necessary experience
- exhibits Exelon Value Based Behaviors

**Candidate expressed interest in specific OpCo:**

- BSC
- BGE
- ComEd
- Constellation
- Generation
- PECO
- Open

**Candidate expressed interest in the following geographic location(s):**

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

**Name:** \_\_\_\_\_ **OpCo:** \_\_\_\_\_

**Additional notes specific to job requirements:**


# New 2015 Tool: Military Career Path Infographics

Exelon developed Military Career Path Infographics to help give Veterans an idea about their potential career path at Exelon.

The tools are available to veteran candidates on Exelon's external Military Careers Site and we bring the flyers to military recruiting events.

Currently focusing on top positions where we hire veteran candidates:

- Meter Reader
- Nuclear Security Officer Trainee
- Equipment Operator
- Engineer
- Utility Trainee
- IT Analyst
- Distribution Mechanic Apprentice
- Journeyman – HVAC Svc




## Transitioning From the Military to Exelon

### Meter Reader

- 1 Meter Reader—A Great First Step!**  
Read residential, commercial, and industrial meters, record meter registration, and defects or irregular conditions with the metering equipment, and/or meter locations.
- 2 Transition to an Overhead or Underground Electrician**  
Be the conduit between our customers and the network that powers their lives. You'll be involved with setting poles and hanging transformers to responding to sudden service disruptions.
- 3 Grow Your Career As a Work Planner**  
Prioritize and schedule field orders for completion of electric meter work and ensure internal and external customer expectations are met.
- 4 Utilize Your Leadership Skills As a Front Line Supervisor**  
Plan, direct, coordinate and oversee the work groups involved with our electric facilities and equipment. Develop your leadership skills through our 19-week training program.
- 5 Further Your Career As an Operations Coordinator**  
Develop, lead and support the implementation and execution of work plans, operational goals and business initiatives as required as well as monitor monthly results.
- 6 The Future Is Bright! Continue to Develop Your Career at Exelon!**  
There are many options for the next step in your career: Emergent Work Manager, Operations Manager, Construction and Maintenance Manager or even Director of Regional Electrical Operations!

Visit [www.exeloncorp.com/careers](http://www.exeloncorp.com/careers) for more information on transitioning from the military to Exelon.

© Exelon Corporation, 2015



# Exelon's New Military Focused Site

ARE YOU A  
MILITARY  
VETERAN?

10% Veterans comprise over 10% of Exelon's total workforce.

### Military Veterans

Veterans have great skills and training. So we attend military recruiting fairs, advertise in military publications, and partner with Transition Assistance Program offices to help smooth the transition to civilian employment.

[Opportunities for military veterans >](#)



APPLY TODAY

Veterans offer exceptional skills, and are an important part of the Exelon workforce.

[SEARCH JOBS](#)



- [Investors](#)
  - [Newsroom](#)
  - [Suppliers](#)
  - [Contact Us](#)
- COMPANY CAREERS LOCATIONS SUSTAINABILITY COMMUNITY

← OPPORTUNITIES

## MILITARY VETERANS

### YOUR MILITARY CAREER OPENS UP A NEW CAREER AT EXELON

Exelon believes in hiring men and women who've served in the military: they exemplify the leadership, teamwork, integrity, and commitment to excellence we need. Exelon attends military recruiting fairs with members of E-MAC (Exelon - Militaries Actively Connected), our employee resource group that supports veteran employees. We advertise in military publications, and partner with Transition Assistance Program (TAP) offices.

[Learn how to prepare for an interview with us by looking at the Military Interview tips PDF.](#)

Top 100

U.S. News & World Report ranked Exelon as one of the top 100 companies and our Exelon as the top 100 list of employers.

10%

Veterans comprise over 10% of Exelon's total workforce.

EMAC

Exelon Militaries Actively Connected is an employee resource group for the many veterans in the

#### MILITARY SKILLS TRANSLATOR

Not sure how your military skills translate to the civilian world? Use your military job code (MOS/AFSC/Rating) to find related civilian occupations.

Enter military job code

Example: 12B or 9901



Search by military branch

All military jobs

Navy jobs

Air force jobs

Any jobs

Marine jobs

Search jobs by category

Engineering jobs

Field line supervisor jobs

Security jobs

Customer service jobs

Energy plant operations jobs

#### UPCOMING EVENTS

9/28/2016

Michigan Veterans Virtual Career Fair

Full Event Details >

ALL UPCOMING EVENTS >>

#### DOWNLOAD OUR APP

Get Exelon's free mobile recruiting event App and get the most out of attending our events.

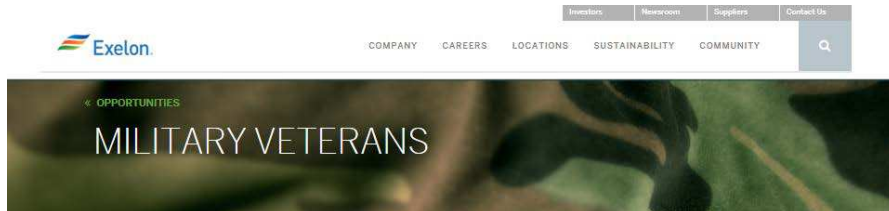
[DOWNLOAD](#)

ADVANCING AT EXELON

# Exelon Interview Tips for Military Candidates

Exelon offers an 'Exelon Military Interview Tips' document on our Careers Site.

- The Military Interview Tips are posted on Exelon's external Military Career Page.
- Candidates with military experience who are selected for an interview also receive the "Exelon Interview Tips For Candidates with Military Experience" document via email to better prepare them for the interview.



## YOUR MILITARY CAREER OPENS UP A NEW CAREER AT EXELON

Exelon believes in hiring men and women who've served in the military: they exemplify the leadership, teamwork, integrity, and commitment to excellence we need. Exelon attends military recruiting fairs with members of E-MAC (Exelon - Militaries Actively Connected), our employee resource group that supports veteran employees. We advertise in military publications, and partner with Transition Assistance Program (TAP) offices.

Learn how to prepare for an interview by downloading the Military Interview tips PDF.

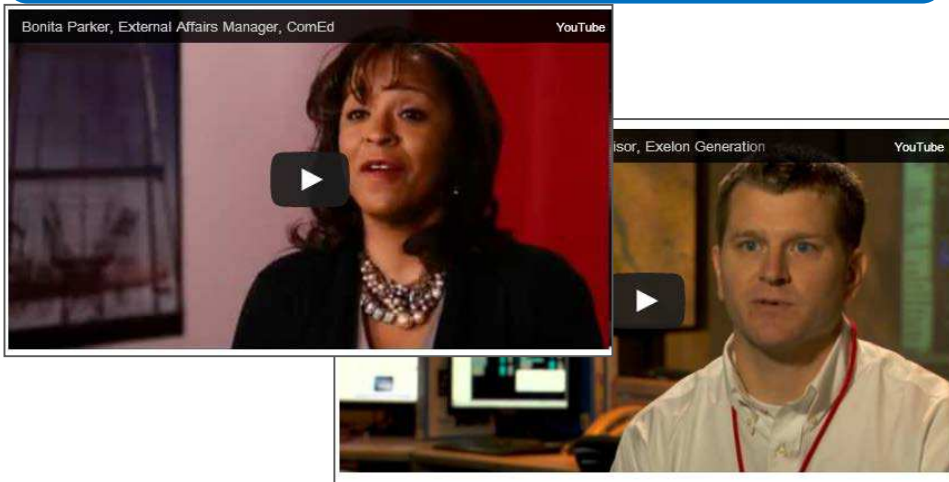


A screenshot of the 'Exelon Interview Tips For Candidates with Military Experience' document. The document is titled 'Exelon Interview Tips For Candidates with Military Experience' and features the Exelon logo. It is divided into three main sections: 'Prepare Before Your Interview', 'The Day of the Interview', and 'During the Interview'. Each section contains a list of bullet points providing specific advice for military candidates. The document is presented in a clean, professional layout with a white background and blue accents.



# Exelon's LinkedIn Military Career Page

## Military Employee Video Clips



## Links to Military Employee Profiles

### What Exelon employees are saying...



**Monica Hurley**  
Senior Mechanical Engineer

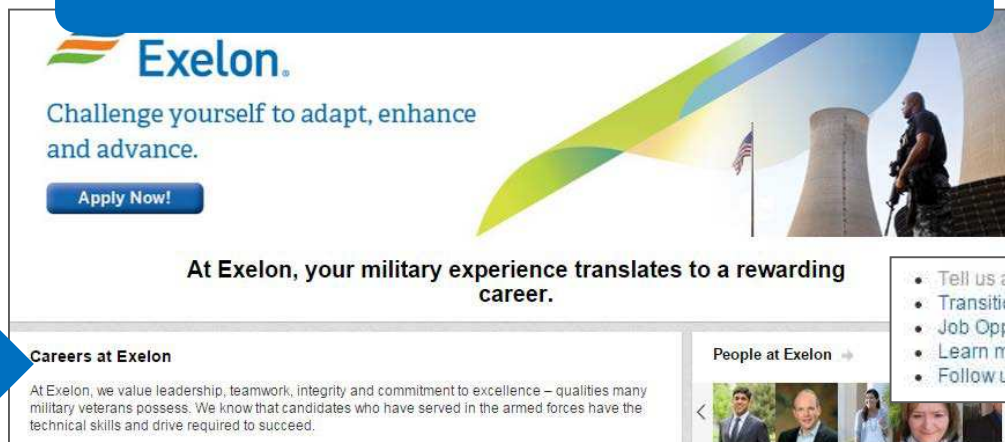
“ I was excited about my opportunity to transition from the Navy to Exelon because I felt that I would be able to leverage the skills learned in the Navy. It was an ideal job fit with an industry leader and progressive company. Since working here I have found that Exelon's values are similar to the Navy's and my transition was very smooth.



**Dana Grove**  
Exelon/PECO

“ I am fortunate to work with the Transmission & Substation group at Exelon / PECO Energy. The work that I, and my fellow technicians do, allows for 'real-time' monitoring, protection and control of the PECO System. This work is extremely rewarding and essential to "keeping the lights on"

## Additional Targeted Content



**Exelon.**  
Challenge yourself to adapt, enhance and advance.  
[Apply Now!](#)

**At Exelon, your military experience translates to a rewarding career.**

**Careers at Exelon**  
At Exelon, we value leadership, teamwork, integrity and commitment to excellence – qualities many military veterans possess. We know that candidates who have served in the armed forces have the technical skills and drive required to succeed.

**People at Exelon**

- Tell us about yourself to receive Exelon job and event info!
- Transitioning Military \*
- Job Opportunities \*
- Learn more about Exelon \*
- Follow us on Twitter \*

Access to promote upcoming events specific to the targeted population

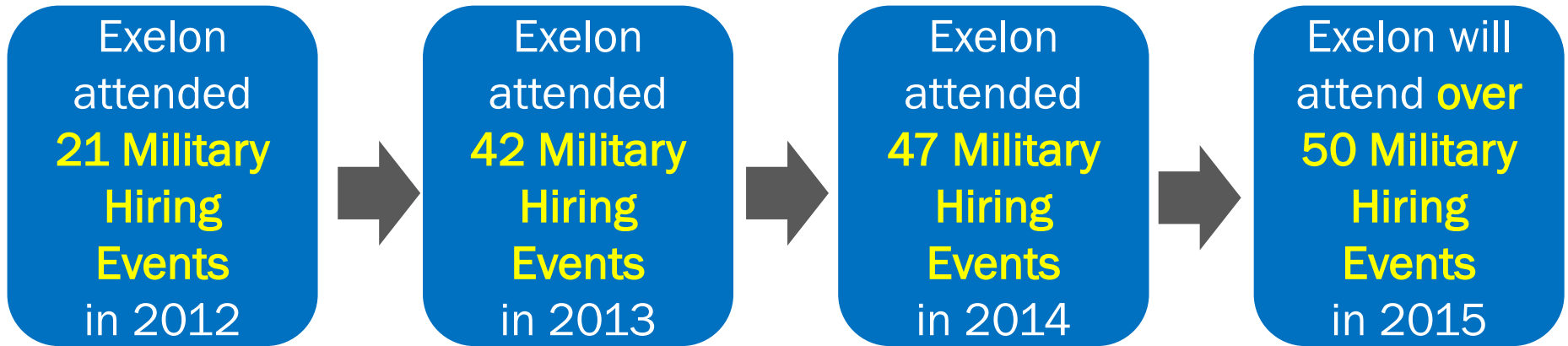
## Updated Military Career Fair Attire: Rags of Honor

- **Rags of Honor** is a top-quality screen printing organization that has the mission of providing employment and services to homeless veterans. The proceeds go directly to employ the veterans who are producing the garments at the Rags of Honor facility.
- Exelon partnered with the organization to design new military career fair attire for Exelon employees.
- T-Shirts feature Exelon's logo as well as the Rags of Honor logo.





## Military Career Fairs & Base Visits Overall Strategy



### Strategy for Targeting and Attending Events:

- Target military career fairs and military bases in Exelon's key locations
- Target national career fairs and military bases that specialize in the Military Occupational Codes Exelon is targeting (varies by OpCo)
- Utilize EMAC to ensure veteran attendees are present at military career fairs when ever possible
- Provide military specific Exelon career fair handouts for each OpCo attending
- Utilize military specific candidate information forms
- Schedule logistics calls to review the Exelon Military Toolkit & have copies of document onsite
- Each OpCo recruiter attendee serves as an advocate for outstanding military candidates they meet & promotes candidates to recruiters and hiring managers



# Making Veteran Hiring a Priority at Exelon

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## Communication to Recruiting Teams & HR Leadership Team

- **Corporate Talent Acquisition sends frequent military hiring updates:**
  - High-level monthly email update to each OpCo Recruiting Team
  - Detailed quarterly report out to each OpCo Recruiting Team
  - High-level monthly update to HR Leadership Team
  - Detailed annual report out to each HR Leadership Team

## Annual Recruiter Trainings

- **Exelon sponsors Annual Recruiter Trainings** - “The Value of a Veteran” conducts an annual training for all Exelon Recruiters (2013 – 2015). Topics Include:
  - Understanding sourcing options for finding veteran candidate
  - Gaining ‘buy-in’ from Hiring Managers
  - Recruitment marketing tactics for conducting outreach to the military
  - Social media recruiting techniques to target military talent
  - Military Skills Translation and Interviewing

## Internal and External Communications

- Internal: Stories in internal publications & on internal website
- External: LinkedIn, Twitter, Local News outlets

# Internal and External Communications: Military Initiatives

Exelon / News & Announcements / Exelon is Best for Vets!

## Exelon is Best for Vets!

5/3/2013 9:00 AM | Chen, Emily:(BSC)

★★★★★

Exelon was named number 40 on the Military Times EDGE "Best for Vets" honored for their efforts to help veterans, active-duty service members and Exelon was named a winner for the CivilianJobs.com 2013 Most Valuable Exelon was among the 56 companies recognized.

"I am proud to be one of many military veterans working at Exelon. Our co recruiting and investing in employees with military experience – and we continue to do so through programs like the First Lady's Joining Forces – vice president, Nuclear Finance. "Exelon promotes a positive and support employees with prior military service. We provide training and resources employees succeed and are driven to develop and mentor them."

Military Times EDGE surveyed more than 1,000 companies and top government questionnaire about their recruiting and hiring policies, social recognition for reservists. Many companies that are being honored on the Best for Vets policies in place to help veterans get their foot in the door and become a situation once they join the company.

Exelon will also appear in the Most Valuable Employers list in the May 15 worldwide military base newspaper, The CivilianJobs.com Most Valuable

Exelon / News & Announcements / Exelon Corporation, U.S. Army Partner to Create Job Opportunities for Veterans

## Exelon Corporation, U.S. Army Partner to Create Job Opportunities for Veterans

8/9/2013 8:00 AM | Chen, Emily:(BSC)

★★★★★

In an effort to help young Army soldiers get good jobs after they complete their military service, Exelon Corporation and the U.S. Army yesterday signed an agreement to partner in the Army Partnership for Youth Success (PaYS) program at a ceremony at the Pritzker Military Library.

"The problem of veteran unemployment is real, and employers are well served to consider job candidates who have the right skills and values to succeed in the civilian workforce. Exelon, hiring qualified veterans to help our customers, is proud to partner with the U.S. Army to help them find the right skills and values to succeed in the civilian workforce."

U.S. corporations and public employees to help them find the right skills and values to succeed in the civilian workforce.

ensuring that Soldiers are not only returning to the communities that they served in, but also finding the right skills and values to succeed in the civilian workforce.

Exelon / News & Announcements / Joining Forces: Exelon's military recruitment strategy

## Joining Forces: Exelon's military recruitment strategy

9/28/2012 12:00 PM | Chen, Emily:(BSC)

☆☆☆☆☆

Exelon has a long history of successful recruiting from the U.S. armed forces, and currently boasts more than 3,300 employees who are current or former members of the military. We have been on the *G.I. Jobs* Top 100 list for the past five years (2008 – 2012), and the company was nominated (by an Exelon employee-veteran) for the 2012 Secretary of Defense Employer Support Freedom Award (the highest recognition given by the U.S. Government to employers for their support of employees who serve in the National Guard and Reserve).

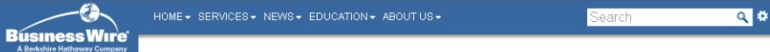
To continue our track record of supporting – and recruiting – military veterans to our employee ranks, Exelon's military and veteran initiative will assist the men and women who serve our country to re-enter the workforce while also providing a solid pipeline of future, level and diverse candidates to the Exelon workforce.

Exelon Talking to one of our thousands of active duty, reserve or veteran employees is the best way to understand what makes Exelon military friendly. But it's nice to have it independently validated too. For the sixth time in a row, G.I. Jobs yesterday named us a top Military Friendly Employer. <http://bit.ly/1a22n16> less



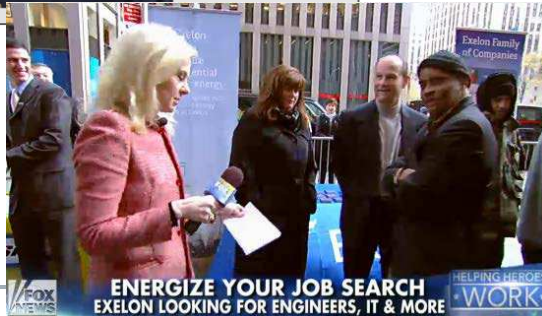
Organic Targeted to: All Followers

35,054 impressions    153 clicks    48 interactions    0.57% engagement



### Exelon Corporation, U.S. Army Partner to Create Job Opportunities for Veterans

Energy company joins Army PaYS to create paths to career success for talented young enlistees





## Strategy to Increasing Self-ID:

### Continuously Measure, Evaluate, and Improve

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Continue to track our progress and evaluate and expand goals



Enhanced process for tracking and reporting out on military hiring



Determine key Exelon metrics and report out regularly



Apply for and proudly publicize military awards



## Enhancing Exelon's Military Strategy in 2016

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We are driven to **continuously improve our military hiring initiatives.**

### 2016 Military Hiring Goals

- Increase and enhance Exelon's **military base outreach strategy**
- Enhance **effectiveness** of our in-person and virtual military events
- Enhance current and build new partnerships with **external military organizations**
- Increase talent acquisition's **partnership with EMAC**
- Continue recruiter **training** for recruiting and hiring from the military
- Increase internal and external **communications** around our initiative
- Enhance **tools and resources** for military candidates
- Improve **Exelon's Military Specific Careers Site**
- Update **military career fair attire**
- Receive at least four major **military awards** in 2015
- Continue to see **military self-ID** increase
- Increase number and percentage of **female military hires**
- Increase number and percentage of **military hires across all OpCos**



## Exelon's Military Hire Tracking Process

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- Talent Acquisition reviews resumes for **all new hires each week to check for military experience**
- **Talent Acquisition sends a weekly email to veteran new hires to:**
  - Welcome veteran new hires to Exelon
  - Suggest the new hire self identify as a veteran
  - Provide information about EMAC and how to join
  - Provide information about how to request an accommodation
- **Talent Acquisition sends a monthly email to each Recruiting Team with:**
  - Overall percent veteran hires for the month
  - Number and list of veteran hires for the Operating Company
  - Highlight and thank you to top recruiters hiring veterans that month

**Process allows us to welcome our military hires, increase the accuracy of our military new hire reporting, and increase the number of employees that join EMAC and self-ID**





# 2013 – Q1 2016 Exelon Military Hiring Summary

2013

**280**

Military  
Candidates  
Hired

**11.03%**  
of Total Hires

2014

**312**

Military  
Candidates  
Hired

**10.39%**  
of Total Hires

2015

**382**

Military  
Candidates  
Hired

**12.43%**  
of Total Hires

2016\*

**89**

Military  
Candidates  
Hired

**15.80%**  
of Total Hires

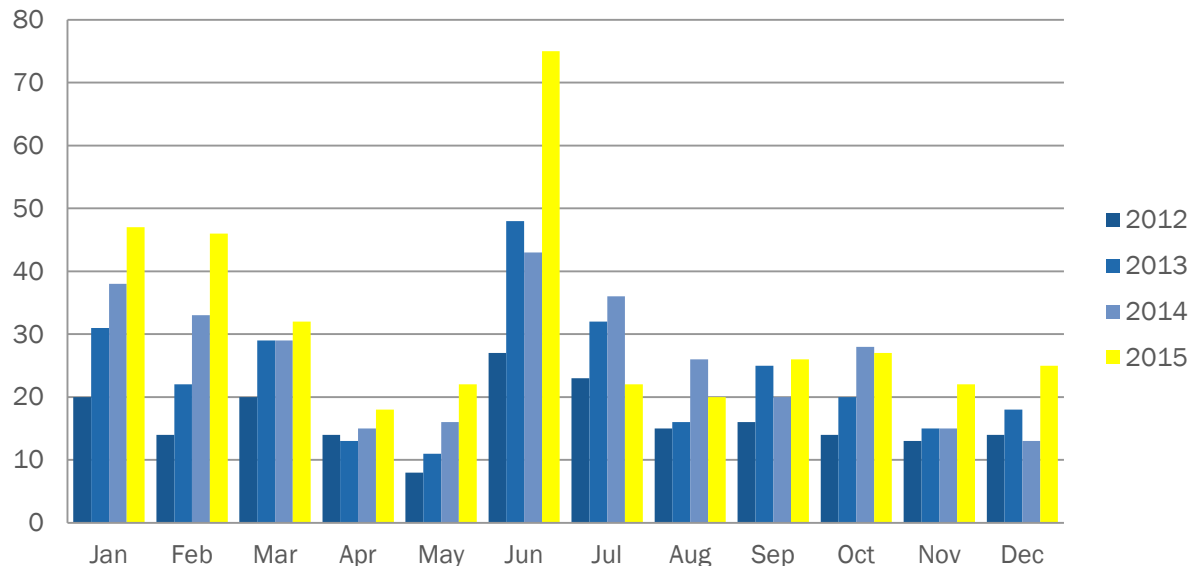


# 2015 Exelon Military Hiring Summary: Sample Scorecard

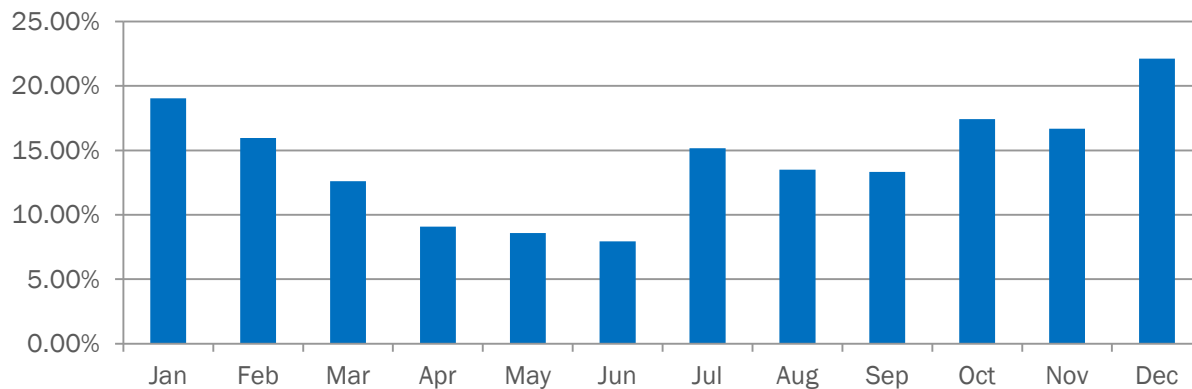
## 2015 Vet Hires by Month

Month	# Vet Hires	%New Hires
Jan-15	47	19.03%
Feb-15	46	15.97%
Mar-15	32	12.60%
Apr-15	18	9.09%
May-15	22	8.59%
Jun-15	75	7.95%
Jul-15	22	15.17%
Aug-15	20	13.51%
Sep-15	26	13.33%
Oct-15	27	17.42%
Nov-15	22	16.67%
Dec-15	25	22.12%
<b>2015 Total</b>	<b>382</b>	<b>12.43%</b>

## Number of Vets Hired over Time in 2012 - 2015



## Percentage of 2015 Veteran Hires Over Time



## Exelon's Recent Military Awards and Honors

- Exelon has been recognized as number 42 on the 2016 **"Top 100 Military Friendly Employers"** by GI Jobs. This is the eighth consecutive time Exelon has been awarded the honor, joining a group of elite companies on the eighth annual list.
- Exelon was named on the Military Times EDGE **"Best for Vets Employers List"** for 2013 - 2016.
- Exelon has been named a winner for the CivilianJobs.com **"Most Valuable Employers (MVE)"** for Military for 2013 - 2016.
- Exelon has been named on the US Veteran's Magazine's **Best of the Best for Veterans** List for 2013 - 2016.



# WRAP-UP

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David Hiller

President and CEO, Robert R. McCormick Foundation

# NETWORKING

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Kirsten Carroll,  
Commercial Club of Chicago