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An Exelon Company

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2009 Annual Incentive Program

An informational guide to understanding ComEd's Annual Incentive Program (AIP) for ComEd employees and BSC employees who are "dedicated to" or "embedded in" ComEd [excluding the Controller group], Human Resources, Legal, IT and Supply [excluding IT or Supply dedicated to both ComEd and PECO] and who are not covered by a collective bargaining agreement

Overview

The ComEd Annual Incentive Program ("AIP") provides an opportunity for you to be rewarded for your contribution to the success of Commonwealth Edison Company (the "Company"). It serves as an important part of your overall compensation package by linking individual and Company performance. The final amount of your award will be based on how well you, the group that shares your key performance indicators and the Company as a whole perform against goals set for the year. The ComEd AIP covers all eligible ComEd employees and BSC employees who are embedded in or dedicated to ComEd.

This program is designed to reasonably insure that customers receive the benefits of reduced expenses and greater efficiencies in operations by putting a portion of employees' compensation at risk. It also ensures that employees are properly recognized when their efforts result in superior performance for customers.

Who is Eligible?

To participate in the 2009 AIP, you must meet each of the following requirements:

- You must be classified as a salaried exempt or salaried non-exempt regular employee (not temporary or other classification, such as an intern, co-op or contractor) on the Company's payroll for at least 31 calendar days in 2009 (and not be covered by an incentive plan provided in lieu of the AIP); and
- In most cases, you must be actively employed through the Company's last business day of 2009*.

This informational guide does not apply to individuals who are covered by a collective bargaining agreement.

* Please refer to page 6, "What Happens if Your Status Changes During 2009" for additional information.

How Does the AIP Work?

Generally, 2009 AIP awards will be determined based on the following calculation:

Employee's Incentive-Eligible Salary	X	Target Incentive Opportunity Percentage	X	Company Performance Multiplier (CPM)	X	Individual Performance Multiplier (IPM)*	=	AIP Award Amount																
<p>Each employee has a target percentage that is determined based on his or her grade level. The following chart applies to most employees (grade level E06 and below).</p> <p style="text-align: center;">2009 Target Incentive Opportunity</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Grade Level</th> <th style="text-align: center;">Target % (of Employee's Salary)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">E06</td> <td style="text-align: center;">30%</td> </tr> <tr> <td style="text-align: center;">E05</td> <td style="text-align: center;">25%</td> </tr> <tr> <td style="text-align: center;">E04</td> <td style="text-align: center;">20%</td> </tr> <tr> <td style="text-align: center;">E03</td> <td style="text-align: center;">15%</td> </tr> <tr> <td style="text-align: center;">E02</td> <td style="text-align: center;">10%</td> </tr> <tr> <td style="text-align: center;">E01</td> <td style="text-align: center;">7%</td> </tr> <tr> <td style="text-align: center;">Salaried Non-Exempt</td> <td style="text-align: center;">7%</td> </tr> </tbody> </table> <p><i>For exempt employees, your annual base salary in effect on December 31, 2009 generally applies for incentive award calculations. For employees who were non-exempt and/or part-time during any part of 2009, your incentive-eligible salary is based on your incentive-eligible earnings paid while working in each category during 2009 (e.g., includes eligible overtime and shift premium while non-exempt).</i></p>									Grade Level	Target % (of Employee's Salary)	E06	30%	E05	25%	E04	20%	E03	15%	E02	10%	E01	7%	Salaried Non-Exempt	7%
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<p>The company performance multiplier (CPM) is based on the achievement of ComEd financial, total cost and operational Funding Key Performance Indicators (KPIs) for 2009.</p> <p><i>(See breakout boxes for more information about the ComEd Funding and functional area Allocation KPIs)</i></p>																								
<p>Eligible employees will have an IPM (between 50 and 120 percent**) that is applied to the base award (incentive-eligible salary x target incentive opportunity percentage x CPM) to calculate the final award.</p> <p><i>*Certain employees designated by a business unit (e.g., bargaining unit) do not have an IPM.</i></p> <p><i>**The IPM range for Corporate and Senior Subsidiary Officers is 50 percent to 110 percent.</i></p>																								

What is new for ComEd in 2009

Following are highlights of the key changes for 2009.

- Two separate cost goals, Total Operating and Maintenance (O&M) Expense and Total Capital Expenditures, replace the ComEd Total Cost KPI, which measured combined O&M Expense and Capital Expenditures in 2008. This change will ensure focus on each of these very important cost measures.
- ComEd moves to the IEEE 2.5 Beta method for measurement of its AIP reliability goals, Customer Average Interruption Duration Index (CAIDI) and System Average Interruption Frequency Index (SAIFI). The company (and IEEE) believes this methodology is a better indicator of normal operations.
- A new funding goal, Achievement of Focused Initiatives, is added for 2009. This productivity measure looks at the percentage of actual work completed and dollars spent versus 100 percent of the work planned and dollars budgeted for 11 named ComEd focused initiatives.
- In general, employees of Exelon Business Services Company ("BSC") who are considered embedded in or dedicated to ComEd will have the same goals and weightings as ComEd employees. The ComEd goal structure will apply to embedded and dedicated resources in Communications, Finance, Human Resources, IT, Legal and Supply. This is new for Supply and most IT employees. "Dedicated" BSC employees are those who primarily support one operating company, business unit or nuclear site. "Embedded" BSC employees are those who are on their client's payroll.
- Employees of BSC Operational Governance & Quality Assurance, Transmission Operations & Planning (governance and shared services), in addition to IT and Supply employees who are dedicated to both ComEd and PECO, will have a payout that is the average of the ComEd AIP payout for employees below the SVP level and the PECO AIP payout.

How ComEd Performance is Measured

ComEd key performance indicators are an important component of your overall AIP award. The Company uses financial, cost and operational KPIs to measure its relative performance. These KPIs are called *Funding KPIs*, because they fund the AIP and establish the potential AIP payout available.

Funding KPIs

- Funding KPIs are made up of ComEd financial, cost and operational KPIs. The AIP for most ComEd employees is equally weighted between cost and operational measures. Funding KPIs for ComEd executives at the senior vice president (SVP) level and above are weighted 25 percent to the financial KPI, 25 percent to the cost KPIs and 50 percent to operational measures.
- Financial performance is assessed using ComEd Net Income (KPI for SVP and above only).
- Cost performance is measured through two KPIs: O&M Expense and Capital Expenditures (KPIs for all ComEd employees).
- There are five equally weighted operational KPIs: ComEd CAIDI, which measures the average duration of customer outages, ComEd SAIFI, measuring the average frequency of customer outages, ComEd OSHA Recordable Rate, measuring ComEd employee safety, ComEd Customer Satisfaction Index, measuring overall customer satisfaction, and the new productivity measure, Achievement of ComEd Focused Initiatives.

Position ⁽¹⁾	Example	Corporate (Exelon)	Operating Company and Business Unit KPIs		
		Earnings Per Share	Operating Company Financial Measure	Cost Measure	Business Unit Operational/Financial Measures
ComEd CEO	Clark	-	25% ComEd Operating Net Income	12.5% ComEd O&M 12.5% ComEd Capital	10% ComEd SAIFI 10% ComEd CAIDI 10% ComEd OSHA Recordable Rate 10% Customer Satisfaction Index 10% Achievement of Focused Initiatives
ComEd SVP and Above	Mitchell, Pramaggiore, Bradford, Clair, Donnelly, Hooker, McDonald, Williams	-	25% ComEd Operating Net Income	12.5% ComEd O&M 12.5% ComEd Capital	10% ComEd SAIFI 10% ComEd CAIDI 10% ComEd OSHA Recordable Rate 10% Customer Satisfaction Index 10% Achievement of Focused Initiatives
ComEd	All Employees (VP and below)	-	-	25% ComEd O&M 25% ComEd Capital	10% ComEd SAIFI 10% ComEd CAIDI 10% ComEd OSHA Recordable Rate 10% Customer Satisfaction Index 10% Achievement of Focused Initiatives

⁽¹⁾ ComEd Annual Incentive Program subject to review and approval by ComEd Board of Directors

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Funding KPI Performance Levels

There are three levels of performance associated with each AIP Funding KPI. These levels are:

- **Threshold:** The minimum acceptable level of performance that must be achieved for employees to receive any payout (i.e., up to 50 percent of the target payout) on a Funding KPI. No payout will occur on a KPI that does not achieve a threshold level of performance.
- **Target:** The required performance level in order to achieve target (100%) payout on a Funding KPI.
- **Distinguished:** The highest level of payout (i.e., two times the target payout) and the corresponding performance level on a Funding KPI.

Funding KPIs ⁽¹⁾ - ComEd (Below SVP) ⁽²⁾

	Threshold	Target	Distinguished	Goal Weight
Total O&M Expense (\$M) ⁽³⁾	\$674.0	\$641.9	\$622.6	25%
Total Capital Expenditures (\$M) ⁽³⁾	\$762.4	\$726.1	\$704.3	25%
SAIFI (IEEE 2.5 Beta Method) (Customer Outage Frequency)	1.13	1.03	0.99	10%
CAIDI (IEEE 2.5 Beta Method) (Customer Outage Duration)	96	87	84	10%
OSHA Recordable Rate	1.30	1.13	1.08	10%
Achievement of Focused Initiatives ⁽⁴⁾	90%	100%	105%	10%
Customer Satisfaction Index	77	79	81	10%

⁽¹⁾ KPI performance scale is rounded for illustrative purposes. Performance goals and actual achievement may be carried out to additional decimal places to determine final AIP award payout.

⁽²⁾ The Plan above applies to all ComEd employees below the Senior Vice President level.

⁽³⁾ These performance goals are based on the revised budget and are subject to the AIP KPI appeal process and subsequent approval by the ComEd Board of Directors and the Exelon Compensation Committee.

⁽⁴⁾ Performance is based on productivity level achieved, generally calculated as the percentage of actual work completed and dollars spent versus 100% of the work planned and dollars budgeted. At a minimum, 90% of each planned initiative work scope must be achieved for any incentive to be paid for this metric. The 9 ComEd focused initiatives are 2009 Summer Critical Program, Top Priority Circuit Program, Underground (URD) Cable Program, Distribution Automation Program, Substation Transformer Maintenance Template Program, Vegetation Management for Distribution, Vegetation Management for Transmission, Customer Operations Metering Improvements, and Customer Service Technology Improvements.

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Funding KPIs ⁽¹⁾ - ComEd (SVP and Above) ⁽²⁾	Threshold	Target	Distinguished	Goal Weight
Operating Net Income (NI) (\$M)	\$298.6	\$345.0	\$365.0	25.0%
Total O&M Expense (\$M) ⁽³⁾	\$674.1	\$641.9	\$622.6	12.5%
Total Capital Expenditures (\$M) ⁽³⁾	\$762.4	\$726.1	\$704.3	12.5%
SAIFI (IEEE 2.5 Beta Method) (Customer Outage Frequency)	1.13	1.03	0.99	10.0%
CAIDI (IEEE 2.5 Beta Method) (Customer Outage Duration)	96	87	84	10.0%
OSHA Recordable Rate	1.30	1.13	1.08	10.0%
Achievement of Focused Initiatives ⁽⁴⁾	90%	100%	105%	10.0%
Customer Satisfaction Index	77	79	81	10.0%

⁽¹⁾ KPI performance scale is rounded for illustrative purposes. Performance goals and actual achievement may be carried out to additional decimal places to determine final AIP award payout.

⁽²⁾ The Plan above applies only to ComEd executive employees at the Senior Vice President and above levels.

⁽³⁾ These performance goals are based on the revised budget and are subject to the AIP KPI appeal process and subsequent approval by the ComEd Board of Directors and the Exelon Compensation Committee.

⁽⁴⁾ Performance is based on productivity level achieved, generally calculated as the percentage of actual work completed and dollars spent versus 100% of the work planned and dollars budgeted. At a minimum, 90% of each planned initiative work scope must be achieved for any incentive to be paid for this metric. The 9 ComEd focused initiatives are 2009 Summer Critical Program, Top Priority Circuit Program, Underground (URD) Cable Program, Distribution Automation Program, Substation Transformer Maintenance Template Program, Vegetation Management for Distribution, Vegetation Management for Transmission, Customer Operations Metering Improvements, and Customer Service Technology Improvements.

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Goal Weighting

- Generally, your Company Performance Multiplier (CPM) is calculated based on the financial, cost and operational KPI performance of the Operating Company/Business Unit in which you are employed on December 31, 2009.

Significant Event Curtailment

To ensure continued focus on critical business issues, your AIP payout may be subject to reduction if a significant adverse business event occurs. If ComEd has a Significant Event in 2009, payout on your AIP KPIs will be reviewed in light of the event and paid at zero percent to 150 percent of Target.

A significant event is defined as a single high profile outage caused by a failure of ComEd owned or managed equipment and determined ultimately to have been caused by a human performance error or poor management attention to maintenance or upkeep of the system. An event in this category will result in negative customer and media impact, as well as significant adverse government and/or regulatory intervention or have a material adverse impact on earnings. The Significant Event gate determination will be made by the ComEd President in concert with the ComEd Chief Executive Officer, by recommendation to the ComEd Board of Directors.

Individual Performance Multiplier and Award Range

Once ComEd performance is determined, the amount of your individual award is determined based on your target incentive opportunity and your individual performance multiplier.

- The annual performance review process determines your individual performance multiplier (IPM) based on your individual performance and personal contribution to your team during the year. The IPM can range from 50 percent to 120 percent, relative to your annual performance rating on a five-point rating scale (A, B+, B, B-, C).
- Your total AIP award, after application of ComEd Funding KPIs, individual multipliers and all other adjustments, can range from zero to 200 percent of your individual target incentive opportunity.

- You will not receive an award if your year-end performance rating is "does not meet expectations" (or its equivalent), or you are placed on but do not successfully complete a performance improvement plan by year end.
- The aggregate payment of individual awards cannot exceed the total funding for all participants' awards, as generated by Corporate and Operating Company/Business Unit performance*.

* This provision does not apply to Exelon Corporate officers and certain senior subsidiary officers, since the Compensation Committee of the Exelon Board of Directors approves their awards.

When You Will Receive Your Award

You will receive your AIP award, less applicable federal, state and local tax withholding, no later than March 15, 2010.

What Happens if Your Status Changes During 2009

Status change	Impact on your award
New participant	A prorated award will be calculated using the number of days you are an active employee on the payroll, divided by 365, subject to your eligible classification on the Company's payroll for at least 31 days.
Promotion or demotion	Your award is calculated based on the level you are in as of December 31, 2009.
Approved Leave of Absence (e.g., Family Medical Leave, qualifying military leave, paid leave of absence, or short-term disability)	Your award will not be prorated for any period of approved leave of absence while you are receiving pay on the Company's payroll, but will be prorated for any unpaid leave.
Retirement (age 50 or older with 10 or more years of pension service) with no severance plan eligibility, commencement of benefits under a long-term disability plan ⁽¹⁾ and/or unpaid leave ⁽²⁾ , or death	A prorated award ⁽³⁾ will be calculated using the number of days you are an active employee, divided by 365, subject to your eligible classification on the Company's payroll for at least 31 days.
Change in department or Business Unit, or Operating Company	Your award is calculated based on the department or Operating Company/Business Unit you are in on December 31, 2009. In the case of a Company and/or pay cycle change that occurs during the final pay period of the year, your award will be calculated based on the department and Operating Company/Business Unit you were in prior to the change.
Termination for cause or resignation	You will not be eligible for any award.
Transfer or change to/from a non-exempt and/or part-time position in the organization	Your award will be calculated using your incentive-eligible earnings in each position for the period you were in that position (e.g., eligible overtime and shift premium) for 2009.
Involuntary separation or qualifying voluntary separation pursuant to a severance plan including retirement eligible employees	Eligibility and amount of award determined under applicable severance plan. Exelon Corp. Severance Benefit Plan generally provides prorated award ⁽³⁾ , subject to elimination if employee is rated "off track" or "does not meet expectations" or has been placed on but has not successfully completed a performance improvement plan (PIP).

(1) Does not include receipt of partial benefits under a long-term disability plan while continuing to work on a reduced schedule and receive pay as an active employee.

(2) Family Medical Leave and qualifying military leave are not used to prorate or otherwise reduce your annual award.

(3) Prorated award is based on a 100 percent IPM, if applicable.

Glossary of Terms

ACHIEVEMENT OF FOCUSED INITIATIVES - These are the collection of specific work plan objectives that are either key to maintaining or improving reliability or are key to improving customer operations. The Focused Initiatives include: 2009 Summer Critical Program, Top Priority Circuit Program, Underground (URD) Cable Program, Distribution Automation, Substation Transformer Maintenance Template Program, Vegetation Management for Distribution and Transmission Program, Customer Operations Metering Improvements and Customer Service Technology Improvements.

With the exception of the Customer Service Technology Improvements initiative, a productivity measure will be calculated for each initiative to compare the percentage of work completed and dollars expended versus 100% of the work planned and the dollars budgeted. In addition, a threshold completion level of 90% of planned work for each initiative separately will be imposed before incentives apply to ensure that requisite levels of work are completed during the year on all initiatives. For the Customer Service Technology Improvement initiative, performance will be based solely on the increase in web transactions from the 2008 level.

Budgeted and actual spend will be based on the Direct costs attributable to each initiative. Direct costs exclude allocated overhead costs that are attributable to each initiative (i.e. General & Administrative (WFR), Capitalized Overheads (A&G), Department Overhead (DOV), etc.).

Work plan scope and related budget change approvals are at the discretion of the Utility President. Changes that solely impact budgeted spend will require approval via the AIP Appeal Process.

CAIDI (IEEE - 2.5 BETA METHOD) - Customer Average Interruption Duration Index (CAIDI) represents the average time in minutes required to restore service to those customers who experience a sustained outage interruption. A sustained interruption is defined as an outage greater than five minutes. This metric includes secondary and service interruptions while excluding major events, interruptions lasting 5 minutes or less in duration, and planned interruptions. Major events are defined as any day where the SAIDI, which is the product of SAIFI and CAIDI, is greater than or equal to a threshold value. The threshold value is computed using 2.5 standard deviation (beta) above the mean (alpha), based on 5 years of historic SAIDI per day data.

CUSTOMER SATISFACTION INDEX - The customer satisfaction goal will be based on ComEd's performance on the following three equally-weighted customer satisfaction metrics: ACSI Proxy, Contact Center Satisfaction and New Business Satisfaction.

The ACSI Proxy is a combined measure of residential, small business and large business customer satisfaction. The residential component of the ACSI Proxy is the University of Michigan ACSI. The small business and large business components are based on telephone and web-administered surveys conducted by ComEd's research supplier. The score for each customer segment is based on the results from three survey questions: overall satisfaction, meeting expectations, and closeness to the ideal energy utility company. The score for ComEd and for each customer segment represents an index on a 0-100 scale; it is not a percentage. This metric is reported quarterly. Under the 2009 AIP, ACSI Proxy scores will be computed quarterly and based on the results of surveys conducted during the twelve-month period ending December 31, 2009.

Contact Center Satisfaction is the percent of customers satisfied with the service received during a call to the ComEd Customer Care Centers. The score is based on the results of telephone-administered surveys of randomly-selected residential and small business customers who recently phoned the company. It is measured as the percent of survey respondents who are "satisfied" (% 6-10 ratings) on a 0-10 scale, where 0 is "extremely dissatisfied" and 10 is "extremely satisfied." The surveys include all types of transactions (e.g., billing, credit, outage, turn on/off) handled by the Voice Response Unit or a Customer Service Representative. The score for each quarter is the average of the residential and small business scores, weighted by each segment's percent of total calls during the quarter. This metric is reported quarterly. Under the 2009 AIP, Contact Center Satisfaction scores will be computed quarterly and based on the results of surveys for the twelve-month period ending December 31, 2009.

New Business Satisfaction is the percent of customers satisfied overall with ComEd's performance on projects completed by New Business. The score is based on the results of a mail-administered survey. It is measured as the percent of survey respondents who are "somewhat satisfied" and "very satisfied" using a 5-point scale, ranging from "very dissatisfied" to "very satisfied." This metric is reported monthly. Under the 2009 AIP, New Business Satisfaction scores

will be computed every three months and based on the results of surveys for the twelve-month period beginning December 1, 2008 and ending November 30, 2009.

OPERATING NET INCOME - Generally Accepted Accounting Principles (GAAP) Net Income, excluding other exclusions determined by Exelon Corporate Finance.

OSHA RECORDABLE RATE - The criteria for measurement is recordable incidents, including every occupational death and every non-fatal occupational injury which involves one or more of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment (not first aid). This metric is calculated based on the exposure of 100 full-time workers, using 200,000 hours as the equivalent. (Total of OSHA cases X 200,000 / Total Hours Worked).

SAIFI (IEEE 2.5 BETA METHOD) - System Average Interruption Frequency Index (SAIFI) indicates how often the average customer experiences a sustained interruption over a predefined period of time. A sustained interruption is defined as an outage greater than five minutes. This metric includes secondary and service interruptions while excluding major events, interruptions lasting 5 minutes or less in duration, and planned interruptions. Major events are defined as any day where the SAIDI, which is the product of SAIFI and CAIDI, is greater than or equal to a threshold value. The threshold value is computed using 2.5 standard deviation (beta) above the mean (alpha), based on 5 years of historic SAIDI per day data.

TOTAL CAPITAL EXPENDITURES - Capital expenditures, as defined in the capitalization policy. This metric includes functional group costs for embedded functions and BSC transactional costs, but excludes BSC corporate allocation costs (i.e. Supply), pensions, other post-retirement employee benefits (OPEB), fringe employee benefits (including incentive payments and severance), and incremental weather-related restoration costs incurred for major storms wherein 10% or more of the System-wide customers are affected, as defined by Procedure OP-ED 1114. The exclusion for storm costs may be denied by recommendation of the ComEd CEO to the Exelon CEO within 30 days of completion of the storm. This metric will also exclude costs within Capital that are cash-flow neutral to ComEd, including but not limited to: AFUDC, etc.

TOTAL OPERATING AND MAINTENANCE (O&M) EXPENSE - O&M Expenses for departments. This metric includes functional group costs for embedded functions and BSC transactional costs, but excludes BSC corporate allocation costs (i.e. Executive Services), pensions, other post-retirement employee benefits (OPEB), fringe employee benefits (including incentive payments and severance), bad debt expenses, incremental weather-related restoration expenses incurred for major storms wherein 10% or more of the System-wide customers are affected, as defined by Procedure OP-ED 1114, and other exclusions from GAAP Net Income that originated in O&M, as determined by Exelon Corporate Finance. The exclusion for storm costs may be denied by recommendation of the ComEd CEO to the Exelon CEO within 30 days of completion of the storm. This metric will also exclude costs within O&M that are offset elsewhere within net income for ComEd, including but not limited to: Energy Efficiency and Demand Response Adjustment Rider (Rider EDA), Supply Administration Charge Rider (Rider SAC-PE), Temporary Services, IPP Interconnection studies, mutual assistance provided to another company for storm restoration, consulting fees related to tax and legal settlements.

The target for this metric includes significant challenge, a portion of which could be offset by revenue or income related to tax settlement/resolution opportunities if they are successfully resolved and if approved by the Review Committee.

Important Information:

- This informational guide is intended to provide an overview of the 2009 ComEd Annual Incentive Program. In the event of any inconsistency between this guide and the formal program document, the formal document will control.
- The ComEd CEO and Board of Directors, in the exercise of their sole discretion, reserve the right to adjust the amount of awards payable or make modifications to the program, if business circumstances warrant an adjustment. In addition, the program may be amended at any time by action of the CEO or the Board of Directors and may be terminated at any time by action of the Board of Directors.
- No portion of an award shall be considered earned prior to final approval of the amount and payment of such award by the ComEd Board of Directors.

Questions?

Contact your Human Resources Generalist.

Award Calculation – For Illustrative Purposes Only

Refer below for an example of an AIP calculation for an exempt employee who has an incentive-eligible salary of \$70,000 and a target incentive opportunity of 15 percent. The target incentive opportunity amount is \$10,500 (\$70,000 x 15 percent). The example assumes that the Significant Event Curtailment does not apply. This sample provides three examples of the Individual Performance Multiplier (IPM) application, under Step 3 of the calculation.

Sample 2009 Award Calculation

Step 1: Determine the company performance multiplier (CPM):

Step 1A - Calculate the performance of ComEd Funding KPIs	ComEd Funding KPIs	Goal Weight	X	(KPI Performance) Payout as a % of Target	=	Preliminary Weighted Payout % of Target (Goal Weight x Payout as
25% Funding on ComEd O&M Expense KPI	ComEd O&M Expense	25%		100.0%		25.0%
25% Funding on ComEd Capital Spend KPI	ComEd Capital Expenditures	25%		100.0%		25.0%
50% Funding on ComEd Operational KPIs	ComEd Operational KPIs					
	ComEd SAIFI (outages per customer)	10%		150.0%		15.0%
	ComEd CAIDI (minutes)	10%		100.0%		10.0%
	ComEd OSHA Recordable Rate	10%		150.0%		15.0%
	Achievement of Focused Initiatives	10%		100.0%		10.0%
	Customer Satisfaction Index	10%		100.0%		10.0%
	Total ComEd Funding KPI Performance	100%				110.0%

Step 1B - Apply Significant Event Curtailment, if applicable, to the Total Funding KPI Payout. In this case, no curtailment has occurred.

Company Performance Multiplier (CPM)

Company Performance Multiplier

110.0%

Step 2: Calculate the base award:

Step 2 - Multiply the target incentive opportunity of \$10,500 by the Final CPM

Preliminary AIP Award

Example: Employee's AIP eligible earnings is \$70,000 with a 15% target incentive opportunity. The target incentive opportunity amount is \$70,000 x 15% = \$10,500.

Target Incentive Opportunity
\$10,500

X

CPM
110.0%

= Preliminary AIP Award
\$11,550

Step 3: Apply the individual performance multiplier (IPM) to the base award to determine the final AIP award:

Step 3 - Multiply the base award by the IPM. The IPM can range between 50% and 120%.

IPM Example 1 - Final AIP Award

IPM Example 1 - the employee's IPM is 90%

Preliminary AIP Award
\$11,550

X

IPM
90%

= Final AIP Award
\$10,395

IPM Example 2 - Final AIP Award

IPM Example 2 - the employee's IPM is 100%

Preliminary AIP Award
\$11,550

X

IPM
100%

= Final AIP Award
\$11,550

IPM Example 3 - Final AIP Award

IPM Example 3 - the employee's IPM is 110%

Preliminary AIP Award
\$11,550

X

IPM
110%

= Final AIP Award
\$12,705

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