

**OFFICIAL FILE**

I.C.C. DOCKET NO. 10-0537

~~Staff~~ Cross Exhibit No. 3

Witness Fruete

Date 5-10-12 Reporter AC

ICC Docket No. 10-0537**Commonwealth Edison Company's Response to  
Illinois Commerce Commission ("Staff") Data Requests  
ST 2.01 – 2.07****Date Received: March 22, 2011****Date Served: April 22, 2011****REQUEST NO. ST 2.04:**

Referring to Data Request Response ST-1.06, please provide the Annual Incentive Program calculation for each of the 17 incremental positions shown. The calculations should include all variables and inputs used as shown on the example calculation of Data Request Response ST-107\_Atach 1, page 9 and Data Request Response ST-107\_Atach 2, page 10.

**SUPPLEMENTAL RESPONSE:**

The attachments labeled as ST 2.04 SUPP\_Attach 1 (CONFIDENTIAL) and ST 2.04 SUPP\_Attach 1 (PUBLIC) contain the 2010 Annual Incentive Program ("AIP") calculations for the seventeen employees referenced in ComEd's Data Request Response to ST 1.06. These 17 sheets total \$309,547.93 of AIP Payments accrued in 2010 for these employees. The actual payments were made in early 2011.

Note that in ComEd's Response to Staff Data Request ST 1.06, \$96,148.06 was charged to Rider EDA for AIP. There are two reasons for the difference. First, AIP is based on calendar year company performance and employee earnings. Because Rider EDA is reported on a fiscal year of June through May, incentives charged for each Plan year will include partial results from two AIP calendar years. Plan Year 2 ("PY2") includes charges from June through December 2009 and January through May 2010. Though the total of the AIP calculations provided for calendar year 2010 was \$309,547.93 (as noted above), only five months of this total were eligible to include for Plan Year 2 ("PY2"). In comparison, the total 2009 AIP for the employees in question was \$229,628.95, of which seven months were eligible for inclusion in Plan Year 2 ("PY2"). During the course of preparing this Supplemental Response, ComEd learned that the 2009 AIP calculations for each of the 17 employees are no longer available because the computer software does not retain the prior year's AIP calculations as a matter of course. As a result, going forward ComEd will retain "screen shots" of prior years' AIP calculations for future reference.

The second reason is because AIP costs are charged to all ComEd departments via an allocation pool and AIP costs are allocated to each ComEd department based on salaries charged to the department. Therefore, while incentives charged to an individual department will be materially correct, they may not tie dollar for dollar to the actual amounts calculated and awarded to the employees in the department. In the case of the Rider EDA department, Rider EDA was charged less than the actual AIP amount distributed to its employees.



An Exelon Company

**2010 Annual Incentive Program Personal Statement**

Name: REDACTED      Company: CWE      Building: 3Lincn  
 Employee ID: REDACTED      Business Unit ID: EDSC+MCWE      Business Unit Name: Energy Delivery CM ComEd  
 Process Station: OFC OF PRES N COO  
 Location: 3 Lincoln Centre  
 Days (# Eligible): 365      Dept ID: 00499      Dept Name: Energy Efficiency Plan

**Step 1: Weighted Payout Percentage is Determined...**

Component	Component Weighting		Payout		Weighted Payout
<b>BUSINESS UNIT GOALS</b>					
ComEd CAIDI	10.00%	X	38.89%	=	3.89%
ComEd Customer Satisfaction Index	5.00%	X	162.50%	=	8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	X	200.00%	=	30.00%
ComEd OSHA Recordable Rate	10.00%	X	0.00%	=	0.00%
ComEd SAIFI	10.00%	X	114.29%	=	11.43%
ComEd Total Capital Expenditures	25.00%	X	110.28%	=	27.57%
ComEd Total O&M Expense	25.00%	X	117.16%	=	29.29%
Business Unit Payout % (Pre-Adjustments)					110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>					<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier</b>		<b>112.06%</b>

**Step 2: Individual Target Award is Calculated...**

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X 15.00%
<b>Individual Target Award</b>	<b>= REDACTED</b>

**Step 3: Total Award is Determined....**

Factor	Totals	
Individual Target Award	REDACTED	
Company Performance Multiplier	X 112.06%	
Company Performance Payout (Pre-IPM)	= REDACTED	
Individual Performance Multiplier	X 105.00%	
<b>Total Payment with IPM</b>	<b>= REDACTED</b>	
<b>Total Award Before Applicable Payroll Taxes</b>		<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%    X	38.89%	=    3.89%
ComEd Customer Satisfaction Index	5.00%    X	162.50%	=    8.13%
ComEd Focused Initiatives & Environmental Index	15.00%    X	200.00%	=    30.00%
ComEd OSHA Recordable Rate	10.00%    X	0.00%	=    0.00%
ComEd SAIFI	10.00%    X	114.29%	=    11.43%
ComEd Total Capital Expenditures	25.00%    X	110.28%	=    27.57%
ComEd Total O&M Expense	25.00%    X	117.16%	=    29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X    15.00%
<b>Individual Target Award</b>	<b>=    REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	X    112.06%
Company Performance Payout (Pre-IPM)	=    REDACTED
Individual Performance Multiplier	X    100.00%
<b>Total Payment with IPM</b>	<b>=    REDACTED</b>
<b>Total Award Before Applicable Payroll Taxes</b>	
	<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

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## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 243	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%    X	38.89%	=    3.89%
ComEd Customer Satisfaction Index	5.00%    X	162.50%	=    8.13%
ComEd Focused Initiatives & Environmental Index	15.00%    X	200.00%	=    30.00%
ComEd OSHA Recordable Rate	10.00%    X	0.00%	=    0.00%
ComEd SAIFI	10.00%    X	114.29%	=    11.43%
ComEd Total Capital Expenditures	25.00%    X	110.28%	=    27.57%
ComEd Total O&M Expense	25.00%    X	117.16%	=    29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments):</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier:</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X    15.00%
<b>Individual Target Award</b>	<b>=    REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	X    112.06%
Company Performance Payout (Pre-IPM)	=    REDACTED
Individual Performance Multiplier	X    90.00%
<b>Total Payment with IPM</b>	<b>=    REDACTED</b> X Proration Factor 66.58%
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 236	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%	x 38.89%	= 3.89%
ComEd Customer Satisfaction Index	5.00%	x 162.50%	= 8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	x 200.00%	= 30.00%
ComEd OSHA Recordable Rate	10.00%	x 0.00%	= 0.00%
ComEd SAIFI	10.00%	x 114.29%	= 11.43%
ComEd Total Capital Expenditures	25.00%	x 110.28%	= 27.57%
ComEd Total O&M Expense	25.00%	x 117.16%	= 29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	x 10.00%
<b>Individual Target Award</b>	<b>= REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	x 112.06%
Company Performance Payout (Pre-IPM)	= REDACTED
Individual Performance Multiplier	x 100.00%
<b>Total Payment with IPM</b>	<b>= REDACTED</b>
X Proration Factor 64.66%	
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%    X	38.89%	=    3.89%
ComEd Customer Satisfaction Index	5.00%    X	162.50%	=    8.13%
ComEd Focused Initiatives & Environmental Index	15.00%    X	200.00%	=    30.00%
ComEd OSHA Recordable Rate	10.00%    X	0.00%	=    0.00%
ComEd SAIFI	10.00%    X	114.29%	=    11.43%
ComEd Total Capital Expenditures	25.00%    X	110.28%	=    27.57%
ComEd Total O&M Expense	25.00%    X	117.16%	=    29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier:</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X    25.00%
<b>Individual Target Award</b>	<b>=    REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	X    112.06%
Company Performance Payout (Pre-IPM)	=    REDACTED
Individual Performance Multiplier	X    105.00%
<b>Total Payment with IPM</b>	<b>=    REDACTED</b>
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

*Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.*

## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%	x 38.89%	= 3.89%
ComEd Customer Satisfaction Index	5.00%	x 162.50%	= 8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	x 200.00%	= 30.00%
ComEd OSHA Recordable Rate	10.00%	x 0.00%	= 0.00%
ComEd SAIFI	10.00%	x 114.29%	= 11.43%
ComEd Total Capital Expenditures	25.00%	x 110.28%	= 27.57%
ComEd Total O&M Expense	25.00%	x 117.16%	= 29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
Company Performance Multiplier (Pre-Adjustments)			110.30%

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
Total Company Performance Multiplier		112.06%

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	x 15.00%
Individual Target Award	= REDACTED

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	x 112.06%
Company Performance Payout (Pre-IPM)	= REDACTED
Individual Performance Multiplier	x 95.00%
<b>Total Payment with IPM</b>	= REDACTED
<b>Total Award Before Applicable Payroll Taxes</b>	REDACTED

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

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## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%	X 38.89%	= 3.89%
ComEd Customer Satisfaction Index	5.00%	X 162.50%	= 8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	X 200.00%	= 30.00%
ComEd OSHA Recordable Rate	10.00%	X 0.00%	= 0.00%
ComEd SAIFI	10.00%	X 114.29%	= 11.43%
ComEd Total Capital Expenditures	25.00%	X 110.28%	= 27.57%
ComEd Total O&M Expense	25.00%	X 117.16%	= 29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X 20.00%
<b>Individual Target Award</b>	<b>= REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	X 112.06%
Company Performance Payout (Pre-IPM)	= REDACTED
Individual Performance Multiplier	X 100.00%
<b>Total Payment with IPM</b>	<b>= REDACTED</b>
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.

## 2010 Annual Incentive Program Personal Statement



An Exelon Company

Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: OFC OF PRES N COO		
	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

### Step 1: Weighted Payout Percentage is Determined...

Component	Component Weighting	Payout	Weighted Payout
<b>BUSINESS UNIT GOALS</b>			
ComEd CAIDI	10.00%	X 38.89%	= 3.89%
ComEd Customer Satisfaction Index	5.00%	X 162.50%	= 8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	X 200.00%	= 30.00%
ComEd OSHA Recordable Rate	10.00%	X 0.00%	= 0.00%
ComEd SAIFI	10.00%	X 114.29%	= 11.43%
ComEd Total Capital Expenditures	25.00%	X 110.28%	= 27.57%
ComEd Total O&M Expense	25.00%	X 117.16%	= 29.29%
Business Unit Payout % (Pre-Adjustments)			110.30%
<b>Company Performance Multiplier (Pre-Adjustments)</b>			<b>110.30%</b>

Adjustments (Reductions or Additions)	Adjustment Target Component	Adjustment
ComEd Adjustment	Measure Group: Organizational	1.59%
<b>Total Company Performance Multiplier</b>		<b>112.06%</b>

### Step 2: Individual Target Award is Calculated...

Factor	Totals
Salary	REDACTED
Target Incentive Percentage	X 15.00%
<b>Individual Target Award</b>	<b>= REDACTED</b>

### Step 3: Total Award is Determined....

Factor	Totals
Individual Target Award	REDACTED
Company Performance Multiplier	X 112.06%
Company Performance Payout (Pre-IPM)	= REDACTED
Individual Performance Multiplier	X 105.00%
<b>Total Payment with IPM</b>	<b>= REDACTED</b>
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

Note - Applicable Payroll taxes will apply. Actual Awards may vary due to rounding.