

## 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%	38.89%	3.89%
ComEd Customer Satisfaction Index	5.00%	162.50%	8.13%
ComEd Focused Initiatives & Environmental Index	15.00%	200.00%	30.00%
ComEd OSHA Recordable Rate	10.00%	0.00%	0.00%
ComEd SAIFI	10.00%	114.29%	11.43%
ComEd Total Capital Expenditures	25.00%	110.28%	27.57%
ComEd Total O&M Expense	25.00%	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.

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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 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.

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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 103.00%
<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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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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Name: REDACTED	Company: CWE	Building: 3Lincn	
Employee ID: REDACTED	Business Unit ID: EDSC+MCWE	Business Unit Name: Energy Delivery CM ComEd	
	Process Station: REG & STRAT SVCS		
	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 98.40%
<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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	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% <b>X</b>	38.89%	=    3.89%
ComEd Customer Satisfaction Index	5.00% <b>X</b>	162.50%	=    8.13%
ComEd Focused Initiatives & Environmental Index	15.00% <b>X</b>	200.00%	=    30.00%
ComEd OSHA Recordable Rate	10.00% <b>X</b>	0.00%	=    0.00%
ComEd SAIFI	10.00% <b>X</b>	114.29%	=    11.43%
ComEd Total Capital Expenditures	25.00% <b>X</b>	110.28%	=    27.57%
ComEd Total O&M Expense	25.00% <b>X</b>	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	<b>X</b> 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	<b>X</b> 112.06%
Company Performance Payout (Pre-IPM)	=    REDACTED
Individual Performance Multiplier	<b>X</b> 100.00%
<b>Total Payment with IPM</b>	<b>=    REDACTED</b>
<b>Total Award Before Applicable Payroll Taxes</b>	<b>REDACTED</b>

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### 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>	
<b>Total Award Before Applicable Payroll Taxes</b>		<b>REDACTED</b>

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	Location: 3 Lincoln Centre		
Days (# Eligible): 365	Dept ID: 00499	Dept Name: Energy Efficiency Plan	

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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



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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    102.70%
<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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