

ICC Docket No. 13-0318

**Commonwealth Edison Company's Response to
Illinois Commerce Commission ("STAFF") Data Requests**

RWB 10.01 – 10.04

Date Received: June 19, 2013

Date Served: July 2, 2013

Relate to Incentive Compensation

REQUEST NO. RWB 10.04:

For each of the metrics identified in ComEd's response to RWB 10.03 above, please provide a detailed explanation of the:

- a. 2012 achievements of each individual metric for each "goal area;" and
- b. 2012 payout percentages associated with each metric.

RESPONSE:

- a. See the attachment labeled as RWB 10.04_Attach 1 (CONFIDENTIAL AND PROPRIETARY) for the 2012 achievements of the metrics in the Long-Term Performance Share Award ("LTPSA") Plan.
- b. There are no direct payout percentages associated to each goal. The LTPSA payout is qualitative and reviewed by the Compensation Committee of the Exelon Board of Directors. See pages 10-11 of ComEd Ex. 3.07, the LTPSA Plan document, under "Performance Assessment and Performance Share Award Grants."

RWB 10.04_Attach 1

Operational Excellence

Delivering low cost, clean, and reliable energy to our customers. Investing in our nuclear plants and utilities, and safely operating them at world class levels.

Performance Cycle Targets	Results	Comments
OSHA Recordable Rate (safety) – Exelon	Meets	<ul style="list-style-type: none"> Operational strength among the best in the industry. Nuclear fleet capacity factor was below target of 93% but remains among best fleets world-wide All three utilities (BGE, ComEd and PECO) turned in distinguished performance relative to outage frequency metrics, with ComEd performance being its best on record ComEd performed in top quartile for outage duration Accomplished approximately 82% of the Exelon 2020 goal to reduce, offset, or displace 15.7 million metric tons of CO₂ emissions per year by 2020
Outage duration – ComEd	Meets	
Outage duration – PECO	Below	
Outage duration – BGE	Below	
Outage frequency – ComEd	Exceeds	
Outage frequency – PECO	Exceeds	
Outage frequency – BGE	Exceeds	
Capacity Factor – Nuclear	Below	
EFORd (Equivalent Forced Outage Rate – Demand) – Fossil	Exceeds	
Fleet Green House Gas (GHG) Commitment	Meets	
Delivery Synergies and Cooperation on Like Projects and Operations	Meets	

Financial Management

Executing cost discipline, optimizing the balance sheet, cashflow, liquidity, meeting earnings targets, and liability management to deliver on our value return to shareholders

Performance Cycle Targets	Results	Comments
Operating EPS	Meets	<ul style="list-style-type: none"> Operating earnings of \$2.85 were within the earnings guidance range.
Total O&M (Operating and Maintenance)	Below	
Total Capital Expenditures	Meets	
Free Cash Flow (Full Year)	Exceeds	
ROE – ComEd	Below	
ROE – PECO	Meets	
ROE – BGE	Below	
Funds from Operations / Debt – ExGen, HoldCo Investment	Exceeds	
Returns: Actual vs. Passive Benchmark – Pension	Meets	

Policy Advocacy

Engaging with our external stakeholders to shape public policy in a manner that benefits Exelon's shareholders and consumers.

Performance Cycle Targets	Results	Comments
2012 Milestone – Participate in select relevant regulator, legislative and administration advocacy including submission of comments, analysis and direct advocacy, to influence modifications in: <ul style="list-style-type: none"> • Cost effective and timely regulation under EPA's Clean Water Act • Ensure continued effectiveness of FERC's minimum offer price rule • Various state regulations in support of competitive wholesale and retail markets 	Meets	<ul style="list-style-type: none"> • Multiple regulatory and political challenges were addressed. Exelon was instrumental in revising PJM's minimum offer price rule. The U.S. EPA released a revised proposed standard to address the environmental impacts of the use of cooling water intake structures that will avoid substantial costs of compliance for our generating fleet. Work in Ohio regulatory proceedings led to final Commission orders to accelerate the transition to full wholesale and retail competition which has resulted in increased market share.

Opportunistic M&A

Participating in industry consolidation – only when the time and price are right.

Performance Cycle Targets	Results	Comments
Considerations – <ul style="list-style-type: none"> • Was transaction identified and entered into? • Evaluate discipline of transaction, including those not pursued, in its terms & desired outcomes. • How well was the transaction executed? • Post-merger evaluation 	Exceeds	<ul style="list-style-type: none"> • The Exelon / Constellation Merger won a global energy industry award for strategic deal of the year. Synergies expected under the deal are on track and all 2012 commitment compliance requirements have been achieved with 54% of all Merger commitments completed to date. • Corporate Development originated over 80 deals through greenfield development, outreach to developers, investment banks and response to developers and resulted in the closing of 10 of the 80 deals. • Exelon closed the sale of Maryland Clean Coal assets, fulfilling Exelon's commitment to divest the plants as part of its Merger with Constellation.

Organic Growth

Creating commercial opportunities that leverage Exelon's unique investment platform.

Performance Cycle Targets	Results	Comments
2012 Milestone – <ul style="list-style-type: none"> • Nuclear uprates executed in accordance with latest approved schedule and budget. 	Meets	<ul style="list-style-type: none"> • Exelon Generation added nearly 500 MW of new generation capacity in 2012.

Risk Management

Protecting shareholder and bondholder value through active risk management.

Performance Cycle Targets	Results	Comments
Hedging – Total % of Portfolio Hedged	Exceeds	<ul style="list-style-type: none"> • The hedges executed by the commercial team for 2012 through 2014 are adding over \$6 billion of value versus current market price