

CONSTELLATION ENERGY

100 Constellation Way
Baltimore, MD 21202
Phone: (410) 470-2800
Email: careers@constellation.com
www.constellation.com

LOCATIONS

Baltimore, MD (HQ)

With other locations across the country

DIVERSITY LEADERSHIP

Janese Murray
Executive Director, Diversity and Strategic Staffing

Adrienne Alberts
College Relations

EMPLOYMENT CONTACT

Kristen Barber
HR Consultant

Janese Murray
Executive Director, Diversity and Strategic Staffing

Adrienne Alberts
College Relations

EXPERIENCED HIRE CONTACT

Karen Lawrence
Principal HR Consultant

THE STATS

	Total in the U.S.		Total outside the U.S.		Total worldwide	
	2008	2007	2008	2007	2008	2007
Number of employees					10,307	10,377

RECRUITING

Please list the schools/types of schools at which you recruit.

- Ivy League schools
- Other private schools
- Public state schools
- Historically Black colleges and universities (HBCUs)
- Hispanic-serving institutions (HSIs)
- Other predominantly minority and/or women's colleges

Do you have any special outreach efforts directed to encourage minority students and graduates to consider your firm?

- Conferences
- Advertise in minority student association publication(s) or other minority-focused publications
- Participate in/host minority student job fair(s) or other minority-focused job events

- Sponsor minority student association events
- Firm's employees participate on career panels at school
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students

What activities does the firm undertake to attract minority and women employees?

- Conferences
- Participate at minority job fairs
- Seek referrals from other employees
- Utilize online job services
- Advertise in women and minority magazines

Do you use executive recruiting/search firms to seek to identify new diversity hires?

Yes.

What activities does the firm undertake to recruit/intern at the high school level?

- Offer internships

ENGINEERING INTERNSHIPS & CO-OPS

Constellation Energy has a variety of internship positions available each summer. Available internships are listed on www.constellation.com between November and April each year. Constellation Energy also participates in on campus recruiting at select schools. In addition to challenging internship assignments, interns participate in a 10-week program designed to expose them to our culture and business units as well as provide professional development opportunities. Interns also participate in social networking events.

Internships are typically available for, but not limited to, the following disciplines:

- Accounting
- Chemical engineering
- Civil engineering
- Communications
- Computer engineering
- Computer sciences
- Electrical engineering
- Finance
- Information systems
- Mathematics
- Marketing
- Mechanical engineering
- Supply chain management

Constellation Energy offers competitively paid internships based on academic level and job responsibility.

ENGINEERING SCHOLARSHIPS

Constellation Energy offers several merit based scholarships following a summer internship with the company. Constellation Energy also supports a number of scholarships through select schools and nonprofit organizations.

Does your company collaborate with any minority-support organizations like National Action Council for Minorities in Engineering and the National Academy Foundation in arranging scholarships/internship opportunities?

Corporate Partner of AMIE—Advancing Minorities Interests in Engineering

ENTRY-LEVEL PROGRAMS LEADING TO FULL-TIME OPPORTUNITIES/TRAINING PROGRAMS

Entry-level positions are typically available for, but not limited to, individuals with the following background:

- Accounting
- Engineering
- Finance
- Human resources
- IT
- Supply chain management

For specific position information, please visit www.constellation.com.

Locations: California, Illinois, Kentucky, Massachusetts, Maryland, New York and Texas

STRATEGIC PLAN AND DIVERSITY LEADERSHIP**What trends in your industry affect your corporate diversity goals, strategies and/or internal or external alliances?**

The energy industry is complex and technical in nature, requiring that we hire individuals with engineering and technical backgrounds. For certain positions, a limited number of diverse applicants are available.

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

- Internal website
- Employee orientation
- Executive leadership meetings
- Messages from the chairman and CEO

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes, formal.

How often does the firm's management review the firm's diversity progress/results?

Twice a year.

How are the firm's diversity committee and/or firm management held accountable for achieving results?

Yes, accountability is included in the performance management process.

RETENTION & PROFESSIONAL DEVELOPMENT

Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.

- Develop and/or support internal employee affinity groups (e.g., minority or women networks within the firm)
- Succession plan includes emphasis on diversity
- Strengthen mentoring program for all employees, including minorities and women
- Professional skills development program, including minority and women employees

DIVERSITY MISSION STATEMENT

Constellation Energy Group statement of belief on diversity and inclusion:

Our commitment to diversity and inclusion begins with our belief that each person deserves to be treated with respect and valued as a whole person. By embracing and integrating diversity and inclusion into everything we do, we will be a more valuable company for all our stakeholders—our employees, customers, communities, suppliers and investors.

ADDITIONAL INFORMATION

Our vision is to be the first choice provider of customers seeking energy solutions in a complex and changing energy marketplace. At Constellation Energy, we define diversity broadly—beyond race, national origin, gender, age, disability, sexual orientation and gender identity. We believe that diversity enriches our performance and services, the communities where we live and work, and the lives of our employees as our workforce evolves to reflect the growing diversity of our communities and the global market place, our efforts to understand, value and incorporate differences becomes increasingly important. Constellation Energy is committed to increasing the diversity of our workforce where all employees, regardless of individual difference, have the opportunity to grow and develop.

Diversity is an enterprise-wide initiative that has the support of the board of directors and the executive management team. A comprehensive plan has been developed to promote and integrate diversity throughout our organization.