

## ComEd Energy Infrastructure Modernization Act (“EIMA”) Annual Jobs Creation Report

**Reporting Period:** 2012  
**Period Start Date:** 1/1/2012  
**Period End Date:** 12/31/2012

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This report includes job creation statistics for the period beginning January 1, 2012 and ending December 31, 2012 (“the reporting period”) pursuant to the annual reporting requirement in Section 16-108.5(b) of the Public Utilities Act (“Act”). Although Section 16-108.5(b)’s annual reporting requirement regarding job creation is limited to identifying the “number of full-time equivalent jobs created for the prior calendar year and cumulatively”, ComEd is also voluntarily including the additional statistics presented in its Quarterly Job Creation Reports. In total, this report includes the following statistics:

- SECTION 1 - Direct and Contractor Full Time Equivalent ("FTE") jobs created during the reporting period
- SECTION 2 - Total number of ComEd employees as of the last day of the reporting period
- SECTION 3 - Total number of FTE hours in each job classification or job title
- SECTION 4 - Total number of incremental employees and contractors in support of the investments undertaken pursuant to Section 16-108.5(b) of the Act and as set forth within ComEd’s Infrastructure Investment Plan (“Plan”) for the reporting period.
- SECTION 5 - Induced Jobs and Total FTE Jobs Calculation
- SECTION 6 - Notes

### **SECTION 1**

*Direct and Contractor FTE jobs created during the reporting period*

	Std. FTE	Alt. FTE
Direct Jobs (ComEd)	216.84	256.27
Contractor Positions	568.90	591.66
<b>Total Direct and Contractor FTE Jobs</b>	<b>785.74</b>	<b>847.93</b>

Section 16-108.5(b) of the Act defines FTE jobs to include “direct jobs, contractor positions, and induced jobs, but shall not include any portion of a job commitment, not specifically contingent on an amendatory Act of the 97th General Assembly becoming law, between a participating utility and a labor union that existed on the effective date of this amendatory Act of the 97th General Assembly and that has not yet been fulfilled. A portion of the full-time equivalent jobs created by each participating utility shall include incremental personnel hired subsequent to the effective date of this amendatory Act of the 97th General Assembly.” Consistent with EIMA, the FTE jobs defined below do “not include any portion of a job commitment, not specifically contingent on an amendatory Act of the 97th General Assembly becoming law, between a participating utility and a labor union that existed on the effective date of this amendatory Act of the 97th General Assembly and that has not yet been fulfilled.”

#### **Definition of FTE Jobs:**

Pursuant to Section 16-108.5 of the Act, ComEd is required to create at least 2,000 FTE jobs in the State of Illinois during the Plan’s peak program year. The calculation set forth below converts full-time, temporary and part-time jobs into comparable FTEs. FTE employment is a standard concept used by the Department of Energy and other government agencies, and is defined within this report as follows:

$$\text{FTE} = \frac{\text{Total number of EIMA-related hours worked in the reporting period}}{\text{Total number of available work-hours in the reporting period}}$$

The standard and alternative calculations for Direct and Contractor FTE Jobs that are presented in the chart above reflect the use of different denominators. The standard denominator for the Direct and Contractor FTE calculations is based on 2,080 available working hours in the year, which does not account for approved time-off such as vacation time, holidays, sick leave, jury duty and other approved time-off not otherwise listed. The

alternative denominator for the Direct FTE calculation is based on 1,760 available working hours per year and is reflective of time-off consistent with ComEd budgeting processes. The alternative denominator for Contractor metrics is based on 2,000 available working hours per year and is also reflective of approved time-off representing 10 holidays per year.

The numerator of the Direct Jobs (ComEd) FTE calculation only includes hours performed by ComEd and its affiliates' employees charged to EIMA-related projects and billed to corresponding code blocks. Similarly, the numerator of the Contractor FTE calculation only includes hours performed by contractors charged to EIMA-related projects.

**Definition of FTE Job Categories:**

For purposes of this report and as described in ComEd's Plan, the definitions of FTE job categories are as follows:

- Direct Jobs include employees of ComEd and its affiliates.
- Contractor Positions of ComEd or its affiliates include non-employees such as staff augmentation, project labor, outsourcing, consulting, physical craft contractors, clerical/administrative contractors, and construction of training facilities.
- Induced Jobs mean jobs that are econometrically estimated using a statistical "jobs multiplier" based on annual capital spending by EIMA programs and actual Direct and Contractor FTE jobs created during the annual reporting period.

**SECTION 2**

*Total number of ComEd employees as of the last day of the reporting period*

Job Classification	As of 12/31/2012	
	Headcount	%
Management Headcount	2,329	39.7%
Bargaining Unit Headcount	3,534	60.3%
<b>Total ComEd Headcount</b>	<b>5,863</b>	<b>100%</b>

**Definition:**

Total headcount figures represent total full-time and part-time ComEd employee headcounts as of the last day of the reporting period, including Management and Non-Management/Bargaining Unit employees. These figures do not include temporary ComEd employees. These figures were obtained through extracts from ComEd's Human Resources Information System ("HRIS").

**SECTION 3**

*Total number of FTE hours in each job classification/ job title*

	Management Hours	Bargaining Unit Hours	Total FTE Hours
Total ComEd FTE Hours	184,038	266,994	<b>451,032</b>
Total Contractor FTE Hours	343,304	840,018	<b>1,183,322</b>
<b>Total FTE Hours</b>	<b>527,342</b>	<b>1,107,012</b>	<b>1,634,354</b>

**Definition:**

Section 3 statistics represent EIMA-related FTE hours worked during the reporting period that are used to calculate the FTE statistics set forth in Section 1 of this report. ComEd hours are collected through ComEd's time-keeping and accounting systems. Contractor hours are tracked and compiled from vendor time templates submitted to ComEd on a monthly basis. Hours across all contractors are aggregated and set forth in Section 3 of this report.

## SECTION 4

*Total number of incremental employees and contractors in support of the investments undertaken under Section 16-108.5(b) for the reporting period*

Organization	Incremental Employees
ComEd	102
Contractors	641
<b>Total</b>	<b>743</b>

### Definition:

Incremental hire statistics represent net EIMA-related positions created and filled during the reporting period and reflect any lost or vacated EIMA-related positions during that same period. All reported incremental hires for ComEd, its affiliates, and contractors, are positions that have been created in the State of Illinois.

## SECTION 5

*Induced Jobs and Total FTE Jobs Calculation*

In selecting the methodology to calculate the number of induced jobs created by ComEd's annual EIMA capital investments, ComEd has chosen a method that is the most representative of the ComEd service territory. ComEd has engaged the Regional Economic Applications Laboratory (REAL) of the University of Illinois to calculate the Illinois induced jobs that result from the EIMA investments made in 2012. REAL uses the Chicago Regional Econometric Input-Output Model (CREIM) to determine the economic impacts of EIMA in the Chicago region. CREIM is a proprietary economic model that specifically models the Chicago regional economy and has been in use for over 20 years. As such, it is a uniquely suited, and a superior model, for calculating the induced job impacts on the EIMA investment being made by ComEd. CREIM has wide acceptance in the Chicago region as demonstrated by its use in various State agencies, such as DCEO.<sup>1</sup>

### CREIM Method

To facilitate use of the CREIM model, ComEd provided REAL with ComEd's actual EIMA program capital investment during the 2012 reporting period, as well as actual Direct and Contractor FTE jobs created during the reporting period. REAL used these actual numbers as inputs to the CREIM to derive the induced jobs multiplier and total FTE jobs created during the reporting period.

The CREIM results indicate a total "ripple effect" of just over three. That is, for each Direct and Contractor FTE Job created in 2012, a further two jobs are created elsewhere in the economy for a total of three. The CREIM results are based on ComEd's 2012 capital investments and actual Direct and Contractor FTE jobs as presented below:

	Std. FTE	Alt. FTE
<b>Capital Expenditures (\$M)</b>	\$165.5	
<b>Direct Jobs (ComEd)</b>	216.84	256.27
<b>Contractor Positions</b>	568.90	591.66
<b>Total Direct &amp; Contractor</b>	<b>785.74</b>	<b>847.93</b>
<b>Total Jobs Multiplier</b>	3.16	3.16
<b>TOTAL FTE JOBS</b>	<b>2,486</b>	<b>2,683</b>
<b>Induced Jobs</b>	1,701	1,835

<sup>1</sup> ComEd further notes that it is aware of a non-proprietary and generic "simple rule" developed by the federal government, which calculates job impacts related to government spending under the American Recovery and Reinvestment Act ("ARRA"). This calculation, however, is based on and produces nationwide averages to reflect that ARRA investments made across diverse economies in 50 states, including urban centers as large as New York City and small rural communities. Although this model provides a very quick and simple calculation, the CREIM method is the most representative of the ComEd service territory.

## **SECTION 6**

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### *Notes*

ComEd engaged Deloitte Consulting LLP to assist management with the development of processes to collect, aggregate and review the information provided by ComEd and its suppliers to support the FTE jobs reporting requirements as stipulated in the Act. Deloitte Consulting's engagement did not constitute an audit or any other form of attest service. ComEd is responsible for the information reported herein.