






Exelon Corporation

EXC NYSE

Utilities - Electric

Market Capitalization USD: **\$28,216.94 mm**

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance. 
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years. 
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket. 

CEO: John W. Rowe

Age: 66

CEO Since: 2000

	2009	2010	2011
Base Salary	\$1,468,077	\$1,475,000	\$1,512,904
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,573,825	\$2,474,313	\$2,500,000
Benefits and Perquisites	\$416,947	\$405,521	\$470,008
TOTAL ANNUAL COMPENSATION	\$3,458,849	\$4,354,834	\$4,482,912
Increase in Post-Retirement Benefits	\$173,566	\$2,878,315	\$1,505,192
Stock Option Awards	\$2,236,650	\$1,115,040	\$1,648,300
Stock Awards	\$6,341,383	\$1,070,210	\$4,079,600
TOTAL COMPENSATION	\$12,210,448	\$9,418,399	\$11,716,004
Median of Other Named Executive Officers Total Compensation	\$3,222,784	\$3,284,691	\$3,163,718
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$6,823,976	\$4,558,201	\$2,547,178
TOTAL REALIZED EQUITY COMPENSATION	\$6,823,976	\$4,558,201	\$2,547,178

Proxy Date: 22 Feb 2012

Annual Meeting Date: 2 Apr 2012

Equity Reserves: 5.69%

Stock Option Run Rate: 0.15%

Exelon Corporation

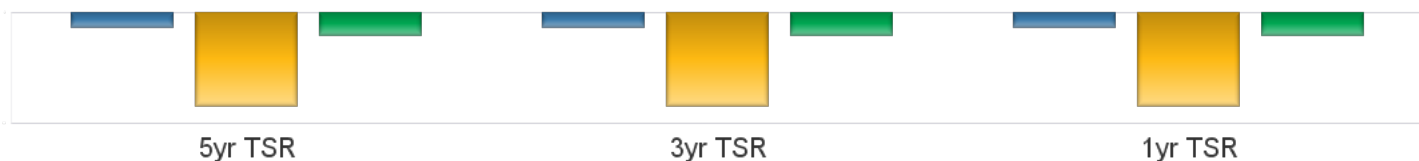
EXC NYSE

Utilities - Electric

Market Capitalization USD: \$28,216.94 mm

Performance Comparison

■ vs S&P500 ■ vs Industry ■ EXC



Peer Comparisons (TRBC) =Utilities - Electric

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
EXC	Exelon Corporation	\$12,210,448	\$9,418,399	\$11,716,004	\$28,216,940,926
SO	Southern Company (The)	\$10,804,474	\$16,029,754		\$35,997,007,376
DUK	Duke Energy Corporation	\$6,927,663	\$8,815,181		\$26,608,418,555
NEE	NextEra Energy, Inc.	\$14,756,417	\$13,560,217		\$22,794,331,437
FE	FirstEnergy Corp.	\$12,441,091	\$11,627,657		\$18,782,100,185
AEP	American Electric Power Company, Inc.	\$7,539,278	\$9,026,114		\$18,336,050,978
PEG	Public Service Enterprise Group Incorporated	\$8,715,970	\$9,233,814	\$4,377,156	\$16,883,624,713

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

3M, Abbott Laboratories, Caterpillar Inc., General Mills Inc., Hess Corporation, Honeywell International, International Paper, Johnson Controls Inc., PepsiCo Inc., PPG Industries, Inc., Union Pacific Corp., Weyerhaeuser Company, American Electric Power, Centerpoint Energy, Dominion Resources, Inc., Duke Energy Corp., Edison International, Entergy Corp., FirstEnergy Corp., NextEra Energy (formerly FPL Group), PG&E Corp., Public Service Enterprise Group, Southern Co., Xcel Energy, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Rosemarie B. Greco	Chairman	65	Female	12	Outside
John A. Cannina	Member	67	Male	4	Outside
M. Walter D'Alessio	Member	78	Male	12	Outside
Stephen D. Steinour	Member	53	Male	5	Outside
William C. Richardson	Member	71	Male	7	Outside