

2023

CASE STUDY

Exelon Corporation: Operation Safe Haven



Veterans **in Energy**

www.veteransinenergy.org

THE SITUATION



The Exelon Veteran ERG was looking for opportunities to invest in their community, so they developed a partnership with Operation Safe Haven

For the last fifteen years, Exelon Corporation has been recognized as a military friendly employer. In 2017, they solidified this by forming EMAC, the Exelon veteran ERG. While the ERG is thriving, the leadership searched for more opportunities to invest in their community.

The obvious opportunity was a partnership with Operation Safe Haven, an organization providing a variety of services to support veterans and first responders including:

- Housing
- Equine Therapy
- Peer-to-Peer Coaching
- Spouse Support Life Coach
- Physical Therapy/Yoga
- Retreat Center with hiking, fishing, camping, and more

THE DETAILS



The partnership allowed the ERG to work together for the good of their community without depleting the company's ERG funds.

- **This event was held during work hours, so the employees were paid their regular salary and accrued volunteer hours simultaneously (Professional Certifications, Dollars for Doers).**
- **Exelon treated this as a capital project, whereby only \$2,000 came from the ERG's funds and the rest of the materials used for the project were capital assets.**
- **Schedule of the day's events:**
 - Welcome and Assignments (0800)
 - Work (0830)
 - Lunch (1300)
 - Group photo (1330)
 - Work (1345)
 - Fun at the property (fishing, hiking, horse riding, etc.) (1500)
- **Projects completed:**
 - Replaced breaker panel
 - Overhead work to replace transformers
 - Vegetation management
 - Digging trenches for service to bathhouse and well
 - Clean up tennis and basketball courts
 - Framing in bath house
 - Drywall, lighting, and plumbing

RESULTS & BENEFITS



- **Solidified a partnership with the communities and people that Exelon services.**
- **The event provided opportunities for employees to cross train on projects beyond their day-to-day jobs.**
- **All members of the veteran ERG were involved in the mission – the skills and services needed for the work encouraged participation from veteran employees across all facets of Exelon.**
- **The partnership with Operation Safe Haven also benefitted their residents. Exelon hopes the time spent laboring and interacting with OSH residents will lead to additional partnerships in their workforce development program. This could lift the residents out of the community and give them a chance at a life long career.**

VETERANS IN ENERGY MISSION



Merging military backgrounds, leadership experience, and a commitment to veterans helping veterans, VIE has identified three areas of focus:



Veterans in Energy

Veterans in Energy (VIE) provides transition, retention and professional development support to military veterans. The energy industry has a long history of employing military veterans because they have training and skills that match those required for technical, engineering, support and leadership positions in energy companies.

Through education and networking, VIE is focused on working with energy companies to improve the working environment, career development, and quality of life for military veterans and spouses working in the energy industry.



Networking: Understanding the support of one veteran to another, VIE works to connect military veteran employees for the purpose of leadership growth and professional development.



Leadership: Providing leadership training and opportunities at state, regional, and national levels.



Corporate support: Working with energy companies nationwide to create and implement Employee Resource Groups (ERGs) and professional development opportunities for their employees.



Partnerships

