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PECO ENERGY

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**1997
ANNUAL
AFFIRMATIVE ACTION
REPORT**

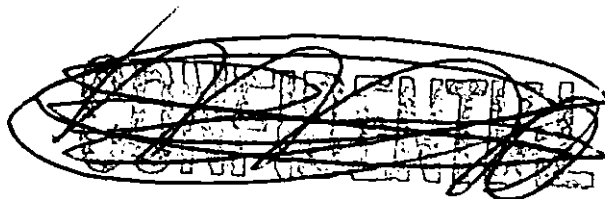
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PECO ENERGY

**1997
ANNUAL
AFFIRMATIVE ACTION
REPORT**

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**REPORT ON DIVERSITY TO THE PENNSYLVANIA
PUBLIC UTILITY COMMISSION**

HUMAN RESOURCES SECTION

SECTION I

PECO ENERGY COMPANY

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I. WORKFORCE COMPOSITION

Pages 4-8 document PECO Energy Company's workforce composition over the past five years. The data is as reported in our annual EEO-1 Report. Also, all employees at PECO Energy work in the Commonwealth of Pennsylvania.

Please note that at the end of 1994, as a result of a voluntary retirement incentive program and voluntary separation incentive program, PECO Energy lost over 2,000 employees.

PECO ENERGY COMPANY
WORKFORCE COMPOSITION
1996

Job Categories	Total	Males						Females				
		White	Black	Hispanic	Asian/P.I.	Native American		White	Black	Hispanic	Asian/P.I.	Native American
Officials & Manager												
Professionals												
Technicians												
Sales Workers												
Office & Clerical												
Craft Workers												
Operatives												
Laborers												
Service Workers												
Total Workforce												

PECO ENERGY COMPANY
WORKFORCE COMPOSITION
1995

Job Categories	Total	Males						Females				
		White	Black	Hispanic	Asian/P.I.	Native American		White	Black	Hispanic	Asian/P.I.	Native American
Officials & Manager												
Professionals												
Technicians												
Sales Workers												
Office & Clerical												
Craft Workers												
Operatives												
Laborers												
Service Workers												
Total Workforce												

PECO ENERGY COMPANY
WORKFORCE COMPOSITION
1994

Job Categories	Total	Males						Females				
		White	Black	Hispanic	Asian/P.I.	Native American		White	Black	Hispanic	Asian/P.I.	Native American
Officials & Manager												
Professionals												
Technicians												
Sales Workers												
Office & Clerical												
Craft Workers												
Operatives												
Laborers												
Service Workers												
Total Workforce												

PECO ENERGY COMPANY
WORKFORCE COMPOSITION
1993

Job Categories	Total	Males						Females				
		White	Black	Hispanic	Asian/P.I.	Native American		White	Black	Hispanic	Asian/P.I.	Native American
Officials & Manager												
Professionals												
Technicians												
Sales Workers												
Office & Clerical												
Craft Workers												
Operatives												
Laborers												
Service Workers												
Total Workforce												

PECO ENERGY COMPANY
WORKFORCE COMPOSITION
1992

Job Categories	Total	Males						Females				
		White	Black	Hispanic	Asian/P.I.	Native American		White	Black	Hispanic	Asian/P.I.	Native American
Officials & Manager												
Professionals												
Technicians												
Sales Workers												
Office & Clerical												
Craft Workers												
Operatives												
Laborers												
Service Workers												
Total Workforce												

II. NARRATIVE ON AFFIRMATIVE ACTION EFFORTS

A. RECRUITMENT INITIATIVES

PECO Energy engages in targeted recruitment by utilizing various sources to communicate vacancies in the Company. Sources include local and national newspapers (minority publications included), job fairs - Operation Native Talent, NAACP and the Urban League. Employment and referral agencies are encouraged to provide us with an applicant pool that includes qualified minorities and females.

1. INROADS

INROADS is an organization dedicated to the selection and development of high-potential minority college students in order to prepare them for responsible positions in the business community upon graduation.

PECO Energy sponsors a number of Interns in this program, offering summer employment with increasingly challenging work and mentoring support. The Company's objective in the INROADS program is to eventually offer these talented Interns full-time employment.

Historically, PECO Energy has focused on engineering students, but recently we have begun to diversify into other occupations including Human Resources and Information Systems. Currently, PECO Energy is sponsoring two interns.

2. PRIME (Philadelphia Regional Introduction of Minorities to Engineering)

PRIME is a non-profit consortium of educators, teachers, businesses, university faculties, parents, students and civic organizations working in partnership to increase the number of minorities and women in the engineering professions.

Founded in 1973, PRIME has evolved into a network of 47 business firms and industries, 9 governmental agencies, 15 community organizations, 27 colleges/universities and 2 public school districts. Over 4,200 students, in grades 7 through 11, are studying pre-engineering curricula in 36 participating junior and senior high schools in the Philadelphia and Camden areas. To date, approximately 900 of its graduates are matriculating engineering students in colleges and universities throughout the United States.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

A key to the success of PRIME's program is the company-school link-up. Thus, each member company serves as an informational and motivational resource for an assigned school, usually the school closest to the company.

Field trips constitute an extremely valuable contribution by providing motivation through on-site exposure to engineers at work, while permitting the students to learn from direct observation how processes operate and products are made.

PECO Energy Company is one of the co-founders of PRIME, and a Company employee sits on the PRIME Board of Directors. The Company has adopted Overbrook High School, Rhodes Middle School and Lamberton School as its sponsored schools. Throughout each school year, PECO Energy provides monthly field trips to various Company locations to expose minority students to specific aspects of engineering and the corporate business organization in general.

3. Job Fairs And Career Days

PECO Energy participates in the following job fairs and career conferences:

- ALPHA Career Day at Temple University
- Annual Career Day at Chester High School
- OMEGA PSI PHI Career Day at William Penn High School
- College and University Career Days:
 - Operation Native Talent
 - Princeton University
 - University of Pennsylvania
- EEO Diversity Career Day

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

4. Creating Paths For The Future

PECO Energy has also listened to its employees' concerns about recruiting high potential and highly qualified women and minorities. One solution we developed is a program is called "Creating Paths for the Future."

Purpose:

To encourage high school students who exhibit the qualities of high academic performance and excellent character to consider PECO Energy as their employer of choice after completing their college education.

To introduce and expose students to the diversity of career paths available at PECO Energy Company through summer employment, co-op assignments and internships.

To mentor students selected for this program from high school through college.

Vision:

To be a part of a high quality, diverse workplace that is the result of a partnership between PECO Energy professionals and talented students in mentoring relationships.

Mission:

To establish an energized, participative, and high profile presence in PECO Energy's extended service territories.

To assist in the identification and development of tomorrow's leaders throughout PECO Energy and its extended service territories.

To promote PECO Energy Company's corporate diversity goals by developing minority early recruitment models that support PECO Energy's strategic staffing objectives.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

Benefits:

An early identification, selection and screening process which will give PECO Energy access to gifted students and future leaders and will:

- Develop a supplemental work force of proven performers that can be used effectively during the summer vacation period.
- Give our present associates the opportunity to enhance their interpersonal skills by working closely with students of varied backgrounds and facilitate ownership by the associates of the communities which we service.
- Reestablish a strong corporate presence in the service community and a positive influence on present and future customers.

5. Informal Recruitment Network

In order to hire a greater number of women and minority employees, the Manager of Affirmative Action works closely with our Staffing Division.

The purpose of the "Informal Recruitment Initiative" is to increase the number of women and minority applicants as well as improve the representation of women and minorities in many job vacancies.

Members of the informal recruitment network include:

- 1) Urban League of Philadelphia
- 2) National Association of Black MBAs
- 3) Black newspapers

The New Observer
Philadelphia Sun
Philadelphia Tribune

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

- 4) Black fraternities and sororities
- 5) Delaware Valley H.R. Network
- 6) Bell Atlantic Outplacement Services
- 7) Scott Paper Outplacement Services
- 8) National Technical Association
- 9) National Association of Black Engineers
- 10) National Office for National Association of Black Engineers
- 11) National Organization of Black Chemists and Chemical Engineers
- 12) Institute of Electrical and Electronic Engineers
- 13) National Association of Black Accountants

B. ADVERTISING

When attempting to conduct targeted recruiting, for minorities and women, PECO Energy places additional advertisements in local publications that circulate in minority communities, including the Philadelphia Tribune (published by and for African Americans) and El Diario (published by and for Hispanic Americans).

C. TRAINING INITIATIVES

1. Supervisory Training

- EEO/Affirmative Action/Diversity

The Manager of Affirmative Action periodically gives presentations at PECO Energy's Supervisory Development Academy (SDA). The purpose of these presentations is to help managers and supervisors understand affirmative action, equal employment opportunity issues and diversity issues.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

Currently, the Affirmative Action Division gives a two-hour presentation about these issues. Participants in the workshop are often asked to engage in role playing and to work in small group exercises.

Overall objective:

The overall objective of the program is to provide participants with a heightened awareness of affirmative action, equal employment opportunity issues and diversity issues.

Three objectives:

There are three major objectives involved in most diversity programs conducted by the Affirmative Action Division:

- To help management understand these Affirmative Action goals.
- To help management understand the social climate of their workplace and how climate issues can result in discriminatory action.
- To help management and employees value diversity and manage diversity in the workplace.

- Valuing and Managing Diversity

This is an intensive two-day skill building program to help managers recognize the way in which diversity issues relate to business and their strategic planning. Managers discover the inter-relatedness between diversity and business on the global, national and corporate levels. In the final analysis, managers will develop skills that enhance the effectiveness of a diverse work teams.

This program is designed to help managers and supervisors who:

- need to manage a diverse work team more effectively.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

- need a better awareness of PECO Energy's diversity, philosophy and strategic business aspects of diversity.
- want to become a change agent who promotes the benefits of a diverse workforce.

- Conflict Management

This two-day workshop provides a basic understanding of inter- and intra-personal dynamics in managing conflict situations. Day One focuses on conceptual understanding; Day Two on intense practice of a four-step conflict management model.

This workshop enables supervisors and managers to better understand their own thoughts, reactions and priorities within a conflict situation. It also gives them a useful model for understanding and discussing conflict with others as well as a chance to practice using their newly-acquired conflict management skills in a "safe" setting.

2. Diversity

- Diversity Training

While PECO Energy has begun to increase the number of women and minorities throughout all levels of the Company, the Affirmative Action Division is currently helping the entire organization value and manage diversity in the workforce.

Most of the diversity training at PECO Energy is built upon a quality management planning called APIR (Assess, Plan, Improve, and Reinforce). Whenever diversity training is given to groups at PECO, the diversity plan includes four stages:

- The Assessment stage involves conducting a survey or interviews of participants to provide the trainer with an understanding of prevalent attitudes. The trainer can then implement and customize a diversity strategy.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

- The Planning stage is the second part of the diversity program. The question is raised: "How do we get to the stated objective of a given program?"
- The Improvement stage serves to increase the participants' understanding of affirmative action, equal employment opportunity issues, and diversity issues.
- In the latter part of the diversity plan, the trainer provides Reinforcement of the major lessons. This section gives closure to the program.

- Open Forums

The Affirmative Action division received sponsorship from upper level management in 1993 and 1994 to conduct diversity "Open Forums" Led by the Affirmative Action staff, the open forums had the following purposes:

- To discuss equal employment opportunity, affirmative action, and diversity.
- To answer any questions employees had regarding equal employment opportunity, affirmative action, and diversity.
- To give employees an opportunity to bring forth any issues related to equal employment opportunity, affirmative action policies and procedures.
- The overall purpose of the "Open Forums" was to give supervisory and non-supervisory employees an opportunity to have their questions answered regarding affirmative action, equal employment opportunity, and diversity as well as to give employees a clearer picture of PECO Energy's affirmative action policies and procedures.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

The primary goals for supervisors were:

- To meet OFCCP recommendation that we periodically discuss supervisor's affirmative action responsibility.
- To discuss how the supervisor should respond when a complaint is raised.
- To discuss how the supervisor's action or inaction can make the company liable.
- To answer sensitive questions regarding discrimination in the workplace and reverse discrimination.

For the non-supervisory employees, the primary goals of the "Open Forum" were:

- To let employees know that there is an internal forum to address their concerns and complaints about discrimination.
- To receive input from employees regarding perceived issues.
- To give employees an opportunity to talk and to share their concerns.
- To let employees know that PECO Energy wants to hear from them.

3. Employee Harassment Workshop

The training is designed to help employees realize that harassment is a form of discrimination, which makes it not only a violation of corporate policy, but also very often illegal. The trainer reviews our corporate policy and provides examples of harassing behavior that is prohibited by law, including sexual and racial harassment.

Using various vignettes, this training gives employees practice in responding appropriately to harassing situations.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

Goals of the workshop:

- ☒ To educate participants about how employee harassment can manifest itself in the workplace, and what their options are if it occurs.
- ☒ To equip participants with the skills necessary to properly respond to these sensitive issues.

4. Mentoring Programs

- Aspen Group

"At PECO Energy, diversity has been a focus not only in the hiring and promoting of women and minorities," said Gwen King, senior vice president of Corporate and Public Affairs, "but in an on-going effort to highlight multicultural contributions to the work force and community."

"By sponsoring such events and activities as the African-American History Month and Women's History Month, we're developing an appreciation for the contribution each of us brings to the workplace," King said.

King also serves as the leader of the Aspen Group, an executive leadership group that sponsors such efforts as Women's History Month and CTAC WISE (see below).

- Minority Male Mentoring Group

PECO Energy is developing high potential minority males through its endorsement of the "Minority Male Mentoring Group". This group is sponsored by the Senior Vice President of Human Resources, Bill Kaschub. The purpose of this group is to provide career counseling and professional development to its members.

The Minority Mentoring Group consists of minority males in supervisory and management positions.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

The group invites high status, very influential professionals to hold workshops and seminars for the mentoring group. Professionals internal to PECO Energy and outside professionals are invited to present new ideas and career planning strategies to the group.

- CTAC WISE

This corporate-sponsored organization of Craft, Technical, Addministrative and Clerical (CTAC) Women In Stride with Excellence (WISE) was developed as an off-shoot of the Aspen Group to encourage the professional and personal development of CTAC women while acknowledging their contributions and achievements.

Its goals include the development of opportunities for personal growth and the establishment of a mentoring program..

CTAC WISE consists of a cross-section of women with various jobs in the Company. The mentoring program is designed to expose them to a rewarding and positive partnership with high-performing middle- and senior-management women in Aspen.

D. PROMOTION

Diversity is not a new concept in the Company, but for the first time, it became a corporate strategic goal in 1995.

"Although PECO Energy has always actively encouraged diversity in the workplace, it has become clear that the Company must do better in tapping into and harnessing the talents and skills of a multicultural work force," said Chairman and CEO Joseph F. Paquette, Jr. in a recent edition of Infoline, the Company's daily newspaper.

The diversity goal aims to improve the effectiveness of the ways in which SBUs and departments hire, promote and transfer women and minorities in areas where they are underrepresented. For example, the Company has tried over the years to encourage women to enter the electric line job group. In spite of these efforts, the electric line job group is still an area needing greater representation of women.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

"The diversity goal is an internally driven initiative, not one imposed upon the Company by an outside agency," said Jeffrey Snowell, director of Affirmative Action. The Company is in compliance with government regulations dictated by the Office of Federal Contract Compliance Programs (OFCCP). PECO Energy is also an Equal Employment Opportunity Employer and does not discriminate in hiring based on race, gender, age, disability or veterans status.

Each year, the Company's Affirmative Action Division distributes data for each SBU and department indicating the job groups for which goals have been established.

The diversity goal requires SBUs and departments to make a "good faith" effort to fill vacancies according to the availability rate in the job market.

PECO Energy remains committed to building a high performance work culture as well as a diverse one. This means that we will only consider qualified candidates when filling vacancies. The Affirmative Action Division and the Staffing Division offer assistance to SBUs and departments in support of their diversity efforts.

Although 75 percent of new entrants to the work force in this decade are expected to be women and minorities, an emphasis on diversity in the Company is not simply a reaction to the future realities of the work place. Diversity is also a move to cultivate different perspectives and ideas in the workplace while seeking the best candidates among the entire pool.

"For some time, we've talked about the Company's evolution into a high performance work culture. Among the aspects of that culture are those that cultivate teamwork, empowerment, and a respect for individuals and their differences," said William J Kaschub, senior vice president of Human Resources. "This makes a stronger and ultimately more competitive company."

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

E. RETENTION

In order to assist in the retention of its minority and female employees, PECO Energy has established four processes:

- an internal EEO complaint process
- a mediation process
- a dispute resolution process, and
- coaching

Internal EEO Complaint Process

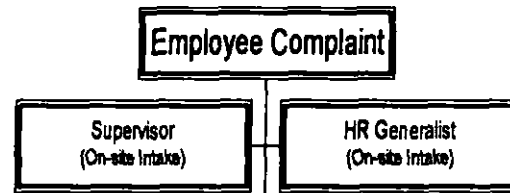
This process enables employees who feel they are experiencing discrimination and/or harassment to lodge a formal complaint with their manager, HR Generalist or the Affirmative Action Division, whenever they prefer. At each level, an honest attempt is made to investigate and try to resolve their complaint. Where discrimination or harassment is found, recommendations are made to management to ensure that this will not be a concern in the future. This process has validity with PECO's employees and is used often.

Mediation Process

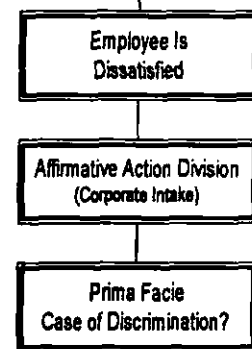
When employees raise concerns with the Affirmative Action Division that do not fall within the realm of discrimination or harassment, we seek to resolve the conflict through mediation between the employee and their supervisor or co-worker. Very often, the issues raised here are related to perceptions of being harsh or disrespectful which may be cultural "disconnects". Our aim, then, is to help the other party (sometimes both) to "hear" the concern and honor it.

EEO Complaint Process

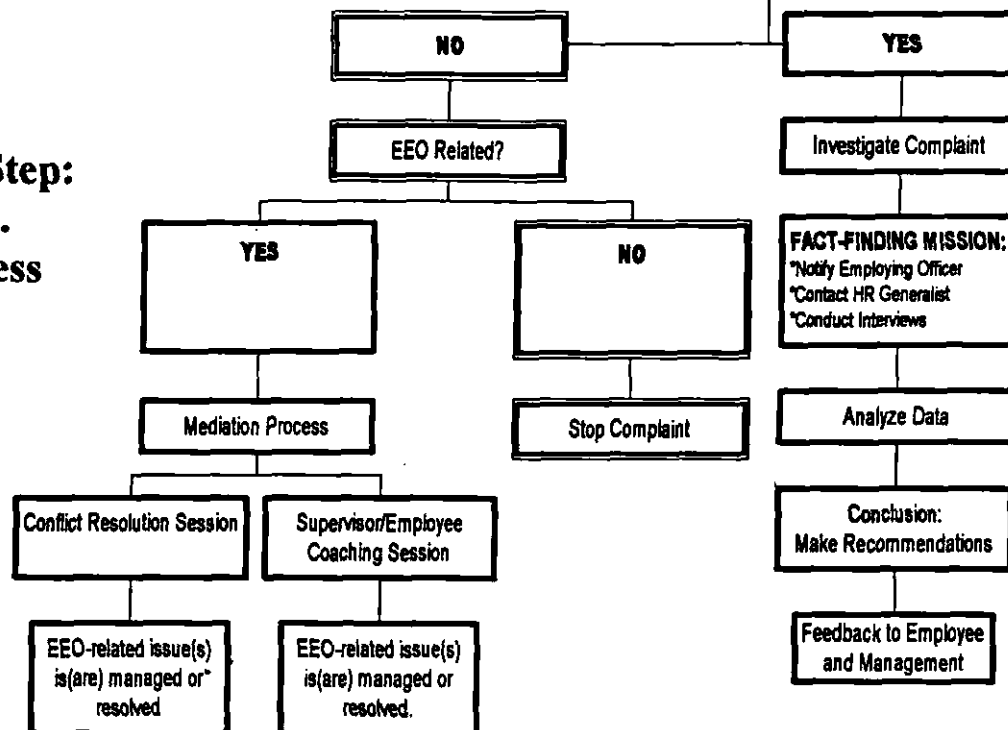
1st Step: On-site Intake Process



2nd Step: Corp. Intake Process



3rd Step: Corp. Process



NARRATIVE ON AFFIRMATIVE ACTION EFFORTS (CONT.)

Coaching

When an employee's behavior reflect attitudes that undermine their effectiveness as an employee, we sometimes will offer coaching by an independent consultant to help them see and correct those behaviors. Our goal is to eliminate the need to institute more formal disciplinary measures.

Employee Dispute Resolution Process (DRP)

Designed for both hourly and salaried employees, the DRP offers employees a step-by-step approach to resolving work-related issues in a confidential, objective and timely manner.

Utilizing this process, an employee may grieve a management decision to a panel of 5 employees as an alternative to appealing to their Vice President. Each panel is selected at random by the employee who raises the issue, and consists of 2 managers and 3 peers.

While there are some issues (such as benefits) that an employee may not dispute, the decision of a panel is final and binding for the company and the employee.

Please Note: See also the "mentoring" section for more retention efforts.

III. WORKFORCE/SERVICE TERRITORY COMPARISON

A. DESCRIPTION OF SERVICE TERRITORY:

PECO Energy Company's service territory and reporting locations include the following counties:

Philadelphia
Bucks
Chester

Delaware
Montgomery

Please note: Our Bulk Power Strategic Business Unit markets and trades electricity nationwide.

B. DESCRIPTION OF RELEVANT LABOR FORCE:

The determination of what is our relevant labor force is done by Job Group as we prepare our affirmative action goals. Please see Attachment I for our Availability Analysis for 1997.

C. WORKFORCE/RELEVANT LABOR FORCE COMPARISON:

Based upon the relevant labor force as defined by job group in Attachment I, the comparisons shown in Attachment II apply.

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 001 PECO Executives

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 002 85/86- Mgmt/Supv - Info Sys

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 003 85/86- Mgmt/Supv - Supp/Exec

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Baltimore MD MSA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 004 85/86- Q.M. Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 005 85/86- Info Systems Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Pennsylvania/United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 006 85/86- Supp Svc Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Baltimore MD MSA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 007 85/86- Tech/Ops Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 008 85/86- Info Sys Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 009 85/86- Support Svc Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 010 85/86- TC/Exec Staff Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 011 85/86- Maintenance

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 012 85/86- Service Workers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 013 TC- Management & Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 100 Legal- Managers/Supervisors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group 101 Legal- Support Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 102 Legal- Lawyers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 104 Legal- Legal Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group 200 H.R - Managers/Supervisors

Factor	RAW STATISTICS		Value Weigh	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 201 H.R. - Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 202 H.R.- Training/Instructors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 203 H.R.- Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 300 Finance- VPs/Managers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States/Boston to Balt.
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 301 Finance- Supervisors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 302 Finance- Accountants

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 303 Finance- Analysts/Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 304 Finance- Clerical Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 400 Corp & P.A. - Mgrs/Subvs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States25/Penn75
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 401 Corp & P A.- Analysts/Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Pennsylvania
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 402 Corp & P.A. - Cler/Tech Supp

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 500 CESH- VPs/Managers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File US50/Boston to Baltimore50
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group 501 CESC- Tech/Operations Supvs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						190 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						190 Census of Population, EEO File Pennsylvania
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 502 CESH- Administrative Supvs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 503 CESC- Technical Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 504 CESH- Engineers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 505 CESC- Analysts

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 506 CESH- Other Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 507 CESC- Sales

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 508 CESC- Information Systems

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States50/Penn50
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 509 CESH- Drafting/Design

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 510 C&S- Engineering Techs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 511 CESG- Customer Service

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 512 CESG- Sr Office Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 513 CESG- Mktg&Sales/Other Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Boston to Baltimore
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
9						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 514 CESH- Operations Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %			10			

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 515 CESH- Office Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group. 517 CESG- Energy Technicians

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
9						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 518 CESH- Skilled Infrastructure

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 519 CESH- Infrastructure

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 520 CESH- Building Maintenance

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 600 Bulk Power- VP/Managers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File US85/Pennsylvania15
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 601 Bulk Power- Supervisors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File US75/Pennsylvania25
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 602 Bulk Power- P.T. Consultants

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 603 Bulk Power- Analysts

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Pennsylvania
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 604 Bulk Power- Other Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File US75/Pennsylvania25
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 605 Bulk Power- Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 606 Bulk Power- P.T. Sales

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 700 PGG- Managers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 701 PGG- Supervisors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Baltimore MD MSA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 702 PGG- Engineers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 703 PGG- Analysts/Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File Baltimore MD MSA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 704 PGG- Designers/Technicians

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File York County, PA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 705 PGG- Clerical Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 706 PGG- Plant/Maintenance Leads

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 707 PGG- Cross-Functional Techs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File York County, PA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 708 PGG- Maintenance Techs

Factor	RAW STATISTICS			WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min	Value Weight	Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File York County, PA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 709 PGG- Plant Services

Factor	RAW STATISTICS			WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min	Value Weight	Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File York County, PA
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 800 Nuclear- Op/Maint VPs/Mgmt

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 801 Nuclear- Eng/Tech Mgmt

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 802 Nuclear- Admin Mgmt

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 803 Nuclear- Op/Maint Supv

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 804 Nuclear- Eng/Tech Supv

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 805 Nuclear- Admin Supv

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population. EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 806 Nuclear- Engineers

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 807 Nuclear- Phys/Chemists

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 808 Nuclear- Analysts

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 809 Nuclear- Info Sys Profs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 810 Nuclear- Tech Profs

Factor	RAW STATISTICS			WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min	Value Weight	Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 811 Nuclear- Admin/Other Profs

Factor	RAW STATISTICS			WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min	Value Weight	Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 812 Nuclear- Instructors

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 813 Nuclear- I&Cs/Tech Assts

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File CUSTOM3 - YORK10/BALT50/PENN40
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 814 Nuclear- H.P./Chem Techs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File "Boston to Baltimore"
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 815 Nuclear- Design/Drafting

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 316 Nuclear- Sr Cler/Admin Supp

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 817 Nuclear- Secretarial

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						390 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						eeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 818 Nuclear- Clerical

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 819 Nuclear- Skilled – Plant

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 820 Nuclear- Prog — Plant

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 821 Nuclear- Skilled — Maint

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 822 Nuclear- Prog -- Maint

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File CUSTOM1 - YORK33/LANC33/BALT33
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 823 Nuclear- Gen Plant Support

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group. 900 Gas Svc- Managers/Supvs

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 901 Gas Svc- Professionals

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
18 Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						1990 Census of Population, EEO File United States
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						
Final Availability %						

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 902 Gas Svc- Tech/Clerical Supp

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 903 Gas Svc- Skilled -- Gas

Factor	RAW STATISTICS		Value Weight	WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min		Female	Total Min	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility						
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area						
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility						
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area						
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area						1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility						Feeder Job Group(s)
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills						
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills						

Final Availability %

AVAILABILITY ANALYSIS

PECO Energy
01/01/97

Job Group: 904 Gas Svc- Prog - Gas

Factor	RAW STATISTICS		WEIGHTED FACTOR		Reason for Value Weight/Source of Data
	Female	Total Min	Value Weight	Female	Total Min
1A Percentage of Minorities in Population of Labor Area Surrounding Facility					
1B Percentage of Women Among Those Seeking Employment in the Labor or Recruitment Area					
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility					
3 Percentage of Minorities and Women in Total Work Force in Immediate Labor Area					
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area					1990 Census of Population, EEO File Philadelphia PA-NJ PMSA
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area					
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility					
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills					
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills					

Final Availability %

SUMMARY OF WORKFORCE VS. AVAILABILITY ANALYSIS

Job Group	Female Workforce	Female Availability	Minority Workforce	Minority Availability
001 - PECO Executives				
002 - 85/86- Mgmt./ Supv. - Info Systems				
003 - 85/86- Mgmt/Supv- Support/Executive				
004 - 85/86- Q.M. Professionals				
005 -85/86-Info Sys Professionals				
006- 85/86- Supp Svc Professionals				
007- 85/86- Tech/Ops Support				
008- 85/86- Info Systems - Clerical				
009- 85/86- Support Svc Clerical				
010- 85/86- TC/Exec Staff Clerical				
011- 85/86-Maintenance				
012- 85/86- Service Workers				
013 - TC - Management & Professionals				
100 - Legal - Managers/ Supervisors				
101 - Legal - Support Professionals				
102 - Legal - Lawyers				
103 - Legal - NOT IN USE				
104 - Legal - Legal Support				

Job Group	Female Workforce	Female Availability	Minority Workforce	Minority Availability
200 - H.R. - Managers Supervisors				
201 H.R. - Professionals				
202 - H.R. - Training/ Instructors				
203 - H.R. - Support				
300 -Finance - VPs/ Managers				
301 - Finance - Supervisors				
302 - Finance - Accountants				
303 - Finance - Analysts Professionals				
304 - Finance - Clerical Support				
400 - Corp. & P.A. - Managers/Supervisors				
401 - Corp. & P.A. - Analysts/Professionals				
402 - Corp. & P.A. - Clerical/Tech Support				
500- CESG- VP's/ Managers				
501- CESG- Tech/ Operations Supervisors				
502- CESG-Admin. Supervisors				
503- CESG- Technical Professionals				
504- CESG- Engineers				
505- CESG- Analysts				
506- CESG- Other Professionals				
507- CESG- Sales				
508- CESG- Information Systems				

Job Group	Female Workforce	Female Availability	Minority Workforce	Minority Availability
509- CESH- Drafting/ Design				
510-CEHG- Engineering Technicians				
511- CESH- Customer Service				
512- CESH- Sr. Office Clerical				
513- CESH- Marketing Professionals				
514- CESH- Operations Support				
515- CESH- Office Clerical				
516- CESH- NOT IN USE				
517- CESH- Energy Technicians				
518-CEHG- Skilled Infrastructure				
519-CEHG- Infrastructure				
520-CEHG- Building Maintenance				
600- Bulk Power VP/ Managers				
601- Bulk Power Supervisors				
602- Bulk Power P. T. Consultants				
603- Bulk Power Analysts				
604- Bulk Power Other Professionals				
605- Bulk Power Clerical				
606- Bulk Power- P. T. Sales				
700- PGG-Managers				
701- PGG-Supervisors				

Job Group	Female Workforce	Female Availability	Minority Workforce	Minority Availability
702- PGG-Engineers				
703- PGG-Analysts Professionals				
704- PGG- Designers/ Technicians				
705- PGG- Clerical Support				
706- PGG- Plant/Maint. Leads				
707- PGG- Cross-Functional Techs				
708- PGG- Maintenance Techs				
709- PGG-Plant Services				
800-Nuclear- Op/Maint VPs/Management				
801-Nuclear- Eng/Tech Management				
802-Nuclear- Admin Management				
803-Nuclear-Op/Maint Supervisors				
804-Nuclear- Eng/Tech Supervisors				
805-Nuclear- Admin Supervisors				
806- Nuclear-Engineers				
807- Nuclear-Phys Chemists				
808- Nuclear-Analysts				
809- Nuclear- Info Systems Professionals				
810-Nuclear-Tech Professionals				
811-Nuclear-Admin/ Other Professionals				
812-Nuclear-Instructors				

Job Group	Female Workforce	Female Availability	Minority Workforce	Minority Availability
813-Nuclear-I&Cs/Tech Assistants				
814- Nuclear H.P. /Chem Technicians				
815-Nuclear-Design/ Drafting				
816-Nuclear- Sr Clerical/ Admin. Support				
817-Nuclear-Secretarial				
818-Nuclear-Clerical				
819-Nuclear-Skilled— Plant				
820-Nuclear-Prog-Plant				
821-Nuclear-Skilled— Maintenance				
822-Nuclear-Prog-- Maintenance				
823-Nuclear-General Plant Support				
900 - Gas Svc Managers/ Supervisors				
901 - Gas Svc Professionals				
902 - Gas Svc - Tech. Clerical/Support				
903 - Gas Svc - Skilled Gas				
904 - Gas Svc - Prog Gas				

**REPORT ON DIVERSITY TO THE PENNSYLVANIA
PUBLIC UTILITY COMMISSION**

PROCUREMENT SECTION

SECTION II

PECO ENERGY COMPANY

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UTILITY PROCUREMENT DIVERSITY REPORT
AS OF DECEMBER 31, 1996

	<u>MBE</u>	<u>WBE</u>	<u>TOTAL</u>	<u>CORPORATE*</u>
Total Direct	\$17,271,981 (1.6%)	\$7,029,611 (0.6%)	\$24,212,986 (2.2%)	\$1,092,337,746

*Excludes purchases of electricity for delivery to customers or other parties

M/W/DBE PROCUREMENT EFFORTS

INTERNAL EFFORTS

The new Supply Management Organization within PECO Energy will stress the importance of the Supplier Development Program. An increased level of awareness will be gained by guiding each business unit to be responsible for supplier development in order to support the diversity goals of PECO Energy Company. To accomplish these initiatives, the following activities will be conducted

- Periodic buyer orientation, which includes updates of new initiatives and issues in an open forum as well as one-on-one sessions.
- Development of an integrated corporate database to link Supply Management and Accounts Payable. This facility, when completed, will contribute significantly to our ability to classify, track, control, record and manage procurements to the significant benefit of the program and all reporting requirements.
- Provide opportunities to the Supply Management staff to attend cultural diversity training and supplier development sessions.
- Continued expansion of our P-Card program to capture key opportunities for minority, woman, and people with disabilities-owned business enterprises.

M/W/DBE PROCUREMENT EFFORTS

EXTERNAL EFFORTS

- Participate with other member companies of the Edison Electric Institute to benchmark minority development programs.
- Host ethnic minority and woman business groups for the purposes of providing targeted contacts with buying groups and opportunities for collaboration.
- Advertise in all appropriate print media, of all major ethnic groups to communicate company outreach message.
- Meet with manufactures, sales representatives and others to develop relationships and policies which facilitate increased "price competitiveness" of minority firms.
- Actively involved in Utility Diversity Advisory Committee (UDAC) and actively participate with the Delaware Valley Minority Business Resource Council, The National Association of Woman Business Owners, Governor Ridge's Minority and Woman Business Advocates, and other Minority/Woman Business development agencies to promote, advocate, and sponsor activities, policies and programs that enhances participation and growth within the business community.

M/W/DBE PROCUREMENT EFFORTS

SUBCONTRACTING EFFORTS

The Supplier Development Program is the specific responsibility of the Support Services Department. During 1995/96, PECO Energy made the transition to a Supply Management Organization under which the Supplier Development Program will be a significant aspect under the broader functions of Supply Operations. As the organizational structure of the new Supply Management Organization evolves, corporate duties and responsibilities will be developed and maintained. Supply Management will formulate strategies and develop policies within corporate guidelines and values which will result in increased business activity with M/W/DBE's. Also, all Strategic Business Units will have greater responsibilities for Supplier Development. This will further enhance the corporate support of the Supplier Development Program.

**REPORT ON DIVERSITY TO THE PENNSYLVANIA
PUBLIC UTILITY COMMISSION**

COMMUNITY OUTREACH SECTION

SECTION III

PECO ENERGY COMPANY

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COMMUNITY OUTREACH - MULTICULTURAL AFFAIRS OUTREACH

GENERAL DESCRIPTION

To generate a positive image for PECO Energy by developing, implementing and aiding Corporate policies and programs which improve the quality of life in a multicultural and economically diverse community.

CORPORATE POLICIES

Departmental policy seeks to identify changing demographics of our service territory in order to meet the needs of all our customers.

PROGRAMS

Improve "employee satisfaction" through the support of Corporate initiatives and sponsorships/ads for various community ethnic groups celebrations submitted by employees. For example:

- Africa Exhibit - PECO Energy Family Day at the Franklin Science Institute Museum
- African American Chamber of Commerce Business-to-Business Expo
- African American History Month Celebration
- American Red Cross Drive
- Berean Institute Technology Fair
- Celebrate Age Expo
- Holiday Show
- International Women's Show
- Martin Luther King Celebration
- Multicultural Festival series at Penn's Landing
- National Merit Scholarship
- Native American Cultural Programs
- PECO Energy Community Ambassadors
- PECO Energy Jazz Festival
- PECO Energy Power Kids
- PECO Energy "Working Artists" Visual Arts and Crafts Exhibit
- Philadelphia Flower Show
- Philadelphia Holiday Show
- Philadelphia Plan
- Speakers Bureau
- Take Our Children to Work
- United Way Campaign
- Women's History Month
- United Way Campaign

MAJOR PROGRAMS

African American History Month Celebration

Hundreds of employees have volunteered their time over the last seventeen years to plan educational, cultural, self-awareness and self-empowerment programs during the month of February. A large banquet is held annually, drawing in excess of 1,000 employees to the celebration of African American Heritage. The Company's theme for this year's program and banquet was: *A story to tell, a history to remember, and a legacy to share*. This year, the African American History Month Committee dedicated their program to our Chairman, Joseph F. Pauquette, in honor of his appreciation for African-American culture, his continual support of African-American History Month activities and his commitment to diversity initiatives throughout the years. Fifteen hundred employees and guests were in attendance Thursday, February 13, 1997 to pay tribute to our Chairman.

Women's History Month

A large group of women employees have held a series of educational workshops and cultural presentations during the last three years to celebrate Women's History Month. The activities have covered subjects such as: financial advice, career advancement, leadership development, work/family responsibilities, health issues, PECO Energy's "Working Artists" Annual Visual Art and Craft Exhibit, PECO Energy's "Lots of Beauty" Reception at the Philadelphia Flower Show, Sunday afternoon with the Harlem Globetrotters and an evening with the Philadelphia 76ers versus the New Jersey Nets at the CoreStates Center.

Take Your Children To Work

Employees are invited to bring their children to the workplace and "shadow" them for the day. This event presents an opportunity for career awareness and "hands-on" experience in the various high technology careers that are part of the electric/gas utility industry.

Native American Cultural Programs

Since 1991, PECO Energy has annually sponsored a Native American Festival and a Native American Month to educate the public and employees on the traditional aspects of the Native American Indian culture. Each year the celebrations draw more than 8,000 participants from school age children to adult groups. A Native American Resource Group comprised of local residents and employees supports the various programs and activities at PECO Energy's Conowingo Hydroelectric Station on the Lower Susquehanna River. Since November 1995, Native American Month activities, i.e. Program and exhibit, are held at PECO Energy's Main Office site.

Philadelphia Plan

In 1994, Chairman, Joseph F. Paquette and President Corbin McNeil committed PECO Energy to a 10 year partnership with The Partnership Community Development Corporation. The goal of the partnership is to stabilize, revitalize and improve the quality of life in the communities of west and southwest Philadelphia. Efforts are underway to improve housing, recreation areas and schools; reduce crime and increase businesses. Accomplishments, thus far, include 57 housing units completed; 700 residents received job counseling/150 place full or part time; creation of 150 construction jobs; The Partnership CDC's activities have leveraged over \$5 million dollars in west and southwest Philadelphia since 1994 and 80% of those dollars are being spent in the local community. The Philadelphia Plan is a city-wide public/private partnership involving 12 other corporations that have made similar commitments to neighborhoods throughout Philadelphia.

PECO Energy Jazz Festival

The company has been the signature sponsor for the last four years of a series of concerts and jazz workshops in partnership with the Philadelphia Convention and Visitors Bureau. The festival is held during the month of February with the opening "noontime jazz jam" held in the PECO Energy Main office lobby. This year, more than 100 employees volunteered their time, talent and treasure to support the Jazz Festival venues and events. This sponsorship is important because all the proceeds from the Festival benefit the Afro-American Historical and Cultural Museum. It is the major cultural institution in Philadelphia preserving the African American Heritage.

Multicultural Festival Series at Penn's Landing

PECO Energy was the signature sponsor of the various ethnic festivals held at Penn's Landing during the summers of 1995 and 1996. Twelve different ethnic groups had an opportunity to share their culture and folklore with more than 150,000 visitors. Again in 1997, PECO Energy will be the signature sponsor of the Festival Series.

Support Community Fundraising

Throughout the year PECO Energy provides support to over four hundred fundraising efforts by community based organizations. This extensive community outreach effort is focused on strengthening and stabilizing the services and cultural infrastructure that improves the quality of life of our various communities. For example:

- Bucks County Latino Scholarship Fund
- Habitat For Humanity
- NAACP Chapters: City and Suburban
- National Conference of Christians and Jews
- People's Emergency Center
- College Fund/UNCF: Lou Rawls' Parade of Stars Telethon and "Phlavor" of Philadelphia
- Urban League: Future Leaders Tennis Tournament
- Women Against Abuse

RESOURCES

- It takes hundreds of volunteers, time and the use of corporate facilities to carry out our programs to increase employee satisfaction. PECO Energy requires corporate sponsorship for all volunteer efforts carried out on the Company's premises.
- Gwendolyn S. King, Senior Vice President of Corporate & Public Affairs, is the chief sponsor for many of the events for which the employees volunteer. Shirley M. Dennis, Director of Community Relations is the business sponsor for the African American History Month celebration and the Women's History Month celebration.
- Team Leader, Constance N. Scott who is responsible for Community Outreach, Multicultural Affairs and Community Economic Development leads a team of volunteers and cross-functional committee members. Scott also facilitates PECO Energy's participation in the Philadelphia Plan which is a ten-year commitment to improve the communities of west and southwest Philadelphia.
- Corporate and Public Affairs and employees of the various Business Units place a significant role in helping to fulfill PECO Energy's corporate responsibility.
- Multicultural Affairs Council: In 1993, at the request of Senior Vice President Gwen King, a Multicultural Affairs Council was organized. This group of nine customers advises Community Relations on various multicultural outreach efforts. Some of these are:
 - Annual Black Family Reunion at Fairmount Park
 - Health Growing Up: Intergeneration Learning at Please Touch Museum
 - India Festival; Program for the Council of Indian Organizations
 - Latino Scholarship Fund
 - Laurel Hill Mansion Christmas Tour
 - Phila Film Festival
 - Schools to Pools: Cultural Communication Workshop
 - Women for Greater Philadelphia Annual Luncheon

PECO Energy Multicultural Series



From June 2nd through September 15th, the PECO Energy Multicultural Series at Penn's Landing will provide a fun and interesting outing for friends and family. Themed Days are as follows:

June 2: Italian National Day

June 8: Islamic Heritage Festival

June 22-23: Irish Spring Festival

July 13-14: Hispanic Fiesta

August 2-4: German American Summerfest

August 10-11: Polish American Weekend

August 17: Festival of India

August 18: Caribbean Festival

August 24-25: African American

Extravaganza

September 15: Mexican Independence Day

Look for our Neighborhood Van for information on how we're focusing our energies on your home and community.



PECO ENERGY

FOCUSING OUR ENERGIES ON YOU



PECO
Energy
Jazz
Festival

Pursue Your Passion for Jazz...



"Piano Summit"

The Tommy Flanagan Trio
The Kenny Barron Trio
The Shirley Scott Trio

 Oxford Health Plans

Oxford
Health
presents



Thursday, February 13

7:30 p.m.
WHYY Forum Theater
6th & Arch Streets
\$18.50



Sheraton
Society Hill
HOTEL
PHILADELPHIA

"A Night of Passion" Jon Lucien



Valentine's Night
Friday, February 14

8:00 p.m. & 10:00 p.m.
Sheraton Society Hill Hotel Ballroom
2nd & Dock Streets
\$20.00

Pursue
Your
Passion
for Jazz

February 13-16, 1997

Proceeds benefit the
Afro-American
Historical and
Cultural Museum

Tickets available at all TicketMaster Outlets.
Call 215/336-2000

The PECO Energy Jazz Festival is produced by the Multicultural Affairs Congress,
a division of the Philadelphia Convention and Visitors Bureau.

AMERICAN EXPRESS® GOLD CARD EVENTS presents

"Latin Meets Jazz Dance Cabaret"



Tito Puente & His Orchestra
with guest Yolanda Duke

Saturday, February 15
8:00 p.m.
Grand Ballroom
Pennsylvania Convention Center
12th & Arch Streets
\$20.00



Produced in partnership
with the Association
of Latin American Musicians

Gold Card gets you in.



American Express® Gold Card and Platinum Card members may call for preferred seating through Gold Card Events.

Call 215/735-GOLD*
For Tito Puente only

*The preferred seating offer does not apply to American Express Gold Corporate or Platinum Corporate Cards.



AMERICAN EXPRESS® presents

"Ella: A Celebration"

George Shearing Trio
Betty Carter Trio
Clark Terry Quintet



Sunday, February 16

7:00 p.m.

Academy of Music

Broad & Locust Streets

Tickets range from

\$20.00 to \$28.50

Academy Charge

215/893-1999



Plus special reading of poem
in honor of Ella Fitzgerald
by poet Sonia Sanchez



ALL Night Long

Mobil Oil presents

Mobil

Jazz til sunrise



Philadelphia's Original
All-Night Jazz Marathon

1997 Living Legend
Award Honoree
JOHNNY COLES

Friday, February 14
10 p.m. to 6:30 a.m.
Afro-American Historical
and Cultural Museum

7th & Arch Streets
\$20.00 in advance (\$22.50 at the door)
215/574-0380

Tickets are also available at the
Museum Box Office, Ext. 241

Presented by the Afro-American
Historical and Cultural Museum



Eat, drink and jam all night long with more than 100 of the best regional and national artists performing in a multicultural music marathon on three stages. Artists performing include Sun Ra Arkestra, Latin Swing Band, Jimmy Oliver Quartet, Kasangala, Nanikha, Insynk, Gerald Chavis Quintet, Flight Crew Band, Jofar Barron Bopset, Denise King Quartet, African-Art-in-Motion, Clef Club Big Band, Gerald Smith Quartet, Leonard "Doc" Gibbs, Barbara Walker Quartet, Robert Henderson Quartet and Metropolitan Male Ensemble. A salute to Johnny Coles under the directorship of trumpeter Michael Ray.

The Jazz

Jazz

WDAS

main line
PARTY RENTALS, INC.



Discount parking at select Kinney Systems locations with a headline concert ticket stub. Call 215/925-2948 for locations and details.

Expand Your Mind...

JazzTimes Industry Forums



Saturday, February 15

University of the Arts
Laurie Wagman Hall
311 South Broad Street

Pursue the front edge of the industry with the leaders who are pushing the limits and setting new horizons. A series of three panel discussions will bring together artists, producers, educators, writers and enthusiasts for an open forum on the hottest topics in jazz.

- 1:00 p.m. "Jazz in Cyberspace:
Where is Technology Taking
the Music?"
- 3:00 p.m. "Breaking the Glass Ceiling:
Women in the Business of Jazz"
- 5:00 p.m. "Honing the Edge: Acid Jazz
and Hip Hop Traditions?"

= Free

CoreStates Bank and Grammy in the Schools presents the

"Music Career Day"

February 5

Philadelphia Arts Bank
Presented with support from
the University of the Arts

Philadelphia's outstanding high school music students will be selected to spend the day with top professionals in the music industry learning the jobs the music industry offers. Contact Rhoda Blount at 215/574-3132, Ext. 223, for information on registering a student.

Presented with support from the
National Academy of Recording Arts & Sciences
and The University of the Arts

Tickets & Information

Call Ticket Master Charge-by-Phone at
215/336-2000, 717/693-4100, 302/984-2000, 609/338-9000

or

Tickets are on sale through all TicketMaster outlets
seven days a week (Amex, Vis, MC)

or

Stop in the Philadelphia Visitors Center at 16th and JFK Boulevard
Open seven days a week, 9:00 a.m. to 5:00 p.m., 215/636-1666

Hotel Values

Packages are being offered by these fine hotels.
Call numbers listed for details.

Accommodations Express	800/444-7666
The Clarion Hotel	215/922-1730
Comfort Inn Penn's Landing	215/627-7900
Holiday Inn City Line	215/477-0200 or 800/642-8982
Howard Johnson Express Inn	609/317-1900
Sheraton Society Hill Hotel	215/238-6000
The Society Hill Hotel	215/925-1919
Wyndham Franklin Plaza Hotel	215/448-2000

Travel Discounts

American Airlines is offering 5-10% off coach travel to Philadelphia from February 9-19, 1997. For reservations and information call your travel agent or American Airlines at 1-800-433-1790 and refer to Star File #0327LV.

The American Airlines Philadelphia Fly Aaway Share the Heritage Package will offer special rates on flights to Philadelphia for domestic and international travel. Plus, there are opportunities to purchase accommodations at some of the city's finest hotels, exclusive tour opportunities, dining and shopping discounts and advance tickets for major tourist attractions. Call Fly Aaway Vacations at 1-800-321-2121 for more information.

From February 11-18, 1997, Amtrak is offering a 10% discount off the best available fare on conventional service and on selected Metroliners. Call 1-800-USA-RAIL and ask for fare order X871, or call your travel agent.

National Car Rental is offering a significant discount on car rentals in Philadelphia. Call 800-CAR-RENT and refer to Recap #5891075.

And also thanks to...



Special thanks to
Philadelphia Marriott
Embassy Suites Center City
Philadelphia New Observer
Philadelphia Sunday Sun and
Productions bdc.



Design by: Mikaelian Design

Big Jazz Warm-up Weekend

Friday, February 7

Free

Resorts Casino Hotel Presents **RESORTS**

Old City First Friday of Jazz

"First Friday" Gallery Series and Reception
featuring: Gordon Parks Exhibit and
George Barron Quintet

Sponsored by Lila Wallace Reader's Digest
National Jazz Network
Afro-American Historical & Cultural Museum
7th & Arch Streets, 215/574-0380
5:30 - 7:30 p.m.

"First Friday At The Bride"

"Precious Objects" Opening Reception

Painted Bride Art Center
230 Vine Street, 215/925-9914
5:30 - 7:00 p.m.

Plus more Old City jazz at:

October Gallery	Vox Populi Gallery
Community Cultural Center	Artist's House
The Clay Studio	Café Einstein
Indigo Arts	Middle East Restaurant
Muse Gallery	Nexus Foundation Gallery
Galerie Hamid	Brasil's
Rodger LaPelle Gallery	The Five Spot
Quarry S. Cafe	Olde City Coffee

Special thanks to the Old City Arts Association.

"Video Installations: Maureen Connor, Tony Oursler"

"New Installations:

Winifred Lutz" Opening Reception

Institute of Contemporary Art (ICA)
118 South 36th Street, 215/898-7108
9:00 - 11:00 p.m.

JAZZ TRACKS w/ Clef Club Youth Jazz Ensemble

Presented by: PATCO Hi-Speedline
8th & Market Streets
5:00-6:30 p.m.

Jazz Tap Dance Workshop

Presented by Philadelphia Folklore Project
Point Breeze Performing Arts Center
1717-21 Point Breeze Avenue
215/468-7871, 5:30 p.m.

Jazz at The Barnes Foundation

300 N. Latch's Lane, Merion, Pa.
610/667-0290, 9:30 a.m. - 5:00 p.m. \$5.00

Jam Session with Eddie Green Trio

Presented by Slim Cooper's
6402 Stenton Avenue
215/224-0509

"The Best of Jazz 'til Sunrise" with Jazz City

Presented by Black Family Reunion Cultural Center
2233 North Broad Street
215/684-1008, 6:00 p.m.

Saturday, February 8

Exhibit and Jazz Ensemble

Lucien Crump Art Gallery, 6380 Germantown Avenue
215/843-8788, 10:00 a.m. - 7:00 p.m.

Joey DeFrancesco

Presented by: Susan Ford's Jazzy - Jazz
The Saloon, 1848 Old White Horse Pike, Camden, N.J.
609/541-8769, 11:00 a.m. - 3:00 p.m. \$20.00

Arpeggio Jazz Ensemble & Friends

King of Prussia Mall
610/265-5727, 1:00 - 3:00 p.m.

Saturday Family Theater:

"Forgotten Stories: The Black Cowboys"

Presented by: Walt Whitman Cultural Arts Center
2nd & Cooper Streets, Camden, N.J.
609/964-8300, 1:00 p.m., \$4.00 adults, \$2.00 children

**Who Says There Are Plenty Of
Good Women Hoofers In Philadelphia?**

A New Videotape, Exhibition and Reception
Presented by: Philadelphia Folklore Project &
The Philadelphia Clef Club of Jazz & Performing Arts &
Afro-American Museum
South Broad at Fitzwater Street
215/ 468-7871, 7:30 p.m.

Sunday, February 9

A Critical Dialogue:

Jazz-Issues of Control and Power

A panel discussion with Karl Starks,
Bob Perkins & Warren Oree
Presented by: Community Educational Center
3500 Lancaster Avenue
215/387-1911, 1:00 - 2:00 p.m.

**Doug "Pablow" Edwards, Makini Duewa
& the Jubilee Drum Ensemble**

Presented by: Community Educational Center
3500 Lancaster Avenue
215/387-1911, 2:00 p.m., \$10.00

Owen Brown Strings of Blue Quintet

Presented by: Walt Whitman Cultural Arts Center
2nd & Cooper Streets, Camden, N.J.
609/964-8300, 2:30 p.m., \$5.00

CoreStates Bank Presents

PECO Jazz Workshops



\$ = Free

"Youth Jazz Encounters"

with Dave Burrell, Lovett Hines & Youth Ensemble
Philadelphia Clef Club of Jazz & Performing Arts
South Broad at Fitzwater Street, 215/893-9912
Friday, February 7, 9:00 a.m.

"Preserving Cultural Heritage"

Presented by Urban League Leadership Alumni Association
at Southeastern Pennsylvania United Way
17th Street & Benjamin Franklin Parkway
Friday, February 7, 8:00 a.m.

"Jazz Percussions" with Leonard "Doc" Gibbs

Afro-American Historical & Cultural Museum
7th & Arch Streets, 215/574-0380
Tuesday, February 11, 1:00 p.m.

"Roots, Rhymes, Reading and Rhythms"

The Coalition of African American Cultural Organizations
2239 North Broad Street, 215/765-5055
Tuesday, February 11, 1:00 p.m.

The Role of Latin Percussion in Jazz with Pablo Batista

Presented by Association of Latin American Musicians
Philadelphia Clef Club of Jazz & Performing Arts
South Broad at Fitzwater Street, 215/634-4150
Friday, February 14, 11:00 a.m. - 1:00 p.m.

"Jazz Percussion" with Leon Jordon

Presented by John W. Coltrane Society
215/763-1118, (All workshops at 4:00 p.m.)

Blumberg Housing Authority
Monday, February 10

Johnson Housing Authority
Tuesday, February 11

Tasker Housing Authority
Thursday, February 13

Passyunk Housing Authority
Friday, February 14

Jazzy Clubs & Restaurants

Blue Moon Café
215/413-2272
London Grill
215/978-4545
Vega Grill
215/487-9600
Pompano Grill
215/923-5336
Bistro Bix
215/925-5336
White Dog Café
215/386-9224

Fredrick's
215/271-1684
Chris's Café
215/568-3131
Bob & Barbara's
215/545-4511
Liberties Restaurant
215/238-1003
Natalie's
215/222-5162
Richard's Lounge
215/242-2620

Jazz & Youth

JAZZ TRACKS with the Settlement Music School

Rohm & Haas Jazz Ensemble

Presented by: PATCO Hi-Speedline
16th & Locust Streets
Wednesday, February 12, 5:00-6:30 p.m.

Terrell Stafford & Temple University Jazz Ensemble

Presented by: Temple University Esther Boyer
College of Music
Rock Hall, 1715 North Broad Street, 215/204-8307
Thursday, February 13, 1:40 p.m.

"Drum Circles of Learning"

featuring Ilu Aiye, Drum and Dance Ensemble
Presented by: Community Educational Center
3500 Lancaster Avenue, 215/387-1911
Friday, February 14, 3:30 p.m., \$2.00 adults, \$1.00 children

Philadelphia Clef Club Youth Jazz Ensemble

Presented by: Longwood Gardens
Kennett Square, Pa., 610/388-1000
Saturday, February 15, 1:00 p.m.
\$10.00 adults, \$6.00 (ages 16-20), \$2.00 (6-15), FREE (under 6)

"Children of Shango-African Dance Theater"

Presented by: Walt Whitman Cultural Arts Center
2nd & Cooper Streets, Camden, N.J., 609/964-8300
Saturday, February 15, 1:00 p.m., \$4.00 adults, \$2.00 children

Junior Jazz Weekend

Presented by: Please Touch Museum & Jazz FM
at Please Touch Museum, 210 N. 21st Street

Arpeggio Jazz Ensemble

Saturday, February 15, 1:30 - 3:00 p.m.

Drums with "Mr. Drum Talk"

Sunday, February 16, 11:30 a.m.-12:45 p.m.
215/963-0667, admission

Middle East Restaurant

215/922-1003

Magnolia Café

215/546-4140

Ortlieb's Jazz Haus

215/561-2488

Zanzibar Blue

215/732-4500

Rembrandt's Restaurant & Bar

215/763-2229

Marathon Grill

215/569-3278

Deetrick's Café & Jazz Bar

215/576-7690

Mont Serrat American Bistro

215/627-4224

J.J.'s Grotto

215/988-9255

Le Champignon

215/922-2515

Michael's

215/922-3986

Dock Street

215/627-4224

Original Bookbinder's

215/927-7207

Night Dreamers

215/468-9896

Top Shelf

215/665-1466

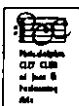
Silk City

215/592-8838



Thursday, February 13 - Saturday, February 15 
Noon-2 p.m. and 6-8 p.m.

Presented by: WYBE-TV 35 and
Afro-American Museum &
The Philadelphia Clef Club of Jazz & Performing Arts
South Broad at Fitzwater Street, 215/468-7871



Thursday, February 13

BEN WEBSTER: The Brute and the Beautiful
Wild Women Don't Have the Blues

Friday, February 14

SONNY ROLLINS: Saxophone Colossus
BESSIE SMITH & FRIENDS

Saturday, February 15

ART PEPPER: Notes From A Jazz Survivor
TRUMPET KINGS

Mose
Jazz

**Jazz FM Wednesday featuring Live Music,
Film and More**
Philadelphia Museum of Art
26th Street & Ben Franklin Parkway, 215/684-7860
Wednesday, February 5, 5:00 p.m., admission

PECO Energy Lunchtime Jazz Jam Kick-off 
Featuring The Shirley Scott Trio
PECO Energy Company Headquarters
23rd & Market Streets, 215/636-1666
Wednesday, February 12, Noon

Lunchtime Jazz Jam
Presented by: The Gallery
Center Court, 9th & Market Streets, 215/440-0116
Thursday, February 13, Noon

**"Economic Development through Cultural
Entertainment"**
Presented by: Cecil B. Moore Development Corporation
1616 North Broad Street, 215/763-8996
Thursday, February 13, 3:00 p.m., admission

Jazz and Mardi Gras Weekend

Blue Cross RiverRink
Great Plaza at Penn's Landing, 215/925-RINK
February 15-16, All-day events, admission

Donald Byrd & The New Blackbyrds

The Philadelphia Clef Club of Jazz & Performing Arts
South Broad at Fitzwater Streets, 215/468-7871
Saturday, February 16, 10:00 p.m., \$20.00

Yellowjackets

Keswick Theatre
Easton Road & Keswick Avenue, 215/572-7650
Saturday, February 15, 8:00 p.m., \$22.50

"Sunday Concerts In The Galleries"

featuring The Jerry Gordon Trio
University of Pennsylvania Museum
33th & Spruce Streets, 215/898-4890
Sunday, February 16, 2:30 p.m., admission

Rich Rudin & Ken Ulansey

Border's Book Shop
8701 Germantown Avenue, 215/248-1213
Sunday, February 16, 2:00 - 4:00 p.m.

Yusef Komunyakaa and Dr. Herman Beavers

Presented by: Walt Whitman Cultural Arts Center
2nd & Cooper Streets, Camden, N.J., 609/964-8300
Sunday, February 16, 2:30 p.m., \$6.00

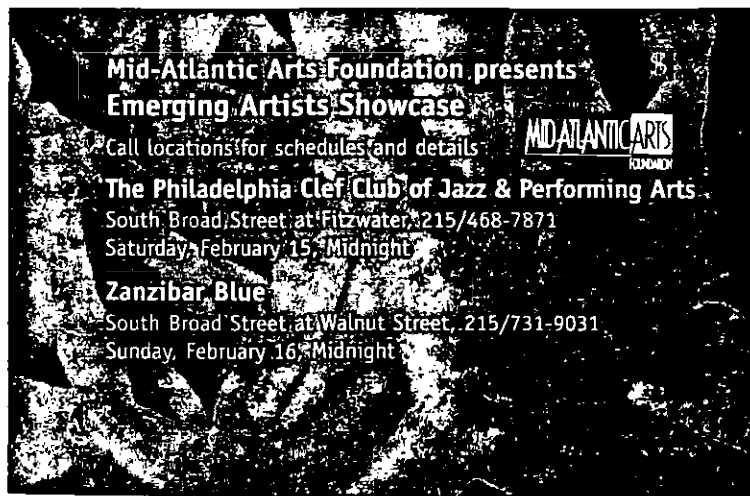
Paul Albrecht Trio

Presented by: California Kitchen
King of Prussia Mall, 610/359-8686
Sunday, February 16, 11:00 a.m. - 3:00 p.m.

Terrell Stafford &

Temple University Jazz Ensemble

Presented by: Temple University Student Activities
Health & Sciences
3340 North Broad Street, 215/707-4501
Thursday, February 13, Noon - 1:00 p.m.



Mid-Atlantic Arts Foundation presents Emerging Artists Showcase

Call locations for schedules and details



The Philadelphia Clef Club of Jazz & Performing Arts

South Broad/Street at Fitzwater 215/468-7871
Saturday, February 15, Midnight

Zanzibar Blue

South Broad Street at Walnut Street, 215/731-9031
Sunday, February 16, Midnight

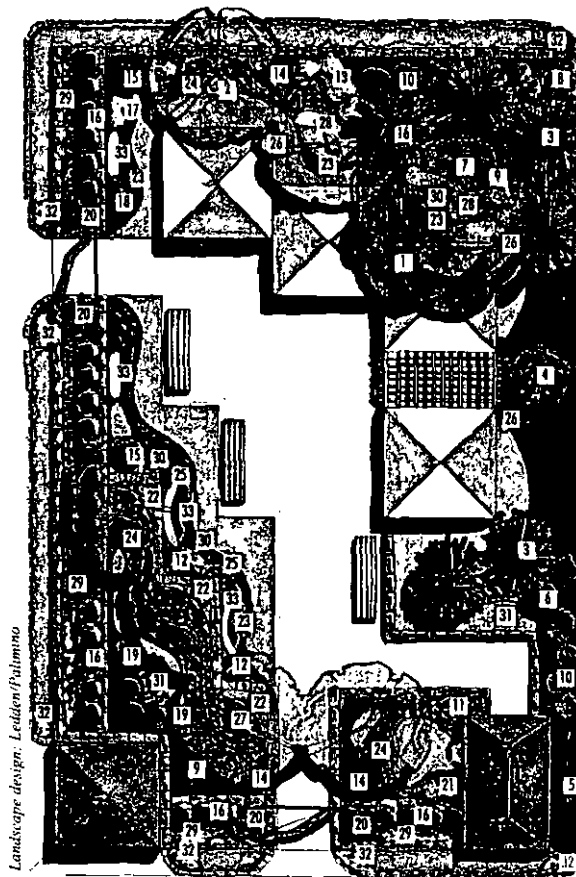
The Paul Robeson Memorial Park

Adding Beauty to the City of Brotherly Love

PECO Energy has joined The Partnership Community Development Corporation (CDC) and the West Philadelphia Cultural Alliance organizations to clean up and enhance the beauty of West Philadelphia neighborhoods. At the close of the exhibit, we'll be transplanting our "Lots of Beauty" floral display to the site designated for the Paul Robeson Memorial Park at 50th and Walnut streets in West Philadelphia.



Paul Robeson resided in Philadelphia from 1968 until his death in 1976. An internationally acclaimed scholar, actor, vocalist and orator, he was a pioneer in the fight for freedom that culminated in the American Civil Rights Movement.



The "Lots of Beauty" exhibit will be transformed into the Paul Robeson Memorial Park after the vegetation is transplanted to 50th and Walnut streets in West Philadelphia.

The exhibit contains the following vegetation:

- | | |
|---------------------------------|----------------------------------|
| 1 Winter King Hawthorn | 18 William Penn Barberry |
| 2 Pink Perfection Crabapple | 19 Summer Sweet |
| 3 Norway Spruce | 20 Skyrocket Juniper |
| 4 Bloodgood Japanese Maple | 21 Maiden Grass |
| 5 Dark Green Arborvitae | 22 'Hameln' Dwarf Fountain Grass |
| 6 'Mohave' Pyracantha | 23 English Ivy |
| 7 'Goldfinger' Bush Cinquefoil | 24 Big Blue Lily Turf |
| 8 Common Purple Lilac | 25 Hidecote Hypericum |
| 9 Burkwood Viburnum | 26 Chinese Wisteria |
| 10 Korean Spice Viburnum | 27 Calocarpa Crabapple |
| 11 Gold Mound Spirea | 28 Daffodil |
| 12 Bird's Nest Spruce | 29 White Impatiens |
| 13 'Spring Glory' Forsythia | 30 Pink Impatiens |
| 14 'Lockinch' Buddleia | 31 Iris |
| 15 Oakleaf Hydrangea | 32 Dianthus |
| 16 Compact Inkberry | 33 Victoria Sage |
| 17 Christmas Carpet Cotoneaster | |

Welcome to



The Paul Robeson Memorial Park in West Philadelphia

Presented by



PECO ENERGY.

Focusing Our Energies On You.



PECO ENERGY.

Focusing Our Energies On You.

The Community

PECO Energy welcomes you to our exhibit at the 1997 Philadelphia Flower and Garden Show featuring "Lots of Beauty," a replication of the Paul Robeson Memorial Park that will be constructed later this year.

We're teaming up with The Partnership Community Development Corporation (CDC) and the West Philadelphia Cultural Alliance to transform three lots at 50th and Walnut streets into a park for neighbors to enjoy.

Over the years, we've worked with numerous community organizations such as the National Association of Town Watch to promote neighborhood safety and Habitat for Humanity to rehabilitate our neighborhoods.

Environment

PECO Energy is educating others about preserving and enhancing the environment through programs at the Muddy Run Recreation Park/Information Center in Holtwood, Pa.; the Limerick Energy Information Center in Linfield, Pa.; and the

Conowingo Visitor's Information Center located in Darlington, Md. We invite you to visit our centers and share in our commitment to the environment.

Our Vegetation Management consultants are also educating our neighbors about the appropriate trees to plant near power lines and tree-care techniques. Trees are the most frequent cause of service interruptions in our service territory. Periodic trimming of trees located near power lines can reduce service interruptions.

Emergencies

We're available to answer your emergency calls 24 hours a day. So if you experience a power outage, notice flickering lights, see fallen wires or think you have a gas leak, contact PECO Energy right away at **1-800-841-4141**.

Visit us at our website
<http://www.peco.com>

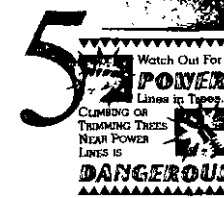
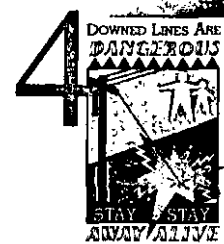
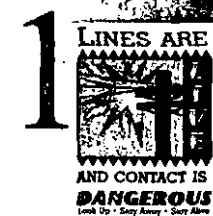
PECO Energy's SAFETY SIX Six rules to live by

PECO Energy has developed the following six safety tips as a reminder for you to be aware of the power lines where you live and work.

Electricity is an essential service but it can be dangerous if not properly used. Following these common safety guidelines will help to protect you, your employees and your families.

Acknowledgements

The Partnership Community Development Corp
West Philadelphia Cultural Alliance
Walnut Hill Community Association
Ledden/Palimino Landscape
E. P. Henry Company



As PECO Energy, we're working longer hours to meet your needs. You can speak to a customer consultant by calling PECO Energy's Customer Service Center at 1-800-424-4000, Monday through Friday from 7 a.m. to 8 p.m. and on Saturday from 9 a.m. to noon.

For your convenience, PECO Energy accepts bill payments at more than 200 authorized payment locations throughout the city and suburbs.

Focusing Our Energies On You®



The West Philadelphia Cultural Alliance needs your support to complete its planned restoration of The Paul Robeson House. If you would like to help, see a WPCA volunteer or call 215-747-4675.

Purchase Commemorative Art

Original artworks by featured artists are available for sale in limited editions as are less expensive reproductions.

Support the Paul Robeson House

A fund has been established to support the restoration of The Robeson House. Call WPCA for information.

Support or Join WPCA

Support WPCA arts programs or become a member and enjoy fun activities with other arts lovers.

**The Paul Robeson House
and Memorial Park**

is a project of
**The West Philadelphia
Cultural Alliance**
4949 Walnut Street
Philadelphia, PA 19139
Phone: 215-747-4675
Fax: 215-748-2333

This project is partially supported by:

PECO Energy

Corestates

William Penn Foundation

Gertrude Barnes and Family

Walnut Hill Community Association

Stephen R. Cox

The Bennett Family

Stockton Rush Bartol Foundation

Samuel S. Fels Fund

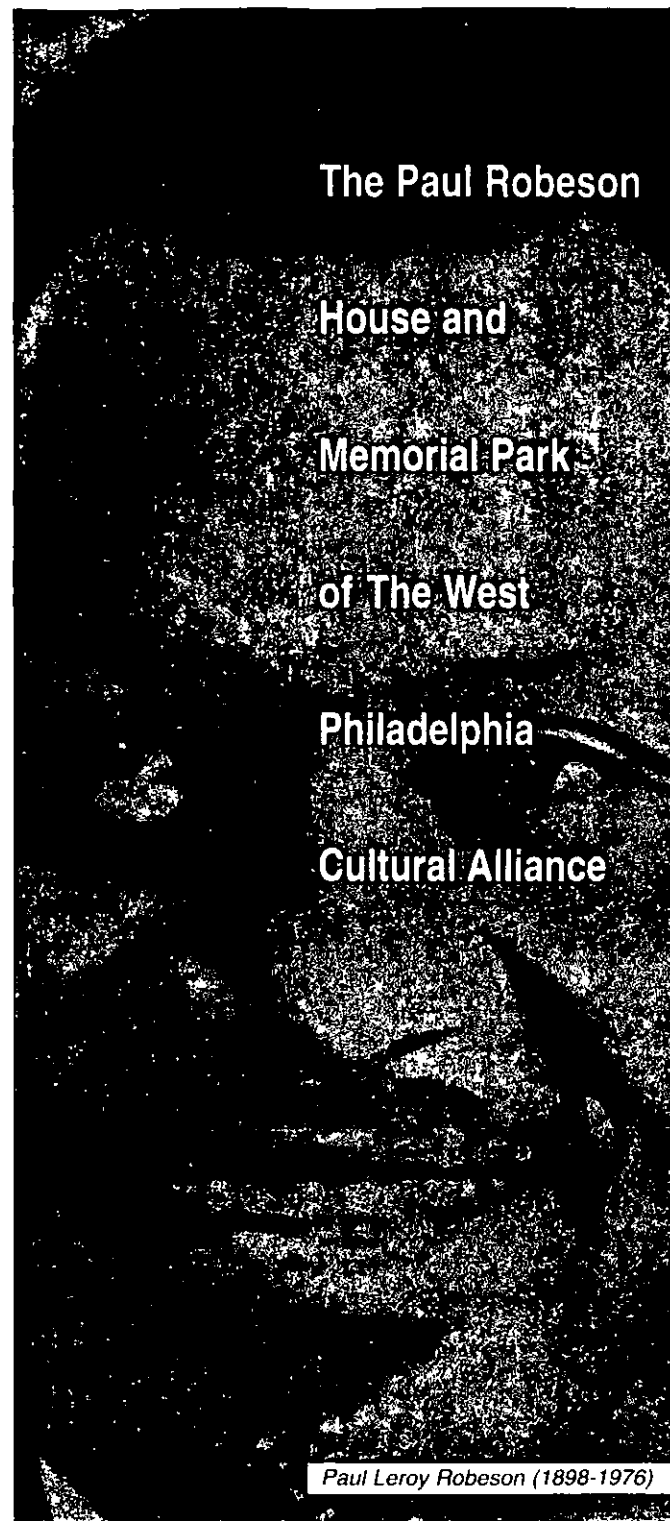
The Philadelphia Foundation

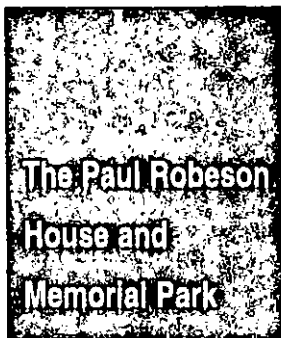
The National Trust
for Historic Preservation

The Philadelphia Partnership
Community Development Corporation

The University of Pennsylvania

Dr. Aruby White, MD





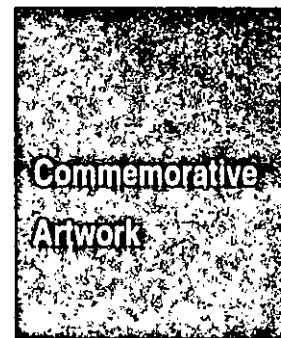
Through the planned restoration of The Paul Robeson House and creation of the Memorial Park, Philadelphia will play a central role in preserving and sharing the legacy of Paul Robeson. The internationally renowned performing artist, actor, singer, scholar, attorney, athlete and orator was a champion of human rights for African Americans as well as people all over the world.

Paul Robeson moved to the home of his sister, Marian Forsythe in 1966. In this house, located at 4951 Walnut Street in the heart of West Philadelphia's Walnut Hill community, he spent the last ten years of his life and died a Philadelphian on January 23, 1976. During his retirement years, he observed the fulfillment of his vision through the success of the civil rights movement of the 1960's.



The preservation of The Paul Robeson House and the development of The Paul Robeson Memorial Park on the northwest corner of 50th and Walnut Streets supports and expands the core mission of The West Philadelphia Cultural Alliance in numerous ways.

Founded in 1984 by its Executive Director Frances Aulston, WPCA serves as West Philadelphia's local arts council and service organization. Through collaborations with other organizations, it makes the arts available to local residents, while promoting the works of local, as well as internationally acclaimed, artists. Fortunately for our community, Paul Robeson is one of those artists whose life is a clear testimony to the power of the arts to change the world.



Bronze Figure "Here I Stand"

Sculptor: Phil Sumpter

This nationally recognized Philadelphia sculptor has created a bronze figure of Paul Robeson which will serve as the prototype for a monumental statue which will become the centerpiece of the park.

Floral Images

Photographer: Pat Gunter

This Philadelphia photographer has created a series of enchanting textured studies of flowers in bloom, combining photographic and lithographic techniques.

Originals and reproductions of these works can be purchased through WPCA.



PECO ENERGY

PECO Energy is teaming up with The Partnership Community Development Corporation (CDC) and The West Philadelphia Cultural Alliance to create "Lots of Beauty", a picturesque park that will memorialize Paul Leroy Robeson. The park will be constructed at 50th and Walnut streets in West Philadelphia at the close of the 1997 Philadelphia Flower Show.

Paul Leroy Robeson, a former Philadelphia resident, was an acclaimed orator, singer, actor and scholar.

He was born to Maria Louisa Bustill and William Drew Robeson on April 9, 1898 in Princeton, New Jersey. His father, a minister, exposed him to Negro spirituals that later influenced his style of singing.

His excellence in high school academics earned him a scholarship to Rutgers University where he earned his Phi Beta Kappa key. Robeson was a star athlete who earned 12 letters for his athletic accomplishments in baseball, basketball, football and track.



After his graduation from Rutgers University, he attended Columbia University where he graduated with a law degree in 1923. He worked for a short period at a New York law firm before entering the field of entertainment due to the lack of opportunities in the field of law for blacks.

It was Paul Robeson's wife, Eslanda, who encouraged him to become an actor when the opportunity arose for him to star in Ridgley Torrence's play entitled *Simon the Cyrenian*. He won praise for his acting and singing performances on Broadway and in London. He was particularly noted for his performance in *Othello*.

During the 1930's and 1940's, Robeson became politically active in the fight for human rights in the United States and countries such as Russia speaking out against war and racism. His refusal to acknowledge an assumed affiliation with the Communist Party resulted in the U. S. State Department revoking his passport in 1950. Robeson was unable to perform abroad for more than seven years until the United States Supreme Court overturned the ruling.

Two months after his passport was renewed, Robeson began a European tour through countries including Germany, Czechoslovakia and France. In 1963, ill health forced him to retire from performing and return to the States. He lived in Philadelphia with his sister Marian Forsythe from 1966 until his death on January 23, 1976.

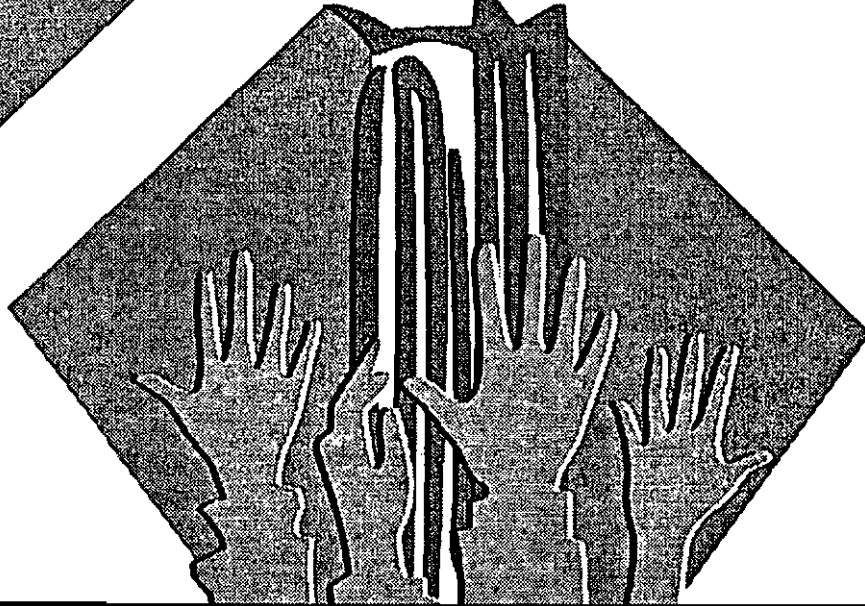
Paul Robeson will remain with us through his films and recordings. His universal message of human rights for all people will be carried through generations by those who honor his memory.



PECO ENERGY

**Second Annual
Visual
Art
and
Craft
Exhibit**

PECO
Energy's
Working
Artists



March 17, 1997 - March 27, 1997

Roxanne A. Bey

Information Systems
Main Office Building, S5-2
801:6894
Employing Officer: David C. Turner

At this year's Art & Talent Show, Roxanne will be displaying her craft of fruit, vegetable and floral arrangements. Through the use of artificial flowers and fruits made from silk and latex materials, Roxanne turns plain baskets into admirable works of art. She has been an artist for the past 4 years and has displayed her works at the Arts & Craft Show at the Pennsylvania Convention Center. Her favorite medium is natural visualization. She finds unique styles to be the most enjoyable trait to her creativity.

Geraldine (Gerri) M. Brauckmann

Human Resources
Main Office Building, S18-3
801:6017
Employing Officer: Patrick J. Sabine

Displaying her works for the second year at PECO Energy, Gerri Brauckmann's works include painting, photography, sketches and pottery. Gerri has been an artist since childhood. More recently, she has acquired a love of hand built pottery. She has exhibited her works in the past in Manayunk. Her favorite medium, painting, takes her emotionally away from everything. It is her favorite form of meditation. Gerri finds that creativity is a means of expressing oneself and releasing the beauty that lies deep within an individual.

Gerri's favorite artist is Mary Cassatt because of her tender and poignant portrayals of women and children.

Gerri's favorite saying about creativity comes from Meister Eckhart:
"When the soul wishes to experience something she throws an image of the experience out before her and enters into her own image."

Stan Johnson

Corporate & Public Affairs
Main Office Building NG-3
801:6732
Employing Officer: Terry Williamson

Stan Johnson is well known around the Company as PECO Energy's photographer. At this year's show, Stan will be exhibiting his photographs of flowers. Stan has been an artist for 38 years and has exhibited at many shows. Recently, Stan held a one man show at the Painted Bride Art Center entitled "Through My Eyes." Stan is currently working towards his degree in Photography. His favorite medium is photography.

Stan's favorite artists are Carrie Mae Weems and Gordon Parks.

Stan's favorite saying is: *"A picture is worth a thousand words."*

XXXXXXXXXXXXXXXXXXXX

Yvon Jones

Business Planning & Financial Analysis
Main Office Building
S8-4
801:4392
Employing Officer: Myles K. Meehan

Displaying her poetry for the second year at PECO Energy, Yvon will this year exhibit several of her poems as well as read a short story in tribute to her mother, 'the working woman'. From her early childhood years on, Yvon has cherished her love for writing. She has shared her writings in the past by entering into contests and appearing in newsletters. Yvon enjoys the freedom of thoughts that are expressed in her writing. She is particularly interested in writing short stories that cater to the youth, the aged, and attest to creation.

Yvon's favorite saying about creativity is: *"Creativity is a gift of love from which our Creator bestowed upon all. Creativity provides acceptance of our individuality."*

Jo-Ann Kelly

Corporate & Public Affairs
Main Office Building S701
801:4106
Employing Officer: Shirley M. Dennis

Jo-Ann returns to the exhibit again this year with some of her best poetry. She has been a poet her whole life. She has exhibited her poetry in the past at Dobbins High School in the Hank Gathers Gymnasium. Jo-Ann's favorite medium is creative writing because it allows her a great amount of freedom to express herself.

Jo-Ann's favorite artists are: Maya Angelou, Alice Walker, Toni Morrison, Nikki Giovanni, Sonia Sanchez, Susan Taylor and Lorraine Hansberry.

Jo-Ann's favorite saying about creativity comes from Proverbs 16:3: *"Commit thy works unto the Lord, and thy thoughts shall be established."*

XXXXXXXXXXXXXXXXXXXX

Claire M. Lamb

Corporate Planning & Development
Main Office Building, S25-1
801:4231
Employing Officer: Gregory A. Cucchi

Claire returns to the Art & Talent Show again this year in a dual role--she is Chair of the WHM Art & Talent Show as well as an exhibitor. This year Claire is displaying wreaths and baskets done up in silk and latex. For years Claire has enjoyed doing artistic type projects, whether it be sewing, embroidery or painting. Within the past two and a half years, she has focused her creativity on floral arrangements and wreaths and has participated in many craft shows. Her floral arrangements can be found in various offices throughout PECO Energy. Claire finds this hobby to be very relaxing; and when she is particularly pleased with the final product, she finds her creativity rewarding.

Michelle K. Mitchell

Marketing & Sales

Main Office Building, N1-8

801:5424

Employing Officer: Thomas J. Augusterfer

This is Michelle's first year exhibiting in the PECO Energy Art & Talent Show. Michelle is displaying her photography. All of her works being exhibited focus on women and children. She has been an artist for 6 years. Michelle is branching out in the creative world of photojournalism. She currently writes for Germaine Paris' column in the "Scoop USA" and has included some of her photographs with her writing. Michelle finds that creativity is a great stress reliever.

Michelle's favorite artist is photographer Gordon Parks because he really knows how to capture a certain emotional setting. Gordon Parks' works are currently being exhibited at the Afro-American Historical and Cultural Museum until March 30, 1997.

Michelle's favorite saying about creativity is: *"If you can stretch your talents, beyond compare, even if you don't travel, you can go anywhere."*

K. Marlene Nuskey

Support Services/General Services

Main Office Building, N2-1

801:6430

Employing Officer: J.J. Rhein

In her second year displaying at PECO Energy, Marlene Nuskey is exhibiting 5 of her quilts. She has been an artist for the past 6 years and has displayed her quilts at Skippack Days and Christian Business Women's After 5 Clubs. Her favorite medium to work with is cloth. She finds that creativity allows her to do what she likes to do, to follow only the rules that she chooses and the freedom to make up the rest as she goes along.

Her favorite artist is Alex Anderson because her quilts are bright, innovative and she writes great books sharing her expertise with others.

Marlene's favorite saying about creativity comes from Thomas Merton: *"Art enables us to find ourselves and lose ourselves at the same time."*

Victoria Warren

Nuclear Engineering Division

Chesterbrook, 63A-3

Phone: 803:6569

Employing Officer: George Beck

This is Victoria's second year displaying her talent at PECO Energy. This year Victoria is exhibiting 2 needlework pieces and 2 costumes. Victoria has been doing needlework since the 5th grade and has spent the last 10 years making costumes. Victoria's favorite media to work with are cloth and needlework. She finds her creativity enjoyable because there are few fixed rules and it takes her away from her everyday routines.

Victoria's favorite saying about creativity is: *"It's not at mistake, it's a design element."*

Jerome R. Watts

Human Resource Training

Plymouth Meeting Complex

802:1938

Employing Officer: Joanne Robinson

Jerome Watts will be making a return performance to this year's Art and Talent Show. Jerome will be presenting live poetry readings of his favorite creations. He has been a poet for 25 years and has exhibited his works at The Church Farm School, Saint Gabriel's School and the Philadelphia School system. His favorite medium is poetry. What Jerome likes most about his creativity is its spontaneity. "I never know when it will happen."

Jerome's favorite artist is Langston Hughes because of his style.

Lawrence (Lonnie) Davis

Emergency Services

Christian Street, 2nd Floor

731-3043

Employing Officer: Vincent Cuce

Appearing for the first time at PECO Energy's Art & Talent Show, Lonnie will be playing conga. Lonnie has been a performer for many years. Lonnie loves to play the conga as an accompaniment to poets, performers, dancers as well as solo. His group, *One Nation Ensemble* plays rhythm, music and movement in the tradition of Global Africa. His group has performed at Drexel, Penn, Temple, and the Girl Scouts expo.

PECO Energy's Working Artists
Visual Art and Craft Exhibit

Co-Chairs

Claire Lamb
Gerri Brauckmann

Special thanks to our sponsor:

Gwendolyn S. King
Senior Vice President
Corporate and Public Affairs

Special Recognition to:

Jim Backes, Community Relations
Paul Cell, Community Relations
PECO Energy Graphics Team

**You are cordially invited to be a guest at
PECO Energy's
"LOTS OF BEAUTY" Reception**

**Honoring:
The Partnership Community
Development Corporation
Walnut Hill Community Association
West Philadelphia Cultural Alliance
and
Women's History Month**

**"The Great Exchange"
Flower Show
People, Places & Plants**

**Friday, March 7, 1997
5:30 - 7:30 P.M.
Pennsylvania Convention Center
1101 Arch Street - Philadelphia, PA**

**RSVP by Wednesday, March 5, 1997
to Jo-Ann Kelly at (215) 841-4106.**

We look forward to seeing you there.

PECO Energy salutes Women's History Month ...

an evening with the
Philadelphia 76ers and the New Jersey Nets
March 21, 1997



TIME: 6:30 p.m.

FUN

Join in the pre-game festivities — food, fun,
free gifts and entertainment.

FUN

GAME STARTS: 7:30 p.m.

PARKING: *Plenty of parking is available, however, the most convenient location for you to park is on the 11th Street side of the CoreStates Center.*

The cost is \$8.

As you enter the Center, look for Club Box Seating signs. (Box seats are located on the second level. CoreStates attendants will be stationed at elevator areas.)

PECO Energy's Women's History Month Committee hopes you enjoy this special evening with your friends and families.

*If you have any questions about the
contact Joann Kunigonis, 801-4223,*



PECO ENERGY

*information provided,
or Cheryl Keels, 801-4486.*

PECO Energy Company

Memorandum

Location: Community Relations Division, S 7-1

Date: March 12, 1997

To: PECO Energy Employees Attending The Harlem Globetrotters Performance

From: Corporate & Public Affairs

Subject: **Harlem Globetrotters Performance, March 16, 1997**
CoreStates Center - 1 CoreStates Complex, Philadelphia

All PECO Energy employees attending the Harlem Globetrotters Performance on Sunday, March 16, 1997 at 1:00 PM are invited to the following clinics:

Philadelphia 76ers Dance Team Demonstration:

Attendees have the opportunity to see the Sixers Dance Team in action, ask questions, and get autographs.

Doors open at 10:15 A.M.
Enter 11th Street side of CoreStates Center
Demonstration starts at 10:30 A.M.

Harlem Globetrotters Pre-Show Clinic:

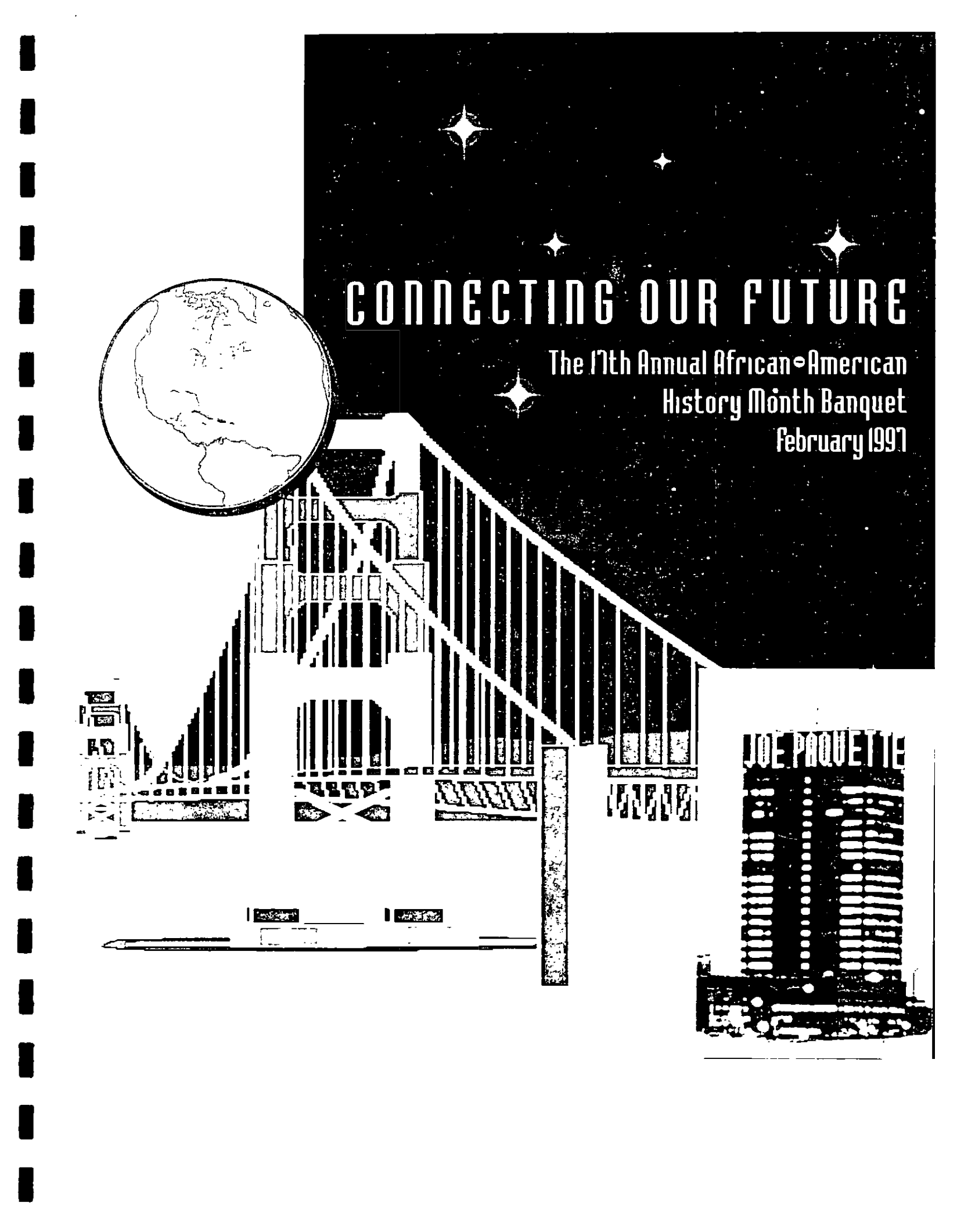
Attendees will see the Globetrotters up close and in-person as several members of the team will demonstrate world-famous stunts and talents. Crowd participation is encouraged.

Attendees should arrive at the CoreStates Center by 11:15 A.M.
Enter 11th Street side of CoreStaes Center
Clinic starts at 11:30 A.M.

PECO Energy employees will only need their Club Box ticket to gain admission to these clinics.

Enjoy the festivities!

/nd



CONNECTING OUR FUTURE

The 17th Annual African-American
History Month Banquet
February 1997

JOE PROQUETTE



PECO ENERGY

Corbin A. McNeill, Jr.
President and
Chief Executive Officer

PECO Energy Company
2301 Market Street
PO Box 8699
Philadelphia, PA 19101-8699
215 841 4221
cmcneill@peco-energy.com



A message from the
President and Chief Executive Officer

Good evening everyone, and welcome to our 17th annual African-American History Month Banquet. We are proud to host this evening's event which not only celebrates the richness of the African-American culture, but also honors our Chairman, Joe Paquette, for his commitment to advancing the ideals of diversity and his appreciation for the history and achievements of our African-American employees.

Throughout the month of February, we will continue to honor, recognize and commemorate the contributions that African-Americans have made to the culture, history and success of our Company, our region and our nation.

When Carter G. Woodson first established the Association for the Study of Negro Life and History in September 1915, he said the purpose of the organization was to collect sociological and historical data on African-Americans, to study the peoples of African blood, publish books in the field, and to promote harmony between the races by acquainting the one with the other.

Later, when he founded Negro History Week in 1926, he had a purpose and a vision for something greater. The noted scholar and author believed this was undoubtedly one of his proudest accomplishments. "No other single thing," he said, "has done so much to dramatize the achievement of persons of African blood." In 1976, the Nation's Bicentennial, Negro History Week became Black History Month."

It is in this very spirit that PECO Energy has commemorated African-American History Month for the last 17 years. In this spirit, during African-American History Month and throughout the year, we hope to further foster an appreciation and understanding of African-American traditions and culture.

Before closing, I'd like to thank all the volunteers and members of the African-American History Month Committee who have worked diligently to organize this month's celebration. Each of you has, once again, made this celebration a success and an evening to remember.

Sincerely,

Corbin A. McNeill, Jr.
President & CEO

PECO Energy

Chairman, Joseph F. Paquette Jr.



Joseph F. Paquette, Jr. is Chairman of PECO Energy Company.

Mr. Paquette rejoined PECO Energy in March 1988 as President and Chief Operating Officer, and in April 1988 was elected Chairman and Chief Executive Officer.

Mr. Paquette was previously employed by PECO Energy for 30 years beginning in 1956. He was appointed Manager of its Financial Division in 1969, Controller in 1971, Manager of Finance and Accounting in 1972 and Vice President, Finance and Accounting Department in April 1978. In April 1986 Mr. Paquette left PECO Energy to become Executive Vice President and Chief Financial Officer for Consumers Power Company, Jackson, Michigan. In February 1987 he was elected Vice Chairman and in December 1987 was elected President of CMS Energy Corporation and President and Chief Operating Officer of its principal subsidiary, Consumers Power Company.

Mr. Paquette earned a Bachelor's Degree in Civil Engineering from Yale University in 1956. He completed various courses in finance, accounting and economics at Temple University's Evening Graduate School.

Mr. Paquette is Chairman of the Greater Philadelphia First and a Director of the Greater Philadelphia Chamber of Commerce, the Greater Philadelphia Urban Affairs Coalition, the Pennsylvania Chamber of Business and Industry, the Center City District, the American Red Cross-Southeastern Pennsylvania Chapter, and the United Way of Southeastern Pennsylvania.

Mr. Paquette is a past Chairman of the Edison Electric Institute (EEI), and a member of the Board of Directors of the Institute of Nuclear Power Operations (INPO).

Mr. Paquette also serves on the Board of Directors Associated Electric & Gas Insurance Services Limited (AEGIS), AAA Mid-Atlantic Inc., and Keystone Insurance Companies. He has previously served on the Board of Directors of the First Pennsylvania Bank, the First Pennsylvania Corporation, the Board of Directors of Meridian Bancorp, Inc. and Meridian Bank. He is also a member of The Union League of Philadelphia.

A native of Norwood, Massachusetts, he and his wife, Ellin, are parents of a son and two daughters, and they have seven grandchildren.

A Message From Our Sponsors



Gwendolyn S. King
Chair, AAHM



Shirley M. Dennis
Corporate Sponsor, AAHM

A message from the **Chair and Corporate Sponsor**

Welcome to PECO Energy Company's 17th annual African-American History Month Banquet. Tonight, we are united once again to officially celebrate the heritage, the history and the harmony of the African-American culture. The Company's theme for this year's program and banquet is *A story to tell, a history to remember, and a legacy to share.*

This year, we dedicate our program to our Chairman, Joe Paquette, in honor of his appreciation for African-American culture, his continual support of African-American History Month activities, and his commitment to diversity initiatives throughout the years. Joseph F. Paquette, who will be embarking on a well-deserved retirement this year, has been an exemplary leader at PECO Energy. Today, we honor him not only for his years of service, but for his recognition of the rich and varied contributions that African-Americans have made to the success of this Company.

We thank the entire staff of volunteers who have worked so hard to make this evening possible, and who have organized all of our African-American History Month events. We are especially pleased that PECO Energy is once again the signature sponsor of the PECO Energy Jazz Festival which benefits the Afro-American Historical and Cultural Museum.

We also thank Damian Thomas and the Marketing & Sales organization for sponsoring the design and production of the commemorative program booklets; and a special thanks to Graphics & Production for doing such a fine job putting the booklets together. Thanks also to William Powell, Support Services, and the employees of Oregon Shop for the craftsmanship that went into designing the keepsake gift which we are presenting to Mr. Paquette this evening.

The revered Carter G. Woodson, the father of African-American History, provided the impetus to establish February as African-American History Month, and we are carrying that momentum forward. Our company theme ties nicely to this year's national theme, *African-Americans and Civil Rights: A Reappraisal*. The focus of the national theme will help African-Americans assess where we are at this time in history and guide us to where we must be in the future.

Once again, we hope you enjoy this evening's banquet. We ask that each of you commit to fostering an appreciation for African-American history and tradition in the years to come.

Sincerely,

A handwritten signature in cursive script that reads "Gwendolyn S. King".

Gwendolyn S. King
Chair, AAHM
Sr. Vice President
Corporate & Public Affairs

A handwritten signature in cursive script that reads "Shirley M. Dennis".

Shirley M. Dennis
Corporate Sponsor, AAHM
Director, Community Relations

The 1997 African-American History Month Family

Chairperson
Senior Vice President
Corporate & Public Affairs
 Gwendolyn S. King

Co-Chairpersons
 Ronald Bradley
 Wanda Harrison
 Jo-Ann Kelly

Corporate Sponsor
Director, Community Relations
 Shirley M. Dennis

Staff Coordinator for Sponsors
 Constance N. Scott

Assistant Staff Coordinator
 Tina Grivas

Vice President
Sales & Marketing
Program Booklet Sponsor
 Damian A. Thomas

Design of Program Booklet
 Frank Boffa

Design of Program
Booklet Cover
 Kathy Caya
 Nicole Williams

Vice President
Support Services
Award Sponsor
 William E. Powell, Jr.

Designer of Award
 Kenny Wilson

Communications
 Paula Dupont-Kidd
 Cynthia Kubula
 Catherine Haas

Consultants
 Patricia Fennell
 Margaret Wright
 Lloyd Yates

Banquet

Chairperson
 Stephen Holloman

Co-Chairperson
 Jewel McLendon

Logistics
 Alice Louis

Program
 Jacquelyn Colbert

Communication
 Nicole Williams

Host/Hostesses
 Lillian Brooks

Jazz Festival
 Marie Golson

Kick-Off
Reception
 Angela Ahmad

Executive
Luncheon
 Jeanmarie Lee

Volunteers

Bill Anderson
 Mark Arrington
 Darlene Banks
 Eric Bennet
 Salisa Berrien
 Vernice Black
 Grace Boone
 Renee Boyd-Shaw
 Elizabeth Boylan
 Cheryl Brown
 Charles Caples
 Tonya Carter
 Bill Clinton
 Wade Colcough
 Norma Colen
 Mike Collins

Cecelia Crommarty
 Ron DeGregorio
 Wayne Dunn
 Rich Dunwell
 Brenda Eison
 Keya Epps
 Lauren Feldhake
 Jackie Forrest
 Gwen Foster
 Marie Gee
 Patricia Giles
 Dana Gleason
 Tina Gomez
 Rena Grant
 Ralph Griffin

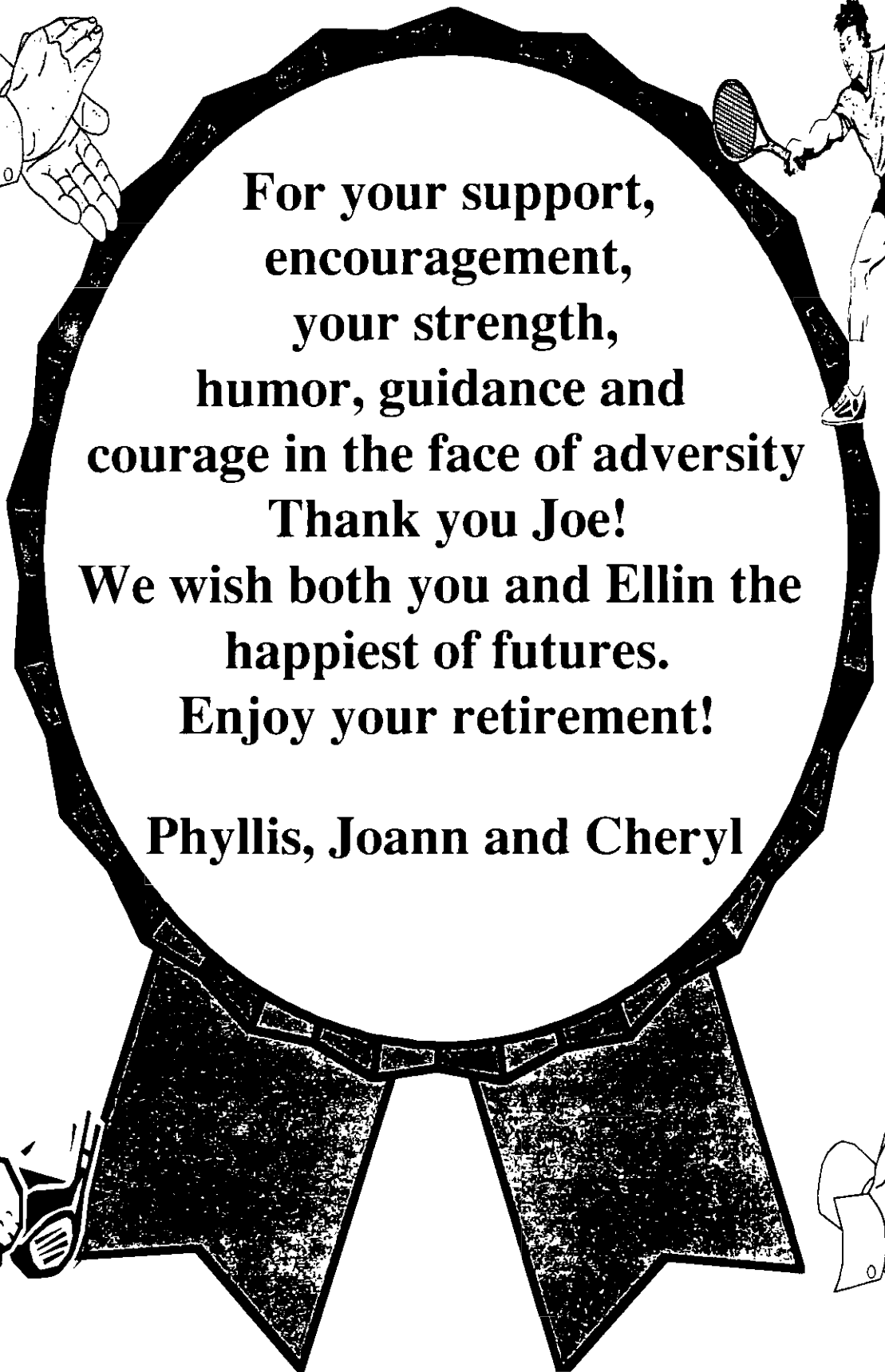
Gino Guarnere
 Shari Harris
 Lisa Holland
 Roxanne Holmes
 Antoine Holman
 Bob Hunter
 Chris Hushion
 Nadine Johnson
 Simona Johnson
 Thomas Jones
 Yvonne Jones
 Patrick Keaveney
 Gloria Kinsey
 James Lander
 Cheryl Martell

Sandra May
 Michele Mitchell
 Merinda Montgomery
 Barbara Moragne
 Celest Morrison
 Pam Moss
 Linda Oates
 Dorian Page
 Kartik Patel
 Joe Perkins
 Dana Pittman
 Linda Powell
 Carol Py
 Jerry Reed
 Jim Rhein

Lillian Ross
 Pat Scukalski
 Tim Shaw
 Tina Simmions
 Walter Starnes
 Paul Super
 Rosella Thomas
 Jim Trexler
 Christopher Washington
 Jerome Watts
 Keith Wilkerson
 Carmen Williams
 George Williams
 James Wilson
 Carrie Wright

Photographers
 Stanley Johnson
 Jon-Jon Cooper

African-American History Month Hotline Operators
 Margaret D. Brown
 Vaneea D. Smith
 Linda M. McGrath
 C. J. White-Lawrence
 Cecelia D. Rosser



**For your support,
encouragement,
your strength,
humor, guidance and
courage in the face of adversity
Thank you Joe!
We wish both you and Ellin the
happiest of futures.
Enjoy your retirement!**

Phyllis, Joann and Cheryl

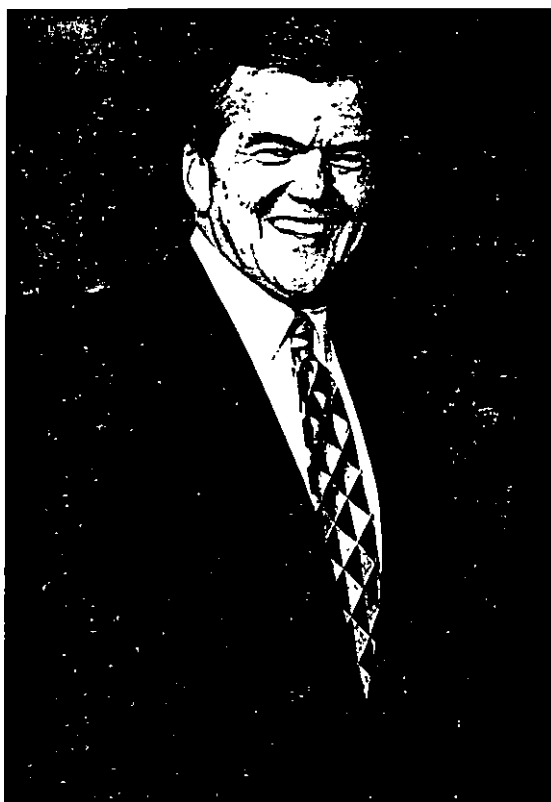
Joseph F. Paquette, Jr.

Thank you for your exemplary leadership
and your unparalleled commitment
in creating a diverse environment
at PECO Energy

When You Trailblaze, You Leave A
Path For Others To Follow.



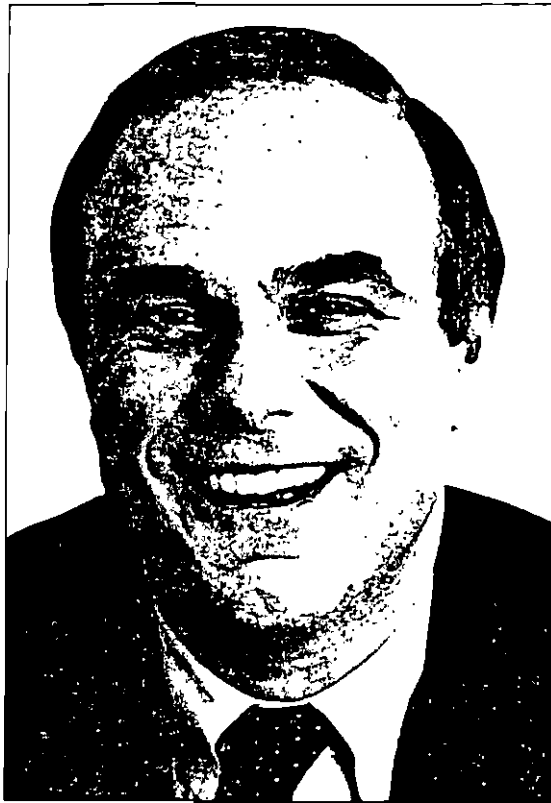
**The PECO Energy
African-American History
Month Family**



*"Joe, on behalf of
myself and the citizens of
Pennsylvania, I would like
to thank you for your
service to the
Commonwealth and its
citizens and wish you
continued success in the
future. Your role in*

*developing electric utility customers
choice legislation last year was
important in helping to bring lasting
economic development opportunities
and benefits to your customers and the
entire state."*

***Governor Tom Ridge
Commonwealth of Pennsylvania***



"Joe Paquette, PECO Energy's Chairman, is not only one of this city's outstanding business leaders but he is also a dynamic civic and community advocate and activist who is committed to numerous charities and causes which improve the quality of life for Philadelphians in every neighborhood in this city. A man of action, he truly loves this city and is committed to making it a better place to live and work for all."

Edward G. Rendell
Mayor of Philadelphia

"Through your leadership at PECO Energy and support of organizations such as the Boy Scouts and the Red Cross, you have helped to make the greater Philadelphia region a better place to live and work."

**Lieutenant Governor Mark Schweiker
Commonwealth of Pennsylvania**

"Your knowledge, unquestionable integrity, and willingness to compromise have been great assets to your company and its employees. It has truly been a pleasure to work with you over the years and I wish you continued success."

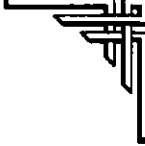
**Majority Leader Joe Loeper
Senate of Pennsylvania**

"I want to express my sincere gratitude and appreciation for your long-standing corporate leadership and dedication to our communities. Throughout your long career at PECO Energy, your company has been a caring and contributing corporate citizen."

**Speaker Matt Ryan
Pennsylvania House of Representatives**

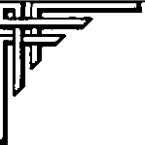
"As Chairman of this area's electric utility, you have helped to maintain the high quality of life in the greater Philadelphia region and, on top of that, have created a work culture where employees are encouraged to become active in their communities."

**Majority Leader John Perzel
Pennsylvania House of Representatives**



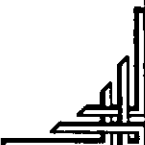
"You have never been one to sit on the sidelines and watch others take charge. Whether it's serving as Chairman of PECO Energy or your involvement on the boards of directors of organizations like the Greater Philadelphia Chamber of Commerce, you have been one of the people who is boldly leading Philadelphia into the next millennium."

Senator Hank Salvatore
Senate of Pennsylvania



"On behalf of the members of the Philadelphia Delegation, I would like to congratulate you on a fine career with PECO Energy. You have set an example of integrity and philanthropy for the entire business community in Southeastern Pennsylvania."

State Representative Tony Williams
Pennsylvania House of Representatives



To Joe Paquette

"Joe, you have always been there for the citizens of Philadelphia in times of both celebration and crisis. Your presence as a leader among our region's business community will be greatly missed."



**President John Street
Philadelphia City Council**

To Joseph F. Paquette



"During this African American History Month Celebration, I would like to take this opportunity to celebrate the leadership, commitment and dedication to your Company, its employees and our City over the years. Congratulations on a shining career and I wish you all the best."

**Councilwoman Augusta Clark
Philadelphia City Council**

“ . . . As both a business associate and friend, I would like to personally thank you for all you have done for the citizens of Montgomery County. The Corporate role that PECO Energy continues to play in our community is greatly appreciated.”

**Mario Mele
Chairman
Montgomery County Commissioners**

“Throughout my career with PECO Energy and current tenure as a County Commissioner, I have always valued your openness and honesty. Thank you for your years of service to the Company, your customers and our county residents.”

**Commissioner Charlie Martin
Bucks County Commissioners**

"Best wishes for a 'bright' future and thank you for all that you have done. Over the years, I have always been able to count on you to come through for Chester County. As your career at PECO Energy comes to a close, I know that others will be anxious to use your talents."

**Commissioner Karen Martynick
Vice Chairman, Chester County Commissioners**

On behalf of the Board of Directors of the Bucks County Industrial Development Corporation and Authority, I want to thank you for continued support in Bucks County's efforts in building a strong economic base for the 21st Century.

Your guidance and direction have allowed your staff to form great partnerships in Bucks County, from business and industry retention programs to joint marketing efforts.

Our economic development efforts were certainly realized with the relocation and expansion of Lockheed Martin in Newtown Township, Bucks County.

Again, thank you for your focus and encouragement in furthering Bucks County's competitive position for the future.

**ROBERT F. CORMACK
EXECUTIVE DIRECTOR
BUCKS COUNTY INDUSTRIAL DEVELOPMENT CORPORATION**

On behalf of the Board of Directors, students, teachers and staff of the Philadelphia High School Academies, Inc., we extend congratulations and best wishes to Joseph F. Paquette, Jr., Chairman, PECO Energy Company. Under Joe's leadership, PECO Energy continued a 25-year tradition of major support to and of the Philadelphia High School Academies. His representatives on our various Boards ensured PECO Energy's role as a leader in our business/education partnership. Joe was always accessible to us for advice and counsel, and we are proud that he was our partner during the organization's major expansion from 1989 through 1996. PECO Energy's partnership in education through the Philadelphia High School Academies, Inc. is demonstrative of Joe's exemplary leadership and his abiding commitment to strengthening the City of Philadelphia and its communities through the education of youth. We wish you every success.

J. Lawrence Wilson
Chairman of the Board

Natalie S. Allen
President

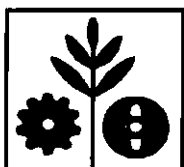
**Philadelphia High School
Academies, Inc.**





***Best Wishes
in your
retirement
Joe!***

**Della Clark,
Director
West Philadelphia
Enterprise Center**



Montgomery County Industrial Development Corporation

Since Joe Paquette's return to PECO Energy in 1988, his knowledge and expertise have moved PECO Energy into a leadership position in the regional economic development field. Its involvement and support in Strategy 21, the IDRC conference, and various trade shows prove that PECO Energy is committed to helping the region.

In Montgomery County, PECO Energy has always stepped up to the plate when asked to support our economic development endeavors. There is no better example of this than the pending acquisition of the Lafayette Place Office Building by the Montgomery County Industrial Development Corporation in downtown Norristown. Without the assistance of Joe Paquette in negotiating the sale of this building with the County Commissioners, we would not have been able to attract the headquarters of Commonwealth Savings Bank back to Norristown.

Joe Paquette will be missed but never forgotten in Montgomery County.

**Carman S. Italia, Jr., President
Montgomery County Industrial Development Corp.**

**THE WEST PHILADELPHIA
PARTNERSHIP
COMMUNITY DEVELOPMENT
CORPORATION**

THE PARTNERSHIP CDC

Board of Directors

Mary Brown, *Pres.*
Betty Twyman, *Vice Pres.*
Connie Scott, *Secretary*
Pastor Mark McCleary, *Treasurer*
William Ball
Anthony Britt
Queen Hinton
Honorable Andrew Jenkins
Alan Klein
Scott Lederman
Larry Post
Legora Ragland
Margaret Shepherd

Blane F. Stoddart, *Exec. Dir.*



Mr. Joe Paquette will remain an icon in the minds and hearts of the citizens of Philadelphia.

I first heard of Mr. Paquette through Phil-A-Job, the summer youth employment program. As fate would have it, we met 15 years later, through the Philadelphia Plan. The Philadelphia Plan is a ten (10) year partnership between a major corporation that focuses on the total revitalization of targeted neighborhoods.

The Partnership CDC is proud to be the local CDC partner of PECO Energy and Mr. Paquette. Mr. Paquette you have been an approachable, friendly, eloquent champion of Philadelphia neighborhoods and institutions, as well as a major asset to the business community.

You will be greatly missed, and a void now exists where you have tread! Congratulations in your retirement - we really don't believe you will actually retire.

We love you.

Blane Fitzgerald Stoddart and the Board and Staff of the Partnership CDC



"In 1992, immediately following the riots in Los Angeles, Joe Paquette, who was then Co-Chair of the Greater Philadelphia Urban Affairs Coalition, led efforts locally to make sure similar acts of violence did not occur in Philadelphia. He created a program called

"Philadelphia Hope" which was designed to fund grassroots efforts to promote positive solicitation of other corporate leaders, over six hundred thousand dollars were raised and given to hundreds of neighborhood organizations over the past four years to carry out these activities. Thanks Joe, for giving us hope!"

*Ernest E. Jones
Executive Director
Greater Philadelphia Urban Affairs Coalition*

TRIBUTE TO JOE PAQUETTE

To Joe Paquette, one of the most organized and efficient people I have ever worked for or met. My apologies for always being late for your Staff Meetings; and since moving on to Philadelphia Suburban, I have been able to save thousands of dollars that would have been due in "late fees." Hopefully, I can make up for my past sins by treating you and Ellin to a great dinner at our favorite restaurant, Positano's.

Your friend,

Nick DeBenedictis
Chairman,
Philadelphia Suburban Corporation

'Bell Atlantic salutes Joe Paquette'

"As a distinguished business leader and a tireless champion for community and cultural causes, Joe has been a powerful and positive influence in the Greater Philadelphia area."



Bill Harral
President & CEO
Bell Atlantic-Pennsylvania



*Best Wishes To
Joseph Paquette, Chairman Of The Board
of PECO Energy Company*

As Director of Commerce for Delaware County, I would like to take this opportunity to commend Mr. Paquette for taking the lead in the recent electric deregulation. Because of his initiatives, we can expect a decrease in rates for industrial users and hence an increase in economic development activity.

During his tenure as Chairman of PECO Energy, Mr. Paquette has provided a great deal of support for economic development in Delaware County. PECO Energy's economic development department has worked steadily with the Delaware County Commerce Center to provide information and tours for a variety of new business prospects.

When Federal Express was looking for a site to build a new 127,000 square foot distribution center, it was PECO Energy that brought them to Delaware County. FedEx is expected to open their facility in Lower Chichester Township March 1.

When Deloitte & Touch Realty Consultants were searching for a six acre site for an industrial user, PECO Energy representatives worked with the Delaware County Commerce Center to provide all the information needed to enable them to choose Delaware County for their new office and plant. This deal, yet to be announced, is expected to close on February 15. It will mean an additional 150 jobs in Delaware County.

When Preferred Real Estate was negotiating with Adwin, PECO Energy's Real Estate subsidiary, to purchase the thirty three acre site adjacent to the Baldwin Towers in Eddystone Borough, the cooperation they received from both Adwin and PECO Energy was impressive. It will mean an additional 350,000 square feet of Class A office space here.

Delaware County has fared well under Mr. Paquette's leadership at PECO Energy. His impact should prove positive for years to come.

J. Patrick Killian
Delaware County Commerce Director

PHILADELPHIA BUSINESS JOURNAL



Joseph F. Paquette Energizes Philadelphia's Economy

I'm betting that John Dryden was speaking of Joe Paquette when he said, "A leader is a lord of the human kind." Joe's energy, commitment and enthusiasm for community involvement are traits which I have especially admired. Joe's efforts have enriched our personal and professional lives. I and the staff of the Philadelphia Business Journal congratulate and thank you for your many years of service to our community.

Lyn Kremer, Publisher

"You are a man of honor and integrity. When you give your word, you know that you can take it to the bank. At the end of the day all that really matters is the reputations we build, brick by brick over the years. The reputation that you have built is rock solid and withstands the test of time."

**Pat Gillespie
President,
Pennsylvania Building Trades**



**GREATER PHILADELPHIA
CHAMBER OF COMMERCE**



"It is fitting that Joe Paquette has built a career on energy. He is one of the most electric and energetic people in our community. Through his active involvement in our organization and others, Joe has made significant contributions to the landscape of the region. He has illuminated the lives of many and has played a large role in creating a 'Greater Philadelphia.' "

Charles P. Pizzi
President, Greater Philadelphia Chamber of Commerce

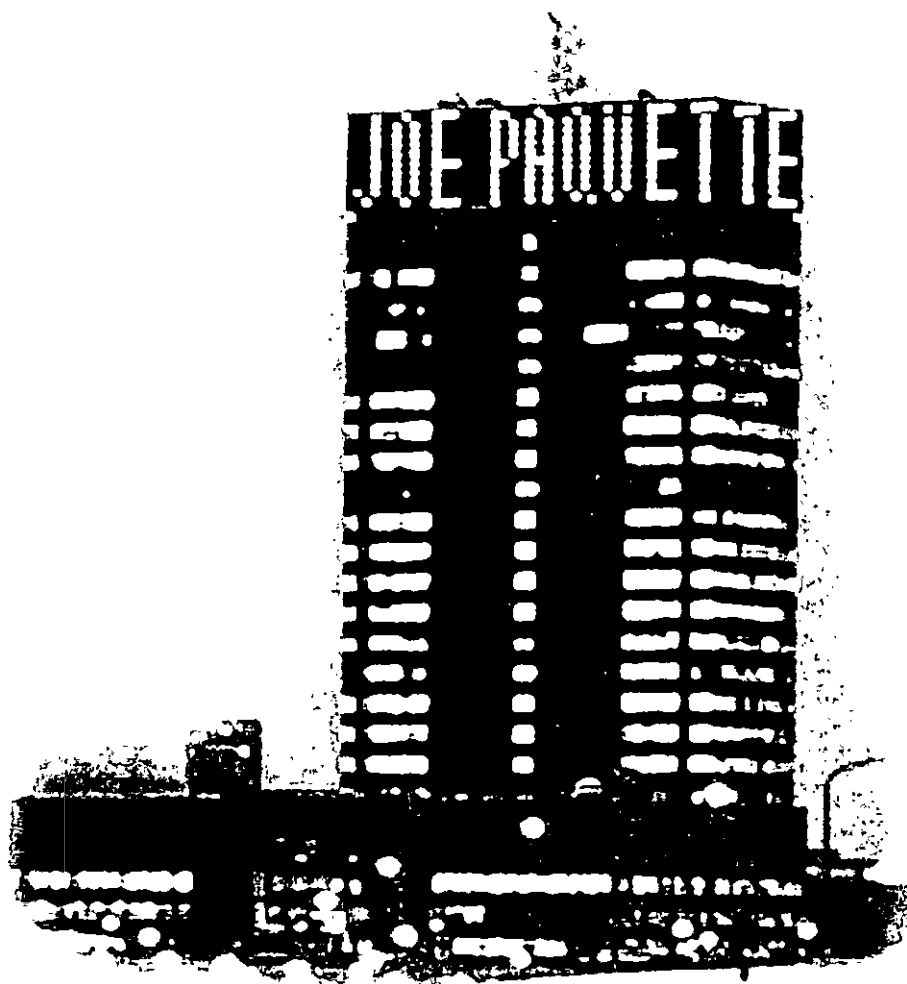
"Joe Paquette and PECO Energy are great friends of Philadelphia. Each year, PECO Energy partners with the Multicultural Affairs Congress of the Philadelphia Convention and Visitors Bureau as the presenting sponsor of the PECO Energy Jazz Festival in February. This citywide festival, with more than 100 events, benefits the Afro-American Historical and Cultural Museum and is a model example of how to bring museums, hotels, restaurants, clubs, attractions and corporations together to promote tourism – and in the middle of winter! We are grateful for PECO Energy's support and Joe's leadership."



Tom Muldoon
President,
Philadelphia Convention and Visitors Bureau

Corporate and Public Affairs
salutes
Joseph F. Paquette, Jr.

Your vision has lit the way
into the dawn
of a new era for PECO Energy.



Congratulations on a brilliant career.

African-American History Month Banquet Program

A Story To Tell A History To Remember A Legacy To Share

RECEPTION

Music by Philadelphia All-City Jazz Ensemble

WELCOME / INTRODUCTIONS BY HOSTS Wanda Harrison / Ronald Bradley

PRAYER Elizabeth M. Kimmel

NEGRO NATIONAL ANTHEM Women's Sekere Ensemble

ACKNOWLEDGEMENT OF SENIOR MANAGEMENT AND OUTSIDE CONSTITUENCY

.....Wanda Harrison / Ronald Bradley

ACKNOWLEDGEMENT OF BANQUET AND STEERING COMMITTEES Stephen Holloman

A STORY TO TELL Shirley M. Dennis

Director, Community Relations
Corporate & Public Affairs

"I HAVE A DREAM", by Martin Luther King, Jr. Dr. Z. Ahmed Kaloko

Director, Bureau of Conservation Economics & Energy Planning
Pennsylvania Public Utility Commission

A HISTORY TO REMEMBER Sam Brackeen

.....Margaret Wright

A LEGACY TO SHARE

PRESENTATION OF CHERRY E. COOPER AWARD Joseph F. Paquette, Jr.
Chairman

.....Gwendolyn S. King
Senior Vice President
Corporate & Public Affairs

PRESENTATION TO CHAIRMAN Corbin A. McNeill, Jr.
President & Chief Executive Officer

.....Gwendolyn S. King
SVP, Corp. & Public Affairs

SALUTATIONS TO THE CHAIRMAN

CLOSING Corbin A. McNeill, Jr.
President & CEO

DINNER



To: Joe Paquette

*A person of
unwavering
....integrity
....intelligence
....grace*

*Thank you for always
answering the call.*

Christine James-Brown
United Way of Southeastern Pennsylvania



Joe at the Eagles
Training Camp.

CONGRATULATIONS ON A THOUSAND JOBS WELL DONE



For many years, you have done a marvelous job leading PECO Energy, and at the same time, you have taken a strong and equal interest in the economic health of the communities throughout the region. PECO Energy's resources and your personal dedication have played and will continue to play an important part in the success of greater Philadelphia.

Walter D'Alessio, President and Chief Executive Officer,
Legg Mason Real Estate Services and member, PECO Energy's board of directors.

**LEGG
MASON**

Real Estate Services®

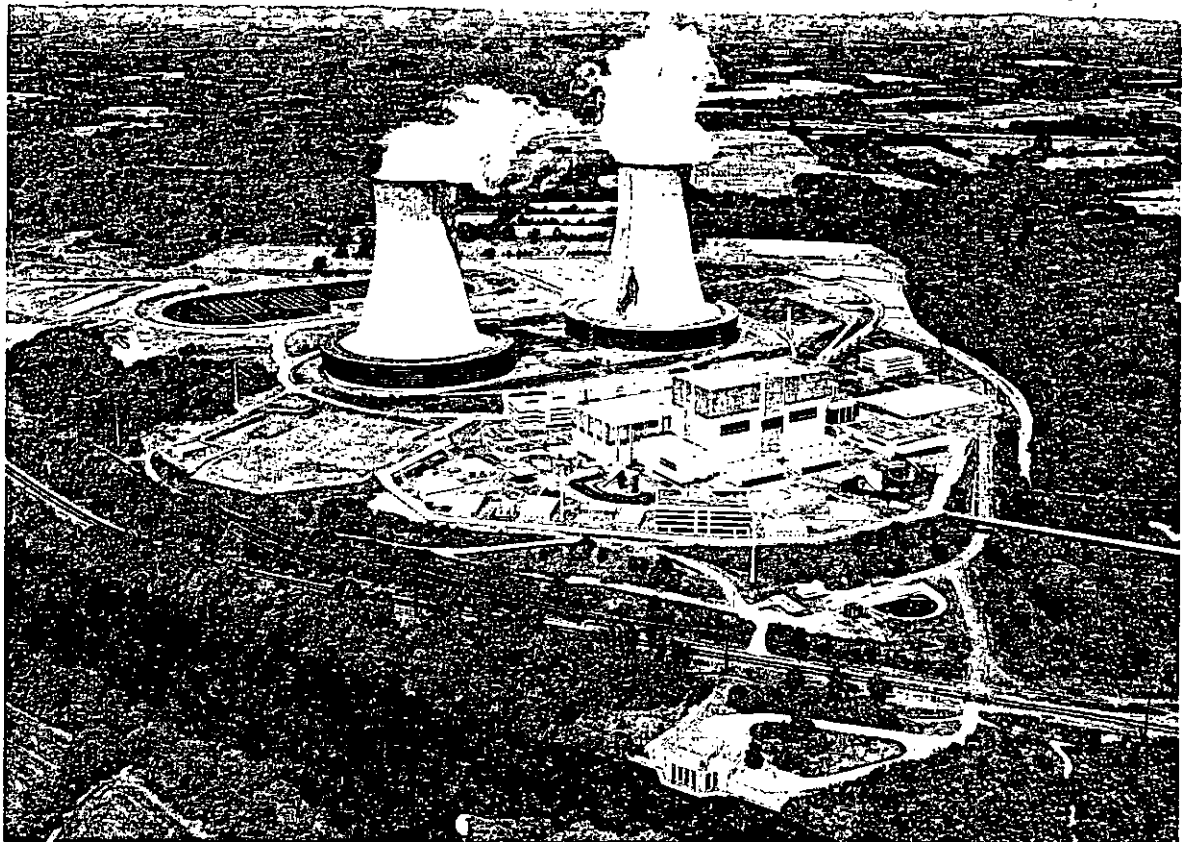
Joseph Paquette has provided exemplary community leadership at PECO Energy and Greater Philadelphia First. His concern and hard work in advancing the region's economic development, encouraging quality government performance and enhancing the quality of life in our residential communities is of the highest standard.



**John Claypool
Executive Director
GPF**

To: Joe Paquette

From: Limerick Generating Station



*Thanks to your guidance, Limerick Generating Station
is one of the world's premier plants. Wishing you a safe,
happy and healthy retirement.*

Joe,

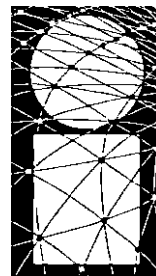
Thanks for your effective leadership, willingness to listen and the human touch you brought to PECO Energy throughout your career. Best wishes for a long, happy and healthy retirement.

**Bucks/Mont, Del/Chester Divisions
Gas Services Group**

No man can know where he is going unless he knows exactly where he has been and exactly how he arrived at his present place.

Maya Angelou

Joe – best wishes for the future and your “present places” yet to be found.



**Information
Systems**

Congratulations to **Joe Paquette**

from all of us in
Media & Public Relations

**Thank you Joe for all of your hard work
and dedication to PECO Energy.**

Best of Luck Joe!

Tom Augusterfer
Karen Bubeck
Ed D'Auria
Gene Flanagan
Jean Fontaine
Kara-Lee Gulino
Greg Hart

Marie Hoey
Joann Jasinnas
Gerry Jordan
Mark King
Beth Lorenz
Elmore Mack
Craig McCaffrey

Diane Menk
Michelle Mitchell
Steve Moore
Scott Neumann
Alan Saylor
Frank Wellman
Bob Wynne

**The Institutional & Governmental Sector
of Marketing & Sales**

The associates of Exelon Corporation;
a new, unregulated subsidiary of
PECO Energy Company
extend our . . .

Sincere Thanks and Warmest Wishes
to

Mr. Joseph F. Paquette, Jr.

Our thanks for your wisdom, your guidance and your foresight.



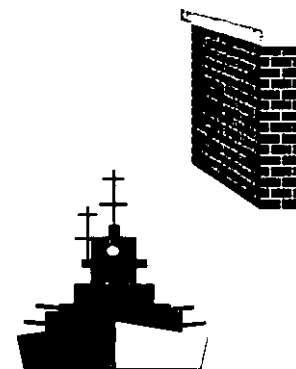
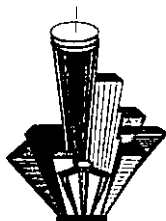
EXELON

Fuel, Plant and Energy Infrastructure Management

Best Wishes Joe Paquette

From all the Customers in the Steel, Textile,
Apparel, Stone, Paper, Furniture, Fixtures,
Machinery, Transportation Industries
and the

**Primary
Industries
Sector**



AT PECO ENERGY, GENERATING BUSINESS IS AS IMPORTANT AS GENERATING ELECTRICITY

Since you became chairman in 1988, PECO Energy's Economic Development Department has successfully assisted hundreds of companies with their relocation and expansion needs. In 1996, we helped 21 companies that will create more than 3,200 jobs and we helped save an additional 3,000 jobs for the region. The total number of new jobs created under your leadership exceeds 27,900. And these "direct" jobs are just the beginning, according to the U. S. Chamber of Commerce. For every 100 new jobs, seven new retail establishments will open, 64 new non-manufacturing jobs will be created, and 102 new families will move into the region.

At the same time we've been attracting new firms to the region, PECO Energy has been nurturing existing businesses and helping them succeed and expand. Thanks to your vision, concern and leadership, our company provides businesses with a variety of information and new technologies that can help them use energy wisely and reduce their energy costs. We salute you for energizing Southeastern Pennsylvania and actively promoting the region's assets to corporations throughout the United States, Canada and Europe.



◆ **E. Martin Shane,
Manager of Economic
Development, 1986-1990**

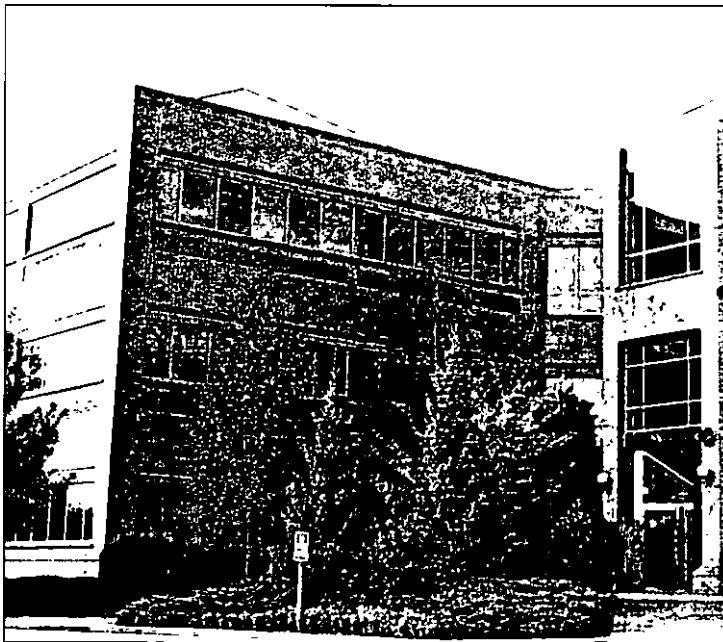
◆ **Greg Byrnes,
Director of Economic
Development, 1991-**

A Tribute To *A Great Communicator* Joe Paquette

From All of Us in C&PA Communications

Joe Paquette:

From: Station Support (PECON) Employees



We, the employees of Station Support, want to extend our appreciation to you for the many years of leadership, sponsorship, and your consistent example of excellence. We wish you and your family much happiness in your upcoming retirement and may your future be filled with fond memories of your experiences here at PECO Energy.

JOSEPH F. PAQUETTE, JR.

A HALL OF FAME LEADER

On and off the utility field, you have been an illuminating leader and the consummate team player. You've done more than generate electricity. You've helped make our region a good home not only for business, but for the business of life.

**PECO Energy's
Economic Development Department**

Wishes You Future Success and Happiness.

Lynn "Screwball" Duffner-Frame

Nancy "The Dude" Smith

Lisa "Scooter" Camp

Vince "Mr. October" Elia

Greg "Iron Man" Byrnes

*PECO Energy, with the strong economic and
employee base that you have built, is well
positioned to capitalize on the opportunities
and to thrive in the future.*

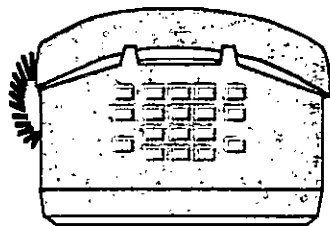
You will be greatly missed on the journey.

Thanks Joe!

Residential & Small Commercial Sales

J. Bauer

Steph J. Bauer



CUSTOMER SERVICES



Customer Service Centers

Celestine Simmons



Field Services

Dear Mr. Paquette,

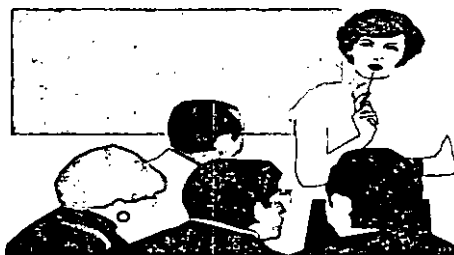
Steph J. Bauer

Thank you for "Focusing your Energies on us!"
We appreciate your support and sponsorship
of our organization.



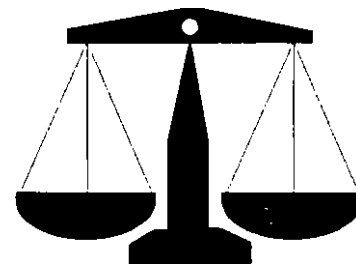
**Accounts
Receivable**

J. R. [Signature]



**Customer Services
HR**

Carol Jewick



**Regulatory
Performance &
Reengineering**

Marilyn Kray



CIRCA 1968

**JOE, WE'LL NEVER
FORGET YOUR FACE.**

**Ken Lawrence, Greg Cucchi,
Barry Mitchell, Tom Hill
and the whole
Finance Group**

Congratulations Joe!



PECO ENERGY

THANK YOU FOR LEADING US INTO THE FUTURE. . . .

WE HOPE YOUR FUTURE IS JUST AS BRIGHT!

**Bill Kephart
and the
Account Services Team**

*Thank you for your support, guidance
and leadership over the years.
You will be missed by all.*



PECO ENERGY®

Gas Services Group



*Mr. Paquette, please accept
the thanks and gratitude of
the Consumer Energy Services Group
for building the foundation which
will allow PECO Energy to soar into
the future.*



*Best wishes for a prosperous and healthy future,
thanks for your leadership and commitment to
Philadelphia and PECO Energy.*

**Your friends in the
Growth Industries Sector,
Marketing & Sales at PECO Energy.**

Pat Bolick, Marie Flick, Frank Nicosia, Len Wenger, Gerald Lockwood,
Tom Monari, Rita Stendardo, Salisa Berrien, Elizabeth Bush, Bill Gero,
Al Prendergast, Dave Mastro, Amy Bendinsky and Scott Brown.

Thank You, Mr. Chairman

In our business,
the lessons you've taught us
and the wisdom you've brought us
will truly be passed from
"Generation-to-Generation".

Mr. Paquette: Our warmest wishes and sincere appreciation. . . .



**On behalf of all of the associates of
PECO Energy's
Power Generation Group**

“An officer
and a gentleman.”

Congratulations to

Joseph F. Paquette, Jr.

from all of us in
Public Policy

*Thank you for an image of
PECO Energy that is easy
to uphold.*

*Joe, thank you for your leadership over the years. It has been a privilege to work with you.
Best wishes for your retirement.*

**The Retail Group of
Industrial and Commercial Sales:**

Jim Shannon
Patricia Szukalski
Tom Poole
Brian Barr
Valerie Donovan
Linda Drissel

Kelly Ostertag
Barbara Sands
Nancy Vizzard
Lorraine Bucci
Craig Dupell
Eileen Mather

Holston Spence
Mark Thompson
Jim Trunfio
Dianne Whiting
Bill Zimmerman

**Power Delivery
Salutes
Joe Paquette
for “Transforming” PECO Energy
Into the Power of the Future**

Congratulations!

To Joe Paquette,
"Thanks For The Memories"

of your

Leadership in working with INPO and NEI on our behalf

Encouragement when taking a personal interest in our improvements

Dedication by supporting us in our rise from "worst" to "first."

and for being our guiding force while
"On The Road To" Achieving . . .



PECO Nuclear
Today, A World Leader
In Nuclear Power

CONGRATULATIONS & BEST WISHES

Thanks for all your hard work, leadership and dedication.

COMMERCIAL PROPERTIES

Janet Biron
Nancy Coates
John Colarelli
Paul Corey
John Daniel
Terry Donahue

Brian Ferguson
Connie Fisher
Bill Flick
Judy Keller
Maureen Kelly
Tim Mandroc

Maria Millon
Mike O'Leary
Steve Schummer
Marie Schwartz
Susan Webb
Betty Wintrobe

A BIG R + FOR JOE PAQUETTE

Our customers, shareholders and employees have
benefited from your leadership and integrity.

Thank you and best wishes from everyone in the

LEGAL DEPARTMENT

Audit Services Division

Claims Division

Environmental Services Division

Legal Division

Office of the Corporate Secretary

Security Division

Joe,

Thanks for your guidance and support as we have forged new relationships and pursued new opportunities with our largest commercial and industrial customers.

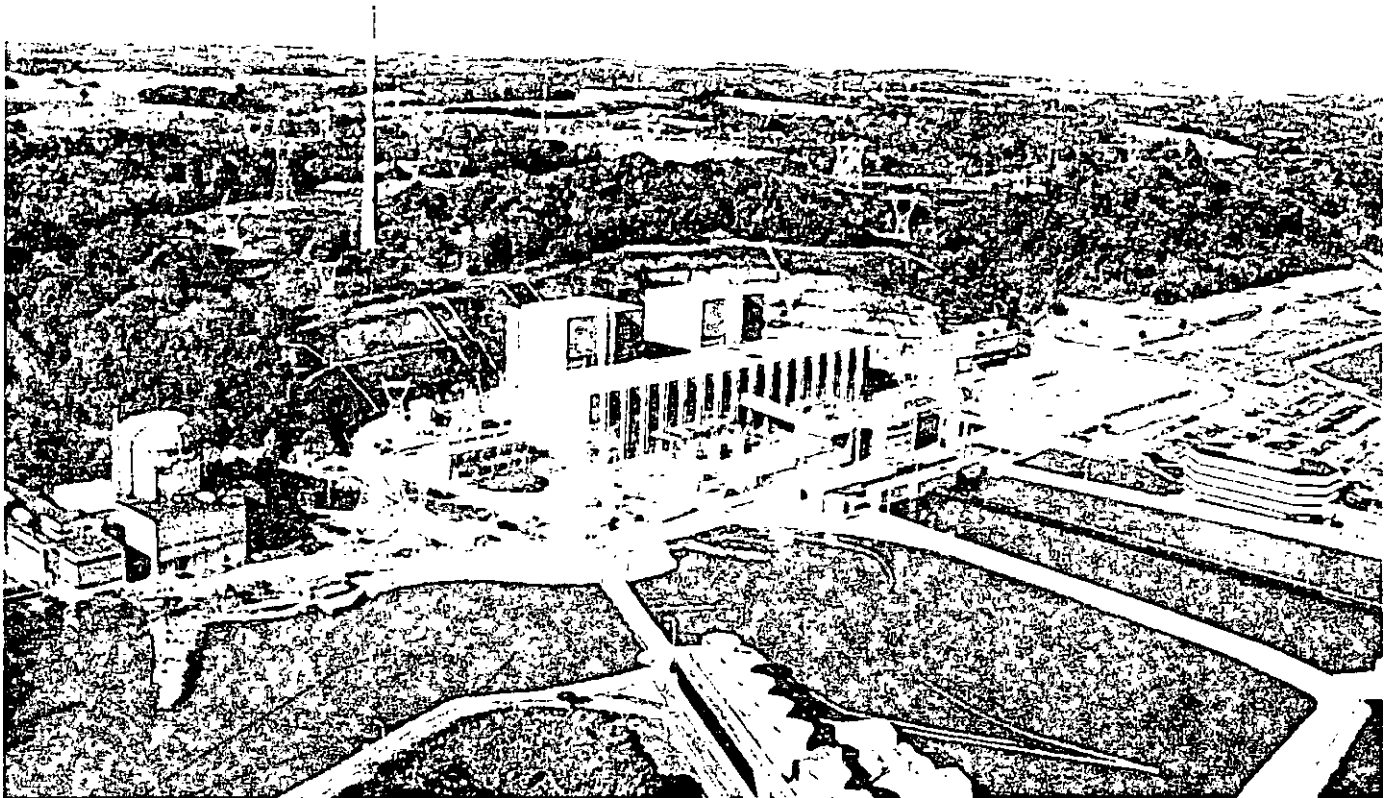
**The Key Accounts Team
CESG Marketing & Sales**

Thanks for all your support!
We look forward to serving you
wherever you may live!

HORIZON
ENERGY

To: Joe Paquette

From: Peach Bottom Atomic Power Station

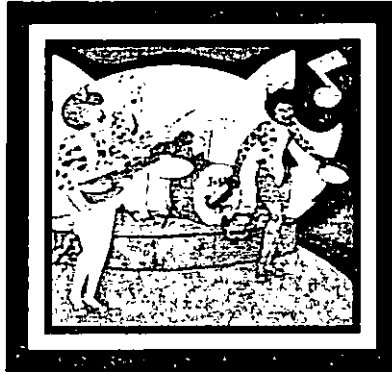


The employees at Peach Bottom thank you for your faith in the Peach Bottom workforce and your continued support, leadership, and guidance in our journey from the shutdown to achieving the INPO Excellence Award. We hope you and your family enjoy all the things life has yet to bring your way. Best wishes to you in your future endeavors.

The "Joe" Hall of Fame



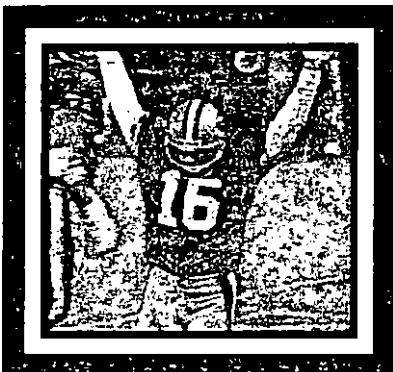
Joe DiMaggio



Jo-sie and the Pussycats



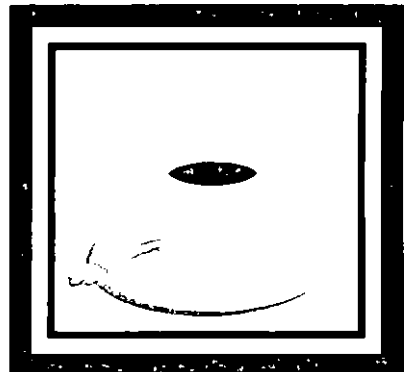
Jo-dy Foster



Joe Montana



Joe Cool



Cup of Joe



Damian "Joe" Thomas

(He changed his name in honor of this occasion)



GI Joe



Joe Paquette

We salute the greatest "Joe" of them all, Joe Paquette.

Thanks for your years of service to PECO Energy, and your steadfast commitment to African-American History month.

CESG Marketing, Strategic Planning and Analysis

SUPPORT SERVICES / SOURCING

Facilities Management

Fleet Management

**General
Services**

**Administrative
Staff & Support**

**Oregon
Shop**

**Supply
Chain**

***For Your
Support of
Our Efforts To
Improve Our
Business Practices
and Become
A World Class
Organization***

***Joseph F. Paquette, Jr.
Honorary Roadrunner***

***Thank
You***

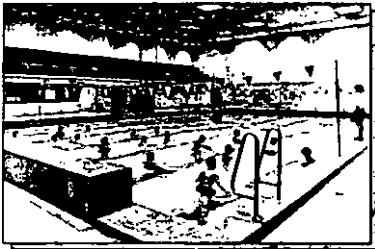
**Resource
Recovery**

**Performance
Information**

Community Relations recently received a tough assignment that we knew would take a whole lot of energy to complete. But, then, that's our job. So, here it is!

GOODBYE JOE.

.....



*WE
WILL
MISS
YOU!*

And may the source of our energy always be with you!

Community Relations Division • Shirley M. Dennis, Director

A Story to Tell,



Joe Paquette, toddler. Making a splash in the tub.

A History to Remember,



Joe Paquette, graduate. Ready to take the business world by storm.

A Legacy to share.



Joe Paquette, Chairman, PECO Energy. He made us what we are today.

We're proud to salute our fearless leader, Joe Paquette,
for his dedication and ongoing support of
African-American History Month.

Damian Thomas and All of the Marketing & Sales Organization

Focusing our Memories on You, Joe.

Women's Show

Thank you for volunteering at the Philadelphia International Women's Show! In order to make your time as enjoyable as possible, we have

included below a reference index of show logistics as well as information relating to the services and products of PECO Energy. Enjoy the Show!

Philadelphia International Women's Show Hours

Thursday, May 2	10:00am - 6:00pm
Friday, May 3	10:00am - 9:00pm
Saturday, May 4	10:00am - 9:00pm
Sunday, May 5	10:00am - 6:00pm

General Information for Volunteers

Staff are encouraged to only answer questions which they are qualified to answer. There will be a "PECO Energy Response" sheet included in your volunteer staff packet with the most commonly asked questions and their answers.

For all other specific questions, please take the name, address, and number of the visitor, fill out the Response Form, and file this with the Staff Supervisor so that we can forward appropriate responses after the Show.

IN ANY EMERGENCY or if for any reason volunteers cannot meet their staffing obligations, Connie Scott should immediately be contacted at 215-841-4107 or paged at 215-581-7116.

IN CASE OF INCLEMENT WEATHER any delays, closings, or schedule modifications of the Philadelphia Women's Show will be broadcast on KYW News Radio, 1060 AM.

Badge Information

Each volunteer must wear a badge to enter the Convention Center Philadelphia Women's Show area.

Convention Center Parking Information

Staff Working the 1996 Women's Show should enter the Convention Center through the doors located on the Northeast Corner of 12th & Arch.

Parking and meals will not be provided by the Philadelphia Women's Show. Staff are encouraged to get to the Convention Center early to account for any problems finding parking. Directions to the Convention Center and parking maps are included. Several of the closest PARKING locations are designated below. There are no parking shuttles running to the Convention Center sponsored by the Philadelphia Women's Show.

Parkway -	Broad & Cherry St.
5 Star -	1333 Cherry St.
Parkway -	1325 Arch St.
Parkway -	1301 Arch St.
Parkway -	1324 Arch St.
EZ Park -	1301 Race St.
Allright -	1325-27 Race St.
Parkway -	12th & Filbert St.
Kinney/Chinatown -	11th & Race St.
Spring Garden Prkng -	1016 Race St.
Allright -	1020-26 Cherry St./ 1015 Arch

PECO Energy Location

The "PECO Energy Booth" is located at booth numbers 721, 723, 822 and 824, next to the PECO Energy Bright Lights Stage.



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PECO Energy Company

Memorandum

Location: Community Relations
S7-1

Date: April 23, 1996

To: Women's Show Volunteers

From: Connie Scott, Team Leader
Community/Economic Development

Subject: Philadelphia International Women's Show

On behalf of Community Relations, **Thank You** for your support and volunteerism for the Philadelphia International Women's Show. The show will be held May 2-5, 1996, at the Pennsylvania Convention Center.

This is PECO Energy's second year as a participating sponsor in the show. However this year we are the exclusive sponsor of the "Bright Lights" Stage located in the center of the exposition (map attached). The PECO Energy Bright Lights Stage will feature, every hour, demonstrations, fashion shows and other entertainment. It is a major focus on the show floor with a seating capacity for 500 people.

In addition, PECO Energy will have an exhibit booth (see map). Our exhibit will include panels about Energy Safety and the PECO Energy Power Kids as well as the "Hazard Hamlet" an interactive safety exhibit; the exhibition will include displays from our show partners Marketing and the Gas Department. The Gas Department will display their U. S. Olympic merchandise in a glass showcase with literature for distribution. As a volunteer you are expected to greet visitors and only answer questions that you are qualified to answer. There will be a "PECO Energy Response" sheet to record the name, address, and the telephone number of the visitor with the specific question. An informational packet with Volunteer Guidelines, "Commonly asked questions and their answers..." and the Response sheet will be available during your duty.

Included with this memo are two (2) complimentary tickets, the "Duty" and "Volunteer Mailing" Lists as of April 25, "Volunteer Guide" and a floor map for the show.

Again, thank you for your commitment, support and volunteerism!

CNS/cns

cc: S. M. Dennis

COMMUNITY RELATIONS

APR 26 1996

VOLUNTEER MAILING LIST
as of April 26, 1996

(W) - WISE /CTAC Volunteers

Corporate & Public Affairs

Carolyn Bennett	Comm Rlns S7-1 MO
Jose Cox	Comm Rlns S7-1 MO
Wayne Dunn	Comm Rlns S7-1 MO
Karen Flamer (W)	Media PR S13-1 MO
Jo-Ann Kelly	Comm Rlns S7-1 MO
Corey Patterson	Comm Rlns S7-1 MO
Connie Scott	Comm Rlns S7-1 MO
Margaret Wright (W)	Ofc SVP S13-1 MO

Gas Services Group

Kathy Burns	Res & Commr Mrktng S20-1 MO
Paul Dwyer	Res & Commr Mrktng S20-1 MO
Joan Hand (W)	Ofc SVP S20-1 MO
Ellen McCrane	Res & Commr Mrktng S20-1 MO
Jim Pryor	Res & Commr Mrktg S20-1 MO

Bulk Power Enterprises

Kathy McVey (W)	Ofc SVP S10-2 MO
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Corporate Planning & Development

Claire Lamb (W)	Ofc VP S25-1 MO
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Customer Services

Pat Fennell	Call Center N4-1 MO
Gloria Kinsey	Regulatory Perf 2300 Mkt 1st rear
Alice Popovic (W)	Ofc VP N4-1 MO

Human Resources

Renee Boyd-Shaw	Affirm Action Ofc S18-1 MO
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Legal

Vilna Gaston, Esq	Legal S23-1 MO
Carol Walton (W)	Legal S23-1 MO

Limerick Generating Station

Wanda Harrison	Plant Mgmt SSB2-1 Limerick GS
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Marketing & Sales

Michelle K. Mitchell	Mjr Ind Accts N1-8 MO
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Quality Management

Sharon Zagiel (W)	Ofc Mgr S15-1 MO
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Power Delivery

Sue Hilley (W)	Christian St SB
Mary Krick (W)	Human Resources Ardmore SB
Celeste Morrison	Contractor & Bldg Svcs Christian St SB
Carmella Smith-Miller	Warminster SB
Monica Wrenn (W)	Warminster SB

Station Support

Diane Richardson	Docu Svcs Cntr 61B-5 Nuc Group HQ
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Support Services

Pamela Moss	Ofc Svcs Mgmt N2-1 MO
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Telecommunications

Tempy Small-Maxwell	Telecommunications N5-4
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PHILADELPHIA INTERNATIONAL WOMEN'S SHOW

PENNSYLVANIA CONVENTION CENTER

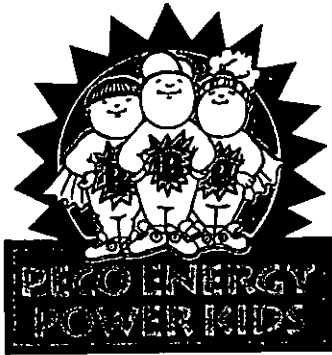
DUTY LIST

	Thursday May 2, 1996	Friday May 3, 1996	Saturday May 4, 1996	Sunday May 5, 1996
10:00-2:00	1. Jose Cox 801: 4116 2. Claire Lamb 801: 4231 3. Joan Hand 801: 4951 4. Kathy McVey 801:5101 5.	1. Jose Cox 801: 4116 2. Mary Krick 805: 1703 3. Karen Flamer 801: 4103 4. Vilna Gaston 801:4265 5. Sue Hilley 8013180	1. Michelle Mitchell 801:5424 2. Alice Popovic 801: 8767 3. Pam Moss 801: 5876 4. Simona Johnson (T) 801: 6023 5. Jo-Ann Kelly 801:4106	1. Carmella Miller 804:3283 2. Kathy Burns 801: 6988 3. Jo-Ann Kelly 801:4106 4. 5.
2:00-5:30*	1. Corey Patterson 801: 4654 2. Connie Scott 801:4107 3. 4. 5.	1. Carol Walton 801: 4251 2. Margaret Wright 801:4200 3. Carolyn Bennett 801: 4111 4. Sharon Zagiel 801: 4931 5. Ellen McCrane 801: 6475	1. Connie Scott 801: 4107 2. Diane Richardson 803: 5617 3. Margaret Wright 801: 4200 4. Jim Pryor 801: 9974 5.	1. Wanda Harrison 802: 2701 2. Alice Popvic (2) 801: 5876 3. Celeste Morrison 801: 2358 4. 5.
5:30-9:00	Show closes at 6:00	1. Wanda Harrison 802: 2701 2. Gloria Kinsey 801: 6031 3. Rene Boyd-Shaw 801: 4315 4. Margeret Wright 801: 4200 5. Paul Dwyer 801: 6471	1. Connie Scott 801: 4107 2. Pat Fennell 801: 2467 3. Temy Maxwell 801: 6224 4. Wayne Dunn 801: 5897 5.	Show closes at 6:00

*Only for Friday and Saturday Show, otherwise there is duty until 6:00

Monica Wrenn - 804:3016

Simona Johnson 801:6023 (T- tentative)

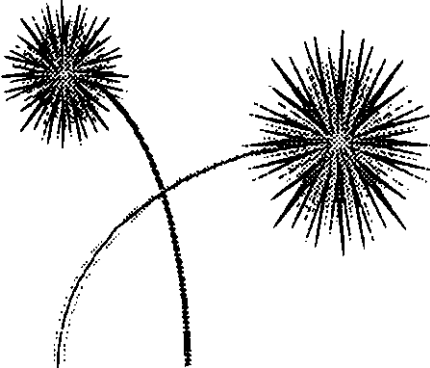


WANTED:
PECO Energy
“POWER KIDS” !!

EMPLOYEES’ CHILDREN
WHO ENJOY:

- Field trips to PECO Energy facilities;
- Energy and Electrical Safety Programs;
 - Environmental Programs;
- Community Service Projects; and more!
- “POWER KIDS” must be in third, fourth or fifth grade.
- Call: Brenda Emanuel, 801:2425

**PECO “POWER KIDS”
INVITED TO
KIDS’ DAY AT PENN’S LANDING**

- 
- JUNE 29, 1996
 - 1:00 PM - 6:00 PM
 - ENERGY BICYCLE
 - HAND - HELD
GENERATOR
 - VARIETY OF FOOD
 - FUN FOR ALL
 - “POWER KIDS” TEE
SHIRT
- 
- 
- 



PECO ENERGY

PECO Energy Company
2301 Market Street
PO Box 8699
Philadelphia, PA 19101-8699
215 841 4106
215 841 4393

July 8, 1996

Dear PECO Energy "POWER KIDS",

The summer seems to be moving right along and before we know it, school will be back in session!! Let' pack more fun into our summer, so let's not think of school!!

Some of the "POWER KIDS" did not receive the first letter inviting them to participate in the "POWER KIDS Summer Adventures". This is an invitation to everyone for the upcoming July activities at Muddy Run Information Center and Recreation Park and the activity in August at HERR'S Potato Chip Factory and Conowingo Hydro Station. **Please call right away to make your reservations for these programs!!**

July 16, 1996

**Muddy Run Information Center
Student Field Trip
Holtwood, PA 8:00 AM - 6:00 PM**

Children will board the bus/van at the Plymouth Service Building Parking Lot 8:00 AM to travel to Muddy Run Information Center and return to the same parking lot at 6:00 PM. Agenda for the day includes a tour of the Muddy Run Project area, an energy program called "Energy and the Environment" and an aquatics lesson in the spillway between the reservoir and the recreation lake. After lunch, the children will be able to hike with a leader and/or fish from the shoreline with your own fishing gear, and maybe, spend some time boating on the lake.

Footwear must be worn during the aquatics lesson in the spillway, i.e., old sneakers. Please do not wear sandals, thongs or open-toed shoes.

Community Relations will provide the "POWER KIDS" with :

- * Transportation from Plymouth Service Building to Muddy Run;
- * Lunch at the Muddy Run Snack Bar;
- * One hour complimentary boating (one adult chaperone required per boat);
- * Afternoon snack.

July 20, 1996

**Muddy Run Information Center
Family Field Trip
8:00 AM - 6:00 PM**

Families travel to Muddy Run Information Center and Recreation Park by bus from Plymouth Service Building to have the energy program, "Energy and the Environment" presented, tour the facility, and participate in the aquatics lesson

at the spillway between the reservoir and recreation lake. After lunch, the family may hike with an instructor, boat on the lake and /or fish with their own fishing equipment from the shoreline or on the lake.

Footwear must be worn during the aquatics lesson in the spillway, i.e., old sneakers. Please do not wear sandals, thongs or open-toed shoes.

Families should:

- * If traveling by car, arrive at the Center on or before 10:00 AM;
- * Be prepared to have fun!

Community Relations will provide for the "POWER KIDS":

- * Bus/van transportation;
- * Lunch at the Muddy Run Snack Bar;
- * One hour complimentary boating (one adult required per boat); and,
- * Afternoon snack.

August 5, 1996

**HERR'S Potato Chip Factory
and
Conowingo Hydroelectric Station
8:00 AM - 6:00 PM**

"POWER KIDS" will board the bus in Plymouth Service Building Parking Lot at 8:00 AM and return to that area approximately 6:00 PM. The trip will include a one hour tour of the HERR'S Potato Chip Factory where everyone will enjoy the aromas and tastes of the wonderful potato. The trek will continue to the Conowingo Hydroelectric Station for mini tours of the Station and fish lift, lunch, an energy program and swimming at Conowingo Pool. **Bring your swim suit!**

Community Relations will sponsor:

- * Bus/van transportation;
- * Lunch at Conowingo Snack Bar;
- * Conowingo Pool entrance fee; and,
- * Afternoon snack.

**Directions and release forms will be sent upon reservation(s).
Please call Brenda Emanuel, 807- 2425 or (410)457- 2425, at Conowingo
Visitors Center between 10:00 AM and 4:00 PM to make reservations!!**

Sincerely,

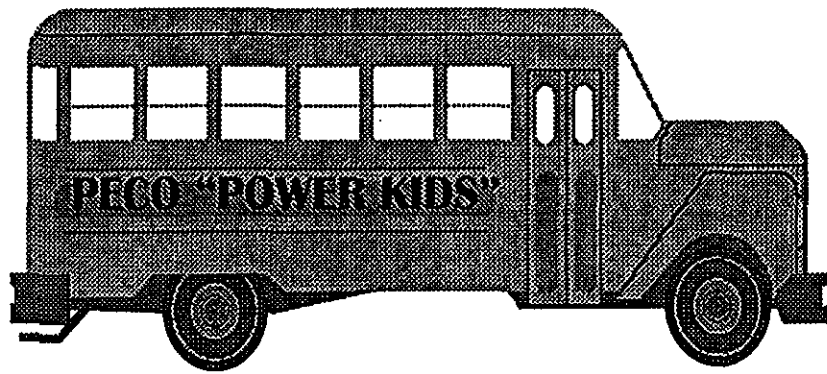


Skip Sindoni
Education Outreach
Team Leader

“POWER KIDS” TRIPPIN’ TO MUDDY RUN PARK

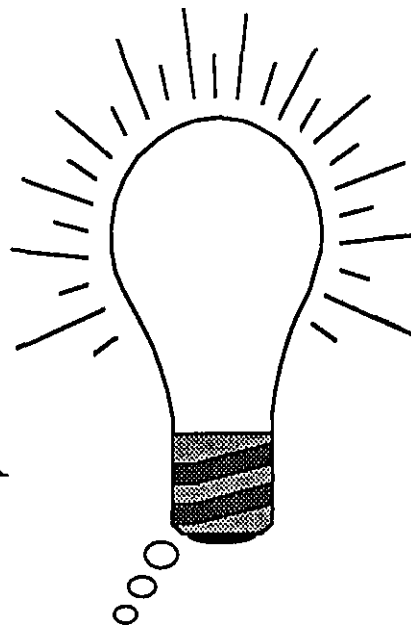
- JULY 16, 1996
- 8:00 - 5:00 PM
- LIVE REPTILES
- ENERGY
PROGRAMS
- HIKING/FISHING
- EXHIBITS
- RESERVATIONS!



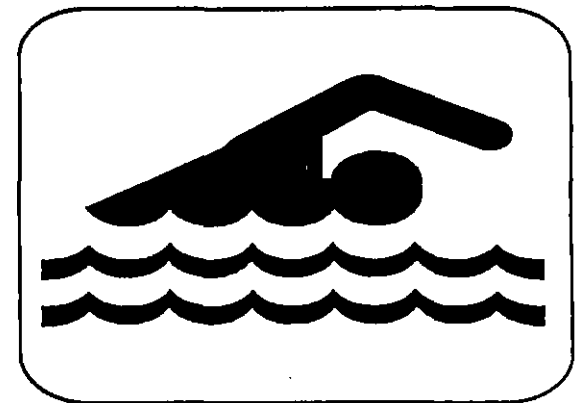


**PECO "POWER KIDS"
TREKKING TO
CONOWINGO POWER
STATION AND HERR'S
POTATO CHIP FACTORY**

- AUGUST 5, 1996
- 8 AM - 6 PM
- MEET AT
PLYMOUTH
SERVICE BLDG.
- ENERGY
PROGRAM/TOUR
- HERR'S POTATO
CHIPS TOUR



- SWIM AT
CONOWINGO
POOL



**PECO ENERGY "POWER KIDS"
FRANKLIN INSTITUTE SCIENCE MUSEUM
RIBBON CUTTING CEREMONY
SEPTEMBER 7, 1996
AGENDA**

**8:30 AM - 9:00 AM ARRIVAL/REFRESHMENTS
 SCIENCE CENTER
 ELECTRICITY HALL**

**9:00 AM - 10:00 AM WELCOME and INTRODUCTIONS
 S. M. DENNIS**

RIBBON CUTTING CEREMONY

**EMPLOYEE RECOGNITION
 S. M. DENNIS/J. M. SINDONI**

**HIGH VOLTAGE DEMONSTRATION
 SCIENCE CENTER
 ELECTRICITY HALL
 P. CELL**

SPONSORSHIP PRESENTATION

**10:00 AM - 10:50 AM "TO THE LIMIT"
 TUTTLEMAN OMNI THEATRE**

11:00 AM - 11:30 AM LUNCH PROVIDED

***PHILADELPHIA CARES* PRESENTATION
 LISSA HILSER, EXECUTIVE DIRECTOR**

***JUVENILE DIABETES WALK* PRESENTATION
 AMY SERAFINO, WALK MANAGER**

12:00 ADMISSION TO MUSEUM EXHIBITS

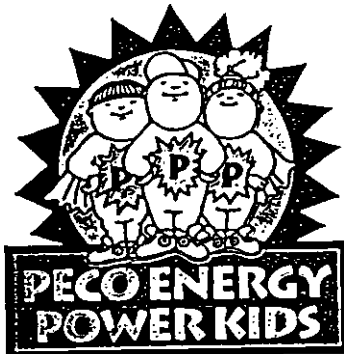
PECO ENERGY "POWER KIDS" ALERT SEPTEMBER PROGRAMS

SEPTEMBER 7, 1996

PECO Energy "POWER KIDS"

at the

Franklin Institute Science Museum



* Join Community Relations, Industrial Hygiene and Safety and Legal Department employees in Electricity Hall at the Museum for the official opening and ribbon cutting of the newest, "hottest" addition to the PECO Energy Company electricity and safety exhibit at the Franklin Institute and Science Museum. Stay for the safety presentation and high voltage demonstration and safety message.

* You will view the "To The Limit" within the Omni Vision Theatre and on to a provided lunch.

* After lunch you will have admission to the exhibits. Visit the "STREET MACHINES: THE SCIENCE OF CARS" exhibit to enjoy the physics of the automobile; and, View the Natural Gas Vehicles exhibit.

SEPTEMBER 28, 1996

PECO "POWER KIDS" PUT POWER IN
PHILADELPHIA CARES DAY

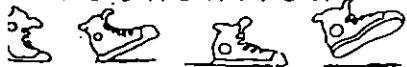


* Become an integral part of the Third Annual Community Service project for Philadelphia. Thousands of people across the Greater Philadelphia region will provide thousands of hours of community service in the Philadelphia schools in one day. They paint, fix, plant and better the schools in some way. The event begins at 9:00 AM with a kick-off rally at Memorial Hall. Check in and light breakfast will precede Mayor Rendell's welcome and send-off. Our activities will take place at the Lee Elementary School of the Philadelphia School District. school until 2:30 PM and return for lunch and celebration at Memorial Hall. This is a serve-a-thon --- much like a walk-a-thon or bike-a-thon where volunteers raise pledges for the hours of service activity. We'll have fun, working hard and giving our time and talents helping other "kids" and teachers beautify a school. Join in the fun!! Maybe the next neighborhood community service project could be yours!!

SEPTEMBER 29, 1996

PECO "POWER KIDS" STEP OUT
TO "WALK FOR THE CURE"

JUVENILE DIABETES
FOUNDATION



WALK FOR THE CURE

* The POWER KIDS have the opportunity to WALK FOR THE CURE to assist the Juvenile Diabetes Foundation in generating \$550,000 for diabetes research. Diabetes can include blindness, limb amputation and heart and kidney disease. Insulin is a treatment, not a cure. Our "POWER KIDS", families, friends and fellow workers are asked to become walkers and help raise research monies through pledges. The event begins at Memorial Hall in Fairmount Park with registration at 9 :00 AM, and Walk at 10:00 AM. Bring a walking buddy and exercise for the health of it.

PECO Energy Power Kids

December 7, 1996

Eagle Watch and Native American Program



Eagle Watch

9:00 AM - 3:00 PM,
Conowingo Hydro
Station.

Dress warmly.

Bring binoculars.

Stay as long as you
want.

Native American Cultural Program

10:00 to 11:00 AM

Conowingo
Information Center.

Must have a
reservation!!! Call
Brenda.(807:2425
or(410)457-2425)
Minimum of 10
required!!

