

# 20 21 | IMPACT REPORT

Powering a Culture  
of Caring and an Inclusive  
Future for All

## Going Beyond Our Critical Mission

PJM's long-standing culture of caring is evident in all we do. It's demonstrated every day in our commitment to giving back to our communities, both near and far.

While the reliability of the electricity grid is our top priority, we have a steadfast focus on the health and well-being of our employees and stakeholders.

By following our Core Values, we ensure we are being fiscally responsible and environmentally conscious while creating an inclusive workplace where employees feel valued and appreciated.

— Manu Asthana  
President & CEO



# ENVIRONMENTAL

## PJM campus enhancements

Air purifiers installed in common areas

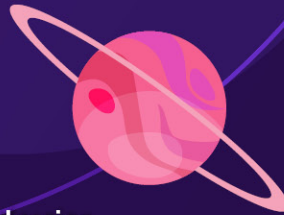


Reduction of paper usage due to remote working and use of electronic files



Over 50 Nanotouch self-cleaning surface protectors installed

Over 80 hand sanitizers installed



Daylight harvesting sensors automatically adjust indoor lights, making the buildings more energy efficient



Increased amount of outside air to align with CDC air handling recommendation

Touchless water faucets installed to reduce water usage and the spread of germs



Computer hardware recycled: 6,409 lbs.

Single-stream recycling: 14.34 tons



Alkaline and lead acid batteries recycled: 1,439 lbs.



# WELLNESS

PJM provides resources and tips to support mental and physical health, stress and resilience in the workplace.

- Stress Awareness Month
- National Safety Month
- National Suicide Prevention
- National Walk at Lunch Day
- National Men's Health Month
- Mental Health Awareness Month
- International Non-Binary People's Day
- Women's Equality Day

Wellness webinars offered

75 different home workout videos offered by the PJM Fitness Center

Weekly recipes provided to help employees make healthy eating choices

Employee Assistance Program support groups offered



# SOCIAL

## FALL GIVING CAMPAIGN

Employees and Board members contributed \$35,607 to our Fall Giving Campaign to support three organizations in our community:

**United Way of Greater Philadelphia & Southern New Jersey:**

works to improve the lives of children and families in the Greater Philadelphia region



PJM donated \$10,000 to Team Western Kentucky Tornado Relief Fund.



PJM was named a Top Adoption-Friendly Company in the United States for 15th consecutive year.

**Philabundance:**

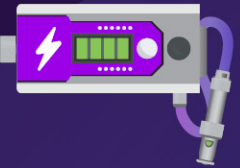
works to end food insecurity by distributing food across a nine-county service area



Cybersecurity Awareness Month was observed with a series of articles and information sharing.

**Norristown Hospitality Center:**

operates a day shelter to anyone who is homeless or in need of help



PJM supported the American Red Cross Hurricane Ida relief efforts: \$25,000.



PJM sponsored the eighth annual Sole Harvest 5K Run/1-Mile Walk benefitting the Norristown Hospitality Center.

## BREAST CANCER AWARENESS MONTH

Employees organized several events to promote breast cancer awareness, including a virtual walk.



# EMPLOYEE RESOURCE GROUP HIGHLIGHTS



In honor of Black History Month, PJM held a speaker series event with M.K. Palmore.



National Disability Employment Awareness Month was recognized in October.



Hispanic Heritage Month was recognized with a "Sharing Our Stories" event.



The Asian American ERG and Lambda co-hosted an event to promote allyship.



Lambda, PJM's LGBTQIA+ Group, held a "Parents & Family" panel to share thoughts, experiences and resources.



Women's History Month celebrated with a tour of the Museum of the American Revolution's exhibit: When Women Lost the Vote.



"Empowering Everyone To Be an Upstander" event was sponsored by the Asian American ERG.

PJM recognized a wide variety of cultural holidays and ERG activities throughout 2021.

## Veterans Day

Honoring military veterans of the United States Armed Forces

## Diwali

Festival of lights in India

## Native American Heritage Month

Recognizing the ancestry and traditions of Native Americans

## Eid al-Adha

First day of the Islamic month of Shawwal, marking the end of Ramadan

## Passover, Rosh Hashanah, Yom Kippur & Hanukkah

Jewish observances

## International Human Rights Day

Celebrates and reinforces human rights and the achievements of humanity

## Lunar New Year

Celebrated across and beyond East and Southeast Asian countries

## Christmas & Easter

Christian observances