Diversity and Inclusion

We thank everyone who appears in this report. These employees embody the extraordinary diversity of our company and the 10 million people we serve.

We asked the employees featured here to pass the ball around and tell us what words came to mind when they thought about diversity and inclusion. Teamwork, belonging, strength, and fun are just a few.

Watch the video at conEd.com/diversity.
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ACCEPTANCE

conEd.com/diversity
Every one of our 15,000 women and men has great value to us. Our business is changing at a rapid pace. Con Edison and the utility industry are rethinking who we are and what we do. New technologies are giving customers greater control and choices, and the desire for renewables and other distributed generation is redefining the way we all live.

So we must become more responsive, more nimble, and more competitive. To face the challenges ahead, we need the full strength of every one of us.

The diversity of our people has been a tremendous advantage of ours for many years. We’re proud to embody the cultures, backgrounds, and experiences that make New York so iconic, dynamic, and great. But diversity alone is not enough.

For us to benefit from the full potential of all our women and men, we need to encourage a culture of inclusion. We all want to belong and feel valued and respected.

Inclusion helps us unearth new ideas, new perspectives, and new solutions. It empowers us all to be more creative, innovative, and present. An inclusive culture is critical for us to understand and serve our customers, identify new solutions for safety, and fuel operational excellence. Our future depends on it.

This report shows our accomplishments for 2014, including our work with minority- and women-owned businesses and our nonprofit partners, and recognition as a “best company” for diversity.

To show how serious we are, in 2014 we formed a group called Learning and Inclusion to lead the charge to engage and inspire our people to reach their full potential. But it will take more than a new organizational structure to get us there. We’ll need everyone to embrace and understand the value of our differences not just in race and gender, but in our abilities, personalities, perspectives, and backgrounds. We will need to capitalize on our collective strengths.

We are on the path to an exciting, successful, and sustainable future. Our women and men are the ones who will take us there. All 15,000 of them.
Message From the Director

I’m pleased to present the 2014 Diversity & Inclusion annual report. We’re giving new energy and resources to rethink what diversity and inclusion mean to us. We’re asking new questions, broadening conversations, and making changes.

Our key accomplishments in 2014 include:

- Launching a corporate-wide plan to cultivate a culture of inclusion
- Creating a new organization called Learning and Inclusion to lead the charge to promote an inclusive culture, where every one of us feels valued, respected, and included
- Strengthening our partnerships with educational and other institutions to attract and recruit a diverse workforce
- Expanding our efforts to recruit and support former service members and people with disabilities

We increased our efforts to recruit more veterans and former service members, and continued to enhance our partnerships to attract more women to nontraditional jobs.

To promote diversity in the communities we serve, we spent $286 million on goods, services, fuel, and gas from minority- and women-owned businesses. We also continued to offer financial and in-kind support to local nonprofits who share our commitment to promoting diversity and inclusion.

We want to be known as a company that walks the walk and truly cultivates a culture of inclusion, equity, and respect for all. I look forward to an exciting future ahead.
Our Employees

Con Edison is one of the nation’s largest investor-owned energy companies. We provide a wide range of energy-related products and services to our customers through two regulated utilities and our competitive energy businesses:

- Con Edison of New York, which delivers electricity, natural gas, and steam to customers in New York City and Westchester
- Orange and Rockland Utilities, which delivers electricity and natural gas to customers in parts of New York, New Jersey, and Pennsylvania
- Con Edison Solutions, Con Edison Energy, and Con Edison Development (collectively called our competitive energy businesses), which provide retail and wholesale electricity supply and energy services

Con Edison has 14,637 employees, of whom 46 percent are minorities and 20 percent are women (chart 1A). In 2014, minority representation increased from 45 to 46 percent, and the percentage of women remained steady at 20 percent (chart 1A and table 1).

Of the 846 employees hired in 2014, 51 percent were minorities and 28 percent were women (chart 2 and table 2).

Minorities accounted for 48 percent of all promotions in 2014. Twenty-four percent of promotions were women (chart 3 and table 3).

The percentage of minorities in band 4 and above positions increased from 26 to 28 in 2014, and women continue to make up 29 percent of the band 4 and above positions (chart 4).
Recruiting Diverse Employees

To recruit diverse candidates, Con Edison uses the Internet, targeted job fairs, and partnerships with academic institutions, professional industry associations, military organizations, specialty firms, and other organizations. We continue to target colleges and universities to reach a talented pool of potential employees ready to grow, lead, and innovate into the future.

INTERNET

We continue to use social media such as Facebook, Twitter, LinkedIn, Indeed, and other social networks to recruit people from diverse backgrounds.

We used Monster.com’s Diversity Job Network to engage active job seekers through 50 diversity social-network sites such as Black Planet, MiGente, and AsianAve. These sites connect us with African-American, Latino, and Asian-American job seekers.

Con Edison of New York and Orange and Rockland Utilities continued to use Military.com and trea.org (The Retired Enlisted Association) to attract people with military service. We also used HireDS.com (Hire Disability Solutions) and Abiliteen.com to expand our efforts to recruit candidates with disabilities.

In 2014, the competitive energy businesses used LinkedIn’s Professional Diversity Network. This network, which has 2.5 million members and is engaged with 4,000 employers across the country, includes the following diversity sites:

- Asian Career Network
- Women’s Career Channel
- Pro Able (for people with disabilities)
- Professional Diversity Network
- Out Professional Network (for lesbian, gay, bisexual, and transgender job seekers)
Military 2 Career
A Mighty River (for African-American professionals)
IHsano

The competitive energy businesses participated in RecruitMilitary, a veterans’ job fair. Con Edison Solutions and Con Edison Energy partnered with Ability Beyond to offer employment opportunities. Ability Beyond is a national leader in supporting people with disabilities.

JOB FAIRS

Con Edison of New York attracted a diverse pool of candidates by participating in job fairs hosted by local educational institutions and agencies, such as The City University of New York, State University of New York, and Westchester Community College.

Con Edison of New York also took part in college-sponsored career fairs including the National Society of Black Engineers and the Society of Hispanic Professional Engineers fairs at Rensselaer Polytechnic Institute. We focus on schools within the metropolitan area to engage a diverse population of talented candidates.

We continued to increase our efforts in 2014 to recruit more veterans and former service members. Con Edison, Inc. joined the Center for Energy Workforce Development (CEWD), a nonprofit organization formed by the electric and natural gas industry to create the next generation of energy workers. As part of our CEWD membership, we became a member of the Troops to Energy Jobs initiative to recruit veterans.

We participated in Governor Cuomo’s Veterans and Military Families Summit to help create a coordinated, statewide effort to place veterans in utility jobs. We attended the annual CEWD Mid-Atlantic/Northeast Regional Meeting held at the Edison Electric Institute to share best practices for recruiting and hiring veterans into utility jobs. We also attended the Congressional Veterans Job Caucus — Veterans Employment Forum in Washington, D.C., to hear from veterans about the challenges of transitioning to civilian employment and share best practices to support veterans’ employment.

We are a member of the 100,000 Jobs Mission Coalition, a consortium of military-friendly companies. Veterans who visit the coalition site can explore Con Edison job listings.

“An inclusive culture is critical for us to understand and serve our customers, identify new solutions for safety, and fuel operational excellence.”
In 2014, Con Edison participated in the Hiring Our Heroes job fair hosted by the U.S. Chamber of Commerce, the Armed Forces, and various local veterans’ organizations. We expanded our partnership with the National Action Council for Minorities in Engineering (NACME) STEM Integration Model program. We actively support NACME’s engineering students by promoting the Growth Opportunities for Leadership Development (GOLD) Program, engineering job opportunities, and internships.

To attract more women to nontraditional jobs, we continued to increase our partnerships with Nontraditional Employment for Women (NEW), Hour Children, Hostos Community College, and Helmets to Hardhats. Through this effort, we have increased the percentage...
of women in stock-handler positions. We continued to partner with organizations such as the Society of Women Engineers, American Association of Blacks in Energy, and IEEE to attract a diverse population of engineers and GOLD candidates.

Con Edison participated in a gay, lesbian, bisexual, and transgender career fair called Out to Work in Manhattan.

To support education in science, technology, engineering, and math (STEM), Con Edison of New York partnered with National Grid, the New York City Department of Education, and LaGuardia Community College to create Energy Tech High School, a career technical high school to prepare teenagers for work in the utility industry. Students have an opportunity to earn a high school, associate’s, or bachelor’s degree. The school opened in Queens in September 2013 with a freshman class of 118 students. The 2014 freshman class has 122 students. The student base is broad and diverse. Orange and Rockland Utilities participated in college and job fairs to reach potential candidates with the technical skills necessary to fill its “hard-to-fill” positions. We participated in seven job fairs, four of which were diversity fairs, and five college fairs.

To increase the number of women in nontraditional jobs, Orange and Rockland Utilities continued its partnership with the Society of Women Engineers (SWE). In addition to attending the SWE annual conference, we posted opportunities and reviewed resumes of SWE members at the SWE career center.

Orange and Rockland’s Multi-Cultural Advisory Committee worked with Human Resources on several initiatives throughout the year, including the launch of a pilot program called Fostering Trust, Diversity and Inclusion in the Workplace and its annual signature event, Faces of O&R.

"Every one of our 15,000 women and men has great value to us."
CO-OP INTERN PROGRAM

Con Edison of New York offers college students an opportunity to gain work experience as they learn about the company’s varied operations and career opportunities. Of last year’s 95 students, more than 50 percent were minorities and more than 50 percent were women (chart 6). Since 2010, 366 students have become co-op interns. More than 60 percent were minorities, and more than 40 percent were women.

GOLD PROGRAM

We recruit high-caliber, recent college graduates from diverse backgrounds to be part of our GOLD program. These young people learn about the company’s core businesses and services through a series of hands-on job assignments, training, review processes, and individualized mentoring. The program provides these potential future leaders with a wide business- and technical-knowledge base. The associates take away practical experience and a comprehensive understanding of operational performance and its impact on all of our stakeholders.

The GOLD program continues to be a successful strategy for recruiting minorities and women. Of the 40 GOLD associates in 2014, 55 percent were minorities and 45 percent were women (chart 7).
Employee Development

Our leadership, organizational development, and training programs equip our employees with the skills and competencies to be successful and thrive in a diverse workplace.

LEARNING AND INCLUSION
To streamline our efforts to develop our employees and promote a culture of inclusion, we created a new department in 2014 called Learning and Inclusion. Three groups — Talent Management, The Learning Center, and the Office of Diversity and Inclusion — are part of this new structure.

Learning and Inclusion is leading the charge to promote an inclusive culture where every one of us feels valued, respected, and included. This new department also provides tools to develop the skills, talents, and knowledge of our employees.

We use the resources of The Learning Center (TLC) to train and develop our employees. TLC’s innovative programs engage employees and bring training to life using simulation and gaming. The training promotes the safe, reliable, efficient, and customer-focused operation of our electric, gas, and steam systems while reinforcing a culture of diversity and inclusion.

CAREER DEVELOPMENT
Con Edison continued to support employees in their career development. We offered 12 Strategic Issues Seminars. The Inspire Workshop: Engage. Motivate. Move Your Career Forward, delivered by Dale Carnegie & Associates, focused on career development. We also facilitated career-development information sessions and Lunch and Learns. These sessions help employees plan and achieve short- and long-term professional goals.

In addition to resources at the Career Center intranet site, coaching, career counseling, and workshops are available on topics such as interviewing skills, effective communication, and conflict management.

MENTORING
Con Edison’s three formal mentoring programs — Executive, Corporate, and Women in Nontraditional Careers (WINC) — support the development of a diverse and inclusive work environment. In 2014, we introduced group mentoring as part of our Corporate Mentoring program to allow seasoned mentors to work with small groups of mentees in structured group discussions and activities. Group mentoring gives mentees the opportunity to learn and gain insight in both individual and group interactions.”
**LEADERSHIP DEVELOPMENT**

To enhance our service to customers, we introduced the *Leading Change: Exploring Our Customer Focus* program for bands 3 and 4 employees. The interactive workshop, facilitated by Gregg Baron, president of Success Sciences and author of *Leadership Without Excuses*, approaches customer focus from a leadership perspective. In 2014, we offered eight half-day sessions attended by 717 employees. Participants expressed that the workshop was insightful and encouraged them to be more proactive in understanding and improving the customer experience.

**Development Plan Workshop** is an engaging workshop designed to help management employees create a comprehensive professional-development plan. Each participant’s manager assists in creating the development plan so it includes specific, measurable, and realistic goals.

**Managing Workplace Conflict** is a course for employees to learn how to assess conflict and have collaborative conversations in the workplace.

**Situational Leadership II: The Experience** is a workshop that provides interactive discussions around leadership styles and best practices to encourage employee development. Participants learn to assess employees’ developmental levels and implement the appropriate leadership style to achieve their objectives.

**Leadership Challenge II** uses a business simulation and in-class exercise to enhance the skills of middle and senior managers in managing productive teams, building relationships, and driving change for continuous improvement.

**Business Academy** is Con Edison’s flagship leadership program focused on operational knowledge and executive leadership development for senior managers.

**DIVERSITY AND INCLUSION TRAINING**

We offered several training courses and workshops to increase overall awareness and understanding of diversity and inclusion.

Newly hired employees receive an overview of equal employment opportunity (EEO) laws and company policies as part of their orientation. This training introduces basic EEO awareness to help new employees contribute to an inclusive, harassment-free workplace.

We continued to provide an orientation program for employees newly placed in a supervisory role. The course is designed to promote inclusive and discrimination-free decisions and to empower supervisors to act as company role models.

In 2014, we introduced a new diversity and inclusion workshop at different work locations to accommodate business staffing needs. A total of 371 employees participated in one of the 24 sessions.

“We’re asking new questions, broadening conversations, and making changes.”
A new training program *OUCH! Stereotypes and Silence* focused on speaking up against biased behaviors and comments. We facilitated sessions for 176 participants at Con Edison of New York and Orange and Rockland Utilities.

We held a Strategic Issues Seminar facilitated by diversity expert Dr. Maura Cullen called “That’s Not What I Meant!” *Understanding the Power of Our Words.* The session included an insightful and interactive discussion about how our words can have unintended consequences and gave employees an opportunity to develop effective communication skills to help foster a more inclusive work environment.

**TUITION-AID PROGRAM**

The Tuition-Aid Program reimburses eligible employees who seek higher education to enhance their careers. Employees qualify for up to 100-percent reimbursement of tuition costs after successfully completing a degree. In 2014, 596 employees took advantage of tuition aid. Of these employees, 55 percent were minorities and more than 30 percent were women (chart 8). In 2014, 91 employees received their degrees through the program. Of those who graduated in 2014, 44 percent were minorities, and more than 35 percent were women.

**Chart 8**

2014 Minorities and Women in Tuition-Aid Program

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<tbody>
<tr>
<td>Minorities</td>
<td>55.0%</td>
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<td>Women</td>
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Affinity and Employee-Resource Groups

Con Edison’s affinity and employee-resource groups are groups of employees with common interests or experiences, whose objectives align with the company’s values and Way We Work principles.

WOMEN OF CON EDISON

Women of Con Edison forums provide an opportunity for women across the company to network, gain self-awareness tools, and learn about career advancement within the company. In 2014, the group offered two sessions: MicroTriggers — Little Things, Big Impact, featuring Cynthia Featherson, a consultant from the Ivy Planning Group, and Communicating Your Best You!, featuring Robyn Hatcher, founder and CEO of Speaketc.

WOMEN IN THE FIELD

Women in the Field forums are a way for women to share their perspectives working in nontraditional positions. The 2014 sessions focused on professional development and provided resources and information on topics such as resume writing, moving into management through the TEAM program, and addressing violence in the workplace.

LGBT PRIDE

LGBT Pride at Con Edison promotes a welcoming and inclusive workplace for lesbian, gay, bisexual, and transgender (LGBT) employees and their allies. LGBT Pride serves as an advocate for and information resource on issues concerning sexual orientation, gender identity, and gender expression, as they affect employees and their dependents. The group initiated various programs throughout the year, including advocating for health-insurance coverage for transgender employees and dependents, helping employees understand issues related to same-sex marriage, and using new ways to communicate with its members and all LGBT employees.

MOMS ON IT

Moms On IT provides opportunities for women to connect with other working parents by sharing information, concerns, ideas, and resources. Brown-bag lunch meetings offer a safe and welcoming platform to discuss sensitive issues and address the unique challenges faced by parents. Meetings are open to men and women and are often facilitated by counselors from the Work-Home Wellness Program and other experts. The group’s mission is to help mothers at Con Edison balance work and parenting responsibilities, build strong
family relationships, develop healthy and effective parenting strategies, prepare for the birth or adoption of a child, and help mothers transition back to work after a leave.

Corporate Recognition

**CON EDISON NAMED BEST COMPANY BY LATINA STYLE MAGAZINE**
For the 10th year, *LATINA Style* magazine named Con Edison as one of the 50 best companies for Latinas in the United States in 2014. The magazine highlights companies that are dedicated to recruiting, retaining, and promoting Latina employees.

**BLACK ENTERPRISE MAGAZINE NAMES CON EDISON AS A BEST COMPANY**
Con Edison won a place on *Black Enterprise* magazine’s list of best companies for diversity. Companies on this list demonstrate strong diversity among their employees, senior management, and suppliers. *Black Enterprise* recognizes how a strong commitment to diversity can “help to ensure the global competitiveness of American industry.”

**CON EDISON HONORED AS A TOP EMPLOYER BY HISPANIC BUSINESS MAGAZINE**
*Hispanic Business* named Con Edison as one of the best companies for diversity practices. The magazine recognized Con Edison for its diversity efforts and programs.

**DIVERSITYINC NAMES CON EDISON AS A TOP REGIONAL UTILITY**
For the second year in a row, Con Edison of New York made *DiversityInc* magazine’s list of top regional utilities. The list ranks companies according to several factors, including demographic representation, CEO commitment, diversity and inclusion efforts, and supplier diversity.

“We continue to win awards as a ‘Best Company’ for diversity.”
Employee Recognition

LIVING OUR VALUES AWARD
The Living Our Values (LOV) award is Con Edison’s highest honor. First presented in 1992, the LOV award recognizes employees who exemplify Con Edison’s corporate values of service, honesty, concern, courtesy, excellence, and teamwork, and the six principles of The Way We Work.

2014 LOV AWARD RECIPIENTS
John Biancaniello, Mechanic A, Electric Operations, Con Edison of New York
Gina Callender, General Manager, Substation Operations, Con Edison of New York
Mike Gupta, Engineering Supervisor, Gas Operations, Con Edison of New York
Simone Mair, Specialist, Customer Service, Orange and Rockland Utilities
Diane Miskiewicz, Senior Office Assistant, Electric Operations, Con Edison of New York
Luciano Villani, Department Manager, Central Engineering, Con Edison of New York

BABETTE ORENSTEIN WINS NATIONAL ASSOCIATION OF WOMEN LAWYERS AWARD
Senior Attorney Babette Orenstein received the 2014 Virginia S. Mueller Outstanding Member Award from the National Association of Women Lawyers. The award recognizes Orenstein’s contributions to the group. Last year, she served as chairperson for the 9th Annual General Counsel Institute, a two-day conference for in-house women lawyers. She also helped start a webinar series and was a member of the group’s Planning Committee.

CHRISTINA HO NAMED A TOP ENERGY LEADER
Energy news provider Breaking Energy named Christina Ho, general manager of Steam Services, to its Top 10 Young Energy Leaders list. The list identifies young people who are leading New York’s energy community.

ALFONSO QUIROZ LAUDED AS A LATINO CORPORATE ACHIEVER
Alfonso Quiroz, a public affairs manager and company spokesman, was honored as a 2014 Latino Corporate Achiever at ASPIRA’s annual Circle of Achievers reception. The national nonprofit group recognized Mr. Quiroz for his pioneering efforts to broaden Con Edison’s use of social and digital media, particularly the use of video. His contributions have helped our Media Relations earn numerous media industry awards.

STEPHANIE BAILEY AND JEAN PAUYO EARN BLACK ACHIEVER AWARDS
Stephanie Bailey, director of Information Resources at Con Edison of New York, and Jean Pauyo, specialist in Retail Access at Orange and Rockland Utilities, each received a YMCA
National Black Achievers in Industry Award. The award recognizes African-American professionals who have provided inspiration, motivation, and hope for children and young adults.

**STEPHEN KILLIAN WINS SUMMIT SCHOOL EMPLOYER OF THE YEAR**

The Summit School in Queens awarded Stephen Killian, a senior system analyst in Network Operations, its 2014 Employer of the Year Award. In his 10-year relationship with the school, Killian has taught young people about circuitry, network systems, logic, sequencing, and business operations. He’s also helped students gain real-world experience through field trips he organized with tech-support staff members. The Summit School helps children with special needs develop their individual strengths and talents.

**WON CHOE HONORED AS A WESTCHESTER RISING STAR**

The Business Council of Westchester honored Won Choe, general manager of Bronx/Westchester Electric Operations, with its 40 Under 40 Rising Star Award. Each year, the council selects 40 young leaders who excel in their professions and help make Westchester County a vibrant business community.

**YINGLI WEN RECEIVES OUTSTANDING ASIAN AMERICAN IN BUSINESS AWARD**

The Asian American Business Development Center named Yingli Wen, a technical expert in Distribution Engineering, as one of its 50 Outstanding Asian Americans in Business. The national organization honored Wen for her outstanding leadership and dedication to the communities Con Edison serves.
Supplier Diversity

Con Edison of New York and Orange and Rockland Utilities continued to support the communities we serve by creating opportunities for minority- and women-owned businesses. In 2014, we bought more than $277 million in goods and services from minority- and women-owned businesses, exceeding our annual goals. Including fuel, expenditures with minority- and women-owned businesses totaled more than $286 million.

Supplier Diversity expenditures increased 12 percent for corporate materials and 18 percent for environmental- and professional-services contracts in 2014. To help achieve these results, the Supplier Diversity team worked closely with the utilities’ supply chain procurement specialists to increase diversity among our vendors.

We increased by 90 percent the number of new vendors certified as minority- or women-owned. The companies we choose compete on the basis of cost, quality, and innovation. Two of these 55 new vendors, the Urban Group and Software Guidance & Assistance (SGA), won significantly large contracts. Through our $11-million, two-year staffing contract with SGA, we expect to save more than $1 million.

Other notable contracts we awarded to minority- and women-owned businesses in 2014 were:

- $18 million in contracts to a minority-owned business for information-technology staffing
- $8.4 million in contracts to a woman-owned business for truck purchases
- $6.6 million contract to a woman-owned business for computer- and printer-maintenance services
- $4.1 million in contracts to a minority-owned business for roofing repair work
- $3.9 million in contracts to a minority-owned business for industrial maintenance, repair, and operations work
- $1 million contract to a minority-owned business for civil and mechanical construction
FINANCIAL SERVICES

We continued our support of diverse suppliers in nontraditional areas. We doubled our business with outside minority-owned pension-fund managers in 2014. Two minority-owned firms manage $1 billion of U.S. small-cap and U.S. large-cap equity funds for Con Edison.

For nearly 30 years, we’ve bought part of our corporate insurance program from two minority-owned brokers. In 2014, we retained one broker to handle our business-travel and employee-crime insurance, and another to handle our liability and property insurance.

DEVELOPING DIVERSE SUPPLIERS

To enhance our commitment to operational excellence, we work to recruit and develop opportunities for competitive minority- and women-owned businesses that can enhance our company’s safety, reliability, sustainability, and resiliency.

We continued to partner with local community stakeholder groups as well as local and national business trade associations, including:

- New York and New Jersey Minority Supplier Development Council
- Women Presidents’ Educational Organization
- New York City Department of Small Business Services' Corporate Alliance Program/ Columbia University Construction Mentorship Program
- Regional Alliance Clearinghouse for Small Contractors
- Goldman Sachs 10,000 Small Businesses program and Procurement Technical Assistance Centers affiliated with LaGuardia College
- South Bronx Overall Economic Development Corporation
- Rockland County, New York

In 2014, we hosted and participated in outreach activities throughout our service territory. In addition to attending 60 external outreach events with stakeholder groups from the minority- and women-owned business community, we hosted 10 forums for our existing pool of active diverse vendors. Our own subject-matter experts discussed the importance of safety, ethics, quality performance, and sustainable business practices. We also hosted matchmakers for our majority construction primes and diverse suppliers, and cohosted an energy-efficiency expo.

To promote energy efficiency, the Supplier Diversity team works closely with the company’s Energy Efficiency and Public Affairs groups. We encourage large energy customers to take advantage of incentives to upgrade their equipment and introduce these customers to leading minority- and women-owned businesses that provide energy-efficiency services. This effort has increased opportunities for diverse vendors (both large technology providers and small installers) and created jobs for community residents.
LEADERSHIP AND RECOGNITION

Con Edison continues to lead the utility industry in supplier diversity. Members of our Supplier Diversity team took on leadership roles locally, as vice president of the New Jersey Board of Public Utilities’ Supplier Diversity Development Council, and nationally, as co-chair of the Edison Electric Institute’s Supplier Diversity Industry Trends Group.

In recognition of our work on supplier diversity, the company received the following awards in 2014:

- Black Enterprise magazine’s 40 Best Companies for Diversity
- National Minority Business Council’s Supplier Diversity Award
- Women Presidents’ Educational Organization Corporate Partners Award

“Inclusion helps us unearth new ideas, new perspectives, and new solutions.”

conEd.com/diversity
Strategic Partnerships

Con Edison offers financial and in-kind support to local nonprofit groups whose activities advance strong, vibrant communities. The following organizations exemplify our commitment to supporting diversity in our service area.

100 HISPANIC WOMEN

100 Hispanic Women provides leadership development for Latinas to influence public policy and improve the quality of life for Latinas throughout the United States. Con Edison supports the Young Latina’s Leadership Institute (YLLI), a scholarship and internship program that inspires students to become local, national, and global leaders. Each year, five top students with leadership potential and financial need receive scholarships of $1,000 for undergraduate studies. The New York City-based group has 2,000 members and chapters in Westchester and Albany.

ASIAN AMERICAN BUSINESS DEVELOPMENT CENTER

The Asian American Business Development Center supports Asian-American businesses and encourages active participation in politics to influence public policy. The company supports the Outstanding 50 Asian Americans in Business Award, which recognizes executives and entrepreneurs for their role in driving the U.S. economy and gives companies the opportunity to honor top Asian-American executives. To date, 14 Con Edison employees have received this prestigious award.

FOUNDATION FOR ETHNIC UNDERSTANDING

The Foundation for Ethnic Understanding works to strengthen peace and cooperation among all people and reduce tensions in diverse communities. The 25-year-old group focuses on Muslim-Jewish relations and Black-Jewish relations. Con Edison helps provide resources and information for organizations and communities struggling with racial tension. We fund research, development of class curriculum guides, reports, studies, and surveys on interethnic relations, and other resources all available for free on the website. We also support the group’s social-media efforts to promote the website resources, positive relationships, and understanding.

NONTRADITIONAL EMPLOYMENT FOR WOMEN

Nontraditional Employment for Women (NEW) prepares, trains, and places women in careers in the skilled utility, construction, and transportation industries. For 36 years, NEW has helped women earn jobs that provide economic independence and a secure future. The group primarily serves low-income minority women in New York City. Con Edison supports NEW’s hands-on shop classes in carpentry, electric work, and painting; and training in pre-apprenticeship and job-readiness skills; lifting and carrying; trades math; and health and safety.
## CON EDISON OF NEW YORK SUPPORTED NEARLY 130 GROUPS WITH DIVERSITY-INITIATIVE PROGRAMS IN 2014

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<td>Italian Heritage and Culture Committee of New York</td>
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<td>ASPIRA of New York</td>
<td>Figure Skating In Harlem</td>
<td>Jackie Robinson Foundation</td>
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<td>AYUDA for the Arts</td>
<td>Flamenco Vivo Carlota Santana</td>
<td>Jericho Project</td>
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<td>Ballet Hispanico</td>
<td>Gaining Early Awareness and Readiness for Undergraduate Programs</td>
<td>Jewish Children’s Museum</td>
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<td>Bottomless Closet</td>
<td>Fresh Air Fund</td>
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<td>Juan Pablo Duarte Foundation</td>
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<td>Foundation for Ethnic Understanding</td>
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<td>Caribbean American Center of New York</td>
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<td>Kings Majestic</td>
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<td>Girls Incorporated of Westchester County</td>
<td>Gaining Early Awareness and Readiness for Undergraduate Programs</td>
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<td>Girls Who Code</td>
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<td>Greater Harlem Chamber of Commerce</td>
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<td>Hope Program</td>
<td>Groundswell</td>
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<td>IATI Theater</td>
<td>Harlem Academy</td>
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<td>Immigrant Social Services</td>
<td>Harlem Congregations for Community Improvement</td>
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<td>Harlem Mothers SAVE</td>
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<td>Harlem School of the Arts</td>
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<td>Jericho Project</td>
<td>Hetrick-Martin Institute</td>
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|                                                                            |                                                                            | **Total Groups Supported**: 130

- **Total Groups Supported**: 130
Kips Bay Boys and Girls Club
Latino Center on Aging
League of Women Voters of the City of New York
League of Women Voters of Westchester
Lesbian Gay Bisexual Transgender and Questioning Community Service Center of the Bronx
Loisaida
Lower Eastside Girls Club
Madison Square Boys and Girls Club
Martin Luther King Jr. Concert Series
Mercy Center
Minkwon Center for Community Action
Museum of Chinese in America
Museum of Contemporary African Diasporan Arts
Musica de Camara
NAACP New York
NAACP Northeast Queens
National Action Council for Minorities in Engineering
National Council of Negro Women North Shore Staten Island Section
National Puerto Rican Day Parade
National Urban Fellows
New York Association of Black Journalists
New York City ACT-SO
New York City Hispanic Chamber of Commerce
New York Metropolitan Martin Luther King, Jr. Center for Nonviolence
New York State Association of Black and Puerto Rican Legislators
New York Urban League, Central Office
New York Urban League, Staten Island Branch
Nontraditional Employment for Women (NEW)
One Hundred Black Men
Operation Exodus Inner City
Per Scholas
Puerto Rican Family Institute
Queens Lesbian and Gay Pride Committee
Redhawk Native American Arts Council
Resource Center for Community Development
Riverdale Neighborhood House
Sadie Nash Leadership Project
San Juan Bautista Fiesta, Archdiocese of New York Office of Hispanic Affairs
Scenarios USA
Society of the Educational Arts
Somos el Futuro
South Bronx Overall Economic Development
Spanish Theatre Repertory
St. George Theatre Restoration
Studio Museum in Harlem
Teatro Circulo
Town Hall Foundation
Variety Boys and Girls Club of Queens
Weeksville Heritage Center
West Indian American Day Carnival Association
Wien House, YM and YWHA of Washington Heights and Inwood
Women’s Center for Education and Career Advancement
Women’s City Club of New York
Women’s Council on Energy and the Environment
Women’s Enterprise Development Center
Women’s Forum
Women’s Housing and Economic Development
Woodside on the Move
YMCA of Greater New York
YMCA, Westside
YWCA of the City of New York
YWCA of White Plains and Central Westchester
Young Women’s Leadership Network
Talking to Bob Schimmenti makes you feel good. Like you matter, and the company needs you. Because you do. And it does. After 28 years, Bob understands the intricate, complex, and fascinating details of how electricity moves through our 145,000 miles of cable — long enough to circle the earth six times — and 77 substations. He knows how we design, build, operate, and maintain the system that is far and above the most reliable in the world. He takes pride in how we meet and anticipate the needs of the 10 million people we serve.

“The environment we work in — we are under the spotlight. We serve customers that have very high expectations,” he said. “And they should.”

Bob credits our people with both our everyday accomplishments and our unrivaled successes.

“The dedication of our employees is unmatched,” he said. “We have a workforce that is very in tune with the communities we serve.

“We’ve achieved goals that many in the industry would say are unachievable,” he said. “We’ve made leaps and bounds in system performance, storm hardening, and safety. These were once stretch goals.”

His connection with his employees is the most rewarding part of the job.

“I feel it is important to help people understand the accomplishments they’ve made, set stretch goals, and achieve them. I mentor both formally and informally many employees in the company, and I believe it is one of the most important things a leader can do.”

Developing a culture where all employees feel valued and included is critical to the company’s continued success, he said.

“The more folks feel connected to a sense of purpose, the more productive they are, the more creative and innovative they are, and the more results we achieve,” he said. “A diverse and inclusive culture provides more opportunities for people to grow and move around. More movement means new ideas and new initiatives.

“I’ve been blessed with opportunity,” he said. “I’m in my 12th job in 28 years. You get a unique perspective by moving around.”

Managers and supervisors are instrumental to cultivating inclusion, he said. “Managers have to be seen as modeling inclusive behaviors, such as encouraging diverse ideas and opinions, as well as accepting, respecting, and valuing individual differences.”

An inclusive culture will be a critical element in attracting and retaining employees, he said. “We need to be prepared for how the future will change. To be competitive, we need to provide good growth opportunities, a challenging work environment, positive peer-to-peer relationships, and work-life balance.”

Bob serves on the boards of Brooklyn Botanic Garden — “a place for folks to go to get lost in thought” — and the ACE Mentor Program for high school students interested in architecture, construction, and engineering.

After graduating from Hofstra University with a bachelor’s degree in electrical engineering, Bob joined Con Edison as a management intern. He went on to earn a master’s in management technology from Polytechnic University as part of the tuition-reimbursement program.

A Long Island native, he lives in Massapequa with his wife and teenage daughter. His son is in college.

You may see Bob this summer kayaking on the Great South Bay.
HUGH GRANT
General Manager
Con Edison of New York
Employee since 1999

TIMOTHY INDIVERI
Department Manager
Con Edison of New York
Employee since 1981

LYNN KRUG
Project Specialist
Con Edison of New York
Employee since 1973

NARENDER KUMAR
Systems Specialist
Con Edison of New York
Employee since 2008

ADIA PADEN
General Utility Worker
Con Edison of New York
Employee since 2013

JENNIFER PARK
Engineer
Orange and Rockland Utilities
Employee since 2012

JOVENCIO PASCUA
Senior Designer
Con Edison of New York
Employee since 2004

STEPHANIE RIVERA
Customer Service Rep
Con Edison of New York
Employee since 2014

DIPA SHARIF
Manager
Con Edison
Development Employee since 2011

GEORGE VAZQUEZ
Distribution Splicer
Con Edison of New York
Employee since 2007
IDENTITY

ACCEPTANCE

conEdison, inc.