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
- Over 80 hand sanitizers installed
- Over 50 Nanotouch self-cleaning surface protectors installed
- Reduction of paper usage due to remote working and use of electronic files
- Touchless water faucets installed to reduce water usage and the spread of germs
- 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
- 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 Suicide Prevention
- National Men’s Health Month
- International Non-Binary People’s Day
- National Safety Month
- National Walk at Lunch Day
- Mental Health Awareness Month
- 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

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

- **Norristown Hospitality Center:**
  - operates a day shelter to anyone who is homeless or in need of help

- **PJM**
  - donated $10,000 to Team Western Kentucky Tornado Relief Fund.
  - Cybersecurity Awareness Month was observed with a series of articles and information sharing.
  - supported the American Red Cross Hurricane Ida relief efforts: $25,000.
  - was named a Top Adoption-Friendly Company in the United States for 15th consecutive year.
  - 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