



A Member of
Constellation Energy

At Baltimore Gas and Electric (BGE), we deliver electricity and natural gas to our customers in Baltimore and the surrounding areas in Central Maryland. We're a part of Constellation Energy, the only Fortune 500 company headquartered in Baltimore and the nation's leading competitive supplier of electricity to large commercial and industrial customers.

BGE—A Regulated Utility

BGE, founded in 1816, is the nation's first gas utility and one of the earliest electric utilities.

- ◆ We deliver natural gas and electricity to homes, businesses and other facilities in Baltimore and surrounding areas in Central Maryland.
- ◆ Our stable, reliable earnings provide balance to the overall Constellation Energy strategy.
- ◆ We are a customer satisfaction leader among eastern utilities—that's according to the J.D. Power Customer Satisfaction Survey.

We're committed to our vision of being a recognized leader in energy delivery by enhancing our customers' quality of life, our shareholders' value and our teams' well-being. Our mission is to safely, economically, reliably and profitably deliver natural gas and electricity to customers.

Productivity

We rank among the best—the top 25 percent of regulated utilities—in terms of operating and maintenance costs. Our continuous improvement initiatives are focused on improving efficiency and reducing costs, enhancing reliability and safety, and improving overall customer satisfaction.

What We Do

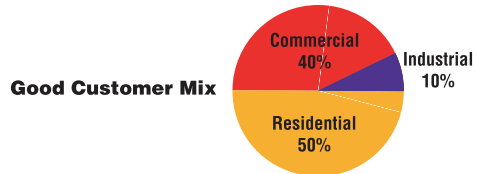
- ◆ We deliver electricity to more than one million customers and natural gas to 600,000 customers.

How We Do It

- ◆ We receive electricity and natural gas from producers and sellers.
- ◆ We transport it along our power lines and through our gas pipes that lead to customers' homes and businesses.

Customer Focus

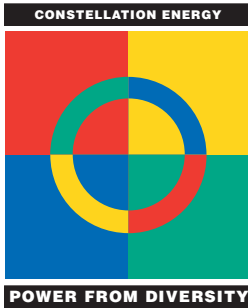
Our customers need their natural gas and electric service to be reliable, safe and available at all times—we meet that need. And we do it well. For the last two years, we've been named a J.D. Power customer satisfaction leader among eastern utilities. Our core business is meeting customers' energy needs.



Central Maryland—including the Baltimore metro area—is an economically healthy region providing a steady growth rate that averages the addition of 20,000 natural gas and electric customers annually.

continued

at a glance



Diversity is integrated in our core values, driving who we are and what we do.

BGE, a member of Constellation Energy, is committed to establishing an organization where a broad range of abilities, talents and perspectives are valued and supported. Through diversity, we can continue to build a workforce that reflects the race, gender and ethnicity of the communities we serve. We will achieve our mission through high performance that is strengthened by bonds of inclusion, appreciation of difference, equal opportunity, and acceptance of diverse ideas and opinions. We believe that these differences serve as a competitive strength by fostering an environment where the best business ideas and results are cultivated.

So, why is BGE a great place to work?

At BGE, you'll find

- ◆ Respect for employees as individuals and as part of a team
- ◆ Competitive pay and comprehensive benefits
- ◆ Challenging and rewarding work
- ◆ Family-friendly policies
- ◆ Flexible work hours
- ◆ The latest technologies and equipment
- ◆ The opportunity to grow professionally and personally
- ◆ Employees committed to the success of BGE and Constellation Energy

Our Core Values



Are you ready for the challenge?

We need energetic employees willing to face the challenges before BGE. If you want to be a part of the BGE team, visit www.bge.com or www.constellation.com for a listing of current job openings.

Constellation Energy is an Equal Opportunity Employer. Jobs are open to all qualified applicants regardless of age, color, national origin, race, religion, sex, sexual orientation, veteran status, disability, union affiliation, citizenship, marital status or any other basis prohibited by applicable federal, state or local laws.