

200 Year Old BGE Has a Super Inclusive Culture



**Calvin G. Butler Jr.,
Chief Executive Officer
Baltimore Gas and Electric
Company (BGE)**

In this day and age of selfish corporate gratification, there is a 200-year-old corporate giant, which is America's oldest energy company, that practices diversity inclusion in all areas of leadership, employment, and corporate spend. It is also top tier rated in areas of performance, customer service, reliability, and financial strength. The corporation is Baltimore Gas and Electric Company (BGE), An Exelon Company, which is led by Calvin G. Butler, Jr., Chief Executive Officer (CEO).

Md. Washington Minority Companies Association (MWMCA) had the honor of conducting an in-person interview with Mr. Butler to discuss the super inclusive culture he has created within BGE since his elevation to CEO in 2014. BGE, founded on June 17, 1816, was a median performer for 196 years, prior to Exelon's 2012 acquisition of Constellation Energy, the parent company of BGE. Exelon knew they discovered a sleeping gem when they offered Constellation shareholders a record sum for the company, but they also knew they could improve upon all measurable areas.

Upon assuming leadership of BGE, Mr. Butler, an African-American with a welcoming smile, set several goals for BGE including: a high level of safety for its rate payers, employees, and third-party vendors; maintaining a clean environment; increased reliability; consistent high level of customer satisfaction; being visible in community service; increasing brand identity; and creating an extremely inclusive diverse culture reminiscent of its corporate footprint.

"It's heartbreaking and sad to admit that, Baltimore has never experienced a homegrown, well-groomed, young corporate executive leader like Mr. Butler, until now, who transferred from Exelon's headquarters in Chicago. Calvin G. Butler, Jr. is an absolute field general and shot caller who is transforming Baltimore business culture," according to MWMCA President Wayne R. Frazier, Sr. "Economic diversity inclusion has never been as significant as it is now and BGE is the unequivocal leader for any corporate entity to emulate."

[Please read](#) and enjoy comments from Mr. Butler's remarkable time at BGE.