

Message

From: Michael McClain [mcclain@adams.net]
Sent: 11/27/2017 4:32:47 PM
To: Marquez Jr, Fidel:(ComEd) [fidel.marquez@comed.com]
Subject: [EXTERNAL] Re: [REDACTED]

I thank you.

His Father is a former Representative and [REDACTED], the Father, is close to a Friend of ours.

My best, Mike

Michael McClain
mcclain@adams.net

On Nov 27, 2017, at 9:58 AM, Marquez Jr, Fidel:(ComEd) <Fidel.Marquez@ComEd.com> wrote:

Mike

Here's the story behind [REDACTED]

In short we do not have his current position in the budget going forward; in fact we never did. However he is not going to lose his job. He'll need to find different role. It appears that management is working with him, but he needs to step up his game. He was rated at the lowest performance level for 2017. Below is some detail the director of the group provided

[REDACTED] was asked during end of year reviews, what future areas is he interested in... he was told than that we do not have his role in the organization as we are trying to help him start deciding what he wants to do next for his "future" role....

We are in the process of a re-organization in the Field & Meter (FMS) group, integrating the team that was installing the smart meters. The re-org has NOT been decided when we will be moving forward with it, as we are still working through a few items.

We are NOT eliminating anyone, but some people will have to find new roles, FMS would either have normal attrition take the identified excess out of the business, or carry the excess until attrition takes place.

As for [REDACTED] performance, he gets by and we have challenged him the past with more assignments/responsibility at the next higher level but he has struggled. We will be working with him next year to get more focused development to help him in future roles here at ComEd. His year-end review was Limited impact

Let me know if you have any questions.

Fidel

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