

ILLINOIS POWER AGENCY ILLUSTRATIVE MINIMUM EQUITY STANDARD (MES) COMPLIANCE PLAN

The deadline to complete this form is June 1, 20XX. Any amendments or revisions to a MES Compliance Plan are due no later than July 15, 20XX.

Section 1-75(c-10) of the IPA Act creates an equity accountability system that advances “priority access to the clean energy economy for businesses and workers from communities that have been excluded from economic opportunities in the energy sector, have been subject to disproportionate levels of pollution, and have disproportionately experienced negative public health outcomes.” 20 ILCS 3855/1-75(c-10). As a part of the equity accountability system, the minimum equity standard (“MES”) requires a threshold level of the project workforce be comprised of Equity Eligible Persons. Each Seller must submit an MES Compliance Plan to demonstrate how it will achieve compliance with the MES percentage outlined in the REC Agreement.

Each Seller’s first MES Compliance Plan is due within thirty (30) days of the Commission Bid Approval Date and subsequently by June 1 of each year.

The Diversity, Equity, and Inclusion page on the Agency’s website provides resources for MES Compliance Plan submissions: <https://ipa.illinois.gov/diversity-equity-and-inclusion.html>

As you review the form below in preparation for submitting your MES Compliance Plan, please note that asterisks indicate required sections. Once submitted, MES Compliance Plans will become public records that may be subject to disclosure under the Illinois Freedom of Information Act (5 ILCS 140); as such, if any information within this MES Compliance Plan should be protected from disclosure, please indicate in Section 9 of this form what information, if any, in this form is proprietary, privileged, or confidential, and whether the disclosure of that information would cause competitive harm.

Please complete this form to submit your MES Compliance Plan for review by the IPA.

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MES COMPLIANCE PLAN

1. Contact Information

PLEASE PROVIDE CONTACT INFORMATION FOR THE REPRESENTATIVE COMPLETING THE FORM.

Seller Name

[pre-populated]

Name of Person/Title Completing Form

Email of Person Completing Form

I affirm intent to comply with all necessary requirements set forth in Section 1-75(c-10)(1)(A) of the IPA Act relating to the Minimum Equity Standard and agree to comply with certain obligations, including hiring a diverse project workforce and working with Equity Eligible Contractors, where applicable.

Yes

PLEASE TYPE THE NAME OF THE INDIVIDUAL AGREEING TO THE ABOVE ATTESTATION.

Today's Date:

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2. Project Information

Project ID

[pre-populated]

Project Name

[pre-populated]

Project MES Requirement (%)

[pre-populated]

Indexed REC RFP under which the Project was awarded

[pre-populated]

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3. Project Workforce

During a delivery year in which construction activities are carried out on the Project, the project workforce shall consist of Equity Eligible Persons or Equity Eligible Contractors such that these Equity Eligible Persons or Equity Eligible Contractors meet the minimum MES percentage of the project workforce indicated in the Product Order. The minimum MES percentage indicated in the Product Order shall not change during the Term of this Agreement.

PLEASE SELECT ANY OF THE FOLLOWING CATEGORIES THAT APPLY TO THE PROJECT WORKFORCE:

- Minority-owned Business Enterprise (MBE)
- Woman-owned Business Enterprise (WBE)
- Disabled-owned Business Enterprise
- Veteran-owned Business
- Small Business
- None
- Other (fill in text box)

If "Other" selected, please list other category:

PLEASE PROVIDE A NARRATIVE DESCRIPTION OF HOW THE COMPANY WILL ENSURE THAT ITS PROJECT WORKFORCE IS COMPRISED OF THE REQUIRED PERCENTAGE OF EQUITY ELIGIBLE PERSONS ("EEPS") INDICATED IN SECTION 2. PLEASE REFER TO ARTICLE 1 OF THE INDEXED REC CONTRACT FOR THE DEFINITIONS OF "EQUITY ELIGIBLE PERSON" AND "PROJECT WORKFORCE".

PLEASE PROVIDE THE PROJECTED TOTAL NUMBER OF EMPLOYEES/WORKERS ON THE UTILITY-SCALE PROJECT THAT IS SUBJECT TO THE MES REQUIREMENTS DURING THE CURRENT DELIVERY YEAR.

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4. Project Workforce Demographic Information

PLEASE PROVIDE AN ESTIMATE OF THE NUMBER OF INDIVIDUALS FOR THE PROJECT WORKFORCE DURING THE CURRENT DELIVERY YEAR THAT BELONG TO THE FOLLOWING DEMOGRAPHIC GROUPS.

Make sure that the totals provided in this section add up to the total Project Workforce number provided in Section 3. Please enter all answers numerically e.g., "0" instead of "none."

Gender:

Male

Female

Non-binary

Did not self-identify/not disclosed

Race:

White

Black or African American

American Indian or Alaskan Native

Asian

Native Hawaiian or Other Pacific Island

Hispanic or Latinx

Two or more races

Did not self-identify/not disclosed

Disabled:

Disabled

Did not self-identify/not disclosed

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Employment Status:

Full-Time

Part-Time

Temporary/Seasonal

Independent Contractors

Residential Zip Codes

PLEASE PROVIDE THE RESIDENTIAL ZIP CODES OF ALL EMPLOYEES.

If preferred, please upload a list or document containing zip codes of all employees below.

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5. Project Workforce Equity Eligible Persons (EEPs)

PLEASE PROVIDE THE ESTIMATED NUMBER OF EQUITY ELIGIBLE PERSONS (“EEPS”) CURRENTLY IN THE PROJECT WORKFORCE.

PLEASE PROVIDE THE NUMBER OF EEPS YOUR ORGANIZATION SEEKS TO HIRE TO MEET MES COMPLIANCE OVER THE DELIVERY YEAR.

IF KNOWN, PLEASE SELECT THE QUALIFYING EEP CATEGORY/CATEGORIES YOUR ORGANIZATION SEEKS TO HIRE:

- Persons who are graduates or current or former participants in eligible job training/workforce development program. **
- Persons who are graduates of or currently enrolled in the foster care system.*
- Persons who were formerly incarcerated.*
- Persons whose primary residence is an equity investment eligible community.*

* This is a person who graduated from or is a current or former participant in the Clean Jobs Workforce Network Program, the Clean Energy Contractor Incubator Program, the Illinois Climate Works Pre-apprenticeship Program, Returning Residents Clean Jobs Training Program, or the Clean Energy Primes Contractor Accelerator Program, and the solar training pipeline and multi-cultural jobs program created in paragraphs (a)(1) and (a)(3) of Section 16-108.21 of the Public Utilities Act.

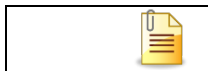
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6. Plans for Local Outreach

PLEASE DESCRIBE YOUR COMMUNICATION PLAN FOR LOCAL OUTREACH TO INCREASE THE UTILIZATION OF EEPs AND EQUITY ELIGIBLE CONTRACTORS (“EECs”). PLEASE REFER TO ARTICLE 1 OF THE INDEXED REC CONTRACT FOR THE DEFINITION OF EQUITY ELIGIBLE CONTRACTOR.

The communication plan for outreach might answer questions such as:

- What is the entity’s overall plan around outreach?
- What messaging will the entity utilize, including what messaging forum (virtual, in-person, etc.)?
- Which organizations (community colleges, unions, non-profits, etc.) will the entity reach out to and coordinate with?
- What is the timeline for that outreach?
- What are your plans to use social media and other communications for outreach?
- What is the entity’s plan for following up on its outreach?
- How do you plan to improve your EEP recruitment if your initial EEP recruitment is unsuccessful?
- Where will you post job openings?
- Will you offer job shadowing/mentorship opportunities for position exposure?
- Are there townhalls and workshops held to advertise your company need?
- Have you considered language accessibility needs to reach everyone in the community?
- Have you reached out within your own firm for potential candidates?



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7. Expected Project Timeline

Do you expect any work on this project to take place this delivery year?

Yes

No

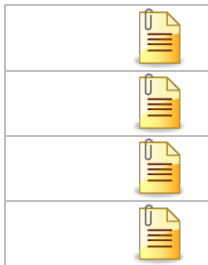
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8. Optional Additional Information

ANY ADDITIONAL INFORMATION OR SUPPLEMENTAL DOCUMENT TO YOUR MES COMPLIANCE PLAN MAY BE PROVIDED BELOW.

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9. Proprietary, Privileged, or Confidential Information

PLEASE IDENTIFY WHICH RESPONSES IN THIS REPORT THAT (INDICATED BY LISTING SECTION AND ITEM NUMBER) CONTAIN PROPRIETARY, PRIVILEGED, OR CONFIDENTIAL INFORMATION, THE DISCLOSURE OF WHICH WOULD CAUSE COMPETITIVE HARM.

By entering my name below, I certify that I have direct knowledge of the information provided above and that this information is true and correct.

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