

Appendix T - Minimum Equity Standard (MES) Compliance Plan for the Illinois Shines Program for New Entities

PLEASE NOTE – THIS TEMPLATE IS NOT TO BE USED TO SUBMIT A YEAR-END REPORT. THE PROGRAM ADMINISTRATOR WILL RELEASE A DIGITAL FORM FOR SUBMISSIONS. THIS TEMPLATE IS SIMPLY TO PROVIDE TRANSPARENCY ON THE INFORMATION THAT WILL BE COLLECTED THROUGH THE FUTURE-RELEASED FORM.

The Climate and Equitable Jobs Act (Public Act 102-0662 or “CEJA”) as amended by the Clean and Reliable Grid Affordability Act (Public Act 104-0458 or “CRGA”) which will take effect on June 1, 2026, amended the Illinois Power Agency Act to expand the “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.”

CEJA directed the Illinois Power Agency (“IPA” or “Agency”) to help historically underserved communities participate in and benefit from the growing clean energy economy in Illinois. The Minimum Equity Standard Compliance Plan is the reporting mechanism the Program Administrator uses to assess understanding of compliance requirements and estimated project workforce demographics.

For Program Year 2026-27, at least 14% of the project workforce for each entity participating in the Illinois Shines program must be composed of Equity Eligible Persons (EEPs). All Approved Vendors (AVs) and Designees participating in the 2026-27 Program Year are required to submit an MES Compliance Plan, describing how the requirement will be met over the course of the year.

The Equity Accountability System Hub provides helpful resources and tips for MES Compliance Plan submissions: <https://illinoisshines.com/equity-accountability-system-hub/>

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 question 21 of this form what information, if any, in this form is proprietary, privileged, or confidential, and the disclosure of that information would cause competitive harm.

Section 1: Company Information

15. Is your company an Approved Vendor, Designee or both?
 - a. Approved Vendor
 - b. Designee
 - c. Both
16. Submitting Company Name
17. AV and/or Designee ID #(s)
18. Name of Person Completing Form

19. Job Title of Person Completing Form
20. Email of Person Completing Form
21. Please select any of the following categories that apply to your business
 - a. Minority-owned Business Enterprise (MBE)
 - b. Woman-owned Business Enterprise (WBE)
 - c. Disability-owned Business Enterprise
 - d. Veteran-owned Business
 - e. None
 - f. Other

Section 2: Program Year 2026-27 MES Compliance Plan

22. During the 2026-27 Program Year (June 1, 2026 - May 31, 2027), do you intend to participate in the Illinois Shines program? Participation means:
 - submitting projects to Illinois Shines, performing construction on a previously Part I approved project
 - conducting any sales or marketing activity for projects that have been or will be submitted to the program
 - managing subscriptions for a community solar project that holds a REC contract (including projects approved prior to the passage of CEJA)
 - maintaining a project on a waitlist, or otherwise conducting activities or business on a project seeking or that holds a REC contract

If you answer 'no', you do not need to complete the rest of the form. Choosing 'no' to this question will complete your submission.

- Yes
 - No
23. "[AV or Designee Company] affirms its intent to comply with all necessary requirements set forth in Public Act 102-0662 (Climate Equitable Jobs Act) relating to the Minimum Equity Standard and agrees to comply with certain obligations, including hiring a diverse project workforce and working with Equity Eligible Contractors, where applicable."
 - Yes
 - No
 24. Full name of individual agreeing to attestation:
 25. Signature of individual agreeing to attestation:
 26. Today's Date:
 27. Is this an original Compliance Plan submission or a revised Compliance Plan submission?
If you failed your first submission, or received an 'Info Needed' request, please choose 'Revised Compliance Plan'
 - Original submission
 - Revised Compliance Plan
 28. Please provide a narrative description of how your organization will ensure that at least 14% of its project workforce are Equity Eligible Persons (EEPs).
Please see <https://illinoisshines.com/equity-accountability-system-hub/> for more information on EEP qualification criteria

29. Will your company be working on Illinois Shines projects with subcontractors that are not registered as Designees?

Non-registered subcontractors are those who do not have direct interaction with the client but are part of the project workforce. Please include employees of any non-registered subcontractors in your projected workforce total below.

- Yes
- No

30. Projected total number of employees/workers on Illinois Shines projects during the 2026-27 Program Year (exclude any employees/workers of registered Designees your company is subcontracted with from your total).

For the purposes of the MES, “project workforce” includes: Employees, contractors and their employees, and subcontractors and their employees, whose job duties are directly required by or substantially related to the development, construction, and operation of a project that is participating in or intended to participate in the IPA-administered programs and procurements under Section 1-75(c) of the IPA Act. This shall include both project installation workforce and workforce in administrative, sales, marketing, and technical roles where those workers’ duties are performed in Illinois. For purposes of this definition, ‘directly required by or substantially related to’ shall be construed to be any direct employee of the Approved Vendor, Designee, or any contractor and its employees whose contract exceeds 5% of the REC Contract value. Employees of contractors below that threshold may be counted on a voluntary basis, but if the Approved Vendor or Designee includes at least one such contractor whose contract is less than 5% of the REC Contract value, then all contractors below the threshold must be included. **Note: if your company works with an Illinois Shines Designee or Nested Designee, its employees/workers should be excluded from your company’s project workforce total.**

31. Number of Equity Eligible Persons your organization **seeks to hire** to meet MES Compliance over the Program year:

Equity Eligible Contractor Partnerships

32. Do you plan to partner with Equity Eligible Contractor Approved Vendors, Designees, or Subcontractors in the 2026-27 Program Year? A list of EECs can be found here for reference:

<https://illinoisshines.com/find-an-av-designee-or-subcontractor/#find-eec>

- Yes
- No

If yes, please list the name(s) of the EEC AVs, Designees, or Subcontractors you plan to partner with:

33. Please list any non-EEC Designees you intend to partner with in the 2026-27 Program Year:

Communication Plan for Local Outreach

34. Please indicate the actions from the list below that you plan to take during the 2026-27 Program Year to increase the utilization of EEPs and Equity Eligible Contractors (EECs).

- Identify percentage of existing workforce that qualify as EEPs due to their primary residence within an Equity Investment Eligible Community (EIEC) (view map)
- Conduct outreach and recruitment with EEP-qualifying workforce development programs

- Conduct outreach to workforce training programs and community-based organizations that work with individuals who are graduates of or currently enrolled in the foster care system and/or who were formerly incarcerated
 - Conduct outreach with workforce training programs and community-based organizations that work with individuals residing in EIEC communities
 - Review of previous applicant records to identify individuals who may be contacted for future project employment opportunities
 - Participate in job fairs (virtual or in-person) and related community events to expand recruitment efforts
 - Register on the Energy Workforce Equity Portal as a Clean Energy Company
 - Post jobs on the Energy Workforce Equity Portal
 - Conduct outreach to Equity Eligible Persons listed on the Energy Workforce Equity Portal looking for employment opportunities
 - Engage in direct and extensive outreach to trade associations or other relevant industry organizations to notify them of employment opportunities
 - Increase marketing efforts on platforms used to announce or publicize available employment opportunities, such as employment websites, alumni listservs, union halls, social media, etc.
 - Publicize employment opportunities on state-sponsored platforms, such as Illinois WorkNet or Illinois Job Link
 - Conduct direct outreach to EECs listed on the Illinois Shines program website to explore subcontracting opportunities
 - Engage with organized labor unions, community colleges, and community-based organizations to notify them of employment opportunities
 - Meet with Program Administrator to review recruitment and hiring plans for current and upcoming opportunities.
 - Other actions
- 35.** Please identify which responses in this form (#1 – 20) contain proprietary, privileged or confidential information, the disclosure of which would cause competitive harm.
- 36.** Please upload any supplemental documentation you would like to attach to your MES Compliance Plan.

Equity Eligible Person (EEP) Data Needed

As your organization hires and/or works with Equity Eligible Persons (EEPs) during the Program year, please keep in mind that the Program will require data for these individuals at the time of the MES Year-End Report. The Program Administrator verifies EEP eligibility as part of the review process for the Year-End Report. Approved Vendors and Designees have two options for providing this data.

1. The Approved Vendor / Designee can encourage all EEPs in their project workforce to register in IPA's Energy Workforce Equity Portal: <https://energyequity.illinois.gov/>
 - a. This option allows the AV/Designee to simply provide the names of the registered EEPs in its MES Year-End Report.
2. The AV/Designee can collect signed EEP attestations and provide documentation for their EEPs to the Program Administrator. The EEP attestation can be downloaded here: <https://illinoisshines.com/wp-content/uploads/2024/04/EEP-Attestation-Form-vFeb2024.pdf>

- a. This option requires that the AV/Designee collect required supplemental documentation for EEPs who qualify based on graduation from a participating workforce training program, or whose primary residence is located in an Equity Investment Eligible Community. Acceptable documentation includes:
 - i. For EEPs who qualify based on graduation or current participation in a qualifying workforce training program, please provide either an acceptance letter from the training provider (for current participants), or a certificate of completion from the training provider (for graduates).
 - ii. For EEPs who qualify based on primary residence, please provide the individual's driver's license, utility bill, lease, mortgage agreement, or other similar documentation for the Program Administrator to verify the individual's eligibility.
 - b. The AV/Designee then lists the EEPs in its project workforce in the Year-End Report, and submits the EEPs' attestations and required supplemental documentation to the Program Administrator.
3. The Approved Vendor / Designee will be asked about EEPs' employment classification information (full-time, part-time, etc.) at the Year-End Report.