



Minimum Equity Standard (MES) Combined Compliance and Year-End Report

PLEASE NOTE – THIS TEMPLATE IS NOT TO BE USED TO SUBMIT A COMBINED COMPLIANCE PLAN AND 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 is the process by which the Agency implements this directive, and, going forward, the reporting mechanism to be used to assess understanding of compliance requirements and estimated project workforce demographics will be the MES Combined Compliance and Year-End Report.

For the upcoming 2026-27 Program Year, which starts on June 1, 2026, entities must choose which path they'd like to take to meet their workforce requirement - either the Minimum Equity Standard (MES), or the Job Training requirement. For entities that choose to meet the MES in the 2026-27 Program Year, at least 14% of the project workforce must be comprised of Equity Eligible Persons (EEPs).

The IPA Act defines “Equity Eligible Person” (EEP) as a person who would most benefit from equitable investments by the State designed to combat discrimination, specifically:

1. Graduates or current or former participants in the Clean Jobs Workforce Network Program, Clean Energy Contractor Incubator Program, 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 Multicultural Jobs Program;

2. Persons who are graduates of or currently enrolled in foster care system;
3. Persons who were formerly incarcerated;
4. Persons whose primary residence is in an Equity Investment Eligible Community (more information about these communities can be found on the Equity Investment Eligible Communities section of this page)

All participating Approved Vendors are required to submit a MES Combined Compliance and Year-End Report that shows how their organization complied with the current Program Year's requirement, as well as their intent to comply with the upcoming year's MES requirement. For this report due in July 2026, Approved Vendors will not need to complete the backward-looking Year-End Report, as MES compliance was not an option for Program Year 2025-26. Moving forward, participating APPROVED VENDORS will need to complete both the backward and forward-looking sections of the Report.

Failure to submit the Report by the July 15, 2026, deadline will result in escalation to the Program Administrator's Consumer Protection Team consistent with Sections X.C-D of the Consumer Protection Handbook. Failure to comply may risk future good standing in the Program and may result in disciplinary action.

As you review the form below in preparation for submitting your Report, please note that asterisks indicate required sections. Once submitted, MES Combined Compliance and Year-End Reports 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 Combined Compliance and Year-End Report should be protected from disclosure, please indicate in the question towards the end of the form what information, if any, is proprietary, privileged, or confidential, and how the disclosure of that information would cause competitive harm. Any personally identifiable or private information contained in EEP attestations and supporting documents will be held confidential and exempt from disclosure under Sections 7(b) and 7(c) of the Illinois Freedom of Information Act.

SECTION 1: COMPANY INFORMATION

1. Is your company an Approved Vendor, Designee or both?
 - Approved Vendor
 - Designee
 - Both
2. Submitting Company Name
3. APPROVED VENDOR and/or Designee ID #(s)
4. Name of Person Completing Form
5. Job Title of Person Completing Form
6. Email of Person Completing Form
7. Please select any of the following categories that apply to your business
 - Minority-owned Business Enterprise (MBE)
 - Woman-owned Business Enterprise (WBE)
 - Disability-owned Business Enterprise
 - Veteran-owned Business
 - None
 - Other

WORKFORCE TRAINING REQUIREMENT

Illinois Solar for All requires that Approved Vendors meet workforce requirements across their portfolio of projects and pay the applicable prevailing wage rate to workers employed on certain ILSFA projects. Public Act 104-0458, known as the Clean and Reliable Grid Affordability Act, added language that amends workforce requirements for the Program by providing ILSFA Approved Vendors the option, starting in Program Year 2026-27, to either comply with the Minimum Equity Standard (MES) or the pre-existing ILSFA job training requirements.

8. Does your company elect to comply with the job training requirements or the MES requirements?

If you chose to meet the “Job Training Requirement,” your submission will end here, and you will be required to proceed with job training requirements as outlined in section 15.2 of the 2026-2027 Approved Vendor Manual. If you choose to meet the “Minimum Equity Standard,” you will be routed to complete the Compliance Plan below.

SECTION 2: (PROGRAM YEAR) MES YEAR-END REPORT PLACEHOLDER

9.

In future years, this section will include information on the project workforce for the previous Program Year. As ILSFA entities have not been required to meet the MES until this Program Year, this report does not include all of the normally required information.

Required data and information in future years will include:

- *Project workforce total*
- *Project workforce demographic information*
- *Equity Eligible Person total, including proof of EEP eligibility and any supporting documentation (e.g., for individuals that qualify based on residency in an EIEC, proof of residency)*
- *Outreach efforts employed to recruit EEPs*
- *Job training program graduate hiring data, Illinois-based workforce diversity data*

Supplemental documentation, including Equity Eligible Person attestations and supporting documentation, will be required.

SECTION 3: 2026-2027 PROGRAM YEAR MES COMPLIANCE PLAN

In this section, you will be reporting on the upcoming Program Year’s workforce, describing how your organization aims to achieve the MES for the 2026-27 Program Year.

For Approved Vendors participating in the Illinois Solar for All Program who choose to meet the MES in Program Year 2026-27, at least 14% of the project workforce must be composed of Equity Eligible Persons (EEPs). Such Approved Vendors are required to submit an MES Compliance Plan.

10. During the 2026-27 Program Year (June 1, 2026 - May 31, 2027), do you intend to participate in the Illinois Solar for All Program? Participation means:

- ☐ submitting projects to ILSFA, performing construction on any project intended to be submitted to ILSFA
- ☐ 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

11. "[APPROVED VENDOR] 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

12. Full name of individual agreeing to attestation:

13. Today's Date:

14. Please provide a narrative description of how your organization will ensure that at least 14% of its project workforce are Equity Eligible Persons (EEPs).

15. Will your company be working on ILSFA projects with subcontractors in the 2026-27 Program Year? Subcontractors include any non-Approved Vendor role that does not have direct interaction with end-use customers but is part of the project workforce.

- ☐ Yes
- ☐ No

16. Projected total number of employees/workers on ILSFA projects during the 2026-27 Program Year.

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 Sections 1-75(c) and 1-56(b) 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.

Only workers whose duties are physically performed in Illinois should be included in the "project workforce," regardless of where they live. Individuals who do not physically work in Illinois do not count towards the project workforce. For example, if a worker is remote and physically working outside of Illinois, they do not count towards the project workforce, even if they are doing work on ILSFA projects.

In ILSFA, an Approved Vendor's project workforce will include all individuals employed, either directly or through any contractors or subcontractors, during the Program Year who work on ILSFA projects.

Additionally, directly required by or substantially related to' shall be construed to be any direct employee of the Approved Vendor or any contractor and its employees whose contract exceeds 5% of the REC Contract value. Employees of contractors below that threshold may be counted toward the MES on a voluntary basis, but if the Approved Vendor includes at least one such contractor whose contract is less than 5% of the REC Contract value, then all contractors below the 5% of REC Contract value threshold must also be included.

17. Estimated Number of Equity Eligible Persons currently in your ILSFA project workforce:

An Equity Eligible Person ("EEP") is a person who "would benefit most from equitable investments by the State designed to combat discrimination," and CEJA provided four specific characteristics that would qualify a person as an EEP:

- Graduates or current or former participants in the Clean Jobs Workforce Network Program,
- Clean Energy Contractor Incubator Program, 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 multicultural jobs program created by FEJA
- Persons who are graduates of or currently enrolled in the foster care system
- Persons who were formerly incarcerated

Persons whose primary residence is in an equity-eligible investment community. Only individuals who fit within these criteria will count as Equity Eligible Persons

18. Number of Equity Eligible Persons your organization seeks to hire to meet MES Compliance over the Program Year:

EQUITY ELIGIBLE CONTRACTOR PARTNERSHIPS

19. 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 on the [Illinois Shines website](#).

- ☐ Yes
- ☐ No

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

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

COMMUNICATION PLAN FOR LOCAL OUTREACH

21. 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
22. Please identify which responses in this form contain proprietary, privileged, or confidential information, the disclosure of which would cause competitive harm.
23. 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 have two options for providing this data.

24. The Approved Vendor can encourage all EEPs in their project workforce to register in IPA's Energy [Workforce Equity Portal](#).
- This option allows the APPROVED VENDOR/Designee to simply provide the names of the registered EEPs in its MES Year-End Report.
25. The APPROVED VENDOR can collect signed EEP attestations and provide documentation for their EEPs to the Program Administrator. The EEP attestation can be downloaded here: [Certification of Qualification for Equity Eligible Person Status](#)
- This option requires that the APPROVED VENDOR 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:

- 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).
 - 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.
 - The APPROVED VENDOR 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.
26. The Approved Vendor will be asked about EEPs' employment classification information (full-time, part-time, etc.) at the Year-End Report.