

ILLINOIS POWER AGENCY ILLUSTRATIVE MINIMUM EQUITY STANDARD (MES) COMBINED COMPLIANCE AND YEAR-END REPORT

Please submit this form by July 15.

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.

In the beginning of the 2026-2027 delivery year, the reporting mechanism used to assess compliance and gather data required by the IPA Act is the MES Combined Compliance and Year-End Report.

This combined report brings together what were previously the MES Compliance Plan and the MES Year-End Report. Sellers are now required to submit one report, due July 15th, as opposed to two separate reports with disparate deadlines. As a reminder, the MES Year-End Report, that comes first in this submission, looks backward and shows how your organization achieved the MES requirement for the previous delivery year. The MES Compliance Plan, which comes later in the submission, is forward-looking and shows how your organization intends to achieve the upcoming delivery year’s MES requirement.

As described in Section 6.4(d) of the Indexed REC Contract, the IPA may request more information from Sellers related to the MES requirements or impose remedies should Seller fail to comply with the MES percentage or the MES reporting requirements. Failure to submit an MES Combined Compliance and Year-End Report by the July 15, 2026 deadline may result in disciplinary action.

Please note that the MES Combined Compliance and Year-End Report, once submitted, will become public record that may be subject to disclosure under the Illinois Freedom of Information Act (5 ILCS 140); as such, if any information within this Report should be protected from disclosure, please indicate at the end of this Report what information, if any, is proprietary, privileged, or confidential, and the disclosure of that information would cause competitive harm. Any personally identifiable or private information contained in Equity Eligible Persons 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.

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1. Company Information

PLEASE PROVIDE THE BELOW INFORMATION.

Seller Name

[pre-populated]

Name of Person Completing Form

Job Title of Person Completing Form

Email of Person Completing Form

PLEASE SELECT ANY OF THE FOLLOWING CATEGORIES THAT APPLY TO YOUR BUSINESS:

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

IF OTHER SELECTED:

Please list other category:

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

Full name of the individual agreeing to the above attestation.

Signature of the individual agreeing to the above attestation.

Today's Date:

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2. Project Information

Project ID

Project Name

Project MES Requirement (%)

Indexed REC RFP under which the Project was awarded

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3. Delivery Year 2025-26 MES Year-End Report

In this section, you will be reporting on the previous delivery year's workforce, showing how your organization worked to achieve the MES for the 2025-26 delivery year (June 1, 2025 through May 31, 2026).

First Item: Project Construction Activities

Has the project commenced Construction Activities? Construction Activities is defined in Article 1 of the Indexed REC Contract.

☐ Yes ☐ No

IF NO:

You have completed the Year-End Report.

IF YES:

When did the project commence Construction Activities?

What was the total number of employees/workers in the Project Workforce for this project during the 2025-26 Delivery Year? Project Workforce is defined in Article 1 of the Indexed REC Contract.

In the Third Item of Section 3, you will be required to provide the total number of EEPs in the Project Workforce and the count of such EEPs employed by an EEC-certified subcontractor, including in the count the Equity Eligible Person majority-owner of each EEC. More instruction is provided in the Third Item of Section 3. Based on the information in this item, the EEP count, which is rounded down to the nearest whole number, that the Agency will use for determining compliance with the MES must be at least **[pre-populated based on Project MES Requirement (%) from Section 2 times total number of employees/workers in the Project Workforce from First Item in Section 3]**.

Second Item: Workforce Diversity

Make sure that the numbers provided in this section add up to the total Project Workforce number provided in the First Item of this Section.

Race:

PLEASE ENTER THE NUMBER OF EMPLOYEES PER CATEGORY; EACH EMPLOYEE MAY BE COUNTED IN ONLY ONE CATEGORY.

White – Total

Black or African American – Total

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Hispanic or Latino – Total

Asian – Total

American Indian or Alaskan Native – Total

Native Hawaiian or Other Pacific Islander – Total

Two or more races – Total

Did not self-identify/not disclosed – Total

Total

Gender Identity:

PLEASE ENTER THE NUMBER OF EMPLOYEES PER CATEGORY; EACH EMPLOYEE MAY BE COUNTED IN ONLY ONE CATEGORY.

Male – Total

Female – Total

Other/Non-binary – Total

Did not self-identify/not disclosed – Total

Total

Disability:

PLEASE ENTER THE NUMBER OF EMPLOYEES PER CATEGORY; EACH EMPLOYEE MAY BE COUNTED IN ONLY ONE CATEGORY.

Employees who have a history of a disability – Total

Employees who do not have a disability/disability not disclosed – Total

Total

Employment Status:

PLEASE ENTER THE NUMBER OF EMPLOYEES PER CATEGORY; EACH EMPLOYEE MAY BE COUNTED IN ONLY ONE CATEGORY.

Full-Time

Part-Time

Temporary/Seasonal

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Independent Contractors

Total

[pre-populated]

Residential Zip Codes:

PLEASE PROVIDE THE RESIDENTIAL ZIP CODES OF ALL EMPLOYEES IN THE COMPANY'S PROJECT WORKFORCE.

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



Third Item: Equity Eligible Persons (EEPs)

An Equity Eligible Person ("EEP") is a person that "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 Investment Eligible Community

ONLY INDIVIDUALS WHO FIT WITHIN AT LEAST ONE OF THESE CRITERIA, VERIFIED BY THE IPA, WILL COUNT AS EQUITY ELIGIBLE PERSONS.

PLEASE PROVIDE THE TOTAL NUMBER OF EQUITY ELIGIBLE PERSON ("EEPs") IN THE PROJECT WORKFORCE FOR THE 2025-26 DELIVERY YEAR. Please refer to Article 1 of the Indexed REC contract for the definition of an Equity Eligible Person. This total must include the count of EEPs employed by an EEC-certified subcontractor.

(A)

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Equity Eligible Contractors are designated as such on the directories found on the Illinois Shines Program website: <https://illinoisshines.com/find-an-av-or-designee/>

How many of the total EEPs in the Project Workforce are employed by an EEC? The Agency will count Equity Eligible Persons employed by an EEC-certified subcontractor, including the Equity Eligible Person majority-owner, 1.5 times in calculating compliance with the MES. Please ensure that the count of EEPs entered below includes the Equity Eligible Person majority-owner of each EEC that your company worked with.

(B)

Please list the names of the EECs. If your company did not work with an EEC, please enter 'N/A'.

Based on the total number of EEPs and the count of EEPs employed by EECs, the calculated EEP count the Agency will use for determining compliance with the MES is **[Pre-populated as (A) – (B) + (B x 1.5)]**.

PLEASE PROVIDE THE NUMBER OF EEPs IN YOUR PROJECT WORKFORCE THAT QUALIFY AS EEPs BASED ON EACH OF THE FOLLOWING ELIGIBILITY CRITERIA. The number of individuals that are self-registered as EEPs in the Energy Workforce Equity Portal, and for whom eligibility criteria is unknown to the employer, should be provided in the fifth text box. *Make sure that the numbers provided in this section add up to the total number of EEPs in your project workforce provided in the first question of this item.*

Graduates or current or former participants of qualifying workforce training program(s)

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 Investment Eligible Community

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Individuals self-registered in an Energy Workforce Equity Portal, or eligibility criteria unknown

Total

PLEASE PROVIDE THE NUMBER OF EEPs IN YOUR PROJECT WORKFORCE THAT BELONG TO EACH OF THE FOLLOWING DEMOGRAPHIC AND EMPLOYMENT CLASSIFICATIONS. Make sure that the numbers provided in this section add up to the total number of EEPs provided in the first question of this item.

Race:

PLEASE ENTER THE NUMBER OF EEPs PER CATEGORY; EACH EEP MAY BE COUNTED IN ONLY ONE CATEGORY.

White – Total

Black or African American – Total

Hispanic or Latino – Total

Asian – Total

American Indian or Alaskan Native – Total

Native Hawaiian or Other Pacific Islander – Total

Two or more races – Total

Did not self-identify/not disclosed – Total

Total

Gender Identity:

PLEASE ENTER THE NUMBER OF EEPs PER CATEGORY; EACH EEP MAY BE COUNTED IN ONLY ONE CATEGORY.

Male – Total

Female – Total

Other/Non-binary – Total

Did not self-identify/not disclosed – Total

Total

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Disability:

PLEASE ENTER THE NUMBER OF EEPs PER CATEGORY; EACH EEP MAY BE COUNTED IN ONLY ONE CATEGORY.

Employees who have a history of a disability – Total

Employees who do not have a disability/disability not disclosed – Total

Total

Employment Status:

PLEASE ENTER THE NUMBER OF EEPs PER CATEGORY; EACH EEP MAY BE COUNTED IN ONLY ONE CATEGORY.

Full-Time - Total

Part-Time - Total

Temporary/Seasonal - Total

Independent Contractors - Total

Total

Fourth Item: EEP Verification

PLEASE DOWNLOAD AND COMPLETE THE EXCEL FILE BELOW WITH THE FULL NAMES OF ALL EEPs IN YOUR TOTAL PROJECT WORKFORCE, AND INDICATE THE METHOD USED TO VERIFY THEIR ELIGIBILITY.

For any EEPs in your organization's project workforce who are not registered in the [Energy Workforce Equity Portal](#) as EEPs, a signed attestation is required with a signature by the EEP. Completed attestations should be uploaded with this form submission.

The EEP attestation can be downloaded here: [Certification of Qualification for Equity Eligible Person Status](#)

PLEASE NOTE: supplemental documentation is required 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 is described below. All personally identifying information and private information will be held confidential.

- 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 or a certificate of completion, where available, from the training provider.
- For EEPs who qualify based on primary residence, please provide one of the following: the individual's driver's license, state ID, pay stub, utility bill, lease, or mortgage agreement for the IPA to verify the individual's address.

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Please [download the excel file here](#) and submit a fully completed version with all information required for the EEP:



I have uploaded all required EEP attestations and supplemental documentation above and/or have indicated EEP registration in the Energy Workforce Equity Portal for all EEPs listed.

☐ Yes ☐ No

Fifth Item: Efforts to Meet the Project's MES Compliance Plan Targets

Did the Project Workforce during the Delivery Year 2025-2026 (June 1, 2025 through May 31, 2026) meet the applicable MES percentage requirement indicated in the Product Order?

☐ Yes ☐ No

Did the MES percentage of the Project Workforce consisting of EEPs change from the Project's MES Compliance Plan and MES Mid-Year Report that were submitted during the 2025-2026 Delivery Year?

☐ Yes ☐ No

IF NO: Please proceed to the next item.

IF YES:

Please report steps taken to implement the plan for local outreach to increase the utilization of EEPs and EECs as outlined in the organization's MES Compliance Plan submitted in 2025. Please also report any ways in which the approach outlined in the Compliance Plan changed over the course of the Program Year.

Sixth Item: Narrative Feedback

Please use this opportunity to share your feedback with the Illinois Power Agency.

What efforts has your organization undertaken to recruit/hire trainees from the FEJA and CEJA training programs? Please include any particular challenges or successes you had.

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Did you hire graduates from any training programs other than those listed above (Solar Training Pipeline Program, Craft Apprenticeship Program, and Multicultural Jobs Programs)? If so, please list which programs the graduates came from.

What efforts has your organization undertaken to hire EEPs or engage EECs? Please include any particular challenges or successes you had.

How has your company approached meeting the MES? Have there been any obstacles?

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4. Delivery Year 2026-27 MES Compliance Plan

In this section, you will be reporting on the upcoming delivery year's workforce, describing how your organization aims to achieve the MES for the 2026-27 delivery year (June 1, 2026 through May 31, 2027).

First Item: Project Workforce

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").

Please provide the projected number of employees/workers on the Project during the 2026-27 delivery year.

Please refer to Article 1 the Indexed REC Contract for the definitions of "Equity Eligible Person" and "Project Workforce".

An Equity Eligible Person ("EEP") is a person that "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 Investment Eligible Community

ONLY INDIVIDUALS WHO FIT WITHIN AT LEAST ONE OF THESE CRITERIA, VERIFIED BY THE IPA, WILL COUNT AS EQUITY ELIGIBLE PERSONS.

Please provide the estimated number of Equity Eligible Persons ("EEPs") currently in the Project Workforce.

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Please provide the number of EEPs your organization seeks to hire to meet MES compliance over the delivery year.

Second Item: Equity Eligible Contractor Partnerships

Do you plan to partner with Equity Eligible Contractors in the 2026-27 delivery 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 NO: Please proceed to the next item.

IF YES:

Please list the name(s) of the EECs you plan to partner with:

Third Item: Communication Plan for Local Outreach

PLEASE INDICATE THE ACTIONS FROM THE LIST BELOW THAT YOU OR YOUR CONTRACTORS PLAN TO TAKE DURING THE 2026-27 DELIVERY YEAR TO INCREASE THE UTILIZATION OF EEPs AND EECs. You will be asked to report on the efforts taken at the end of the delivery year in which construction commenced in the Combined MES Compliance and Year-End Report.

☐ 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

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- ☐ 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
- ☐ Other actions

IF OTHER IS SELECTED:

Please specify the other action(s) that you or your contractor(s) plan to take during the upcoming delivery year:

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5. Additional Information

Please identify which responses in this form contain proprietary, privileged, or confidential information, the disclosure of which would cause competitive harm.

Please upload any supplemental documentation you would like to attach to your MES Combined Compliance and Year-End Report.











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.