



2021 Diversity, Equity and Inclusion Action Plan

Here at American Efficient, our mission is to work towards a world where energy efficiency creates reliable, affordable, and sustainable energy for all.

The energy system is approaching a tipping point where renewable and clean energy will reinvent the energy system. We have positioned American Efficient to be at the forefront of this transition.

As a mission-driven organization—which we stand behind as a member of the B-Corporation ecosystem of companies committed to equally valuing people, planet and profits—we embrace a broader vision of being a successful business, one that encompasses not only innovation and creativity, but compassion, equity, and human dignity for all of the energy system’s stakeholders. This should and must include historically disenfranchised citizens and ratepayers, specifically our BIPOC communities and neighbors.

Internally, our company culture is built on collaboration, and to fully leverage that practice we believe American Efficient must be a welcoming place for all. We are committed to creating a workplace where employees from all identity groups will feel welcome and thrive. We've also recently begun work to actively combat systems of discrimination. In the 4th quarter 2020, we hired an external Diversity, Equity and Inclusion (DEI) consultant to guide the development of a **DEI Action Plan**. The purpose of this plan is to address and improve our team’s racial diversity and inclusion and strengthen racial equity in our market and our local community. We, the undersigned, commit to recording and reporting our success at achieving diversity goals across the following areas in our business: Staffing and Recruiting, Procurement, Community Engagement/Outreach, Compensation/Benefits, Workplace Environment and Professional Development.

Signatories:

Sterling Bowen, Sr Director, Residential EE
Pete Curtice, CEO and Head of Origination
Angela Fox, Head of Market Operations
Shayne Miel, Director, Software Engineering
Kara Mountcastle, Sr Programs Manager
John Piehler, Senior Analyst, Trading
Philip Semanchuk, Director, Software Engineering
John Silkey, Sr Director, Industrial EE

We are working to achieve to the following Action Areas:

1 Community Engagement (CE)

Goal: American Efficient will be an active participant in creating a more just society by empowering our employees to do this work.

Action Items

- Establish AmEff nonprofit giving match program focused on social justice work
- Establish AmEff volunteering program in partnership with local social justice NGO, to include allotment of time per employee and company-wide volunteer days
- Grow the pipeline of future BIPOC candidates of color by establishing an educational and mentorship program in the local community
- Identify and execute joint signing statements with other organizations

Metrics

- Completion of all tasks above
- Number of volunteer projects completed by employees, including hours logged in educational community outreach with BIPOC students (secondary and post-secondary)
- Number of person-hours per year the company has dedicated to volunteer projects
- Total amount given to charitable organizations

2 Compensation/Benefits

Goal: All American Efficient employees will be compensated in a consistent manner across experience and job responsibilities, and our benefits will reflect our values.

Action Items

- Publish (internally) expected salary ranges for various departments and levels
- Solicit and secure providers of investment opportunities with an ESG focus specific to racial equity and make these available to employees to mission align their 401k portfolio
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Metrics

- Completion of all tasks above

3

Procurement

Goal: The companies that provide services to American Efficient understand the value we place on diversity and our preference to partner with companies that share them.

Action Items

- Going forward, vendors are to be selected through RFPs for services, for which responses must include questions about vendor diversity
- Current service partners will be requested to share with AmEff their diversity/equity reports/plans and their own Tier 1 and Tier diversity metrics
- Find and utilize Black-owned businesses and/or chose service organizations focused on social justice and equity when making gifts to program partners and when entertaining partners while traveling or at conferences

Metrics

- Complete all actions/adopt all policies above

4 Professional Development

Goal: Staff will have the opportunity to improve their own cultural competency.

Action Items

- Schedule and complete mandatory anti-bias training for the AmEff DEI team
- Schedule and complete mandatory anti-bias training for the entire AmEff team
- Fund employee professional development related to anti-racism (including conferences)
- Resource ongoing availability of anti-bias training for the AmEff team on an adhoc basis and as part of mandatory, annual compliance training across all functional areas

Metrics

- Complete all actions/adopt all policies above

5 Staffing and Recruiting

Goal: The company should endeavor to be a positive force in shifting the demographics of the clear energy industry.

Action Items

- Support (by membership and/or sponsorship) energy/climate associations led by and/or serving Black and Brown populations (at least one organization)
- Create a pipeline of future recruiting targets for the industry by partnering with at least one HBCU and at least one social-justice-oriented NGO
- Attend conferences where BIPOC in energy are prevalent (and support these events and organizations through sponsorship and membership) to ensure our networks are robust (at least two events)
- Create and maintain a prioritized list of organizations and/or events through which we can further expand this scope of work

Metrics

- All of the above actions completed
- % of applicants for any postings in 2021 reported out by demographic group

6

Work Environment/Company Culture

Goal: American Efficient is a place where employees feel comfortable being their authentic selves.

Action Items

- Support and encourage the development of internal Employee Resource Groups
- Have a quarterly session open to the team focused on an issue related to diversity - i.e., history lesson, specific topics within systemic/institutional racism
- Company calendar of cultural celebrations of diversity (e.g., Diwali festivals, AA Cultural festival in Raleigh, etc.)

Metrics

- All action items above complete
- Number of diversity-focused Lunch & Learns over the year
- Report results of MEG-wide cultural competency survey