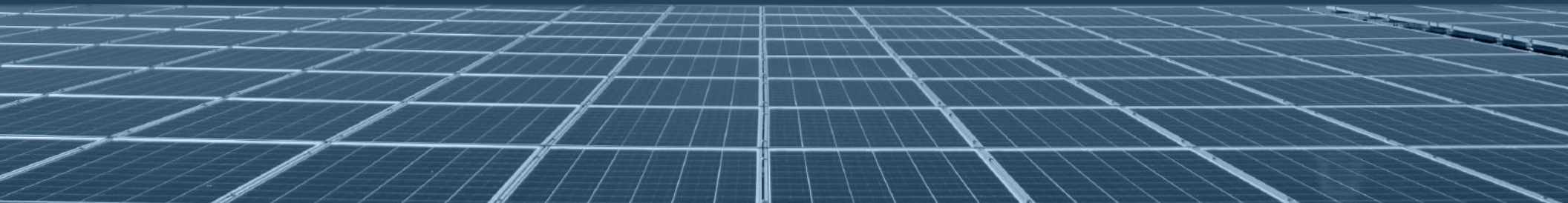


Your Guide to Life at







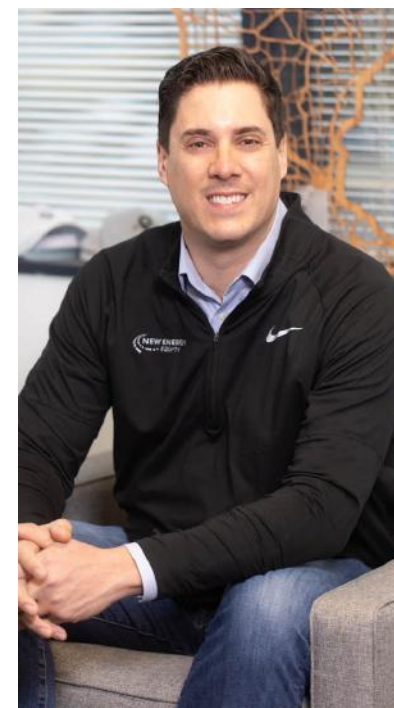


## Welcome to New Energy Equity!

**You are joining an innovative, driven and dedicated team, relentless in driving the evolution of clean energy through every project we touch, leaving behind a better world.**

The New Energy Equity team is here to support and empower you to do great things. On this journey as leaders in the clean energy industry, we aren't just focused on our projects, we are also committed to developing and challenging our people and company to achieve our full potential. Every day, we live and work New Energy's mission to leave behind a better world in all that we do, through integrity, ingenuity, dedication and persistence.

I look forward to working with you and am here for anything you need along the way. \_\_\_\_\_



**Matthew Hankey**

CO-FOUNDER,  
PRESIDENT & CEO

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# Our Origins

Mission & Values  
History  
What We Do  
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# Mission & Values

## Core Purpose

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We drive the evolution of clean energy through every project we touch, leaving behind a better world.

## Values

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### WE'RE ALL IN

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We value our partners and their commitment to us and will devote all of our efforts in developing excellent projects, treating them like our own, and undertaking each task, large or small, with rigor and diligence so that we thrive together.



### TOP OF OUR GAME

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We will drive innovation and success in our industry. We may not always have all the answers, but we will forge forward until we find them. We'll make hard calls and meet obstacles head on. We will build winning partnerships through integrity, ingenuity, dedication and persistence.



### LIFT AS WE CLIMB

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Our team drives our success. We will rise together, working hard and harvesting innovation from our experience, celebrating our successes together, and valuing families and the sacrifices that they make to help us all succeed.



# Our Timeline

**2013**

Matt Hankey & Ian Palmer **co-found New Energy Equity**, with their partners Dan Throop and Don Baker

**AUG. 2013**

**Moved** into office space on Melvin Ave in Annapolis, MD

**2019**

**Acquired** by SmartPitch Ventures. **Named 6th Largest Solar Developer in the U.S.** by Solar Power World.

**2021**

**Named 7th Top Solar Developer in the U.S.** by Solar Power World. **Opened first satellite office** in Boulder Colorado. **Named Small Business of the Year and Small Business Executive of the Year by 2021 Business Intelligence Group BIG Awards for Business**

**2014**

**Company becomes profitable** before its 1st Anniversary

**SEP. 2014**

**First Employee**, Rocky Shoemaker, officially hired

**2017**

**Moved** into Riva Road office space in Annapolis, MD

**2020**

Named Inc. Magazine's **Fastest-Growing Companies. Founded Lift As We Climb Foundation**

**2022 →**

**Now it's time for you to make your impact at New Energy!**



# What We Do

## Project System

Our team includes experts in all aspects of solar projects – development, engineering, land acquisition, program management, legal diligence and contracting, construction, and financing. New Energy Equity is a national end-to-end solar development and finance company, having successfully completed more than 200 projects totaling more than 300 megawatts and \$600M in clean energy investments across the U.S., as of December 31, 2021. We are dedicated to clean energy and the nation’s energy transformation.

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### | 01 | PROJECT DEVELOPMENT

New Energy Equity works with the most reputable solar companies to complete engineering, permitting, utility interconnections, construction and commissioning of solar projects. The initial development phase includes identifying the right project partners, sourcing land, whether by purchase or lease, identifying customers for the project, and securing the permitting. While in many cases we operate as the originating developer, New Energy Equity also welcomes the opportunity to work with industry and other development partners to collaborate on projects.



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### | 02 | PROJECT ENGINEERING

New Energy Equity has NABCEP-certified solar energy engineers, project designers, installers, and master electricians on staff to ensure all technical aspects of its solar projects reflect current best-practice. Our engineering and technical team members are skilled in project design, solar production modeling, project site designs (CAD), and interconnect design.



### | 03 | PROJECT MANAGEMENT

**Our industry-leading in-house project management team** oversees a diverse portfolio of projects from inception to completion. We dedicate experienced project managers including PMP®-certified Project Management Professionals to each project to ensure that their deep understanding of project requirements produces quality and timely completion of every project.

### | 04 | PROJECT CONSTRUCTION

**New Energy Equity works with** designated Engineering, Procurement, and Construction (EPC) partners across the county to complete solar projects efficiently and cost effectively. We give priority to existing and local EPC partners whose existing relationships and local knowledge add great value in project execution. Our team has vast experience in all aspects of construction and is a key element in our ability to bring the construction phase of our solar projects to completion on time and on budget.



### | 05 | PROJECT FINANCING

**New Energy Equity was founded to address the most difficult aspect** of solar project development – financing. As a transaction and capital-sourcing specialist, New Energy has a project financing rate of 100%. That means that all projects brought to market by New Energy have been successfully funded. We source both debt and equity financing at competitive rates and on standard industry terms from private, public, and institutional investors with established long-term, successful relationships.

# Awards and Recognition

## 1 INDUSTRY AWARDS

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**New Energy Equity is proud** to be ranked by Solar Power World as the 7th Top Solar Developer and the 8th Top Commercial Contractor in the nation, with notable rankings across markets such as Minnesota, Illinois, Michigan, Maryland, Ohio, Pennsylvania, and New Jersey.

**Many New Energy Equity employees have also been recognized** for their accomplishments by the Cleanie Awards (Clean Energy and Sustainability) in categories such as finalists in the Woman of the Year and Rising Stars. In 2019, our President, Matt Hankey was honored as a Gold Winner in the Rising Stars Under 40 category.



## 2

## COMPANY AWARDS



**Inc. 5000** has recognized **New Energy Equity** as the 40th fastest growing private energy company, as well as the 35th fastest growing private company in the Washington, D.C. Metro area.

**New Energy** was named a **winner** of the Small Business of the Year by Business Intelligence Group BIG Awards for Business, along with Matt Hankey named Small Business Executive of the Year.

## 3

## CULTURE AWARDS



**We are honored to have our outstanding team and culture** recognized as one of Comparably's Best Places to Work and ranked as Best Compensation in Washington D.C. Metro area. Our Co-Founder, President and CEO, Matt Hankey, is ranked by Comparably in the Top 5% of CEOs in the Washington, D.C. Metro area, as well as Top 5% of CEOs among similarly sized companies across the globe.



# NEW ENERGY EQUITY FAMILY FEST







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# Our Culture

Leadership

Team Highlights

Core Value Champion

Lift As We Climb Foundation

Diversity & Inclusion

Groups & Clubs

Events

# Leadership

View a complete staff directory on BambooHR.



**Matt Hankey**  
CEO, President, Co-founder



**Dean Eastlake**  
VP of Construction & Engineering



**Ahmar Zaman**  
Chief Financial Officer



**Lindsey Gillis**  
VP of Operations



**James Wrathall**  
General Counsel



**John Langhus**  
VP of Legal, Communications & Policy



**Josh Kunkel**  
VP of Business Development



**Jamil White**  
Controller, CPA



# Team Highlights



We believe in transparency and constantly challenging ourselves to improve. That's why we use Comparably to capture anonymous feedback from our employees on a semi-annual basis. This allows for honest feedback to gauge what we're doing well and identify how we can do better.

Based on anonymous employee feedback, New Energy Equity boasts a **4.7/5 culture score** along with an **A+ overall culture rating**. Other culture critical ratings include:

**ENPS  
SCORE  
OF 88**

Calculated when asked employees how likely they would be to recommend working at New Energy to a friend

**TOP  
10%**

Ranking in the top 10% of Diversity Score compared to other similar size companies

**TOP  
20%**

Ranking in the top 20% of Gender Score compared to other similar size companies

Anyone can easily view Employee Feedback surveys on New Energy Equity's Comparably Dashboard, concerning topics such as Company Outlook, Team Dynamic, Compensation, and Work Environment.

**See what some of our employees have to say about being part of the New Energy Team:**

“

*I feel supported and know we are all working together to improve the environment and planet. There is such an emphasis on building a positive, diverse and balanced work/life/family culture.*

“

*We're like a well-oiled machine, working in tandem toward common goals. We lift as we climb, helping each other learn and do better!”*

“

*Great team culture - lots of camaraderie and company team building events. Truly a fun group of people to work with.*

Our Culture

# Core Value Champion

Each month, New Energy employees are encouraged to nominate colleagues who have gone above and beyond their role and embody our company's core values. The employee with the most nominations in that month is recognized as the Core Value Champion. The Core Value Champion is featured in our internal newsletter and social media to celebrate their performance and recognize this achievement.

Here are a few of the Core Value Champions we are honored to have as part of the New Energy Team:



## ISHA REGE

**Project Engineer**  
**WE'RE ALL IN**

"Isha always goes above and beyond. She works well with our partners and stays on top of all aspects of a project to ensure we stay on track."



## MARQUIS MATTHEWS

**ESS Operations Manager**  
**TOP OF OUR GAME**

"Marquis has been incredibly dedicated, juggling our distributed assets across the country and flying to Minnesota at short notice to assist the field team."



## JAKE DASHIELL

**Sr. Director of Business Development**  
**TOP OF OUR GAME**

"Jake has jumped into project closings to help get things across the line, while maintaining a strong pipeline of incoming projects."



## NICK KERWIN

**Project Acquisition Director**  
**LIFT AS WE CLIMB**

"Nick put in a lot of effort and time (some before his start date!) finding and getting the new Boulder office up and running."

# Lift As We Climb Foundation



**FOUNDED IN 2020**, the Lift As We Climb Foundation is a charitable organization dedicated to supporting organizations that provide opportunities on a local level through solar education and training, and community outreach programs.

As its first investment, Lift As We Climb collaborated with Power52 and Solar Energy International to create “Project Solar Rise”, an initiative committed to career training and job placement opportunities for disadvantaged populations so that they may build a successful careers in the renewable industry, leading their own communities into the clean energy economy. Other recipients of the Lift As We Climb foundation’s support include the COR Health Institute, Annapolis Light House, the Chesapeake Bay Foundation, Community Food Share, and the Chesapeake Region Accessible Boating (CRAB). Since its creation, Lift As We Climb has donated More than \$100,000 to such partner organizations, including an “in-kind” donation of a 33kW solar installation for Crab which will provide the electricity necessary to power their new facility at no cost for the next 25 years.

# Diversity & Inclusion



At New Energy Equity, our core purpose is “We drive the evolution of clean energy through every project we touch, leaving behind a better world.” Our mission is to leave behind a better world in all that we do. This includes how we build our projects, but also how we interact and exist with our teammates and our partners. We strive to lead the solar industry on issues of diversity and inclusion and are committed to hiring, cultivating, and retaining a diverse workforce and fostering an inclusive culture. As part of that commitment, we have developed a Diversity & Inclusion Committee to ensure we are promoting a workplace that cultivates a high level of diversity and inclusion. The Committee develops and executes all diversity and inclusion initiatives companywide, including improving the diversity of our candidate pool in recruiting, as well as guiding the training, retention, and advancement of a diverse set of employees over time. **As part of this mission, the Diversity & Inclusion Committee has three main goals:**



## 01 RECRUITING DIVERSE TALENT

To ensure diversity in our recruitment efforts, all eligible candidates are interviewed by a member of the D&I Committee and Equal Employment Opportunity statistics are collected and tracked across all candidates. This allows us to examine the diversity of our candidate pool and assess our efforts to attract a workforce that reflects different cultural and socioeconomic backgrounds and reflects no bias against any particular views, genders or sexual orientation.

HOW  
TO GET  
INVOLVED



## 02 ENGAGING & DEVELOPING OUR TEAM

To develop and nurture an inclusive environment where employees feel empowered to share their experiences and ideas, we've created many initiatives, such as:

- ▶ **Conducting Respectful Workplace Trainings** for all employees
- ▶ **Established an Employee Advocate** to provide a dedicated peer resource for employees to approach to share experiences and ideas, to encourage more open communication between employees and management
- ▶ **Sponsoring employee discussions** of issues concerning diversity & inclusion
- ▶ **Recognizing significant dates/months** to educate and celebrate our teammates and our various communities

## 03 BUILDING THE CULTURE

Day to day, other activities we engage in to ensure a positive, inclusive work force where unique characteristics, skills, and experiences are respected, valued, and celebrated:

- ▶ **Core Value Champion**
- ▶ **Monthly and Annual Events to Foster Community**
- ▶ **Employee Led Activity Groups**
- ▶ **Giving Back and Volunteering in our Local Communities**

The D&I Committee meets once a month to brainstorm, discuss, and adopt tactics to cultivate a culture where everyone feels welcome and included. If you would like to participate, please contact Lindsey Gillis at [lgillis@newenergyequity.com](mailto:lgillis@newenergyequity.com) to learn more or to join the D&I Committee.

## EMPLOYEE ADVOCATE

New Energy's Employee Advocate role is a peer resource that any employee can take advantage of when faced with a difficult or challenging issue in the workplace. Employees are encouraged to express thoughts and concerns to the management team or Human Resources, however, we recognize that in some circumstances, doing so may feel difficult or in conflict.



The Employee Advocate mediates between employees and management on potentially sensitive issues arising from time to time in the workplace. Our current Employee Advocate is Keri Fisher, who also serves as New Energy's Director of Marketing. This role is an evolving one, and we invite feedback as to how it is structured and whether it is accomplishing the goals that we have set for it.



## CONFIDENTIALITY

To allow employees to feel safe when talking with the Employee Advocate, confidentiality will be assumed by the Advocate unless it is specifically waived by you, the Employee Advocate determines that the employee or any other person is in danger of being harmed, or if a law looks to have been broken (and the victim is other than the employee who is engaging the Employee Advocate). The Employee Advocate is also authorized to speak with you about matters that you do not necessarily want to have shared with your manager, or with others on the Management Team. There are no limits and no judgement.

## EXAMPLES OF WHEN TO ENGAGE THE EMPLOYEE ADVOCATE:

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**To discuss a difficult or challenging issue in the workplace, such as:**

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- 01. A personal conflict with a colleague
  - 02. An overheard statement that makes you feel uncomfortable
  - 03. A more general problem that you perceive in how we work with one another
  - 04. A violation of company policy or normal standards of professional behavior
- 

**To ask a question discreetly rather than publicly**

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**To share an idea for a new policy or initiative that you would prefer to suggest confidentially**

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## HOW EMPLOYEE ADVOCATE CONVERSATIONS WORK

The process followed by the Employee Advocate will begin informally and become more formal as you and she identify actions that may need to be taken to address any matter that you have raised for discussion. A simple idea sharing conversation that is not centered on an acute issue may need no more than following up again in a month or two. A policy idea or workplace suggestion would warrant more follow up with an action plan and an implementation and communication strategy. Anything implicating safety or legal requirements will be more formal. The more open that you are to letting the Employee Advocate share your ideas and concerns, the better we will all be able to address them, but control over that will remain with the employee as much as possible.

## GOAL OF THE EMPLOYEE ADVOCATE RESOURCE

**The Employee Advocate role is meant to make communication easier rather than harder.**

We believe that more communication is always better than less, and that we will never reach our full potential, whether individually, as a team or as a business, until each of us feels fully heard and fully valued.

We hope that through this role, there will be more conversations generally about who we are as people and as a company and how we think we are doing in living the values we promote. Our sincerest hope is that this role can identify concerns before they ripen into problems.

**Our colleagues are of utmost concern to us and to the Company and we are committed to doing what we can to create an atmosphere of excellence, support, and mutual success.**

# Groups & Clubs

## **THOUGHT LEADERSHIP GROUP**

The Thought Leadership Group brainstorms and creates content for our social media and blog posts, discussing everything from policy changes to emerging engineering innovations. To join, contact Bridget Plunkett ([bplunkett@newenergyequity.com](mailto:bplunkett@newenergyequity.com))

## **BOOK CLUB**

Each quarter, the Book Club selects, reads, and meets to discuss their thoughts about a particular book. To join, contact John Langhus ([jlanguhus@newenergyequity.com](mailto:jlanguhus@newenergyequity.com))



## **DIVERSITY & INCLUSION COMMITTEE**

The D&I Committee meets to discuss ideas and issues, and plan initiatives to foster our workplace culture, helping us grow both as people and as a company. To join, contact Lindsey Gillis ([lgillis@newenergyequity.com](mailto:lgillis@newenergyequity.com))

## **SOLAR STRIDERS**

The Solar Striders run together once a week and participate in races (optional) throughout the year. Everyone is welcome to participate! To join, contact Kevin Corcoran ([kcorcoran@newenergyequity.com](mailto:kcorcoran@newenergyequity.com)).



Interested in starting a club? Determine the name, purpose, benefit, and meeting cadence of the group. Email those details to HR and your manager for approval. Once approved, share with Marketing to announce to the company!



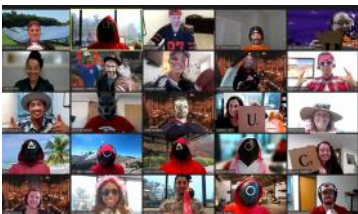
# Events



**HOLIDAY PARTY** — We celebrate the end of each year together, with those whose support make all our success possible.



**FAMILY FEST** — Our annual summer celebration with all New Energy and ESS employees and their families.



**OTHER EVENTS** — Hybrid/Virtual Events, Team Retreats, Annual Blue Angels Viewing Party, Ian Palmer Memorial Bike Ride, Halloween Costume Contest, In-office Game Tournaments, Local Charity Volunteering

————— Our Culture

# Syllabus

Teams  
Resources  
Employee Benefits

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# Teams

## TEAM 1

### Engineering

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Skilled in design, solar production modeling, project site designs (CAD), and interconnect design and ensures all technical aspects of its solar projects are executed to best-practice standards.

## TEAM 4

### Legal/Policy

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Responsible for advising our teams on our legal responsibilities to the Company, to our teammates, and to our partners. Negotiate all company contracts with third parties and follow policy developments in all of markets. They are always available to answer any question or discuss any challenge.

## TEAM 2

### Operations

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Facilitates project operations including due diligence, planning and project implementation, and bridges the expectations of customers with the expectations of project investors. Also includes Human Resources.

## TEAM 5

### Finance & Accounting

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Manages the funding of our business and its accounting, including our banking relationships, corporate and project finance activities, cash management, treasury, and financial reporting of New Energy and its subsidiaries.

## TEAM 3

### Business Development

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Responsible for overall strategic growth initiatives and for cultivating excellent relationships with both new and existing clients and partners.

## TEAM 6

### Marketing

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Promotes New Energy Equity and ensures strong brand awareness both internally and externally. Produces all promotional materials, directly supports the business development team, and manages New Energy's marketing media such as social media, email campaigns, website, events, and public relations.



**TEAM 7****Project Acquisitions**

Responsible for acquiring and closing distributed generation solar projects from our partners, conducting thorough due diligence, evaluating project viability, and organizing the deal teams to successfully close projects on schedule.



Founded in 2014 as a wholly-owned subsidiary of New Energy Equity to provide Operations and Maintenance (O&M) and Asset Management services to in-house developed solar projects, ESS is now one of the premier renewable energy service teams in the nation. As of January 2021, ESS operates as an independent entity but is a closely related affiliate of New Energy Equity.

# Resources

Whether you are new to the solar industry or simply new to our company, here's a curated list of some of the best resources to help you get up to speed.

## COMPANY MEDIA



### COMPANY WEBSITE

<https://www.newenergyequity.com/>



### LINKEDIN

**@NewEnergyEquity**

<https://www.linkedin.com/company/new-energy-equity/>



### TWITTER

**@NewEnergyEquity**

<https://twitter.com/NewEnergyEquity>

## NEW ENERGY EQUITY UNIVERSITY

Located in the Standard Operating Procedures Folder in the Common Drive

## INDUSTRY ORGANIZATIONS

SEIA

SEI

Clean Energy

Business Association

MDVSEIA

MNSEIA

NYSEIA

ILSEIA

## ONLINE PUBLICATIONS

Solar Power World

PV Magazine

U.S. Energy News

### Solar Definitions

<https://www.newenergyequity.com/why-solar/solar-definitions/>

# Employee Benefits

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## Health/Dental/Vision insurance

New Energy pays for 80% of the premium up to family coverage.

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## 401(K) & Employer Contribution

Employer Contribution of 3% of gross salary (regardless of employee contribution)

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## Life Insurance and AD&D

New Energy pays 100% of cost

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## Family & Medical Leave Act

Up to 12 weeks of unpaid, job-protected leave for certain family & medical reasons

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## Medical and Dependent Care Flexible Spending Account

Pre-tax benefit accounts to take care of yourself and your family

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## Professional Development

Dedicated time, resources, & accountability to help you grow

---

## Tuition Reimbursement

\$10,000 annually for approved programs

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## Employee Led Activity Groups

Teaming up to harness collective brain power or enjoy shared interests

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## Monthly Company Social Events

Monthly company updates and planned fun activities both in-person and virtually

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## Community Volunteer Events

Supporting local charities, with your department or the whole company

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## Paid Time Off (PTO)

Starting at 17 Days and 8 Paid Holidays

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## Family Day (PTO)

Bonus PTO Day each year to spend time with your family

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## Volunteer Day (PTO)

Bonus PTO Day each year to volunteer your time with a local organization committed to improving the environment

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## In-Office Contests & Games

Shuffleboard, mini-golf, and “Pickle Pickle”

---

## Business Casual Work Environment

Jeans friendly, stocked snacks, and a rotating tap!

