Purpose

The objective of Dominion Energy’s Military Program is to strengthen our network within the communities we serve and support military servicemen and women while developing our talent pipeline.

The program’s key focus areas include recruiting and hiring top military talent; transition services and resources; training and resources for employees and leaders; community involvement and giving; and federal services.

To learn more about how Dominion Energy serves our military and veterans and to download an electronic version of this report, please visit DominionEnergy.com/Military.
Message from the Chairman

For more than 100 years, Dominion Energy has safely provided electric power and natural gas to millions of families and businesses while also giving back to the communities it serves. Our long-term success has been guided by our employees’ longstanding commitment to a core set of values—which are safety, ethics, excellence and One Dominion Energy, our term for teamwork.

Although these core values define Dominion Energy, they are not unique to us. Indeed, the United States Armed Forces are similarly values-driven. Soldiers, sailors, airmen and Marines are also diligent, dedicated, risk-averse, safety-conscious, civic-minded individuals working together to accomplish the mission at hand—a culture not unlike ours here at Dominion Energy, with a critical mission for our nation’s well-being: keeping the lights on and the gas flowing.

Dominion Energy has made it a priority to recruit and retain military veterans. From a corporate perspective, finding these types of workers—through our apprenticeship and Troops to Energy Jobs programs, to name a few—makes Dominion Energy a better company. In fact, over the past five years, one in every five of our new hires has volunteered or been commissioned in a service branch.

From an ethical standpoint, serving those who sacrificed so much to serve us is the right thing to do. We give back in several ways—from our philanthropic investment in nonprofit organizations aimed at helping veterans and our hiring and retention programs, to our mentoring employee resource group and the benefits our employees activated by the National Guard or Reserve and their families left behind receive.

These efforts have earned our company an outstanding reputation for service to veterans and recognition from the U.S. Department of Defense—the Secretary of Defense Employer Support Freedom Award—and multiple military publications, among others.

Dominion Energy is proud of all that it has done through the years for our military service members, veterans and their families. To date, our accomplishments have been among the best in the private sector. However, at Dominion Energy, we always strive to do better. Our company will continue working to improve and grow our military programs and continually demonstrate this commitment in our workplace and in our communities.

Sincerely,

Thomas F. Farrell, II
Chairman, President and Chief Executive Officer
Dominion Energy, Inc.
Background and History

Dear Editor:

I received the July edition of The Vepcovian and I want to thank you for sending me this book. I enjoy reading about what my friends are doing back on my old job and wish I could be back there with them. But, as you all know, this is a job that just has to be done. …

Edward L. Gibbs, a Richmond transportation employee with the U.S. Army’s 100th Battalion, wrote this letter in 1943. But it just as easily could have come from a serviceman from World War I or a current military conflict or campaign. That’s because Dominion Energy employees have a reputation for jumping in to serve their country—and being served, in return, by their fellow employees back home. It’s one of the best examples of how the One Dominion Energy spirit has prevailed throughout the company’s history.

In World War I, employees rallied by sending soldiers care packages and letters, women stepped in to fill vacancies as trolley car operators, and the board of directors authorized supplementing government pay for soldiers to full former compensation.

World War II efforts were more formal, with the company enhancing support of the war effort by promoting victory gardens, rationing, and underwriting services such as the VEPCO Canteen Corps, which provided meals to troop trains traveling through Richmond. “So far as I have been able to learn the Virginia Electric and Power Company is the only organization in the city which has its own corps,” said Captain Nora Blake in a 1945 Vepcovian article. “We work at Broad Street every second and fourth Friday nights and will continue to do so until the last troop train rolls by.”

In 1946, the U.S. Navy commended the company and its employees “for meritorious service and outstanding performance rendered beyond normal responsibility during World War II.”

In 1991 and 2008, the Virginia Committee for Employee Support of the Guard and Reserve awarded the Seven Seals Award to the company for its efforts during the Persian Gulf War (Operation Desert Storm) and for Operation Iraqi Freedom, respectively. This is the highest award given to publicly recognize American employers providing outstanding patriotic support and cooperation to employees and families of those called to serve.

Also in 2008, the company was awarded the Secretary of Defense Employer Support Freedom Award, given to 15 employers nationwide.

In 2011, Thomas F. Farrell, II, chairman, president and CEO, announced the launch of the Troops to Energy Jobs program in partnership with the Center for Energy Workforce Development and five other utility companies from across the country. Troops to Energy Jobs, designed to help veterans make a successful transition to a rewarding career in the energy industry, was launched nationally in 2013 for all energy and utility companies.

Today, Dominion Energy continues to focus on employees called to active duty and their families; actively recruit veterans and offer transition assistance to help veterans transition out of military service and back into the workforce; and give back to and support the service members and veterans in the communities we serve. For these ongoing efforts, the company has continued to earn recognition and awards at the state and federal levels.

In September 2008, CEO Tom Farrell (center) accepted the Secretary of Defense Employer Support Freedom Award, the highest recognition given to employers for their support of employees who serve in the National Guard and Reserve.
Military Program Strategy

As part of Dominion Energy’s commitment to growing and improving our military programs, a formal strategy has been implemented. The key components include: Sourcing and Recruiting, Military Transition and Educational Pathway programs, Military Branding and Communications, and Resources and Training for Dominion Energy leaders and employees.

Key stakeholders include:
- business unit leadership;
- Human Resources and Staffing;
- Corporate and HR Communications;
- Community and Government Affairs;
- Advertising and Public Relations; and
- Dominion Energy Veterans Resource Group (employee resource group).

Transition Offices
- Veteran Reps
- Guard & Reserves
- Student Veterans

Energy Educational Pathways
- Skills Transition Programs
- Credit for Prior Military Service

Sourcing & Recruiting
- Transition & Pipeline Programs

Education & Training
- Veterans Onboarding
- Hiring Best Practices
- Retention Best Practices

Military Branding
- Media Campaigns
  - Social Media
  - Internet
  - Digital Platforms/Print Materials

How to Accomplish

- Relationship Management
- Advertising & Marketing
- Recruiting Events
- Best Practice Training
- Employee Resources & Referrals
- Transition Program Development
- Sponsored Events
- Workforce Planning
- Research
- Metrics

More than 100 veterans hired per year since 2012

More than 1,600 veterans employed—or 11% of the employee population
Veteran Hiring

Business Case

Utilities and other energy companies have always been great military recruiters; many are perennials on the country’s lists of the top military-friendly employers. Why do they focus on hiring veterans? Not only does the industry want to support the nation’s veterans, but these servicemen and women fill a real business need for our companies. The following highlights the compelling reasons energy companies like to hire veterans:

It’s a Smart Decision

Energy companies are looking for better qualified and more diverse applicants. A strong applicant pool not only helps reduce the time necessary to recruit and hire employees, but also the time to train them. The return on investment is proven again and again through the efforts of energy companies. The training that veterans receive and the expertise they develop while in the military can be directly correlated to the skills required for technicians, engineers, and support positions in energy companies. And, it’s not just technical skills; veterans also bring with them leadership, teamwork, and the ability to learn.

It’s About Pride

Energy employees take great pride in their companies, in their communities, and in the customers they serve. They want the next generation of workers to help carry on that tradition. The brave men and women of the U.S. military spend years crafting special skills and developing traits that prepare them for the challenging assignments they will be given throughout their enlistment. They receive orders for tours of duty and venture without hesitation into places steeped in peril and instability—often leaving behind the comfort and support of their homes and families for months on end.

Because of their consistently courageous responses to unimaginable challenges, America’s servicemen and women are heralded as heroes. Energy companies believe that our nation’s veterans’ proven commitment to pride, duty, honor, and discipline adds significant value to their companies’ overall success.

It’s About Security

Affordable, reliable energy is crucial to the American economy. As the country’s demand for energy continues to increase, a strong workforce is critical to meeting future energy needs and supporting economic growth. Having a highly skilled workforce ready to take the place of retiring employees is key to maintaining reliability and customer service, and to protecting our assets. The opportunity to employ our nation’s heroes is a win-win proposition benefitting America’s servicemen and women, the utility industry as a whole, and everyone who depends on us for the continued delivery of clean, safe, reliable, and affordable power.

It’s About Opportunity

As current employees retire, the energy industry has an incredible opportunity to build a new workforce—one that includes individuals who otherwise might not have had a chance to enter these high-quality careers. Training a new generation of energy workers is critical to the future of the industry, and careers in the energy field can help many individuals entering the workforce build the American dream. A skilled, available workforce is essential for the new construction and environmental compliance projects the industry must undertake. And, as the industry uses emerging energy technologies, it is committed to helping workers learn new skills and advance in their careers. Workforce development is a critical factor in all efforts to modernize our nation’s energy systems.

1 in 5 new hires at Dominion Energy is a veteran

Gloria B.—U.S. Air Force
There is no better way to honor our nation’s returning veterans than to provide them with the training and support they need to transition successfully to civilian life. To help create those pathways to success for our veterans that lead to a rewarding energy sector career and meet the needs of the industry, the Edison Electric Institute and the Center for Energy Workforce Development, which represents the nation’s electric and gas industries, embarked on a new initiative called Troops to Energy Jobs.

In March 2011, Tom Farrell, then chairman of Edison Electric Institute’s executive board, formally launched and announced the Troops to Energy Jobs pilot program, spearheaded by Dominion Energy. Five other utility companies—American Electric Power, Arizona Public Service, National Grid, Pacific Gas and Electric, and Southern Company—joined Dominion Energy in partnering with the Center for Energy Workforce Development to pilot the initiative, providing resources and sharing their own military recruiting practices and policies over an 18-month period. The goal of the pilot was to develop and refine a national model for quickly and effectively connecting the stream of qualified veterans to job openings in the energy sector.

To develop the national model, each of the six pilot companies, with support from the Center for Energy Workforce Development, created partnerships, policies, procedures, and infrastructure to create and build more military-friendly environments that would meet their current energy workforce needs. During the pilot, the companies became part of a peer-learning community that allowed for an exchange of ideas, challenges, solutions, and promising practices that collectively would contribute to building the capacity of the utility sector.

While the pilot companies were implementing the Troops to Energy Jobs Initiative, the Center for Energy Workforce Development was building national strategic partnerships with organizations such as the U.S. Department of Defense and Veterans Affairs, creating resources and tools to support the initiative’s implementation for the pilot companies and documenting lessons learned to solidify the national model. The result of these efforts is a National Template, which will assist energy companies in assessing their current efforts and developing a comprehensive initiative for military outreach, education, recruiting, and retention. The National Template also closely aligns with the Troops to Energy Jobs initiative website, which provides the roadmap and tools for veterans to transition to a rewarding energy job.

The Troops to Energy Jobs initiative and National Template were launched nationally in 2013. There are now more than 50 Troops to Energy Jobs companies nationwide.

For more information on the Troops to Energy Jobs initiative, visit troopstoenergyjobs.com. There, you can find details on the five job classifications likely to have the most openings, plus a database of in-demand military occupational specialties.

Jerry Mills (left) and Matt Kellam (right) at the Marine Corps Base Quantico career fair in Quantico, Va. on September 8, 2017.
Internships for Student Veterans

Dominion Energy has a best-in-class internship program employing more than 200 college interns and co-ops each year. Our internship program engages students for paid work sessions involving projects closely related to the student’s area of study.

As an award-winning military employer, Dominion Energy recognizes and honors active and retired military personnel and veterans. We know student veterans have worked hard to gain special knowledge and skills. We also know that a leap from a military career to a civilian job can be an adjustment.

Student Veteran Service Award
In 2015, Dominion Energy began offering the Student Veteran Service Award, a $5,000 scholarship, to the company’s summer interns and co-op students who are active in the military or who have honorably separated or retired from the military. The award recognizes both their military service and their contributions to Dominion Energy as a student employee and assists them in achieving their fullest potential.

Dominion Energy’s student veterans are also eligible for the company’s military leave policies while employed as an intern or co-op.

Fellowship Program at Virginia Tech
In 2016, Dominion Energy and Virginia Tech announced the establishment of the Dominion Energy Fellowship Program in Energy Leadership.

The fellowship will provide $500,000 to be paid over a four-year period to support students earning their master of science degree within the College of Engineering at Virginia Tech. Recipients of the fellowship awards will be chosen on the recommendation of the appropriate scholarship committee of the College of Engineering. Recipients must be graduate students within the College of Engineering who are pursuing studies in fields related to the energy industry. Preference will be given to candidates who are veterans, active-duty military personnel, or Virginia Tech Corps of Cadets members or alumni.

Fellowship recipients will participate in student-centered activities and work across disciplines to explore advances in the following areas:
- clean energy technology, with specific focus on natural gas optimization, liquefaction and distribution;
- wind energy development focusing on its variability and environmental consequences;
- solar energy;
- sustainable nuclear power generation, stressing safety, environmental stewardship and alternative applications;
- smart-grid technology, including grid integration of renewables; and
- domestic energy security and emergency response.

Scholarship at VMI
In 2016, Dominion Energy and the Virginia Military Institute announced establishment of the Dominion Energy Citizen-Soldier Scholarship at the school.

The award will provide a full four-year scholarship covering tuition and fees to a Virginia resident who has received and accepted an appointment to VMI. The first recipient is a student with the Class of 2020, and the second recipient is with the Class of 2021.

To be eligible for the scholarship, an applicant must be a resident of Virginia majoring in biology, chemistry, civil engineering, computer and information sciences, electrical and computer engineering, or mechanical engineering. Finalists are invited to VMI to interview with the scholarship selection committee.

“Dominion Energy is proud to enter into this partnership with Virginia Military Institute,” said Tom Farrell. “The institute remains true to its mission of providing well-educated, selfless, and purposeful citizen-soldiers who will be leaders in their chosen careers and continue to contribute so much to Virginia. This scholarship supports VMI and Dominion Energy’s shared goal of preparing skilled scientists and engineers with the leadership qualities our nation needs to maintain its technological and economic edge.”
Benefits

Dominion Energy has benefits and policies in place to support our veteran employees and those who are active in the Guard or Reserves, their Dominion Energy leaders and their families.

These benefits and resources include, but are not limited to, the following:

- career and professional development;
- G.I. Bill education benefits for veteran employees participating in Dominion Energy’s approved on-the-job training and apprenticeship;
- scholarships for student veterans;
- employee assistance program and work life services;
- extensive military leave policy that includes:
  - 100 percent salary differential paid for up to five years for deployed military employees;
  - benefits extended for up to five years to cover deployed military employees and their dependents;
  - three weeks paid time-off for Guard and Reserve duty on top of vacation and sick leave;
- ESGR (Employer Support of the Guard and Reserve) and USERRA (Uniformed Services Employment and Reemployment Rights Act) resources and best practices for leaders; and
- resettlement periods and benefits following extended periods of leave.

- access to free, expert, and confidential guidance on and resources for the following:
  - workplace accommodations for employees with disabilities;
  - Post Traumatic Stress Disorder and Traumatic Brain Injuries;
  - consultation in a variety of areas, including medical and non-medical, peer support from retirees and other veterans; and
  - caregiving and leading research challenges facing today’s military families.

Corporate Philanthropy and Volunteerism

Dominion Energy cares about the communities that we serve. We invest in our communities through programs, volunteer activities and charitable giving. The Dominion Energy Charitable Foundation is our philanthropic arm dedicated to improving the physical, social and economic well-being of the communities served by Dominion Energy companies.

Dominion Energy Charitable Foundation

Dominion Energy and the Dominion Energy Charitable Foundation annually award approximately $20 million to causes that protect the environment, promote education, and help meet basic human needs. Dominion Energy volunteers, members of the Dominion Energy Veterans Resource Group, and the foundation give their time and provide grants that benefit our country’s military veterans, their families, and the service organizations established to support them.

In 2017, the Dominion Energy Charitable Foundation awarded 11 grants of $50,000 each to nonprofit organizations providing essential support services to active duty, veterans and military families in seven states served by the company. The selected programs offer a variety of community-based services—from specialized workforce and financial training, to adaptive sports, family retreats, housing and transportation. The recipients are the following:

- College of William and Mary, Marshall-Wythe School of Law, Williamsburg, Va., for assistance to veterans needing legal advice and counseling to access U.S. Department of Defense benefits;
- Cuyahoga Community College Foundation, Cleveland, Ohio, for its military community outreach series, including job fairs and workshops on accessing benefits;
- Easterseals Capital Region and Eastern Connecticut, Inc., Windsor, Conn., for financial management training and its emergency financial safety net for veterans and their families;
- Liberation Veteran Services, Richmond, Va., for support of chronically homeless veterans, including housing, financial training and workforce readiness;
- LZ-Grace Warrior Retreat Foundation, Virginia Beach, Va., for an accessible fitness trail and retreat space for special operations forces;
• National Ability Center, Park City, Utah, for adaptive sports and recreational programs for transitioning service members and their families;
• Operation Renewed Hope Foundation, Alexandria, Va., for safe and affordable housing for veterans and families facing homelessness;
• Operation Welcome Home, Inc., Morgantown, W.Va., for its year-long series of training programs and job fairs;
• Tech for Troops Project, Richmond, Va., for statewide computer training workshops for military personnel transitioning from active duty;
• United Service Organizations, West Columbia, S.C., for holiday activities at Fort Jackson and pre-deployment family lunches; and
• The Utica Center for Development, Inc., Utica, N.Y., for food pantry and transportation for veterans.

Volunteerism
Employees and retirees volunteered close to 125,000 hours of their time in 2017. The company supported activities that increase the quality of life for every community member. Volunteers spend their time encouraging educational excellence, helping with workforce development initiatives, preparing and delivering meals to homebound neighbors, transitioning people from homelessness, helping protect the environment, and revitalizing their communities.

Dominion Energy is most proud of our volunteerism in support of veterans and their families. Through a variety of initiatives, the company helped by mentoring veterans on their journey to employment, installing access ramps for veterans that are mobility challenged, weatherizing homes of veterans in need to increase the energy efficiency and comfort of their home while lowering their energy bills, boating, fishing and horseback riding with wounded warriors, as well as placing wreaths at the tombs of fallen soldiers through Wreaths Across America.

Dominion Energy is the title sponsor of the Dominion Energy Charity Classic, the first in a series of three PGA TOUR Champions playoff tournaments to determine the annual Charles Schwab Cup Champion. Played at The Country Club of Virginia in Richmond, Va., net proceeds from the golf tournament benefit veterans organizations. Over the past two years, the Dominion Energy Charity Classic has distributed more than $600,000 to charities associated with the tournament. It also has twice been voted as the Champions players’ favorite tournament of all events on the PGA Champions tour.

The Dominion Energy Charity Classic not only supports veterans financially, but also ensures that military service members are recognized and appreciated. The tournament offers free admission to all active duty, reserve, military retirees, and their dependents, as well as access to a military hospitality tent with complimentary food and beverage.

For more information about the Dominion Energy Charity Classic, visit deccgolf.com.

Professional golfer, Doug Garwood, makes a putt on the 16th green in front of the three-story Tuckahoe Club hospitality suite on Friday, October 20, 2017.

“At Dominion Energy, we believe in serving those who have served the United States of America. And this tournament is one way we can give back,” said Thomas F. Farrell, II, chairman, president and chief executive officer, Dominion Energy, Inc.
Advertising

Dominion Energy’s Corporate Affairs department manages the creation, production and placement of print, TV, radio and Internet advertising about Dominion Energy and its business to targeted audiences on a local, regional and national level.

This group conducts public opinion polling and provides analysis of research data for Dominion Energy and individual business units. It also has an in-house design team that assists with graphics needs on company projects, supports branding efforts, and manages the use of the company logo. In doing so, Corporate Affairs supports company strategies, helps strengthen customer recognition and loyalty, and enhances Dominion Energy’s reputation through integrated brand communications.

Dominion Energy’s commitment to supporting active-duty military, veterans and their families in our communities is one of the most favorable things we do, according to public opinion and research data. Therefore, the company has launched several advertising and other campaigns to help promote and create awareness about our commitment to serving our military and veteran communities.

While he was on the front lines we had his back.
Why did you join the military?
My father was a firefighter and my mother was a stay-at-home mom. I always knew I wanted to go to college, but it was financially out of reach for me. I was able to earn an engineering degree while serving my country. A win-win.

What did you do in the Marine Corps?
I was a nerd with a gun. I was a tactical network specialist deployed to Iraq and Kuwait. I set up computer and communications networks, sometimes in war zones.

What do you currently do at Dominion Energy?
After Questar merged with Dominion, I continued working in the engineering systems group. We build hydraulic system models that we use to predict pressures and flows anywhere in our service area for our natural gas pipelines. I’m currently a lead engineer and have more than 30 people reporting to me.

How did your military experience prepare you for a job at Dominion Energy?
Organization and discipline. Being organized and disciplined allows you to manage a workday where you can accomplish everything you set out to do.

Why should a veteran consider working at Dominion Energy?
When you work at a place like Dominion Energy, it’s very mission-focused, a lot like the military. So, it’s a place where a vet will feel challenged, where we can put our skills and military mindset to work, and where we feel valued.

How fast could you run a mile in combat boots?
With my backpack, probably seven minutes. One of my sergeants, when I was a corporal, described me as being a diesel machine because I just don’t stop.

1 IN 5 NEW HIRES AT DOMINION ENERGY IS A U.S. VETERAN
GLORIA BULL SAW PLENTY OF SUNSHINE WHILE SERVING IN SAUDI ARABIA. NOW SHE HELPS HARNESS THE SUN BY WORKING WITH RENEWABLE ENERGY.

What is your military experience?
I was in the Air Force ROTC in college. I joined the Air Force Reserves to determine if military life was truly for me. While in the reserves, I was deployed to Saudi Arabia during Desert Storm and actually had to miss my graduation.

What did you get your degree in?
Electrical engineering. In college, I wanted to fly fighter jets, and I got the opportunity to fly in one. A few inverted loops, and I quickly realized I need to stay on the ground.

What did you do in the Air Force?
I was in air transportation. I coordinated the movement of people, planes and equipment, and I made sure the right assets and personnel were where they needed to be when they needed to be there. It’s a fancy way of saying I did logistics.

What do you do at Dominion?
I’m an engineer by training, but work as a renewable energy asset project manager. I manage solar sites in South Carolina, Connecticut, Indiana, Georgia and Tennessee. I’m responsible for the safe operation and management of my solar sites.

Why should a veteran consider a career at Dominion Energy?
Dominion Energy is very supportive of veterans, from holding their jobs to making up for any income or benefits they may lose while being deployed. And for new hires, Dominion Energy has a tremendous onboarding process, helping veterans transition from military life to corporate America.

I heard you use goats to keep the grass trimmed at the solar farms.
Actually, goats would probably chew on the wiring and cause damage. Yeah, so we probably don’t want to use goats, but we have considered sheep.

1 IN 5 NEW HIRES AT DOMINION ENERGY IS A U.S. VETERAN
Dominion Energy believes a diverse workforce is essential to fulfill our core values of Safety, Ethics, Excellence and One Dominion Energy. We follow the guiding principles of respect, fairness and consistency to ensure our work environment is one in which every team member is valued so that our corporate culture attracts, develops and retains the best and brightest employees.

Dominion Energy supports the Employee Resource Group (ERG) program because it aligns with the company’s diversity strategy and company goals and objectives. Dominion Energy’s ERGs are open to all employees, enabling those with shared interests to work together to create a sense of community. The groups also offer increased opportunities for networking, professional development, education, and idea exchange on common issues of interest. ERGs improve employee engagement, which leads to retention; increase awareness of barriers to creating a diverse and inclusive workplace; and provide assistance with community outreach and recruitment.

The Dominion Energy Veterans Resource Group is the company’s veterans ERG. The purpose of the group is to build on the company’s efforts to attract and develop those who have served in the armed forces and provide support to the military, veterans, and their families in our communities.

The Veterans Resource Group has three strategic focus areas:

**Business:** Supporting the company’s efforts for attracting, recruiting and integrating veterans.

**Employee:** Engaging, developing and retaining veteran employees.

**Community:** Engaging in activities that support established veteran organizations in the community.
EnergyShare is Dominion Energy’s energy assistance program of last resort for anyone who faces financial hardships from unemployment or family crisis. For qualified customers, the program includes bill pay assistance and free weatherization and energy-saving upgrades. The program helps strengthen the communities we serve and helps residents reduce energy costs, making lasting changes. Since 2015, EnergyShare has spent more than $13 million to assist customers in need.

**Dominion Energy Virginia**
Energy assistance program that includes bill payment assistance, weatherization services, and educational outreach. The program was expanded in both funding and resources, broadening participation to individuals with disabilities and military veterans facing financial challenges.

**Dominion Energy North Carolina**
Heating assistance program within Dominion Energy’s service territory that applies to any heat source — oil, gas, kerosene, wood and electricity.

**Dominion Energy Ohio**
Heating assistance program that helps customers pay Dominion Energy gas bills.

Program enhancements include:

- committing to invest $57 million through 2019;
- linking Energy Assistance bill payment with weatherization services, education and outreach;
- enabling any military veteran facing financial hardship or crisis to apply for EnergyShare bill payment assistance;
- including separate funds set aside for military veterans with specific financial challenges;
- funding 1,000 $500 pledges to military veterans transitioning from homelessness to permanent housing each year through 2019;
- administering assistance to military veterans in conjunction with the Department of Veterans Services (DVS);
- increasing Energy Assistance Outreach program, staff, and military and veteran community event participation; and
- increasing customer and community stakeholder education about efficient energy usage.

“As we’re putting veterans into housing, having Dominion Energy help with utility assistance is an immense resource. It helps the veteran not have to worry about keeping the lights on,” said Matt Leslie, director of Housing Development for the Virginia Department for Veterans Services.

Since EnergyShare’s expansion on September 1, 2015:

- **2,300** veterans have received bill assistance.
- **20,850** single- and multi-family homes have been made more energy efficient, and Dominion Energy representatives and volunteers have participated in **737** outreach events reaching more than **361,000** customers.

All numbers as of December 2017.
Supplier Diversity

At Dominion Energy, we are committed to doing business with women-owned, minority-owned, service-disabled veteran-owned, veteran-owned, small disadvantaged, and HUBzone businesses in the communities where we provide service.

It’s Just Good Business

- We expand our qualified supplier base, which leads to competitive pricing, improved supplier performance, and innovation.

It’s the Right Thing To Do

- Investing in our diverse and local businesses supports continued and sustainable economic growth in the communities where we provide service.
- Engaging with diverse businesses reinforces our commitment to diversity with our shareholders, customers, partners, and employees.

In an environment where quality, integrity, and commitment are valued so highly, it should be no wonder that Dominion Energy calls upon veterans for some of our most important products and services. Since 2013, we have spent more than $296 million with veteran-owned businesses, and we’re not done. Each year, we strive to aggressively expand our supplier diversity program, and we are committed to increasing our engagement opportunities with veteran-owned businesses.

Veteran-Owned Business

A veteran-owned business is defined as a business that is owned, managed and controlled 51 percent or more by one or more veterans.

Service-Disabled Veteran-Owned Business

A service-disabled veteran-owned business is defined as a business that is owned, managed and controlled 51 percent or more by one or more individuals with a service-connected disability.

The Dominion Energy Supplier Diversity team stands ready to meet new diverse suppliers, engaging suppliers at over 30 events per year.
Federal Energy Solutions

Dominion Energy’s Federal Energy Solutions group is making the U.S. Department of Defense more energy resilient every day. We have privatized nine military installations and deliver mission-critical service to the Pentagon, CIA headquarters, and other key federal sites.

The Mission
The U.S. Department of Energy’s Federal Energy Management Program works with key utilities and individuals to bring about energy change by enlisting expertise from all levels of project and policy implementation. This enables federal agencies to meet energy-related goals and provides energy leadership to the country. Dominion Energy is a key partner in this effort, and has been authorized to offer its Utility Energy Service Contracts program to help federal customers meet the new federal mandates for energy conservation measures on time and on budget—getting the most out of appropriated and financed dollars.

How It Works
Under its Utility Energy Service Contracts program, Dominion Energy serves as a partner to help develop and execute plans to meet federal requirements and mandates. The program, which is tailored to meet the goals of each customer, provides an initial comprehensive facility evaluation, identifies potential savings, and offers a streamlined approach for federal agencies to contract for a broad spectrum of energy-management services. Year-over-year cost savings pay for the installation of the upgrades infrastructure and new energy efficient service improvements.

Federal and Department of Defense entities are encouraged to contract with utilities to meet energy efficiency goals under Executive Order 13693. Utility Energy Service Contracts create many potential benefits for federal and Department of Defense agencies, including:

- working with a trusted energy partner;
- meeting energy and greenhouse gas mandates;
- improving water efficiency;
- reducing energy infrastructure costs;
- obtaining low-cost financing;
- offering energy and utility flexibility;
- being fuel neutral; and
- establishing long-term contracts.

Unique Partnerships with Real-World Results
- completed more than $375 million in projects for expansions, reliability, and energy resiliency;
- reduced outages by 80 percent;
- completed successful, on-time transitions;
- received Award for Excellence at Fort Belvoir and Joint Base Myer-Henderson Hall;
- received “Heroes of the Hurricane Award” for post-Isabel restoration at Fort Eustis;
- recognized by the U.S. Army Corps of Engineers for outstanding performance;
- received Edison Electric Institute’s 2012 Emergency Recovery award and Emergency Assistance award; and
- received Exceptional Government Contractor Performance Assessment Reports rating on privatization contracts at Fort Belvoir and Fort Myer/McNair.

Energy Conservation
Typical energy conservation measures include the following:

- microgrids;
- conservation voltage reduction;
- peak-shaving generators;
- advanced metering systems;
- renewable solutions;
- retro/re-commissioning;
- energy management control systems;
- mechanical retrofits;
- combined heat and power; and
- lighting and lighting controls.

We support energy security, energy resiliency, energy assurance, and energy sustainability.
Partners in Resiliency

Dominion Energy is helping the U.S. Department of Defense achieve energy resiliency through our Base of Tomorrow® concept, which reduces vulnerabilities by integrating and optimizing the way energy is generated, delivered, and managed.

Partners in Progress

Dominion Energy offers unrivaled experience in improving energy resiliency at military facilities. Since 2004, we have privatized electrical service at nine military installations in Virginia, Texas and Washington, D.C. and at Arlington National Cemetery, resulting in dramatic increases in reliability and performance.

**Fort Belvoir**
- Reduced outages by 80 percent while supporting $132 million in post-Base Realignment and Closure construction
- Installed or replaced more than 1,100 LED exterior fixtures since 2010

**Fort Eustis**
- Installed microgrid providing emergency backup power
- Used generators to sell power for demand-management programs
- Reduced outages by 90 percent

**Fort Lee**
- Reduced outages by 37 percent while supporting $1.2 billion in post-Base Realignment and Closure construction

**Fort McNair**
- Introduced a High Reliability Distribution System that restores service in seconds

**Fort Monroe**
- Made extensive post-Hurricane Isabel repairs

**Fort Myer**
- Built state-of-the-art substation providing exceptional reliability to the base and the surrounding community
- Reported zero outages between 2013–2016

**Fort Story**
- Reduced outages caused by equipment failure by 80 percent

**Energy Partners to Mission-Critical Facilities**
Dominion Energy provides electric service to more than 1,500 federal sites.
Awards

We’re proud to be consistently ranked among the top companies in the nation in helping veterans and their families find and keep jobs in the civilian workforce.

- Virginia Department of Veterans Services’ Virginia Values Veterans Triumph Award – 2017
- Virginia Department of Veterans Services’ Virginia Values Veterans Perseverando Award – 2016
- Department of Defense ESGR Extraordinary Employer Support Award – 2016
- G.I. Jobs Magazine Top Military Friendly Employer – Since 2010
- Military Times Best for Vets Employer – Since 2010
- U.S. Veterans Magazine Best of the Best – Since 2012
- ELECTRIC POWER Faraday Award – 2014
- Department of Defense ESGR Five-Star Freedom Award Recipient – 2008
- Virginia ESGR Pro Patria Award Recipient – 2008

In addition to being recognized as a top military employer, Dominion Energy is honored to be recognized for all of the work we do in our military and veteran communities.