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; providing transition services and resources; offering training and resources for employees and leaders; participating in community involvement and charitable giving; and connecting servicemen and women to federal services.

To learn more about how Dominion Energy serves our military and veterans, please visit DominionEnergy.com/Military.
Message from the Chairman

At Dominion Energy, we have one mission: to provide safe, clean, affordable and sustainable energy to our customers while giving back to the communities we serve. To carry out that mission, we need capable employees who share our devotion to superior execution and a set of core values. For many years, we have found a rich vein of people like that in the ranks of the U.S. military and its veterans.

In fact, nearly one in five new hires at Dominion Energy has served in the armed forces—and experience has taught us that veterans make some of the best workers and leaders any company could hope for. They bring with them a skill set that translates well into our industry: the ability to solve problems, to persevere in the face of challenges, to meet high standards and to work in and lead diverse groups of people. They are diligent, resourceful, dedicated, safety-conscious, civic-minded and mission-focused.

They also possess a strong moral compass. Here at Dominion Energy, nothing is more important than our core values of Safety, Ethics, Excellence, Embrace Change and One Dominion Energy (our term for teamwork). We know that if we hold fast to those values, everything else will take care of itself. And we know that veterans know it, too.

That is why we have made it a priority to recruit, retain and support military veterans. We have developed a robust strategy for doing so that includes internships, the Troops to Energy Jobs program, a veterans’ Employee Resource Group, generous military leave and salary-differential benefits for those called to active duty, veteran-specific provisions of our EnergyShare assistance program, and the Dominion Energy Charity Classic, which raises hundreds of thousands of dollars each year for nonprofits that help military veterans and their families.

We don’t do any of this to get a pat on the back; we think it’s the right thing to do. Nevertheless, our focus on veterans has garnered considerable recognition. For 10 years running G.I. Jobs has named us a Top 10 Military Friendly Company (and the highest-ranking energy company on the list). We have received the Employer Support of the Guard and Reserves Freedom Award from the U.S. Department of Defense and the V3 Influencer Award from the Virginia Values Veterans program.

We appreciate such commendations. Yet our real reward comes from being of service to those who have given so much to serve their country. Our respect and admiration for the men and women of the armed forces is hard to put into words. But our esteem for them will last as long as our company does. They will always have a new home—and a new mission—with Dominion Energy.

Sincerely,

Thomas F. Farrell, II
Chairman, President and Chief Executive Officer
Dominion Energy
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, Va. 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 servicereman 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.
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).

More than 100 veterans hired per year since 2012

More than 1,800 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 our 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.
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.

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 career.

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.

Kelli Jo McNemar, Staffing Specialist, (left) connects with a prospective veteran candidate at an information session with Operation Welcome Home in Morgantown, W.Va. on February 28, 2019.
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 of 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 awarded nearly $35 million in 2018 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 recent years, the Dominion Energy Charitable Foundation has received requests from nonprofit organizations to provide therapeutic programming to veterans through the arts. Since 2015, the Visual Arts Center of Richmond (“VisArts”) has been offering arts classes, exhibition tours, workshops, and public art expos to help military servicemen and women bond with one another, express complex feelings through art work, and share their stories with the community at large. The Veterans’ Project was pioneered by the adult education staff at VisArts, with support from members of Dominion Energy’s Veterans ERG. The project delivers interactive arts programming to military veterans in various stages of rehabilitation and reintegration into civilian life, with the goal of fostering wellness for Richmond’s servicemen and women.

George Mason University (GMU) has been offering “Veterans and the Arts” programming for several years. With funding last year from the Dominion Energy Charitable Foundation, GMU now offers 10-week guitar lessons for veterans, service members, their families, and military caregivers. GMU found that veterans often face challenges as they re-integrate into civilian communities, reestablish interfamilial relationships in a new setting, and consider the effects of war on their personal lives and health. The guitar workshops are intended to facilitate community engagement, establish strong connections to the arts, a sense of purpose through active music- and art-making, and support social relationships.
Volunteerism
Employees and retirees volunteered more than 126,000 hours of their time in 2018. 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 three years the Dominion Energy Charity Classic has distributed more than $1.8 million 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.

“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.

At Dominion Energy, 1 in 5 new hires is a Veteran. And if they are called to duty, it’s our duty to take care of them and their families. That’s why we cover any difference between their military pay and their Dominion Energy salary and continue benefits for them and their families for up to five years. We depend on our servicemen and women, and they can depend on us.
Why did you join the military?
One word: discipline. I admit that after high school, I sorely needed some. I wasn’t very focused in college, so I enlisted in the Air Force. I needed to get out there, experience the world. I learned a lot and saw a lot. When I returned to college, my experience in the military helped me focus, and I earned my degree in Public Relations.

What did you do in the Air Force?
I was a Security Forces Officer. Part of my job was to protect the base and everyone on it. We were also responsible for law enforcement on the base; even military personnel need policing from time to time.

Were you ever deployed in a war zone?
I was deployed to a base in Kuwait during Operation Iraqi Freedom. Though we were always working under a high threat level, the scariest part was the bus ride from the airport to the base. The driver of the bus seemed to disregard all traffic laws. It was a crazy bus ride to say the least.

How does your military experience help you on the job now?
I work in the Right-of-Way department, which means I work with designers and homeowners to get the best results for delivering energy and keeping costs down for communities. Being in the Air Force helped me focus on working effectively with other people, and that’s a big part of what I do. Our team has to partner with the community to get things done every single day.

Why should other veterans consider working at Dominion Energy?
It’s a great company. They’re always looking toward the future, and that includes how they improve the company for employees. They also have a veterans’ network to connect with other vets in the company. And there’s a lot of us, since the company is so big on hiring veterans.

What do you do in your downtime?
I don’t have much of it! I have two boys, ages 2 and 3. But I do love to run. I started running cross-country when I was in the 4th grade and I still run a lot of 5k races. And spinning. I have my own spin bike that I set up in my backyard, surrounded by trees. I call it Zen Spinning. Oh, did I mention I have three pigs and a chicken?
IN THE AIR FORCE, JIMMY KIDD DIDN’T FLY PLANES. BUT AS A LINEMAN, HE SPENDS A LOT OF TIME IN THE AIR.

Why did you join the military?
After high school, I worked for a year and then followed in my mom’s footsteps. She was in the Air Force for 22 years. I retired in December 2017 after 26 years as a Chief Master Sergeant, which is the highest enlisted rank.

What did you do in the Air Force?
I was a heavy equipment operator. We built bases, runways and roads in a very timely manner. I even had to plow out Air Force One at Andrews Air Force Base after a snow storm. I served three years active duty in Afghanistan and Iraq. We often did work in combat zones.

What was that like?
Imagine having to do heavy construction in full combat gear, protection, helmet. It’s hot, you’re working hard, and there may be someone aiming a rifle at you, so it made a difficult job even more stressful.

Bet you slept well at night.
As well as you can sleep on a cot, yes.

How does your military experience help you now working at Dominion Energy?
I learned to work under pressure, in tough conditions. We are mission-focused and goal-driven in the military, and that translates well to the work I do as a lineman. It definitely prepared me to work with different types of personalities. It taught me a bit about diplomacy and resiliency. I was always talking with the public, which I do at Dominion Energy all the time. So, it helped prepare me for that, too.

How does Dominion Energy treat veterans?
The company treats everybody well, vet or civilian. But I can tell you from personal experience the support when I was deployed was incredible. I’ve been deployed twice since starting here 13 years ago. My co-workers sent me things overseas, the company checked in on my family, and my job was waiting for me when I got back.

We hear you went from the battlefield to the football field.
Yeah, and I definitely prefer the football field. I have two kids, and the younger one is big into sports. I’m always coaching Little League football, umping baseball and reffing AAU basketball. I don’t do as much physical training now, so reffing basketball helps keep me in shape…sort of.

1 IN 5 NEW HIRES AT DOMINION ENERGY IS A U.S. VETERAN

DominionEnergy.com/Military
Veterans Resource Group

Dominion Energy believes a diverse workforce is essential to fulfill our core values of Safety, Ethics, Excellence, Embrace Change 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 business 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.
The energy industry worked together to create pathways and a national model for recruiting and hiring our nation’s veterans. Employing veterans is the first step.

Engaging and supporting veteran employees may be the most important step to help them thrive in their careers and maximize their integration into our companies and industry. Energy companies, trade associations, federal agencies and labor groups have come together again to form Veterans in Energy.

Launched in October 2016, Veterans in Energy is a national employee resource group that provides transition, retention and professional development support to military veterans working in energy. Veterans in Energy works to provide opportunities for outreach, networking and mentoring to support the needs of the growing population of veterans who have chosen energy careers.

Veterans in Energy’s establishment is the result of recommendations by the Utility Industry Workforce Initiative, a working group that brought six utility industry trade associations, four federal agencies, and two union labor groups together to identify new initiatives the energy industry can undertake to support veterans working in energy jobs.

The creation of Veteran Employee Resource Groups (ERGs) is one of the many best practices that have been identified by Troops to Energy Jobs to help companies support the needs of employees who are military veterans. Veterans in Energy provides the opportunity to expand these best practices by connecting military veteran employees to others around the country and by providing leadership opportunities at the state, regional and national levels.

Veterans in Energy does not replace, but builds upon the work of Troops to Energy Jobs by providing additional resources to already employed veterans to ensure successful transitions, retention and professional growth.

Recognizing the value of ERGs and what Veterans in Energy provides, Dominion Energy has employees who have served on the organization’s leadership team, has sponsored the organization, and has many veteran employees who have attended their annual forums. The company’s Military Program and Veterans Resource Group have leveraged lessons learned and best practices gained and are beginning to see positive results from our involvement.

In 2018: Veterans in Energy leadership filed for 501(c)(3) status as a stand-alone organization, elected its board of directors, and selected members at large for their leadership team.
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, 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 $37.8 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:
- Investing $130 million to the program through 2028;
- 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 1,600 $500 pledges to military veterans transitioning from homelessness to permanent housing or facing a housing crisis each year through 2028;
- Administering assistance to military veterans in conjunction with the Department of Veterans Services;
- 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:
- 3,700 veterans have received bill assistance.
- 26,400 single- and multi-family homes have been made more energy efficient, and Dominion Energy representatives and volunteers have participated in 1,200 outreach events reaching more than 558,000 customers.

All numbers as of December 2018.
EnergyShare has expanded its partnership with the Department of Veteran Services to include the 100 Homes for 100 Veterans Project, a joint initiative to provide our Commonwealth’s heroes with home weatherization and other improvement upgrades.

Veterans identified to participate in this initiative will receive free energy efficiency upgrades to their homes to help them better manage their energy use and increase savings on their energy bills. Projects may also include other home repairs and special needs to improve safety and comfort in the home. The 100 Homes for 100 Veterans Project started with a kick-off event the week of Veteran's Day 2018 announcing the initiative with the goal of completing at least 100 weatherization projects at veteran homes throughout the Commonwealth over the next year. The project will culminate with a large celebration project completed by Dominion Energy volunteers and weatherization partners Veteran’s Day 2019.

Potential weatherization measures eligible through the EnergyShare program include:

- Attic insulation;
- Lighting – LEDs;
- Low-flow showerhead;
- Pipe wrap insulation;
- Faucet aerators;
- Furnace fan motor;
- Heat pump tune-up;
- Air conditioning tune-up;
- Air sealing; and
- Duct sealing.

In addition to these energy saving measures, a health and safety assessment is typically performed and some corrections may also be made in these areas. These types of checks are dependent upon the fuel sources used in the home. The most typical actions in this area are smoke detector installation, CO₂ detector installation, and combustion venting checks.
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 2014, we have spent more than $477 million with veteran-owned businesses, and we’re not done. In 2019 we are increasing our visibility by partnering with advocacy groups across our footprint. Our new corporate membership in the National Veteran Business Development Council will allow us to increase 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.
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 ten military installations and Arlington National Cemetery 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.

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.

Unique Partnerships with Real-World Results

- Completed more than $400 million in projects for expansions, reliability, and energy resiliency;
- Reduced outages by 87 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;
- Received Exceptional Government Contractor Performance Assessment Reports rating on privatization contracts at Fort Belvoir and Fort Myer/McNair; and
- The USCG Base Portsmouth UESC team received the 2016 USCG Sustainability, Energy and Environmental Readiness Award.
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.

**Base of Tomorrow®**

- Emergency backup generation
- Utility privatization
- Collaboration with local utility/on-site utility generation/substations
- Utility standard design
- Redundancy
- Demand-side management
- Underground lines
- System protection enhancements
- Standard maintenance and renewals
- Access to diverse energy supply
- Advanced meters
- Energy storage
- Renewable energy sources
- Distribution automation
- Conservation voltage reduction
- Micogrids

Partners in Progress

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

**Fort Belvoir**
- Reduced outages by 86 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 94 percent

**Fort Lee**
- Reduced outages by 85 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
- Reduced outages by 96 percent

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

**Fort Hood**
- Built a new transmission line and upgraded a switching station

**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 for helping veterans and their families find and keep jobs in the civilian workforce.

- U.S. Department of Labor HIRE Vets Medallion Program – Platinum Award – 2018
- Virginia Values Veterans Influencer Award – 2018
- The Next Move Program Pioneer Award – 2018
- 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
- *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.

Joe Woomer (left), vice president–Grid & Technical Solutions, and Ed Baine (right), senior vice president–Distribution, stood with Daniel Neighbors (second from right) during the presentation of the ESGR Patriot Award on October 17, 2017.

Credits
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