



**Dominion  
Energy**

Powering Your Every Day.™

DOMINION ENERGY

# Just Transition Highlights





## Introduction

The International Labour Organization (ILO) defines the concept of a just transition as “greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.”

This disclosure highlights several examples of Dominion Energy’s approach to a just transition, including specific examples of building long-term community relationships, community engagement on energy projects, strategies for retaining and retraining our workforce, and considerations for future use of property.

Through our robust [stakeholder engagement](#) program, Dominion Energy engages with a variety of state and local leaders, as well as employees and community organizations, about the effects of such closures. We also engage in ongoing support of these communities where we have worked, and hope to continue to work, for many years. For example, our [2024 Virginia Integrated Resource Plan \(IRP\)](#) identified retired fossil-fuel generation sites as potential locations for future small modular reactor (SMR) construction, utilizing existing transmission infrastructure and promoting a just transition for the local workforce.

We are focused on our mission of delivering the reliable, affordable, and increasingly clean energy that powers our customers every day. We also know that this mission cannot be successful without community support and career longevity for our employees. When our legacy fossil-fuel generation plants are near their scheduled retirements, employees are still needed to ensure they operate safely and as good environmental stewards to their neighbors until their retirement dates. In some instances, we may have to increase staffing in the short term to maintain safe and reliable operations. At the same time, we also must plan for the transition of displaced employees to other roles. We will need to continue to attract, retain, develop, and retrain employees for careers that could span different technologies, and we are working toward those goals.

**“Given the small size and modular construction process, it is possible to locate SMRs on a wide variety of sites, including brownfield sites (e.g., retired fossil-fuel generation sites), existing nuclear power generation sites, other industrial areas, and areas closer to the electric demand. Such sites could be helpful in utilizing existing infrastructure, such as the use of existing interconnection points to the transmission grid.”**

- Dominion Energy 2024 Virginia IRP

## Human Rights

Our concerns for human rights and environmental justice (EJ) inform our approach to a just transition as we continue our decarbonization efforts, including the retirement of certain legacy generation facilities. As with the loss of any industry, closing a plant can affect the economy, the environment, and the community in the surrounding areas – as well as the employees whose jobs may be impacted.

Dominion Energy’s [Human Rights Policy](#) reinforces the company’s commitment to respecting international human rights as identified in the United Nations’ Universal Declaration of Human Rights. We also support the principles contained within the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, and the American Clean Power Pledge in Opposition to Forced Labor.

Furthermore, we support the ILO Declaration on Fundamental Principles and Rights at Work, which affirms five core obligations, noted below.



We take these matters seriously and have invested heavily in programs and resources that support employee health, welfare, and development. Several of these resources are included the **“Facility Closures: Taking Care of Our People”** section of this report.

### ILO Declaration on Fundamental Principles and Rights at Work: Five Core Obligations

Freedom of association and the effective recognition of the right to collective bargaining

The elimination of all forms of forced or compulsory labor

The effective abolition of child labor

The elimination of discrimination in respect of employment and occupation

A safe and healthy working environment



## Building Long-Term Community Relationships

We believe that community engagement efforts are most effective when meaningful relationships are established early and built to last. Engagement in our communities — pursued through intentional, purposeful relationships — occurs long before any company action requiring community support.

We seek to build partnerships and engage with local communities, customers, public officials, investors, and other interested parties on issues important to them through a well-defined [stakeholder engagement](#)

process. This approach extends to EJ, the just transition, and other stakeholder engagements, such as Tribal relations.

Each year, the company holds hundreds of meetings with a broad array of stakeholders to listen to and carefully consider their input. For example, while we always meet minimum public notice requirements, our communications with the residents near where we work are often extended to ensure everyone who might be potentially affected by our work has a chance to learn about the project and provide feedback.

## Charitable Contributions and Volunteering

The Dominion Energy Charitable Foundation invests millions of dollars each year through grants in four focus areas: basic human needs, community vitality, education, and environmental stewardship. We also sponsor signature community events, conduct food drives, spruce up local schools and parks, conduct open houses, and provide speakers for schools and civic groups. Our ongoing investment in building long-term relationships helps us understand individual community needs and priorities, enabling us to better identify key stakeholder groups and community leaders to facilitate robust engagements when local projects arise.

Dominion Energy’s employees live, work, and serve in the communities where we operate, and our employees volunteer tens of thousands of hours each year and contribute to many local nonprofit organizations — efforts Dominion Energy encourages through our Employee Giving Programs, which promote volunteerism and include matching gifts. In 2024, we launched a new volunteer rewards program. For every eligible volunteer hour logged, employees earn \$20 in volunteer rewards (up to a total of \$2,500 annually) that they may contribute to a nonprofit of their choice (subject to program guidelines).



## Community Engagement on Energy Projects

Siting an energy project presents both opportunities and concerns to local residents, businesses, and other stakeholder groups. Dominion Energy is committed to hearing, learning from, fully considering, and responding to the concerns of all stakeholders regardless of race, color, national origin, or income as we pursue our infrastructure-development initiatives.

We seek to build partnerships and engage with local communities, customers, and other stakeholders on environmental issues important to them, including fair treatment, inclusive involvement, and effective communication. We maintain a formal EJ policy that guides a rigorous

internal process to promote accountability and follow-through. In addition, we employ a dedicated EJ staff and provide comprehensive EJ training for company employees.

In cases where a community meets the definition of an EJ community, our process requires that the company consider proactive and intentional communication and engagement to ensure understanding and involvement; that concerns are heard and appropriately responded to and addressed; and that Dominion Energy works to mitigate any undue project impacts. All major construction projects are reviewed for EJ considerations.



## Stakeholder Engagement Highlight: Dulles Solar and Storage project

In September 2021, Dominion Energy Virginia submitted its second annual clean-energy filing with the Virginia State Corporation Commission (SCC), proposing 15 utility-owned solar and energy storage projects expected to generate more than \$880 million in economic benefits across Virginia and support nearly 4,200 clean-energy jobs. Among these was the Dulles Solar and Storage project, the largest renewable energy project ever developed at a U.S. airport. It will generate up to 100 megawatts (MW) of solar energy and store up to 50 MW of electricity, enough clean energy to power more than 37,000 Virginia homes at peak output.

Community assessments on the Dulles Solar and Storage project began long before the SCC submittal. In October 2019, we announced that we were conducting feasibility studies for a large-scale solar energy project. In May 2021, we completed a demographic screening of the project area, an analysis which followed the definitions set by the Virginia Environmental Justice Act, to ensure project information and community feedback opportunities were delivered in an equitable manner.



Officials from Dominion Energy and the Metropolitan Washington Airports Authority (MWAA) were joined by federal, state, and local leaders to break ground on the Dulles Solar and Storage project at Dulles International Airport. *Left: Phyllis Randall, Chair of the Loudon County Board of Supervisors. Right: Congresswoman Jennifer Wexton and Other Attendees.*



Key stakeholders were identified early in the process, including adjacent landowners and housing communities, businesses and civic groups, emergency responders, environmental and non-governmental organizations, elected officials, and more. The company developed materials and outreach strategies for each stakeholder group. For example, open houses and informational sessions were arranged for residents and local officials, along with project mailers (including translation services for limited-English-speaking communities). The company held training sessions for first responders, and the ribbon-cutting ceremony included federal, state, and local leaders.

The partnership with the Metropolitan Washington Airports Authority (MWAA) includes a first-of-its-kind lease agreement that will further advance renewables and electric vehicles at Dulles. Instead of annual lease payments to MWAA, Dominion Energy will develop two one-MW solar carports that will partially power Dulles facilities, and provide 18 electric transit buses, 50 electric fleet vehicles, and electric vehicle charging stations for Dulles operations. In addition to renewable energy and clean transportation, the project will bring significant economic benefits to Loudoun County and the broader region. Construction of the project will support more than 300 jobs and \$200 million in economic activity.



## Preparing Our Employees for the Clean Energy Transition

Our core values – Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) – are the foundation of everything we do.

Embracing change includes welcoming new ideas and championing innovation, enabling the company and our people to continue to prosper in the years ahead. We are committed to supporting our employees throughout their careers. As clean-energy segments of our business grow, and as new innovations enter the market, we will need to attract, retain, develop, and retrain employees for careers that could span decades of new technologies.

Dominion Energy’s Education Assistance Program provides 100% reimbursement of eligible tuition costs, up to \$7,500 per calendar year, for regular active, full-time, and part-time non-union employees who are scheduled to work at least 1,000 hours per year. Employees represented by the International Brotherhood of Electrical

Workers, Local Union No. 398 or 772, or the International Chemical Workers, Local Union No. 297-C, 298-C, or 528-C are also eligible for the Education Assistance Program. This program can help employees gain the education they need and transition to other energy jobs. Our Talent Management and Development organization and the Dominion Energy EMPOWER Career Center provide employees with career coaching and resources to help identify the skills and interests that will help them develop a career plan and prepare for the clean energy transition. The company also provides planning resources such as retiree learning opportunities and partnerships with community colleges.

The section below articulates specific examples of recent closures of units at our Bremono, Chesterfield, and Yorktown facilities in Virginia, as well as testimonials from employees who embraced opportunities for new career paths.



## Facility Closures: Taking Care of Our People

The decision to close a facility impacts many areas of the business and is felt most acutely by the employees working at the facility. Many employees who work at our fossil-generation plants have spent their careers ensuring the safe and reliable operation of those facilities and are extensively trained to ensure it meets operational and compliance mandates. Prior to the retirement of units 3 and 4 in 2019, and units 5 and 6 in 2023, Chesterfield Power Station, located in Chesterfield, Virginia, provided jobs to over 170 employees. As

plant operations wound down to only units 7 and 8, each powered by natural gas or oil, fewer employees were needed to maintain the site. Because many plant employees are represented under collective bargaining agreements, the union contract stipulates that reductions in workforce prioritize retaining employees with the most seniority in their roles. Regardless of seniority, we work extensively with all employees to prepare them for future careers.

### LEADER HIGHLIGHT: SHANE YOUNG



Shane Young began his career at Dominion Energy as a laborer in 1999. Over his quarter-century of service to the company, he has held a succession of roles with increasing responsibility. In 2017, he became Station Director of Clover Power Station, a coal-fired generation facility in Clover, Virginia. In 2022, he was named Regional Director overseeing both Clover and Chesterfield Power Station in Chesterfield, Virginia. Shane's 25 years of experience operating fossil-powered generation sites has led him to appreciate all aspects of plant operation – especially the people who make this work happen.

When a plant closure is announced, Shane knows from experience that employees' futures can feel uncertain – and he works tirelessly to help his colleagues navigate the process and prepare for new careers, all while maintaining safety, environmental compliance, and operational performance at the site through its closure process.

For example, in 2023, Dominion Energy retired the two remaining coal-fired units at Chesterfield Power Station. Although the station continues to operate two natural gas combustion turbines that were

added to the site in the early 1990s, the closure of the coal units reduced the overall staffing needs of the station. With this reduction in staffing, several colleagues who were close to retirement accepted severance packages, but less senior employees – many of whom had not interviewed in years – had to seek new jobs.

Under the collective bargaining agreement, some employees were able to transfer to similar roles at other plants, but new work locations can present challenges. One such employee moved from Chesterfield (a suburb of Richmond, Virginia) to Clover (a much more rural area of Virginia nearly 100 miles southeast of Richmond). Shane leaned on contacts from early in his career to help the employee find housing and get acclimated to the community, and that employee is now thriving.

For employees seeking new careers, Shane and his management team offered one-on-one interview preparation, coaching his employees to best articulate their strengths. These efforts paid off – at the end of the process, “everyone who wanted to keep a Dominion Energy hard hat got to keep their career,” Shane says, “and those who retired set off with a smile and a package.”

In closing, Shane remarked, “As I reflect on my career, I recognize that our greatest asset has always been our people. Their unwavering commitment and collaborative spirit have been the driving force behind our sustained success as a company. Together, we continue to build a legacy that we can all be proud of.”

Employees who elected to stay at Dominion Energy following closure announcements took advantage of a variety of career paths at the company — one of the many benefits of our diverse and growing energy portfolio. While not exhaustive, the list below represents examples of potential career paths in areas of the company that are expected to grow significantly over the next 5-10 years:

- **Solar and Energy Storage:** The Dulles Solar and Storage project covered in the “Stakeholder Engagement Highlight” above is just one example of a broad suite of projects currently in development. In the appendix, a “Career Pathway Spotlight” highlights the Renewable Energy Technician job path.
- **Offshore Wind:** Our Coastal Virginia Offshore Wind (CVOW) project offers a variety of new career opportunities, including wind technician, process assistant, storekeeper, analyst, supervisor and leadership positions, and more.

- **Nuclear:** Subsequent license renewals to extend the lives of our existing nuclear stations, as well as exploration of small modular nuclear reactors (SMRs), will continue to open new career opportunities, including civil, mechanical, and electric engineering roles, construction specialists and project managers, IT asset analysts, and leadership positions.
- **Electric Transmission and Distribution:** To support continued load growth, we will need engineers, technicians, system operators, substation electricians, supervisors, designers, metering technicians, and many other roles.
- **Operations Support:** Safety specialists, environmental compliance coordinators, training instructors, and other support positions will also be needed across our electric business.

Many of our employees have already embraced these opportunities – several of whom share their experiences in sections below.

## Facility Summaries: Chesterfield and Yorktown Power Stations

Approximately 170 employees were employed at Chesterfield Power Station at the time of the announcement to retire units 5 and 6. The company determined that approximately 70 positions were needed to continue the safe operation of the remaining combined-cycle units 7 and 8, as well as the on-site water treatment plant. Of those displaced, the majority found new jobs (within the company or otherwise) before the transition was complete. The remaining displaced employees who stayed on through the closure either retired or accepted a transfer or promotion.

At Yorktown Power Station, a generation plant based in Yorktown, Virginia, the company retired the two coal-fired turbines in 2019, leaving only one 790-MW oil-fired unit. When the closure of this final unit was announced in 2022, 25 employees were assigned to the

station. Of these, several elected to retire (one of whom had worked with the company for 45 years), and five were retained at the station to support ongoing closure efforts. Of the remaining employees, the majority were represented by a collective bargaining agreement. Of these, three transferred to roles at other power stations, and six became Assistant Renewable Energy Technicians.

Between Chesterfield and Yorktown, nearly a dozen employees transferred to Assistant Renewable Energy Technician roles. As the company continues to expand its fleet of renewable generation, these roles support the company’s current and future needs and offer exceptional career potential. [Appendix I: Renewable Energy Technician Career Pathway Spotlight](#) provides an overview of the expectations and opportunities of this career path.

## Career Transition Highlights

Taking on a new challenge was a welcome change for Scotty Shanks, who started his career with Dominion Energy in 2008 at Chesterfield Power Station. After that, Scotty moved to Bremo Power Station, where he worked his way up to Control Room Operator (CRO). A few years later, Scotty was presented with an opportunity to pivot his career to solar generation through a temporary assignment on a solar demonstration project, which resulted in a job offer to continue his career in solar. "It's a rewarding field that allows you to not only do the electrical work – hands-on work – but also a little bit of operations with our day-to-day work we do in the field." Scotty expands on this experience in the [video](#).



[Watch the Video](#) ▶

afforded me the opportunity to have a fairly streamlined transition, as I was relatively acclimated to the Bear Garden environment upon full-time reassignment."

For Mike Rittenhouse, who also split shifts between Bremo and Bear Garden with Travis from 2013-2016, the transition to Bear Garden was seamless due to years of practice and skill-building.



Scotty's former colleagues at Bremo Power Station, which shut down in 2017, also discovered new and rewarding opportunities. For Travis Crawford, who worked at Bremo through the closure as a shift supervisor, the nearby Bear Garden Power Station — just 10 minutes away by car — offered opportunities for cross-training. Travis and other supervisors began splitting shifts between the two stations, ensuring they were familiar with both sites.

Says Travis: "I had been tasked with splitting shift coverage between Bremo and Bear Garden Power Stations for several years prior to the cessation in operation of Bremo. This



"With my transition from Bremo to Bear Garden, which are about 10 minutes away from each other," Mike says, "I was fortunate to be able to keep my shift supervisor role and stay close to home. Since I had already been working shifts at each facility prior to the closure of Bremo, I had some experience operating the equipment at Bear Garden."



Mecklenburg Power Station, Clarksville, Virginia, June 2016. Map data: Google ©, Image Landsat / Copernicus, Imagery Date 6/13/2016.

## Facility Closures: Future Use of Property

Because closing a plant can affect a multitude of nearby stakeholders, we are committed to ongoing support of the communities where we have worked, and hope to continue to work, for many years. The decision to close a facility is never one we take lightly. While the list below is not exhaustive, some of the considerations that influence decisions on future use of company sites include the following:

- **Safety:** As Dominion Energy’s first core value, safety is our top concern. For our employees, communities, and the environment, we evaluate how we can safely close a facility in a way that minimizes potential concerns or hazards.
- **Timing and Regulation:** While the Virginia Clean Economy Act mandates that most fossil-generation stations must be retired by 2045, many other factors influence the decision about when to close a facility. For example, some sites have potential to be used for new forms of power generation, which are driven by long-term strategic planning.
- **Reuse, Redevelopment, Land Value, and Divestiture:** As noted above, some properties may be good candidates for redevelopment for new on-site generation technology, switchyards, or other uses. These opportunities promote brownfield construction, retaining tax revenues and jobs within the community.
- **Cost of Demolition and Post-Operational Concerns:** A feasibility-level decommissioning study evaluates various end-use scenarios and whether ongoing maintenance will be required following the closure.
- **Supply Chain:** Retiring a facility affects both current suppliers that serve the existing facility and new suppliers that support decommissioning and demolition efforts.
- **Asset Value and Sustainability:** We evaluate the assets at the facility to determine whether they could be used elsewhere in our footprint, resold to a third-party, or recycled for scrap value..
- **Community Involvement and Public Perception:** We engage in robust community outreach and conduct EJ assessments to ensure that we understand the community’s concerns.



Mecklenburg Power Station, Clarksville, Virginia, July 2023.

For example, when Dominion Energy chose to demolish the coal-fired Mecklenburg Power Station in Clarksville, Virginia, a few years ago, the company conducted a Regulated Materials Survey to determine which materials should be removed before demolition and what could be reused or recycled. Personnel drained oil from major equipment, purged fuel lines, and removed chemical containers. Prior to plant demolition, the project team and others reached out to members of the nearby community as well as first responders, officials of Clarksville and Mecklenburg County, and the Commonwealth of Virginia. Roughly 100 members of the community,

including some former plant employees, attended the demolition to bid farewell to a local landmark.

The transition to an increasingly clean energy portfolio also opens new doors in the community. Dominion Energy believes in working with local suppliers and supporting local economies. For example, we are a member of the South Central Virginia Business Alliance, an association dedicated to connecting small and local businesses with opportunities, such as solar construction and other infrastructure projects.

Our mission is to deliver the reliable, affordable, and increasingly clean energy that powers our customers every day. We have made meaningful progress. In 2023, we continued to reduce both carbon emissions from our electric generation fleet, which we have cut by 53% from 2005 through 2023, and methane emissions from our natural gas businesses, which we have cut by 50% from 2010 through 2023. As the clean-energy

transition continues, we are committed to building long-term community relationships, engaging with our stakeholders, taking care of our employees, and operating as good environmental stewards.

For more information, please visit our sustainability website at [sustainability.dominionenergy.com](https://www.dominionenergy.com/sustainability).

# Appendix

## Appendix I: Renewable Energy Technician Career Pathway Spotlight (as of November 2023)

Career Pathway Spotlight:

# Discover a Career as a Renewable Energy Technician

Discover your career path in renewable energy. Learn where your interests will take you. Explore the meaningful work in which you can immerse yourself. Set your sights on what you can learn and the increasing responsibilities that can be yours. See how you will be challenged and what will you accomplish.



Start Here

High School Diploma or GED

### Beneficial Credentials

- Direct work experience in emerging energy technology
- Energy industry fundamentals certification

## Renewable Energy Technician



Powering Your Every Day.™

## Learn More Earn More

### Educational Opportunities for Advancement

AVERAGE EARNING POTENTIAL:  
\$45,000–\$151,000 PER YEAR\*

0-3  
YEARS

Assistant  
Renewable Energy  
Technician

REQUIRED:  
High School Diploma  
or GED

3-5  
YEARS

Renewable Energy  
Technician

REQUIRED:  
3 years in renewables  
or 5 years electrical

5-7  
YEARS

Senior  
Renewable Energy  
Technician

REQUIRED:  
5 years in renewables  
or 7 years electrical

8+  
YEARS

Supervisor Power  
Generation Operations  
& Maintenance

REQUIRED:  
Bachelor's Degree  
+5 years experience  
or 8 years of related  
experience

\* Compensation averages should be used as a guide. There are numerous factors that impact actual compensation. These estimates do not include overtime, which can be a sizeable addition to base pay. Years of service and training recommendations should also be used as a guide. Company requirements vary.

Note: Entry into some positions may require testing. These may include a pre-employment test or physical abilities test. Please check the job posting.

For more information or to explore careers at Dominion Energy, visit [Careers.DominionEnergy.com](https://careers.dominionenergy.com)

# Become a Renewable Energy Technician



## Starting Assistant

### What will you do?

- Aid technicians by providing tools and equipment
- Escort contractors to renewable energy sites
- Ensure a safe work area for crews and contractors
- Solar array inspections

### What knowledge/skills/abilities will you need?

- Ability to work in a team setting
- Be comfortable working outdoors in all conditions
- Be able to lift 75 pounds
- Listen and follow instruction
- Be able to drive a Dominion Energy vehicle
- Arrive to job sites on time

## Training Assistant

### What will you do?

- Introduction to Solar Operations training
- OSHA 10-hour training
- Medic first aid and CPR training
- Fundamentals and sources of electricity training
- Electrical safety training

### What knowledge/skills/abilities will you need?

- A strong work ethic and desire to learn
- Apply learned training to your daily tasks
- Ability to walk significant distances in all conditions
- Use hand tools

## Technician

### What will you do?

- Work on solar array
- Work on solar tracking systems
- Troubleshoot and diagnose problems
- Install and test equipment in the solar array

### What knowledge/skills/abilities will you need?

- Describe the safety precautions when working on solar power generation systems and equipment
- Problem solving and understanding of various electrical principles and theories
- Be able to read and understand solar prints and diagrams
- Be able to use electrical test equipment

## Senior Technician

### What will you do?

- Safely isolate and work on complicated AC and DC power systems
- Troubleshoot and repair industrial scale power inverters
- Communicate any equipment issues and concerns with leadership
- Inspect medium voltage 34.5 kV transformers, disconnects, and switches for proper operation

### What knowledge/skills/abilities will you need?

- Knowledge to reading electrical schematic
- Ability to navigate and understand human machine interface through remote or direct interaction
- Ability to clearly communicate with leadership and other technicians
- Creative critical thinking skills

## Supervisor

### What will you do?

- Create a dynamic safety culture with your team
- Schedule and oversee multiple levels of technicians
- Prioritize and schedule planned and emergent work
- Review technicians' performance and provide feedback

### What knowledge/skills/abilities will you need?

- Basic understanding of financial processes
- Computer skills
- Communication skills
- Interpersonal skills
- Knowledge of market operations and dispatch scheduling of solar sites

## Energy Industry Careers Offer:

- Excellent salaries
- Opportunities for advancement
- Job growth & stability
- Professional development & training
- Great benefits

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For more information or to explore careers at Dominion Energy, visit [Careers.DominionEnergy.com](https://careers.dominionenergy.com)

