



March 17, 2021

Pit River Tribe Tribal Employment Rights Office

Attention: Josiah Jacobs, Director

36970 Park Ave

Burney, CA 96013

Re: Support for the Pit River Tribe's Tribal Employment Rights Office

Dear Mr. Jacobs,

CG Fountain Wind LLC ("ConnectGen") is currently developing the Fountain Wind Project ("Project") in northeastern Shasta County and provides this letter to memorialize the conversations and current understanding between ConnectGen and the Pit River Tribe ("Tribe") regarding support for the Tribe's Tribal Employment Rights Office ("TERO") and potential employment opportunities relating to the construction of the Project.

Background

In late December 2020, the Tribe contacted ConnectGen to discuss tribal employment opportunities related to the construction of the Project and a potential contribution to the TERO program. The Tribe communicated that the goal of the TERO is to provide tribal members with resources, training and tools needed to gain employment on and around tribal lands. We understand the TERO is funded, in part, by collecting fees from projects located on tribal lands. Though the Project is not located on tribal owned lands, and, therefore, not subject to the TERO fee, in the interest of benefitting local communities and in furtherance of building a strong relationship with the Tribe, ConnectGen offers its support, as set forth below.

ConnectGen is committed to benefitting communities neighboring the Project and has been actively engaging with local Project stakeholders since 2019 to identify needs and develop a Community Benefit Program to address those needs. One of the identified needs, as highlighted by the Tribe, is workforce skills training for local community members interested in new and enhanced employment opportunities. ConnectGen supports programs designed to bring long-lasting, generational benefits to local communities. Accordingly, ConnectGen welcomes the opportunity to work with the Tribe to achieve TERO's training objectives, which align with the Project's and ConnectGen's goals.

Apprenticeship Opportunities

In furtherance of Project-related efforts to support local job training and creation, a Letter of Commitment with the State Building and Construction Trades Council of California, which includes the Northeastern California Building & Construction Trades Council ("State Trades"), was signed. The State Trades, with the support of ConnectGen, agree to offer tribal members access to apprenticeship opportunities in connection with the construction of the Project. It is the State Trades' goal to provide employment opportunities related to the Project's construction and enable tribal members to establish life-long careers in construction on other projects throughout the North State.

TERO Commitment

In furtherance of Project-related efforts to support local job training and creation, a Letter of Commitment with the State Building and Construction Trades Council of California, which includes the Northeastern California Building & Construction Trades Council (“State Trades”), was signed. The State Trades, with the support of ConnectGen, agree to offer tribal members access to apprenticeship opportunities in connection with the construction of the Project. It is the State Trades’ goal to provide employment opportunities related to the Project’s construction and enable tribal members to establish life-long careers in construction on other projects throughout the North State.

ConnectGen proposes to directly fund certain additional training activities through TERO’s existing programs and will seek to engage qualified and approved tribal members for various construction-related positions. Specifically, ConnectGen proposes the following support.

1. ConnectGen will make a contribution of One-Hundred Thousand Dollars (\$100,000.00) to TERO within thirty (30) days of final completion of construction of the Project (“Completion of Construction”), estimated to occur in late 2023.
2. ConnectGen will fund sustained contributions of Ten Thousand Dollars (\$10,000.00) per year for fifteen (15) years, commencing on the first anniversary of the Completion of Construction.
3. ConnectGen will engage qualified and approved tribal cultural resources monitor(s) to assist with monitoring of certain construction activities in areas identified by the Tribe as culturally sensitive.
4. ConnectGen will collaborate with the general contractor for the Project to engage qualified and approved tribal members to perform certain environmental monitoring tasks such as Storm Water Pollution Prevention Plan (SWPPP) monitoring and erosion control monitoring.
5. ConnectGen will collaborate with the State Building and Construction Trades Council of California to provide tribal members with the opportunity to participate in the State Trades’ apprenticeship programs, pursuant to the attached letter from the State Trades, dated March 1, 2021.

Conclusion

ConnectGen has been fortunate to meet with a wide range of tribal representatives on several occasions over the course of the Project’s development. As communicated in these meetings, ConnectGen remains committed to collaborating with the Tribe through development, construction, and operation of the Project to bring direct and indirect benefits to the local community. We recognize the Tribe is an integral member of the local community which is why ConnectGen proposes the support outlined in this letter. We look forward to the opportunity to work with the Tribe as the Project progresses.

Sincerely,



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Chief Executive Officer

CG Fountain Wind LLC

1. All personnel on the Project site are required to comply with relevant health, safety, security, and environmental policies, and procedures and applicable law and regulations (“Site Rules and Legal Requirements”). ConnectGen, its contractors, the State Trades, and others will provide training for on-site personnel with respect to the Site Rules and Legal Requirements.

Andrew Meredith
President
Northeastern CA Building & Construction Trades
900 Locust Street, Suite 2
Redding, CA 96001

March 1st, 2021

Henry Woltag
ConnectGEN LLC
1001 McKinney Street, Suite 700
Houston, TX 77002



RE: Opportunities for Pit River Tribal Members

Henry:

I wanted to reach out formally, in writing, to discuss the opportunities available for members of the Pit River Tribe within the Northeastern California Building & Construction Trades Council. While I know the urge is to just apply these opportunities as they relate to work on the proposed Fountain Wind Project, I want to first clarify that any opportunities discussed here are career opportunities that will extend well beyond the construction phase of the project.

As you are aware, our affiliates and their apprenticeship programs are the industry leaders when it comes to training. Additionally, they are each aligned with a contractor base that constructs all levels of construction projects throughout the North State. As such, we are able to offer life-changing apprenticeship slots and journeyman level positions to area residents, all of which result in true pathway to the Middle Class. We pride ourselves in doing just that: connecting people from all backgrounds with careers offering Middle Class wages, benefits, and dignity in the workplace.

After speaking with you regarding possibilities for members of the Pit River Tribe, I must admit I was excited. As an organization, we have struggled to connect members of local native tribes with the opportunities that exist in the Building Trades. I share your hope that we can utilize the opportunities that exist as it relates to your proposed project to change that narrative once and for all. We are committed to working with ConnectGEN and the tribe to get tribal members connected with careers, not just on the Fountain Wind Project, but on projects all throughout the North State.

To demonstrate our commitment to engaging with Pit River Tribe members, I wanted to offer some tangible opportunities. First, I would like to offer to host a hiring fair associated with the Building Trades for tribal members at a place and time of the tribe's choosing. In addition, I am willing to commit to working with Pit River tribal leadership to directly slot tribal members into our various apprenticeship programs at the onset of the Fountain Wind Project. Our hopes are that these opportunities would be life changing for tribal members.

We are committed to working with you to make sure the work generated by the Fountain Wind Project has as much of a meaningful impact as possible for Shasta County and its residents. I truly hope there is a way to make sure this commitment can engage members of the Pit River Tribe. If there is anything else we can do to accomplish that goal, please let me know.

Respectfully,

Andrew Meredith
President
Northeastern CA Building & Construction Trades