



A Message from Our Founder & CEO



Invenergy is building innovative solutions for a sustainable world. In 2017, our portfolio of new clean energy projects grew by 3,784 megawatts. Meanwhile, we entered new markets and invested for future growth.

One of the most important steps we took in 2017 was the launch of Invenergy Impact, our new social responsibility program. The three Invenergy Impact pillars—Supporting People, Caring for the Environment and Business Citizenship—align closely with the Environmental, Social and Governance (ESG) factors that reflect not only the sustainability and ethical impact of a business, but are also increasingly recognized as markers of long-term financial health.

Purpose and social good are part of every project we pursue. Invenergy makes major investments in communities large and small where critical energy needs exist. Our projects mean solid jobs for workers during construction and long-term opportunity for plant employees, who we strive to hire locally. And every new Invenergy project plays a role in reducing carbon emissions and other harmful pollutants in our air—whether our wind farms and solar arrays that generate zero-emission electricity, or our high-efficiency natural gas plants that displace older, dirtier sources of power generation.

But Invenergy Impact goes beyond the business of clean energy. Through this report, I invite you to learn more about the steps we're taking to run our business more sustainably, like the 70% paper reduction we achieved at our renewable energy sites or the leadership training offered to managers. I hope you will be inspired, as I was, by employee-led efforts to assist those in need after hurricanes devastated Texas and Puerto Rico. And I am glad to share with you the many ways Invenergy invests in the social, environmental and economic sustainability of the communities that are home to our employees and our projects.

Clean energy is not just the future, it is now. And as our business grows, so does our ability to do good. The Invenergy Impact program is a new and exciting aspect of our mission. To our employees and partners, thank you for joining together in this work.

A handwritten signature in black ink that reads "Michael Polsky". The signature is fluid and cursive, with a large, stylized "P" at the end.

Michael Polsky

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Our Impact in 2017



**Megawatts
Developed**
**3,784
Megawatts**



**Additional
Homes Powered**
**101,580
Homes**



**Tons of Carbon
Dioxide Offset**
**11.2
Million**



**Local Economic
Investment**
**\$135
Million**



**Construction
Jobs Supported**
**1,900
Jobs**



**Permanent
Jobs Created**
**166
Jobs**

Environmental Sustainability

Invenergy's portfolio of clean energy projects offset 11.2 million tons of carbon dioxide emissions in 2017, bringing our lifetime total to nearly 60 million tons of emissions offset. In addition to leaving our air and water cleaner through the operations of these projects, we take care to develop each of our projects in an environmentally responsible way and run our business sustainably.

Our energy facilities are sited, constructed and operated to minimize impacts to wildlife and habitat through close collaboration with state and federal wildlife agencies, conservation nonprofits and other stakeholders. Invenergy continues to explore innovative approaches to responsible development, and opportunities for strategic conservation investment.

Our commitment to environmental sustainability extends beyond the clean energy projects we build. In 2017, we initiated new policies aimed at increasing the sustainability of day-to-day operations. We reduced paper consumption at our renewable energy sites by 70% by equipping technicians with iPads in the field. At our headquarters and regional offices, we switched from paper to reusable cups, and we removed trash bins from individual work stations to minimize plastic bag waste and encourage more recycling. In our Chicago headquarters, we installed commercial-grade coffee brewers, eliminating the use and disposal of single-serve coffee pods.

These steps—many employee-led—moved us forward in 2017, and we're continuing to build on them.

Our Impact in 2017



Tons of Carbon Dioxide Offset
11.2 Million



Trees Planted Equivalent
260 Million



Waste Diverted
1,600 Pounds



Cars Off the Road Equiv.
2.1 Million



Paper Reduction
70% at Sites



Coffee Waste Eliminated
23,000 Pods

2017 Oracle Sustainability Innovation Award

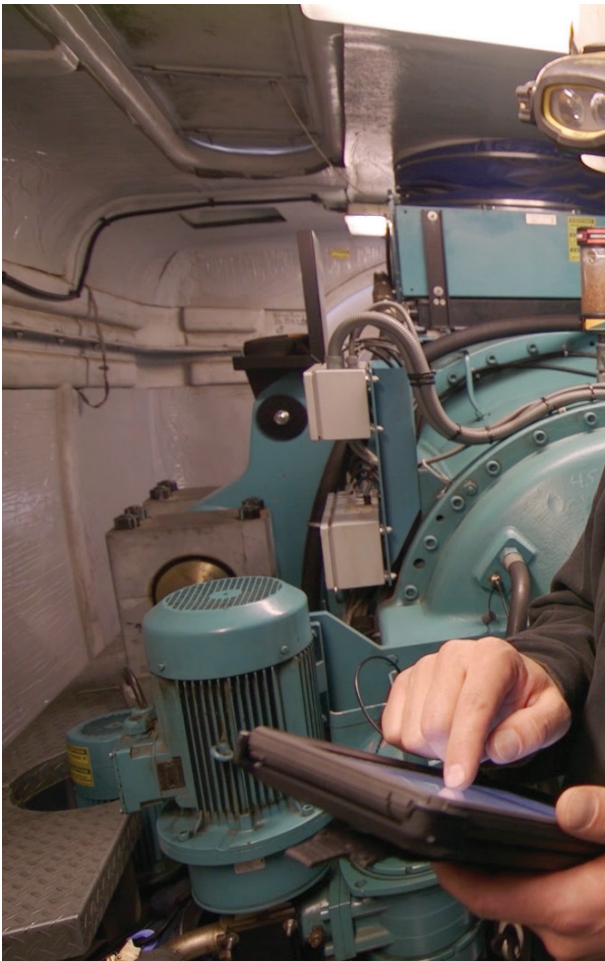
Since 2008, Oracle has presented Sustainability Innovation awards to select customers and business partners that demonstrate a commitment to making environmental issues a priority across their enterprises. In honoring Invenergy with a 2017 Sustainability Innovation Award, Oracle cited Invenergy's commitment to reducing greenhouse gas emissions through the development of renewable energy projects and our commitment to sustainable business practices including reducing waste and resource consumption.

ORACLE[®]

Environmental Sustainability:

Sustainability Innovation In Action

In 2017, our North American fleet of renewable energy generation projects reduced paper consumption by an estimated 70% compared to 2015. How did we do it? By equipping technicians with iPads instead of paper service-manuals, work orders and checklists. Enterprise Asset Management (EAM) Mobile is a tool that digitizes information resources and workflows used by wind technicians in the field. After a pilot with EAM Mobile, we digitized fleet-wide. EAM Mobile improves operations by providing technicians 24/7 access to our maintenance database and virtual document libraries, making digital downloads and uploads seamless and eliminating the need to scan documents manually.



Invenergy wind technician, Jason Jensema, using EAM technology.



“We’re investing in a digitally connected workforce, literally putting work orders at technicians’ fingertips, enabling them to do their job better while cutting paper use by 70%.”

Frank Santiago
Operations Support Manager

Environmental Sustainability: In the Office

In 2017, employees led efforts in our Chicago headquarters and regional offices to reduce waste in our daily operations. Through office policy and resource-use changes, Invenergy significantly decreased daily dependency on paper and disposable products.



Diverting Kitchen Waste

Reduced an estimated 1,600 pounds of kitchen waste annually by replacing disposable water cups, coffee cups and lids. We gifted employees with stainless steel cups and provided guests with reusable glasses and mugs to easily make the switch.



Kicking Coffee Pods

Prevented 23,000 coffee pods from entering landfills by removing single-serve coffee brewers. We made equipment upgrades and switched to commercial-grade brewers that serve up Chicago's own Intelligentsia coffee.



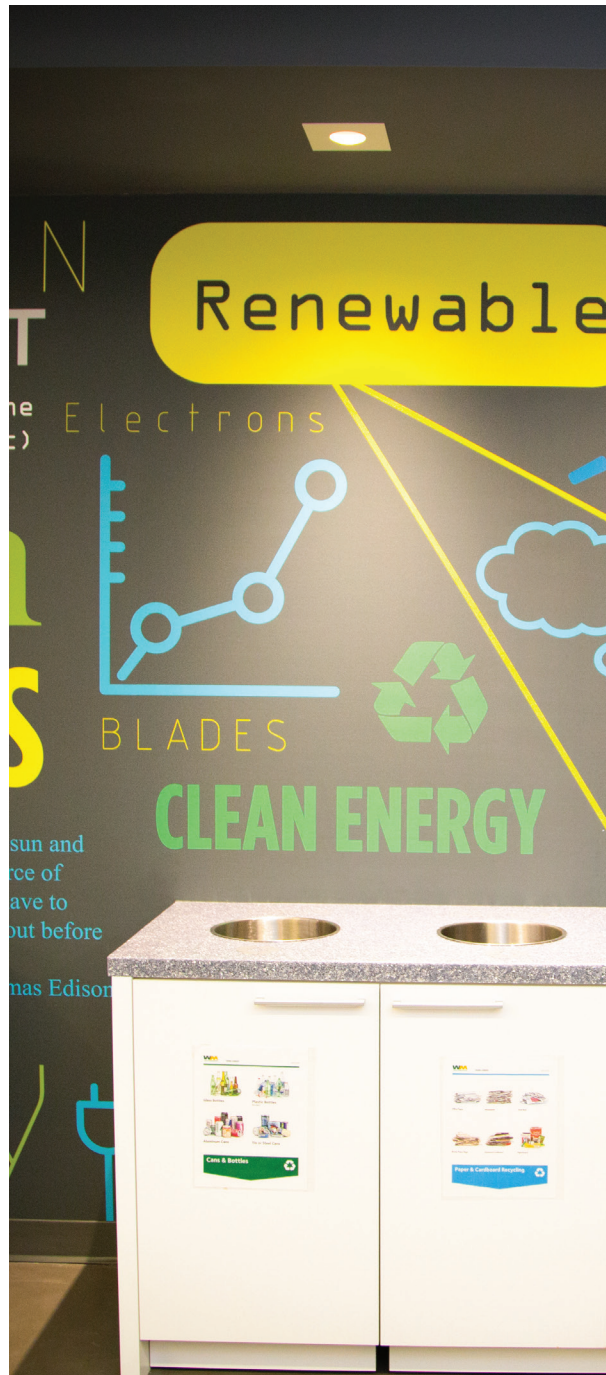
Recycling Education

Increased recycling participation and effectiveness by creating highly visible, more detailed signage that explains what types of plastics, glass, metal, and paper products can be recycled.



Reducing Paper Usage

In addition to the 70% reduction in paper usage across our renewable energy sites, in 2017, our IT team programmed printers company-wide with double-sided printing defaults to minimize paper usage.



Dual-stream recycling, trash and educational signage in cafeteria of Invenergy's Chicago headquarters office.

Home Community Investments

In 2017, Invenergy directly invested nearly \$135 million in communities where we have projects and offices around the world.

Invenergy's community investments support workers, landowners, and state and local governments. In addition to these investments, Invenergy projects drive economic activity at restaurants, gas stations, hardware stores and other businesses in the communities where we work. Tax revenues from Invenergy projects support community services, strengthen schools, improve infrastructure, and fund critical police, fire and EMT departments leading to a higher quality of life for residents.

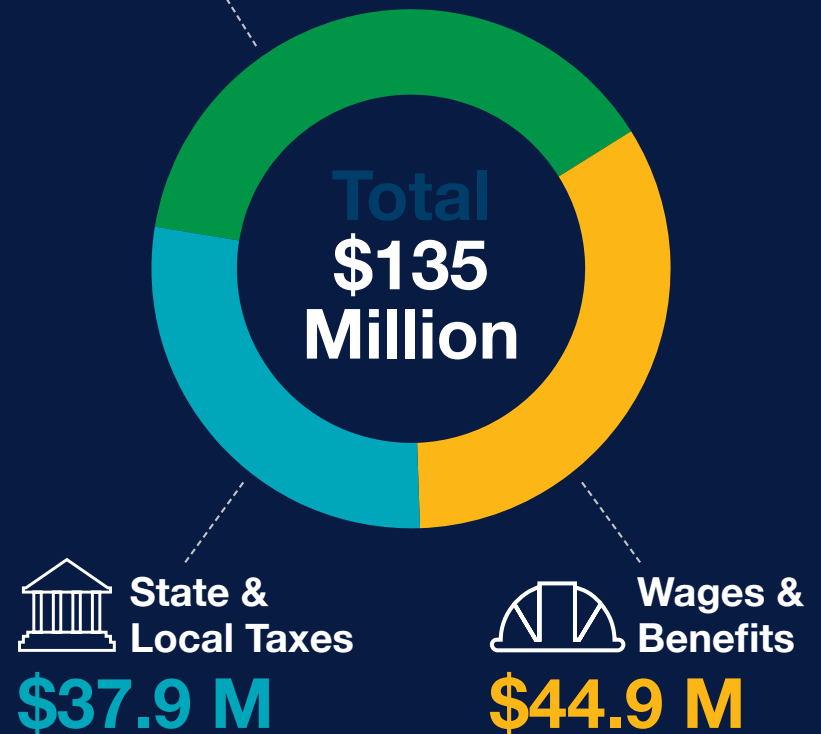
In addition to bringing jobs, tax revenue and land payments to communities, Invenergy and its employees invest in local causes. Invenergy employees contribute to their home communities through philanthropy, volunteerism and partnerships with local nonprofits and educational institutions.

Through the Invenergy Impact program, every Invenergy energy center provides support to causes that are important to home communities. We are proud to support education, veteran and military causes, emergency services and environmental sustainability initiatives in the communities where we live and work.

Our Impact in 2017

Total Home Community Investments \$135 Million

 Landowner Payments
\$52.0 M



 State & Local Taxes
\$37.9 M

 Wages & Benefits
\$44.9 M



Wages & Benefits
A Thousand Jobs in Jessup, PA

The buzz of building activity in the Borough of Jessup, just outside Scranton, Pennsylvania, is a power plant coming to life. After starting construction in 2016, Invenergy's Lackawanna Energy Center hit a peak of 1,198 workers on site in 2017. By year end, the construction undertaking had generated more than \$150 million for the local economy, including more than \$75 million in wages and benefits to workers, including direct Invenergy employees and temporary construction jobs. The 1,500-megawatt natural gas power plant will be among the cleanest, most efficient of its kind, playing an important role in the region's transition away from coal power.

Aerial image of Invenergy's Lackawanna Energy Center construction site, taken March 2018.



State & Local Taxes

The Tax-Free Town of Sheldon, NY

Invenergy projects generate much-needed revenue for local communities in the form of state and local taxes, wages and benefits for employees, and payments to landowners. In some cases, rural communities are able to alleviate tax burdens on residents because of annual tax or host community payments from our energy centers. Like the Town of Sheldon, New York, which cut residents' property tax bills to \$0 between 2009 to 2017, thanks to revenues from our High Sheldon Wind Farm. Describing Invenergy, Sheldon Town Supervisor Brian Becker said, "I give them an A-plus rating with their interactions here within the community."

Horses on pasture land within footprint of Invenergy's High Sheldon Wind Farm.

An aerial photograph of a rural landscape. In the foreground, there are green fields and a cluster of four silver metal silos. A large white wind turbine stands prominently on the right side. The middle ground is dominated by a vast solar farm with rows of dark photovoltaic panels. In the background, there are more fields, trees, and a distant horizon under a blue sky with light clouds.

Landowner Payments

A Solar Farmer in Streator, IL

Renewable energy is a drought-proof cash crop for farmers and ranchers. It provides steady, dependable income when the rain doesn't fall, or if crop prices do. Kevin Missel, a farmer who leases land to Invenery's Grand Ridge Solar farm in Illinois, shared his story in 2017: "If you're a landowner and you find a good tenant to farm your ground, you want to keep that tenant. Agriculture is a risky business and so this kind of takes away some of that risk to where we know we've got the sure thing here going forward and it sort of hedges things for us a little bit. We still get to farm the rest of the land and be active and continue to do what's always been done for generations and generations."

Aerial image from Invenery's Grand Ridge Energy Center, where wind, solar and battery storage projects are co-located.



Invernergy Impact in Communities

Invernergy invests time and resources into causes our employees, neighbors and partners care about most. In 2017, we volunteered during times of need, facilitated learning, and invested locally to support economic, environmental and social sustainability. This page features snapshots of our community work in 2017, and the following pages provide a deeper look at causes we focus on and work we did in our home communities during the year.

Invenergy Impact in Communities

Energy Access in El Salvador

In historically oil-dependent El Salvador, Invenergy and our local partner Quantum Energy are opening access to new, cleaner and more affordable energy. Our \$800 million Energía del Pacífico project is the largest private investment in the history of El Salvador. Energía del Pacífico includes a liquified natural gas import terminal, a power generation facility and a nearly 30-mile-long electric transmission line that, together, will convert natural gas brought in by ship into electricity. Energía del Pacífico will mean cleaner air, lower power prices, economic development and jobs for El Salvador.

Invenergy and Quantum Energy are investing in the social and economic advancement of Acajutla, El Salvador, the seaport city that is home to the project. In 2017, Energía del Pacífico installed new electrical distribution lines to bring electricity for the first time to the homes of 200 families in the neighborhoods of Los Abetos and Miramar, where infrastructure is minimal. Public sewage systems and paved roads are rare, making the electric lines a pivotal step in improving residents' way-of-life. Also in 2017, we provided funds to HMEC, a youth development center, for a new roof for their basketball court.



Community members gather for a social development project in Acajutla. (Credit: Energía del Pacífico)

“In Energía del Pacífico, we consider ourselves part of the Municipality of Acajutla and therefore, we believe investing in social infrastructure projects has a significant impact on the lives of the inhabitants of the community. Our commitment is to allocate \$530,000 annually in the execution of works focused on the main needs of the population. These are defined and designed jointly with the City Hall and the Social Investment Fund for Local Development (FISDL).”

Eduardo Zablah-Touché, Director, EDP

The Gift of Light in Puerto Rico

Following two devastating hurricanes, Irma and Maria, in late 2017, the electric grid in Puerto Rico was destroyed, leaving 100% of the island without power. The effort to rebuild has been slow and challenging. Invenergy partnered with other Chicago-based companies, including LuminAID, a clean energy technology startup that makes affordable and easy-to-distribute solar powered lanterns, to provide safe light for residents in Puerto Rico. Through October and November 2017, Invenergy helped raise \$100,000 for LuminAID's Give Light Program by matching donor contributions to the Chicago4PR campaign. More than 10,000 solar lanterns were pledged through this effort.

The need remains in Puerto Rico, and you can sponsor a light or get one for yourself at LuminAID's Give Light, Get Light page: luminaid.com/pages/give-light-get-light



Image courtesy of LuminAID.





Invenergy Impact Area Education

Contributed
\$94,500
towards education-
related causes in 2017

Committed
\$200,000
for wind technician
training scholarships
in Oklahoma



Leaders from Invenergy (SVP of Operations Alex George; third from right), GE, PSO, High Plains Technology Center, Panhandle State University, Oklahoma CareerTech and Woodward Industrial Foundation gather to announce a \$200,000 wind technician training partnership.

Oklahoma Wind Technician Training Partnership

In December of 2017, Wind Catcher Energy Connection project partners Public Service Company of Oklahoma (PSO) and GE Renewable Energy, alongside Invenergy, announced a partnership with High Plains Technology Center (HPTC) and Oklahoma Panhandle State University (OPSU) that will equip students for jobs in the wind energy sector. The partnership is set to provide \$200,000 in total scholarships, state-of-the-art training equipment and programming for students seeking jobs in the wind energy sector. HPTC will expand and modernize its existing wind technician training program, allowing for a doubling in student enrollment. OPSU and HPTC work together so that OPSU students can earn credit hours towards their associate degree by completing the wind technician certification program at HPTC.

“The training and scholarship program will strengthen our work force and prepare students for high quality jobs close to home. I’m proud to see the Wind Catcher partners, HPTC and OPSU, working together to make this happen.”

Casey Murdock, Oklahoma State Senator



Lackawanna College School of Petroleum & Natural Gas Program Director Jeannine Barrett (far left) and Lackawanna Energy Center Plant Manager Jason Carey (far right) recognize recipients of the 2017 Invenergy Advanced Energy Scholarship at the Lackawanna Energy Center site.

Lackawanna College Students Awarded Energy Scholarships

In October of 2017, four students from the School of Petroleum & Natural Gas at Lackawanna College were awarded the Invenergy Advanced Energy Scholarship. Invenergy worked with the college to establish the scholarship in 2016, with a \$300,000 pledge toward scholarships to be awarded annually through 2026. Students are selected based on their academic performance and geographic proximity, promoting new opportunities for residents near the Lackawanna Energy Center.

“This scholarship is a prime example of how private industry can facilitate relevant and life-changing educational opportunities for our residents. Invenergy’s continued commitment to our students is just one more way that they validate their corporate commitment to improving the quality of life in our region.”

Mark Volk, Lackawanna College President



Invenergy Impact Area

Emergency Services

Contributed
\$143,400
towards emergency services in 2017

Joined
\$1,000,000
wind industry effort to rebuild Texas following Hurricane Harvey

Helped raise
\$100,000
for hurricane relief in Puerto Rico



Hurricane Harvey Relief

Hurricane Harvey was the second-costliest natural disaster in U.S. history, behind Hurricane Katrina. Having a significant presence in Texas, Invenergy joined other American wind energy companies in committing a combined total of \$1 million for the American Wind Rebuilding Texas effort, which is supporting Habitat for Humanity's post-Hurricane Harvey recovery work. Invenergy employees donated and collected essential items such as food, water and cleaning supplies, and one Texas office hosted a blood drive. Additionally, active military reservist employees deployed to assist in recovery efforts.



Wildfire Aid in Texas

Wildfires fueled by dry winds burned through more than one million acres across four plains states in early March 2017. Within the burn zone, communities near our Miami (TX), Buckeye (KS), and Wind Catcher (OK) energy facilities were impacted. Three Invenergy technicians from our Miami Wind Energy Center actively fought the wildfires with the Miami Volunteer Fire Department. After some equipment was damaged fighting the blaze, Invenergy invested \$5,000 into the fire department for the purchase and repair of life-saving equipment.



Helping Neighbors After Tornadoes Hit

Severe storms and an EF2 tornado that reached speeds up to 135 miles per hour swept through Missouri and Illinois on February 28 and March 1, 2017. Significant damage occurred in Ottawa, Illinois, near Invenergy's Grand Ridge Energy Center. After the area was declared safe for volunteers, 10 members of the Grand Ridge team joined clean-up efforts in Ottawa, clearing roads for better residential and emergency access and picking up debris. Above, Grand Ridge technician Jerry Diss aids in the recovery effort.



Invenergy Impact Area

Veteran Services

Contributed
\$43,500
towards veteran services in 2017

Signed up
70
employees joined the Invenergy Veteran's Network in 2017

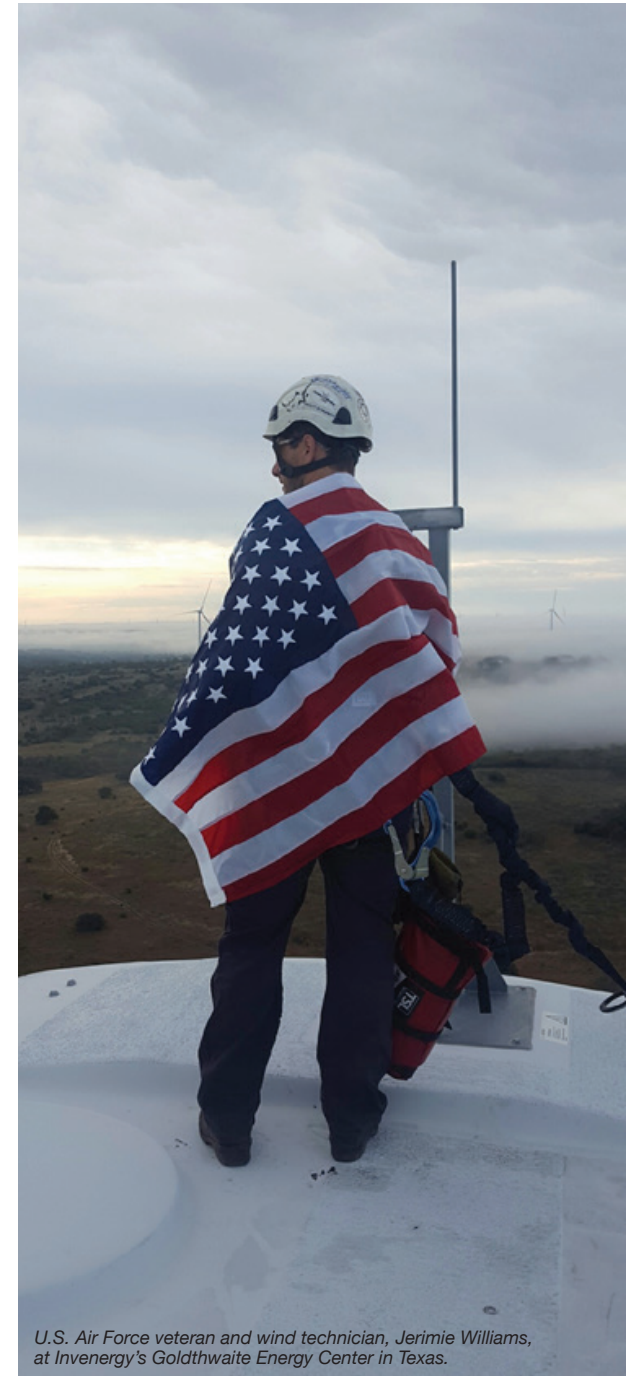
Honoring Veterans in Home Communities

Every year, Invenergy finds new ways to honor our nation's and our company's veterans. In 2017, half of our energy centers collaborated with veteran organizations in support of those who served.

Invenergy teams volunteered with local American Legion and Veterans of Foreign Wars posts serving lunches to American heroes on Veteran's Day. At our Prairie Breeze wind farm in Nebraska, our site team treated veterans to lunch at the Elgin Senior Center. The team at Grays Harbor Energy Center, a natural gas facility in Washington, sponsored lunch for 200 veterans and family members. And, our Hardee Power Station, a natural gas plant in Florida, sponsored and volunteered at a three-day fishing tournament designed to help veterans cope with physical injuries and post-traumatic stress.

Additionally, the Fisher House network of comfort homes provides a place where military and veterans families can stay free of charge when a loved one is in the hospital. In December 2017, members of the Invenergy Veteran's Network and supportive colleagues from our Chicago headquarters office volunteered at the Fisher House at the Edward Hines, Jr. VA Hospital. Volunteers cleaned facilities, prepared lunch, and visited with guests to hear and share stories.

Organizations We Partner With



U.S. Air Force veteran and wind technician, Jermie Williams, at Invenergy's Goldthwaite Energy Center in Texas.



Invenergy Impact Area

Environmental Stewardship

Contributed
\$87,400
towards environmental
stewardship in 2017

Hosted
3
open space-cleanup
employee volunteer events



Partnering with Clean Energy Trust

Clean Energy Trust (CET) is a 501c3 non-profit with a mission to accelerate cleantech startups in the Midwest by finding and investing in the most promising early-stage technologies and entrepreneurs. Invenergy shares CET’s belief that innovation and entrepreneurship are critical tools to combat climate change and spur economic development.

To date, CET has awarded over \$4.8 million in funding to 45 clean energy startups. Startups benefiting from its programs have gone on to raise an additional \$128 million in follow-on-funding—and have created over 300 jobs.

Invenergy CEO, Michael Polsky, co-founded the organization in 2010, and the partnership continues today. Michael serves as co-chair of the CET Board of Directors. Invenergy Future Fund Managing Director, Amy Francetic, was CET’s founding CEO through 2015 and today serves on the CET Board of Directors.

Invenergy engages and supports CET at every level of our organization with employees who serve as evaluators, mentors and advisors to CET’s investment process and portfolio companies. Invenergy is one of the largest sponsors of the organization and was a title sponsor of the 2017 Clean Energy Challenge.



Environmental Advocacy

In 2017, Invenergy supported the Environmental Law and Policy Center (ELPC) in their ongoing efforts to put public and environmental health first. ELPC is the Midwest’s leading public interest environmental legal advocacy and eco-business innovation organization. ELPC advocates for climate change solutions that create jobs, grow the economy and protects public health throughout the Midwest.



Open Space Clean-Ups

Invenergy employees take pride in their natural surroundings. In Chicago, Invenergy colleagues took advantage of the new Volunteer Time Off benefit to pick up trash and debris at Montrose Beach. In just one September afternoon, the group picked up 63 pounds of trash. Invenergy also made a \$1,500 donation to the Chicago Parks Foundation to help pay for community events and programs. At other sites, our colleagues participated in Adopt-A-Highway roadside clean-ups.

Empowering Our People

Sustainability empowers people to live healthier lives. Local investment empowers people through economic opportunity. Invenergy Impact efforts are ultimately about empowering people. And that includes Invenergy employees.

Our colleagues do meaningful, challenging work, and our culture empowers every employee to take ownership over their areas of responsibility and bring new ideas to the table every day. Invenergy works to support employees' professional growth and well-being while offering opportunities to give back through their work.

In 2017, Invenergy increased focus and investment on employee training and development. We put greater emphasis on safety, resource groups, individual wellness, professional development and performance growth.

We also launched The Power Team, a group of employees charged with creating a rewarding work environment that supports the physical, financial, purpose and social well-being of Invenergy employees.

One outcome of these efforts was the debut of a new employee benefit: Volunteer Time Off. This paid time off benefit offers employees the opportunity to devote time to causes they care most about and that serve the communities where we live and work.

In 2017, we also made important strides in diversity and inclusion, including near-gender parity in new corporate hires in an industry where women are traditionally underrepresented. We look forward to growing a more inclusive and diverse workforce across and at every level of our organization.

Our Impact in 2017



**Safety Training
Per Services
Employee**
**47
Hours**



**Representation
of Veterans
in Workforce**
**11
Percent**



**Employee Training
Hours Offered**
**2,800
Hours**



**Advancement by
Promotion or
New Internal Role**
**1 in 5
Employees**



**Representation of
Women Among
Corporate Hires**
**48
Percent**



**Volunteer Time
Off Available**
**6,260
Hours**

Empowering People:
Safety

Taking Ownership for Safety

Safety is a core Invenergy value. Empowering each Invenergy employee to take personal ownership for their and their coworkers' safety is how we strive to create a workplace where everyone goes home the same way they came in. Our extensive safety training program totaled 21,767 hours for operations and maintenance (O&M) employees in 2017, equating to 47 hours per employee during the year. Throughout the year, O&M team members received regular emergency safety training in areas such as CPR, AED and First Aid. Our teams also participated in training sessions customized for Invenergy's needs and operating environments. Substation Safety Training provided technicians with customized instruction, as each substation adjacent to our energy centers is unique. MoveSmart training taught industrial ergonomics. And, our Rescue at Heights programming brought in a training professional from world-renowned Gravitec to prepare our teams for up-tower incidents at wind farms.



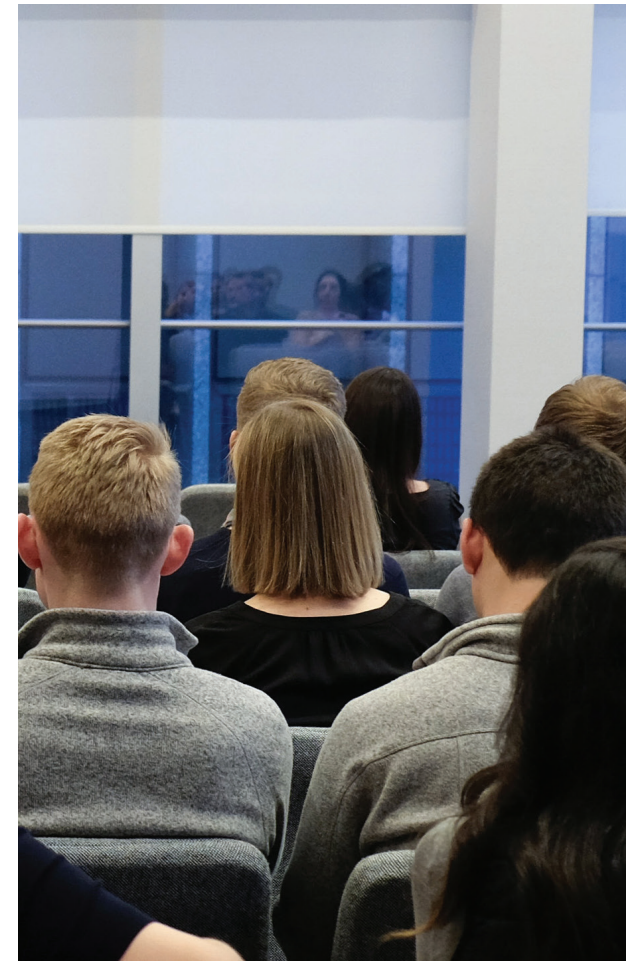
Emergency response training being conducted at Spring Canyon Energy Center in Peetz, Colorado.

Empowering People:
Women in Energy

Where We Are & Where We're Heading

Invernergy, through its employee-led Invernergy Women's Network (IWN), has numerous programs to recruit, develop and retain women employees, from a mentorship program, to scholarship fundraising, and speaking events. In 2017, 48% of new hires at Invernergy's headquarters office in Chicago were women, and we are committed to continuing to work towards the advancement of women and diverse leadership throughout the organization.

Among IWN's 2017 activities included hosting a fireside chat for open to all Chicago employees with Mary Powell, President and CEO of Green Mountain Power. An energy visionary, Mary offered insight into the shifting utility business model, redefining how to manage a utility and the future of customers' interaction with the grid.



Members of the Invernergy Women's Network gather to learn about grid modernization from Mary Powell, of Green Mountain Power.



Empowering People

Employee Training & Development

Offered
2,800 Hours
of leadership training in 2017

Offered
100 Percent
of Invenergy managers
training opportunities in 2017

“Members of our leadership team were challenged during ‘Crotonville in Chicago,’ which focused on leadership development and strategy. This was new for us, and a little different. But it was time very well spent.”

Jim Murphy, President & Chief Operating Officer



Campus of GE's Crotonville global leadership institute in New York. (Credit: GE.com)

Invenergy & GE Bring “Crotonville” to Chicago

In 1956, General Electric established the first corporate university an hour north of New York City along the Croton River. Since then, “Crotonville” has been GE’s home for leadership training and development. Invenergy’s partnership with GE inspired the creation of a customized version of their leadership training in our home city of Chicago. During “Crotonville in Chicago,” Invenergy’s leaders learned about Leadership in the 2020 Workplace, Inspiring for Trust & Personal Growth, Building a Culture of Diversity & Inclusiveness and Scenario Planning for Uncertain Times.



CEB Frontline Manager Success Workshop

We presented CEB Manager Success Workshops to people managers. These workshops were a series of live, action-oriented virtual seminars designed to provide managers with the knowledge and tools needed to effectively manage people now and in the future.



Leadership Training with Second City Works

Managers at Invenergy participated in a training conducted by Second City Works, the consulting arm of the world-renowned and Chicago-based improv comedy club. This lighthearted and engaging professional development opportunity focused on enhancing change management leadership, performance feedback, communication and team building.

Empowering People

Olympic Athlete Career & Education

The U.S. Olympic Committee's (USOC) Athlete Career and Education (ACE) program is designed to help U.S. Olympic and Paralympic athletes transition into the work force after careers in sport by providing training, networks, education and mentoring to athletes. This program connects athlete-interns with business members of ACE.

In 2017, Invenergy participated in the ACE program and welcomed an Olympic fellow to our team. Nick Edwards spent eight years playing rugby for Team USA before joining Invenergy's renewable energy development group. The discipline and competitive spirit that helped Nick stand out as an athlete set him apart in his fellowship, and Nick has since transitioned into a full-time career position as a Renewable Energy Development Manager with Invenergy.



“The USOC helped me find Invenergy - a challenging and rewarding workplace that aligns with my values. It has proven to be a perfect fit leading to a new career in renewable energy development. I’m proud to have been a part of both the USA Rugby Team and now the Invenergy team.”

Nick Edwards
Renewable Development Manager
Former USA Rugby National Team Captain

Invenergy Renewable Developer, Nick Edwards (blue jersey, right), competing for the USA Men's Eagles Sevens rugby team. (Credit: Alamy Stock Photo)

Supporting the Advancement of Women in Energy



Invenergy Women's Network Entered Its Third Year

The Invenergy Women's Network (IWN), an employee resource group, entered its third year. IWN promotes the development, mentorship and advancement of women at Invenergy to create a more inclusive workplace and industry.



Ninth Year as a Corporate Sponsor of WRISE

Invenergy has been a corporate sponsor of Women of Renewable Industries and Sustainable Energy (WRISE) since 2009. WRISE builds community, promotes education and cultivates leadership among women in the renewable energy industry.



Scholarship Sponsor for Society of Women Engineers

Society of Women Engineers awards scholarships to women pursuing ABET-accredited bachelor or graduate student programs in preparation for careers in engineering and computer science in the U.S. In 2017, Invenergy Women's Network members led efforts to raise employee and corporate dollars for these scholarships.

Serving Those Who Served: Veterans in Energy



Debuted the Employee-Led Invenergy Veterans Network

Launched in 2017, the Invenergy Veterans Network (IVN) is an employee resource group created to support veterans and veteran family members employed at Invenergy. The IVN focuses on employee engagement, recruitment and community outreach.



Sponsored First Annual Veteran's Energy Seminar

Invenergy sponsored the first annual Veteran's Energy Seminar, which convened veterans and energy professionals in Chicago in December 2017 to educate veterans, reservists and military spouses on global energy security and career paths.



Sought Veteran Talent at Recruit Military Job Fairs

Veteran representatives and members of Invenergy's Human Resources team attended military recruiting events at Fort Hood in Texas and Soldier Field in Chicago.

About This Report

The *Invenergy Impact: 2017 Sustainability Report* includes stories and metrics from calendar year 2017, unless otherwise noted.

2017 Impact Highlights

Installed capacity, power generation, economic investment totals, and employment figures are from internal accounting and employment records.

Net carbon dioxide emissions offsets are calculated using Invenergy power generation estimates based on site-specific capacity factors as well as external data from the U.S. Energy Information Agency, including:

- Invenergy wind, solar and natural gas lifetime power generation totals by project (MWh)
- Invenergy wind, solar and natural gas lifetime CO2 emissions by project (tons)
- Average U.S. production-weighted emissions intensity (lb/MWh) by power generation source (2010 baseline)
- Invenergy data excludes assets that were sold prior to the end of 2017

Sustainability Leadership

Reductions in environmental footprint and office waste are calculated based on the following inputs:

- Change in supply orders over time from 2016 to 2017
- Reduction in purchase orders times product weight as reported by product manufacturer
- Trees planted and cars off the road equivalents are determined using the U.S. Environmental Protection Agency's greenhouse gas equivalency calculator

Home Community Investments

Total home community investments including wages & benefits, state & local tax payments, and payments to landowners are from internal accounting records and contractor reports. Wages & benefits reflect only Invenergy energy center employees and exclude employees who work at corporate offices.

Sheldon, NY tax data is from public property tax records and as reported by the *Niagara Gazette*.

The following Invenergy press releases and blog posts include more information related to scholarships and emergency relief initiatives:

- [Lackawanna College Invenergy Advanced Energy Scholarship](#)
- [High Plains Technology Center and Oklahoma Panhandle State University Scholarship Program](#)
- [Energía del Pacífico Project Overview and Social Investment Details](#)
- [Wind Rebuilding Texas - Hurricane Harvey Relief](#)
- [Chicago Shines a Light on Puerto Rico](#)

Empowering Our People

Hiring and training metrics are from internal Environmental Health and Safety and Human Resources records.

- Safety training is required for all Invenergy Services LLC employees who are involved with the operations and maintenance of Invenergy facilities.
- Invenergy Services LLC training hours were recorded upon completion. In total, 21,767 training hours were recorded for 467 individuals.
- Leadership training hours were determined based on the number of employees offered training and the duration of those trainings.
- Volunteer Time Off (VTO) hours were calculated based on the number of employees eligible for 8 hours of VTO per year. This benefit was launched in Q3 2017.

For additional background, please contact Hannah Hertlein, Manager, Community Affairs, who leads the Invenergy Impact program, at hhertlein@invenergyllc.com.



Looking Ahead

Social responsibility is at the heart of our business. We hope you'll join us as we continue to deliver clean energy solutions for a sustainable world with a focus on our people, local communities and the environment.

