

## Viejas Microgrid | Community Benefits

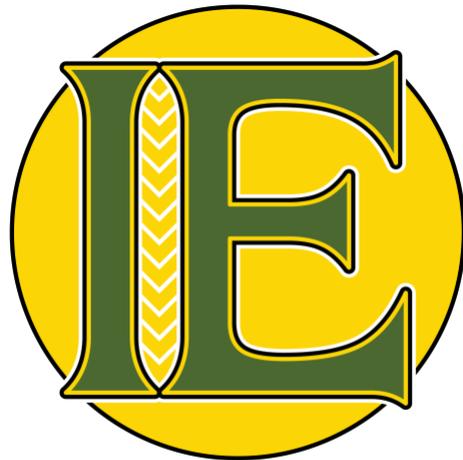
**Project Summary:** In July 2024, the U.S. Department of Energy (DOE) announced the closing of a \$72.8 million partial loan guarantee to finance the development of a solar-plus long-duration energy storage microgrid on the Tribal lands of the Viejas Band of the Kumeyaay Indians near Alpine, California. The [Viejas Microgrid](#) project will provide the Viejas Band with reliable utility-scale renewable energy generation and storage infrastructure through the installation of a 15 MW photovoltaic solar generation system and a 70 MWh battery long-duration energy storage system. The Viejas Band will purchase electricity through a subsidiary in a long-term power purchase agreement (PPA) to help operate various commercial businesses including gaming, hospitality, and retail facilities.

### Highlights from Community Benefits Plan

- The Viejas Microgrid provides the Viejas Band of Kumeyaay Indians energy surety for emergency services and support facilities, as well as cost savings in the first year that are sustained for a minimum of 30 years thereafter.
- Indian Energy's subcontractors have a workforce of 187 people from a minority background across the various phases of the project which represent approximately 75% of the total project design and construction team.
- Indian Energy has over 50% ownership between two partnering Tribes, creating long-term revenue streams for the Tribes.
- Indian Energy has joined multiple Technical Advisory Committees (TACs) to advise and share best practices on Tribal Energy projects.
- The project led to the creation of Maada'oozh, a Native American owned energy and environmental services company and part of the Indian Energy Group.

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The following is the full Community Benefits Plan for the Viejas Microgrid →



**INDIAN ENERGY**

**COMMUNITY BENEFITS PLAN  
FOR THE  
VIEJAS ENTERPRISE MICROGRID (VEM)  
*AND BEYOND***

**In partnership and alignment with the U.S. Department of Energy,  
State of California, California Energy Commission (CEC),  
U.S. Department of Defense, and U.S. Department of the Interior**

**Nicole Reiter and Craig Reiter** are the leads for collaborating on Community Jobs and Justice with the LPO.

## **1. Indian Energy & the Indigenous Energy Sovereignty Program (IESP)**

The purpose of this document is to illustrate Indian Energy's commitment to Indian Country, our Government and the Military; our dedication as a Native American family is to support Indigenous people; to unify Tribes across North America to create an equitable workforce; and to do our part to change the course of climate change by sustainably using the land and resources in a way that respects our culture and beliefs.

As a 100% Native American-owned and operated energy solutions developer, Indian Energy's mission is to develop holistic and sustainable opportunities so that we can maintain a traditional way of life that provides for our seventh generation.

### **Our Core Values:**

1. **Transparency** – We are an open book with our partners;
2. **Integrity** – We are honest people with strong moral principles;
3. **Inclusion** – We foster diversity and empower all people to follow their path;
4. **Collaboration** – We are a circle, a community, a team, and we work together to solve challenges, share ideas and help each other. It is the only way we work;
5. **Humility** – We are down-to-earth, hard-working people and we respect others. We listen and learn and work to lift people up;
6. **Sustainability** – We embrace sustainable practices to ensure that we are having a positive impact on the land, communities, and environment where we do business

For the past 15 years, Indian Energy has been working to develop and deploy 100% renewable microgrid systems based long duration energy storage and have secured lands in excess of 10 million acres with the potential to generate more than 10GWs of renewable energy and store more than 15GWh of clean power. Indian Energy's IESP is unifying tribes in California and Mexico with the State of California, and the United States Military through technology and a common need. Below are some of the key projects in development.

### **Collaborative Social and Economic Development Agreement**

In February of 2024, Indian Energy and Indian Power signed the Collaborative Social and Economic Development Agreement with The Federation of Rural and Farm Communities comprised of Peoples of Native Origin of the Americas of Mexico. The agreement included 68 Indigenous Tribes and ten (10) additional ethnic groups in Mexico that are not recognized as an official tribe by the Mexican National Institute due to the small population size and unclaimed territories. The agreement will systemically master plan the lands, with the goal of providing opportunity for prosperity for indigenous people. The Master Plan includes the development of ten (10) renewable power plants by 2035 with additional power plants planned to support the build out of infrastructure. Indian Energy has also secured a Presidential Permit to deliver renewable power across the border into the United States. The IESP can solve California's energy deficit and eliminate the need for import of high-cost power from Arizona and Nevada.

The plan will also help California meet its Renewable Portfolio Standard (RPS) of 100% renewables by 2045, while providing equitable jobs and revenue streams for indigenous people on both sides of the border.

### **The Indian Energy ZEV Centers™**

The ZEV Ring is a network of The Indian Energy ZEV Centers™ throughout Southern California on Alternative Fuel Corridors (AFC) that provide Zero Emission Vehicle infrastructure and services to get medium and heavy-duty ZEV transport vehicles from the shipping ports out to the multi-modal distribution centers, then out for deliveries and back. The Indian Energy ZEV Centers™ provide the DC Fast Charging and Hydrogen Refueling that is needed to launch the adoption of medium and heavy-duty transport in Southern California. The Indian Energy ZEV Centers are Native and Tribally-owned, located on Tribal Lands, and will provide long-term revenue streams and equitable jobs to Native Americans, Tribes, and other underserved communities for years to come. This is the real solution to Transportation Electrification and California is leading the way.

### ***LMI Tribes in Rural Areas of Southern California InterTribal Consortium***

The *LMI Tribes in Rural Areas of Southern California InterTribal Consortium* was formed in 2023 by the Tribes, Indian Energy and Maada'oozh to help underserved Tribes that are low-to-medium income, suffer from exorbitant energy costs and are in severe high heat, high wind, and high fire risk areas that experience frequent power outages. The Intertribal Consortium in helping its low-income and disadvantaged communities receive resilient solar energy and storage, develop a workforce for equitable jobs for Native Americans, support a reduction in carbon emissions in the region, and provide an overall improvement in the quality of life for Native Americans. The Tribal Consortium includes the La Posta Band of Mission Indians, Campo Kumeyaay Indians, Ewiiapaayp Band of Kumeyaay Indians, Pauma Band of Luiseno Mission Indians of the Pauma & Yuima Reservation, Los Coyotes Band of Cahuilla and Cupeno Indians, and Pala Band of Mission Indians.

Together, these teams are working to finalize, deploy, and rapidly scale long duration energy storage microgrids in a regional system intended to enhance energy resilience, support local businesses, and solidify California's place in history as ground zero for the energy and climate revolution.

Indian Energy's vision is to unify the underserved Tribal Nations of the United States and Mexico utilizing the unique resources within each nation to maximize their own energy sovereignty and economic empowerment as well as to assist with the immediate transition away from the centralized, fossil fuel-based power grid. This is a real-life example of the Justice40 initiative hard at work.

### **Indian Energy's Vision for Indian Country:**

- Build renewable microgrids with Tribes and for Tribes
  - Reservations are plagued with unreliable power and the ever-increasing costs of energy. Indian Energy is building Microgrids and renewable energy plants that are solving this problem for tribes and giving them the power to control their electricity and the reliability needed for business continuity and community growth.

- Create long-term diversified revenue streams and lower costs of energy for Tribes
  - Indian Energy is creating Power Purchase Agreements and ownership structures directly with Tribes that allow the Tribe to secure affordable long-term pricing for their energy.
- Train a Native workforce to construct, operate and maintain renewable power plants
  - There are hundreds of people involved with the development, construction, and maintenance of power plants. We strive to have as many Native Americans working on our projects as possible. We are actively developing a workforce and contracting work to qualified native American-owned firms and other underserved communities.
- Develop an Indigenous Institute of Technology (IIT) for technical career paths
  - We want to create technical, STEM based careers for Native Americans. From engineers and electricians to energy modelers and estimators, and everything in between. All positions are needed to make this a reality.
- Form an Indigenous Energy Sovereignty Fund (IESF); a syndication of Tribal investments
  - Billions of dollars are being invested in energy projects on Tribal lands, including funding from the Federal government as well as financial institutions and private equity investors around the world. This confirms that a profit is to be made from Tribal energy projects and emphasize the need for Tribes looking to diversify revenue streams to invest in their own projects. The Federal governments' commitment to support Native American Tribes, coupled with its commitment to solve the energy and climate crisis have created an unparalleled opportunity for Tribes to invest in true energy independence. When projects are financed by Tribes and for Tribes, the investment stays within Indian Country. Indian Energy is forming a tribal syndication for investments in Indian Country by Tribal Nations.
- Improve community health by reducing emissions on reservations and in the region
  - The health of Native Americans is critically important to the growth and prosperity of our reservations. Installing renewables and transitioning to electric and hydrogen vehicles are helping to eliminate harmful emissions for our communities and the surrounding region.

Over the past 18 months, Indian Energy has focused its energy on building the company and making the Viejas Enterprise Microgrid a project that the Viejas and Indian Country, along with the CEC and the DOE can be proud of and use as a showcase for how projects can be developed on Tribal Land.

## **2. The Viejas Enterprise Microgrid (VEM) Project**

The Viejas Enterprise Microgrid (VEM) is comprised of three major assets that are integrated with the Tribally owned backup generation facility via a 12kV microgrid distribution loop. All of these assets are being designed and built by Indian Energy.

1. 15MW Carport PV Solar generation system
2. 70MWh Non-lithium Long Duration Energy Storage (LDES)/Battery Energy Storage System (BESS)
3. Advanced Microgrid Controls System (AMCS)

**Indian Energy's First-of-its-kind Accomplishments on the VEM:**

1. Largest California Energy Commission (CEC) grant for a Tribal Project
  2. Largest Carport Solar PV in California and the United States
  3. Largest EV Charging Superhub in North America
  4. Largest non-lithium battery storage project on Tribal Land
  5. Largest 100% renewable Behind-The-Meter (BTM) microgrid on Tribal Land
  6. First Tribal Loan Guarantee from the Department of Energy (DOE)
  7. First 40% ITC domestic content qualifying project in North America
  8. First Community Benefit Plan that is creating equitable careers for Native Americans
  9. First Long Duration Energy Storage (LDES) Testing Facility called the Rapid Integration Commercialization Unit (RICU) to validate energy storage technologies
- And more to come...

With the vision for Indian Country at the forefront of all the work we do, the following sections specifically outline how this plan encompasses each of the four DOE LPO initiatives.

**3. Diversity, Equity, Inclusion, and Accessibility**

Since its inception in 2009, Indian Energy has stood by its mission and vision, which in some cases has cost the company contracts, grants, and other opportunities by those who don't share in our beliefs. To reinforce our beliefs, Indian Energy developed a partnering agreement that declared our commitment to our Triple Bottom Line (TBL) business model, core values, and charter. To conduct business with Indian Energy, our partners must align with the agreement below:

**Indian Energy's Charter Statement:**

Indian Energy will partner with people and firms that believe and share in our business model, core values, and vision for Indigenous communities around the world. We embrace our values, and we expect all our partners to do the same in return. We will align with companies and people that embrace a Triple Bottom Line. We want partners who roll-up their sleeves and help us make a difference. This is a long-term vision with long-range opportunities for all. We are committed to delivering a truly sustainable power supply to our Tribes, for the direct benefit of our Tribes and we will not waiver in our commitment to protect our people in the process.

**Indian Energy's Commitment to Sustainability:**

**1) People**

We stand with Native Americans and the Tribes, and the communities, people, partners, and customers we serve. We treat people with respect and dignity and help the underserved live a better, healthier life. We embrace Social and Environmental Justice.

**2) Planet**

The environment is mother nature, the land, raw materials, the air we breathe, and the resources we share. Native American culture has been teaching environmental sustainability as a way of life for thousands of years. In pursuit of technological

advancement, it is imperative that we do our part to preserve the environment, replenish it, and reduce harmful effects.

### **3) Prosperity**

We want people to be successful, thrive, and achieve economic well-being. Being a profitable business is important to our company, but we are committed to being fair and equitable in our negotiations and agreements. The Indian Energy Group's success and ability to prosper is tied to Indian Country and our customers. We will share and give back to society and the communities we serve.

## **4. Community & Labor Engagement**

### **VEM Project Location and Community Benefits:**

The VEM is located on the Viejas Band of Kumeyaay Indian Reservation in Alpine, California. The Viejas are a Federally recognized Tribe and designated disadvantaged community. The VEM is being constructed on a five-acre parcel of Tribal land near the Viejas commercial center, which includes a casino, two hotels, seven restaurants, conference center, amphitheater, outlet center and all associated utility infrastructure and support services. The carport solar PV is being installed on nearly every parking space in the commercial center, including the top floor of the new parking structure. The community that is positively affected by VEM is the Viejas Tribal Nation and the Native Americans that reside on the reservation.

At the programmatic level, this holistic microgrid solution and enterprise grid transformation approach will provide immense benefit to the Viejas with the following outcomes by 2025:

- 100% renewable energy for the enterprise and ancillary commercial business center
- Uninterruptable power supply through any local grid outage
- Energy surety for emergency services and support facilities
- Cost savings year 1, then sustained at a minimum for 30 years thereafter
- Buy-out ownership provision for the Viejas Band of Kumeyaay Indians
- Provides equitable career opportunities in all areas of the energy development
- >50% ownership by two Tribal Nations
- Puts the Viejas Band of Kumeyaay Indians on the National Energy Map as the Tribal leader in energy sovereignty
- Provides resilient energy while reducing harmful emissions on the reservation, resulting in healthier environmental conditions
- Lower levelized cost of energy for the Tribe, allowing additional resources to be redirected toward critical Tribal programs such as, culture, education, infrastructure maintenance, operation of the fire department, and other Tribal member services;

### **VEM Project Labor Opportunities:**

The VEM Project will provide measurable direct and indirect benefits and outcomes consistent with the Justice40 initiative, including but not limited to:

- The creation of 250 construction jobs and eight permanent operations jobs, including prioritizing Native American/Tribal owned, veteran-owned and contractors owned by underrepresented groups. Indian Energy's subcontractors have a minority workforce of 187 people across the various phases of the project which represent approximately 75% of the total project design and construction team. The project includes an apprenticeship program and prevailing wage requirements for all workers on the project;
- The expansion of Indian Energy, a 100% Native American owned company into a viable and growing leader in the energy industry. The Indian Energy Group has employed five Native American Tribal members to support the company and to develop the VEM project;
- The creation of Maada'oozh, a Native American owned energy and environmental services company and part of the Indian Energy Group. Maada'oozh provides distribution, logistics, and maintenance services to the energy industry. Maada'oozh has procured 90% of the domestic content on the VEM project; and
- Jingtamok II, VEM's Project Company, has >50% owners with two partnering Tribes, which creates long-term revenue streams for the Tribes;
- The participation in multiple Technical Advisory Committees (TACs) to advise and share best practices on Tribal Energy projects.

**Indian Energy's Education, Equity and Engagement Strategy:**

Education, local empowerment, and workforce development is part of Indian Energy's vision for Indian Country and is critical to creating equity, equality, and prosperity in underserved communities. Indian Energy's plan for Education, Equity and Engagement (EEE) has the following short-, medium- and long-term activities:

Short-Term Activities (0-1 years):

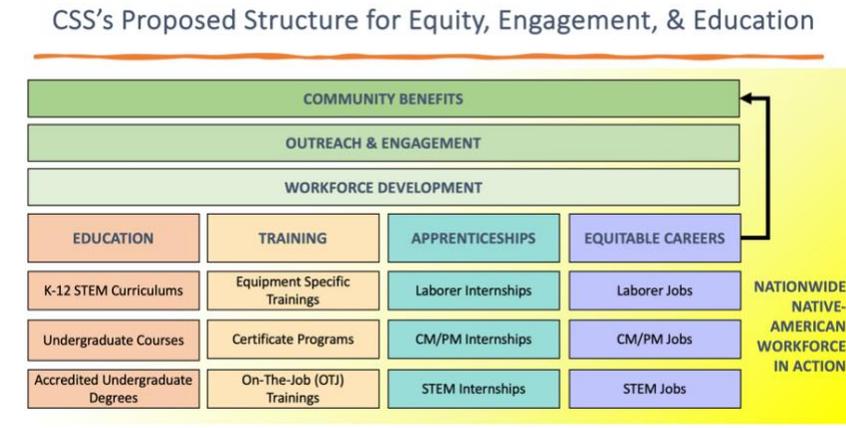
1. Continue to hire and train a diverse workforce on the VEM and other projects we have in development. The need is immediate and provides equitable jobs for qualified people.
2. Grow The Indian Energy Group's pipeline of projects so that we can continue to provide equitable jobs for people in and from underserved communities.
3. Continue to work with local colleges to develop and fund the Energy and Sustainability curriculums we created to educate and train people in the Native American Community throughout California.
4. Educate Tribes on the benefits of energy sovereignty and opportunities to create equity on Tribal Lands.
5. Develop partnerships with the Southern California American Indian Resource Center (SCAIR), California Indian Manpower Association, the American Indian Higher Education Consortium, MIG, and other local Community Based Organization (CBO) to engage Tribes in training and workforce development.

Medium-Term Activities (1-2 years):

1. Indian Energy led the Turtle Mountain Band of Chippewa Indians in North Dakota and the Low-Income Tribes in Rural Area of Southern California Tribal Consortium application development on the EPA's Solar-For-All grant program. If awarded, Indian Energy will assist

these Tribes in developing and executing their plans to create equitable jobs for Native Americans.

2. Finalize the Native American Education, Equity and Engagement (EEE) Plan and secure funding to execute the program at Native American Universities and Tribal Schools throughout the United States. Chippewa Sustainable Solutions (CSS) is a Tribal 8a JV between the Turtle Mountain Band of Chippewa (90%) and Indian Energy (10%). The graphic below illustrates CSS’s proposed structure for EEE.



Long-Term Activities (2-3 years):

1. Develop an Indigenous Institute of Technology (ITT) for the indigenous people around the world who strive to be leaders in Science, Technology, Engineering and Mathematics (STEM) in their community. The ITT will help indigenous people solve challenges with poverty and employment, housing, education, climate, and energy.
2. Hire Native American leaders to run the next generation of companies in Indian Country

As a 100% Native American-owned company, we are the first to realize the benefits of the CEC and DOE’s investment in Indian Country. When Indian Energy was granted the CEC award in 2022 we were down to two people; Allen Cadreau, the Chief Executive Officer and Henry Boulley, the Chief Operating Officer. As proud Native Americans from the Sault Tribe of Chippewa Indians, Allen and Henry worked tirelessly to keep the company in operations for over 10 years. The following are the new leadership in Indian Energy:

**Allen J. Cadreau**

Proud Member of Sault Tribe of Chippewa Indians

Vice President of Engineering,

15 years in the energy industry

Managed substations construction for Southern California Edison and utility-scale energy storage systems integration for San Diego Gas and Electric

BS Degree in Electrical Engineering/Minor in Mathematics from University of San Diego

**Nicole Reiter**

Proud Member of Sault Tribe of Chippewa Indians

Vice President of Development and Tribal Liaison

13 years in the energy industry

Managing distribution and transmission interconnections for Southern California Edison

BS Degree in Electrical Engineering/Minor in Mathematics from University of San Diego

MS Degree in Psychology from Pepperdine University

**Jessica Cadreau**

Proud Member of Sault Tribe of Chippewa Indians

Vice President of Asset Management

10 years in the energy industry

Distribution and Automation Engineer for Southern California Edison

BS Degree in Electrical Engineering from Boston University

**5. Justice40 Initiative:**

The Viejas Enterprise Microgrid (VEM) is in alignment with all eight (8) Justice40 Initiative established by President Biden in Executive Order 14008 on tackling the climate crisis at home and abroad. The VEM achieves the goal of 40 percent of the overall benefits of the DEO-LPO Loan Guarantee Federal investment flowing to disadvantaged communities, which in this case is the Viejas Band of Kumeyaay Indians, the Sault Ste. Marie Tribe of Chippewa Indians, and The Turtle Mountain Band of Chippewa.

The VEM project highlights:

- Climate change – Construction of a 100% renewable energy microgrid with 15MW of Carport Solar and 70MWh of non-lithium battery storage
- Clean energy and energy efficiency - Lowering the load of the Viejas commercial enterprise with energy efficient upgrades of the HVAC systems, heat pumps, and lighting systems.
- Clean transit - Development of the Viejas EV Charging Superhub with 410 L2 Chargers and 8 dual DCFCs
- Training and workforce development – Developed and trained a Native American and diverse workforce to design and construct the microgrid system

The VEM project specifically addresses President Biden's Justice40 initiatives as outlined below:

**1. Decrease energy burden in disadvantaged communities (DACs)**

The VEM project reduces energy burdens for the Viejas tribal community by cutting the costs and burdens from coping with unreliable power. In addition, it increases energy resilience for Viejas vital community facilities. The VEM will power the entire Viejas commercial enterprise.

**2. Decrease environmental exposure and burdens for DACs**

The VEM project reduces environmental exposures to fossil fuel pollution in the communities and regions in and around the Viejas Reservation. The VEM project integrates electrification and decarbonization measures with solar energy, non-lithium battery storage and EV Charging.

**3. Increase parity in clean energy technology (e.g., solar, storage) access and adoption in DACs.**

The VEM has created clean energy enterprises and contract opportunities for and with Native and Tribal-owned companies. The comprehensive work and collaboration that is being done on the VEM and subsequent projects is creating immense opportunities for Indian Country. The VEM project, in conjunction with the Rapid Integration Commercialization Unit (RICU), is testing clean energy technologies for integration on Tribal and military projects. Indian Energy is testing renewable and energy storage technologies to ensure utility scale viability, commercialization, and manufacturing capabilities of technologies.

**4. The VEM increases energy democracy and community ownership of critical infrastructure for Tribal Nations.**

The VEM project has created energy democracy for Indian Country and is paving the wave for Tribes across the United States. The Turtle Mountain Band of Chippewa and the Sault Ste. Marie Tribe of Chippewa are Upper Tier owners in the VEM project, with the Viejas Band of Kumeyaay Indians having the option to purchase the renewable microgrid after seven years. This business structure is giving Tribes the control that is needed to achieve business continuity and energy independence.

**5. Increase clean energy jobs, job pipeline, and job training for individuals from DACs.**

The VEM project has created high-quality jobs and a trained a clean energy workforce to design, construct and manage the project. Indian Energy has also partnered with the Kumeyaay Community College to create an education program for Tribal youth and those that are ready to enter the workforce. Indian Energy has seven indigenous people working on the VEM project with a 75% diverse workforce.

## **6. Quality Jobs**

**VEM Construction Progress:**

As of October 2024, Indian Energy has constructed 60% of the VEM project. Indian Energy has worked diligently over the past 12 months to progress the project with all available resources until financial close of the project was achieved in September 2024.

Indian Energy's ability to maintain consistency on the VEM is due to our longstanding partnerships with local and reputable contractors, along with the support of IBEW Local 569 and 47, BAC Local 4 and 500. Indian Energy hired the following firms to engineer, procure and construct the project:

**Engineering:**

- Energy Design 4 All (Electrical), Located in San Diego County, CA
- SMR Engineering (Civil/Structural), Located in San Diego County, CA
- GPG Global (Mechanical) Located in San Diego County, CA
- Melrok Energy IoT (MV&A Engineering), located in Orange County, CA
- GC Green (Energy Efficiency Engineering) Located in San Diego County, CA
  - Native-American, Women-Owned, Disabled Veteran owned small business

**Procurement:**

- Maada'oozh Distribution, Logistics and Maintenance, Located in San Diego County, CA
  - Native American owned small business

**Construction:**

- Global Power Group (Microgrid Construction), Located in San Diego County, CA
- Haxton Construction (Building Construction), Located in Riverside County, CA
- Chula Vista Electric (Electrical Construction), Located in San Diego County, CA
- Naton Engineering (Civil Construction), Located in San Diego County, CA

**EV Charging:**

- EV Passport, Located in Los Angeles County, CA

**Indian Energy is committed to our community**

Indian Energy is committed to our vision and Community Benefit Plan for the Viejas Enterprise Microgrid and beyond. Indian Energy is honored to be partnered with the Viejas Band of Kumeyaay Indians, the State of California, and the US Department of Energy to develop the VEM and our community benefits plan. We could not do this without your support and funding, and we appreciate your trust and commitment in Indian Energy.

Indian Energy has designated the following leaders as its Community Jobs and Justice Liaisons:

Dr. Craig Reiter

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