

**Community Benefits Plan**  
DE-FOA-0002610, Carbon Storage Assurance Facility Enterprise Phase II  
Advances Resources International, Inc.  
Tulare County Carbon Storage Project (TCCSP)

**Purpose**

The purpose of this document is to summarize the specific objectives the Advanced Resources International, Inc. (ARI) is committing to in its Community Benefits Plan (CBP), in quantifiable terms with SMART milestones.

**A. General Project Information**

**1. Construction Information**

**Location 1: Advanced Resources International Inc., Arlington, VA**

- a. *Any known construction labor risks or threats that could cause delays to the schedule: None.*
- b. *Potential public and worker health and safety risks and hazards: Each project location will comply with OSHA standards and best practices for desktop work.*
- c. *Known possibilities of labor disruption: None to date.*
- d. *Plans for coordination among various employers (i.e., prime contractors and subcontractors): A Coordination and Management Plan (CMP) has been developed and is documented in the PMP. The PMP outlines coordination strategies between the two co-PIs, ARI and Dansk, who will collaboratively address issues between project partners and vendors as they arise.*
- e. *Plans for resolution mechanism to avoid potential project delays (including issues that may arise among contractors and subcontractors as well as employees): Please refer to PMP for TCCSP's conflict resolution strategy.*
- f. *The general contractor or Engineering, Procurement, and Construction contractor, if known: TBD.*
- g. *The primary business of the general contractor or EPC contractor: Drilling contractor on TCCSP will serve as the liaison between drilling service providers and the management team. They will provide daily supervision, accounting, and technical direction to TCCSP well drilling activities.*

**Location 2: Calgren Renewable Fuels (Dansk), Pixley, CA (stratigraphic test well location)**

- a. *Any known construction labor risks or threats that could cause delays to the schedule: None.*
- b. *Potential public and worker health and safety risks and hazards: For the Pixley site where well drilling will be performed, ARI will develop a detailed site health and safety plan to cover drilling operations that covers site-specific drilling risks any hazards and mitigation/prevention strategies.*
- c. *Known possibilities of labor disruption: None to date.*
- d. *Plans for coordination among various employers (i.e., prime contractors and subcontractors): A Coordination and Management Plan (CMP) was developed and is documented in the PMP. The CMP outlines coordination strategies between the two co-PIs, ARI and Dansk, who will collaboratively address issues between project partners and vendors as they arise.*
- e. *Plans for resolution mechanism to avoid potential project delays (including issues that may arise among contractors and subcontractors as well as employees): Please refer to PMP for TCCSP's conflict resolution strategy.*
- f. *The general contractor or Engineering, Procurement, and Construction contractor, if known: TBD.*

- g. *The primary business of the general contractor or EPC contractor: Drilling contractor on TCCSP will serve as the liaison between drilling service providers and the management team. They will provide daily supervision, accounting, and technical direction to TCCSP well drilling activities.*

**Location 3: Advanced Resources International Inc., Columbus, OH**

- a. *Any known construction labor risks or threats that could cause delays to the schedule: None.*
- b. *Potential public and worker health and safety risks and hazards: Each project location will comply with OSHA standards and best practices for desktop work.*
- c. *Known possibilities of labor disruption: None to date.*
- d. *Plans for coordination among various employers (i.e., prime contractors and subcontractors): A Coordination and Management Plan (CMP) was developed and is documented in the PMP. The CMP outlines coordination strategies between the two co-PIs, ARI and Dansk, who will collaboratively address issues between project partners and vendors as they arise.*
- e. *Plans for resolution mechanism to avoid potential project delays (including issues that may arise among contractors and subcontractors as well as employees): Please refer to PMP for TCCSP's conflict resolution strategy.*
- f. *The general contractor or Engineering, Procurement, and Construction contractor, if known: TBD.*
- g. *The primary business of the general contractor or EPC contractor: Drilling contractor on TCCSP will serve as the liaison between drilling service providers and the management team. They will provide daily supervision, accounting, and technical direction to TCCSP well drilling activities.*

**Location 4: Advanced Resources International Inc., Knoxville, TN**

- a. *Any known construction labor risks or threats that could cause delays to the schedule: None.*
- b. *Potential public and worker health and safety risks and hazards: Each project location will comply with OSHA standards and best practices for desktop work.*
- c. *Known possibilities of labor disruption: None to date.*
- d. *Plans for coordination among various employers (i.e., prime contractors and subcontractors): A Coordination and Management Plan (CMP) was developed and is documented in the PMP. The CMP outlines coordination strategies between the two co-PIs, ARI and Dansk, who will collaboratively address issues between project partners and vendors as they arise.*
- e. *Plans for resolution mechanism to avoid potential project delays (including issues that may arise among contractors and subcontractors as well as employees): Please refer to PMP for TCCSP's conflict resolution strategy.*
- f. *The general contractor or Engineering, Procurement, and Construction contractor, if known: TBD.*
- g. *The primary business of the general contractor or EPC contractor: Drilling contractor on TCCSP will serve as the liaison between drilling service providers and the management team. They will provide daily supervision, accounting, and technical direction to TCCSP well drilling activities.*

**2. Locations and Communities Affected**

All project performance locations except Pixley, CA, support the project through desktop analyses and have minimal impact on surrounding communities. Work at these locations will be conducted in OSHA compliant settings. Work proposed at Pixley, CA will consider impacts to the following communities:

- Local stakeholders including property owners, farmers (including dairy farmers)
- Inhabitants of Pixley, CA
- Local disadvantaged communities
- Worker unions
- Other communities near proposed area: Tipton, Earlimart, Allensworth, Alpaugh

This proposed Phase II project seeks to determine the benefits and disbenefits of TCCSP as they relate to local disadvantaged communities. A preliminary EEJ assessment was conducted across an initial TCCSP energy and environmental justice area (EEJA) to identify impacted communities around the TCCSP. This preliminary EEJA consists of the Calgren Renewable Biofuel's (Calgren) Pixley plant, the adjacent TCCSP storage site and the broader Pixley area. According to 2020 U.S. Census data, Tulare County features a total population of 473,117 people, of which 309,895 are Hispanic/Latino and 186,255 people are white. The largest population centers are the cities of Visalia, Tulare, Lindsay, Porterville and Earlimart and the median household income is \$52,534 with 21.8% of people living in poverty. Within the Pixley area specifically (Census tract 42, 06107004200), approximately 6,602 people live in an area of about 153 sq.mi. Within this tract, 88% of people are Hispanic and approximately 7% are white; the median household income is approximately \$35,365 with 26.6% of people living in poverty. Studies have documented the increased risk to communities of color resulting from the inequitable siting of industrial activities, municipal waste facilities, and large infrastructure projects. Living near hazardous waste sites has been shown to increase risks of birth defects, congenital heart defects, low birth weight in pregnant mothers, and asthma hospitalizations. This region has historically been overburdened and marginalized from an EJ perspective.

TCCSP utilized the U.S Office of Economic Impact & Diversity's (OEID's) Disadvantaged Communities Reporter tool (DCRT) to determine the presence of Disadvantaged Communities within the EEJA. This census tract scored in the 96th percentile for the nation. Additionally, pursuant to the DOE's working definition of disadvantaged communities, TCCSP used DCRT to further evaluate thirty-six (36) burden indicators for disadvantaged communities in Tulare County. Of the thirty-six burden indicators, the Pixley tract was ranked above the 90th percentile nationally for the following indicators: mobile homes (90<sup>th</sup> percentile), low-income population (94<sup>th</sup> percentile), transportation costs (95<sup>th</sup> percentile), unemployment (96<sup>th</sup> percentile), internet access (97<sup>th</sup> percentile), job access (98<sup>th</sup> percentile), less high school education (100<sup>th</sup> percentile), linguistic isolation (100<sup>th</sup> percentile) and particulate matter (99<sup>th</sup> percentile). Based on the preliminary EEJ assessment, the project is within a highly-ranked disadvantaged community (95% national, 82% state, DAC score of 22). It is important to assess not simply the local region directly adjacent to the proposed project, but also other surrounding areas given their relative proximity. The team will engage stakeholders within the cities of Richgrove (DAC), East Porterville (DAC), and the Tule River Tribe which have also shown to be disproportionately impacted by EJ issues.

## B. Community and Labor Engagement

### 1. Community and Labor Stakeholders Engaged to Date

Name of Organization or Community of Interest Engaged: SocioEconomic and Education Network (SEEN)

Type of Engagement: Project workplan and teaming discussion

Date of Engagement: September 2022

Outcome of Engagement: Added to the project team for the recipient's application to DOE-FOA2610

Name of Organization or Community of Interest Engaged: Tulare County Farm Bureau

Type of Engagement: Initial engagement to explain project plans and benefits

Date of Engagement: August 2022

Outcome of Engagement: Support letter for the recipient's application to DOE-FOA2610.

Name of Organization or Community of Interest Engaged: Local Landowner #1

Type of Engagement: Initial engagement to explain project plans and benefits

Date of Engagement: June 2022

Outcome of Engagement: Support letter for the recipient's application to DOE-FOA2610.

Name of Organization or Community of Interest Engaged: Local Landowner #2

Type of Engagement: Initial engagement to explain project plans and benefits

Date of Engagement: April 2022

Outcome of Engagement: Support letter for the recipient's application to DOE-FOA2610.

Name of Organization or Community of Interest Engaged: Office of Congressman David Valadao

Type of Engagement: Initial engagement to explain project plans and benefits

Date of Engagement: August 2022

Outcome of Engagement: Support letter for the recipient's application to DOE-FOA2610.

Name of Organization or Community of Interest Engaged: Tulare Water Education Foundation Board

Type of Engagement: Initial engagement to explain project plans and benefits

Date of Engagement: September 2022

Outcome of Engagement: Verbal support for the recipient's application to DOE-FOA2610.

## **2. Community and Labor Stakeholders to be Engaged**

There are several local individuals in addition to state, private and grass-roots initiatives and organizations who may potentially collaborate with TCCSP as project partners or as valuable resources in stakeholder engagement. These potential partners include: Pixley Union Board of Education, Pixley Public Utility District Board, Tulare County Economic Development Office, Tulare County Resource Management Agency, Tulare County Farm Bureau, Dairy Council of California, Tulare Dairy Herd Improvement Association, United Brotherhood of Carpenters & Joiners-1109 BCJ, Teamsters Local 948, California Teachers Association-Visalia Unified Teachers Association, University of California-Merced, CalGEM, CalEPA-Environmental Justice Task Force, Central California Environmental Justice Network (CCEJN), Communities for a Better Environment (CBE), California Environmental Justice Alliance (CEJA), U.S. Fish and Wildlife Service, and the Coalition for Clean Air.

The recipient will finalize a list of community and stakeholder groups to engage and provide the list to DOE within 90 days of award. Engagement is planned through three community engagement workshops (CEWs) during BP 1. The exact timing of these workshops is yet to be determined.

Additionally, SEEN plans to engage the following stakeholders.

Name of Organization or Community of Interest Engaged: Pixley, CA

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Anticipated twice per year – frequency to be determined after evaluation of initial community survey.

Intended Outcome of Engagement: Community survey results, Community Meetings, Community Input.

Name of Organization or Community of Interest Engaged: Tipton, CA

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Anticipated twice per year – frequency to be determined after evaluation of initial community survey.

Intended Outcome of Engagement: Community survey results, Community Meetings, Community Input.

Name of Organization or Community of Interest Engaged: Earlimart, CA

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Anticipated twice per year – frequency to be determined after evaluation of initial community survey.

Intended Outcome of Engagement: Community survey results, Community Meetings, Community Input.

Name of Organization or Community of Interest Engaged: Alpaugh, CA

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Anticipated twice per year – frequency to be determined after evaluation of initial community survey.

Intended Outcome of Engagement: Community survey results, Community Meetings, Community Input.

Name of Organization or Community of Interest Engaged: Allensworth, CA

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Anticipated twice per year – frequency to be determined after evaluation of initial community survey.

Intended Outcome of Engagement: Community survey results, Community Meetings, Community Input.

Name of Organization or Community of Interest Engaged: Leadership Council Counsel for Justice & Accountability

Type of Engagement: Community-Engaged Project Development, Community Input, Community Support Agreements

Frequency of Engagement: Quarterly (Monthly at beginning stages)

Intended Outcome of Engagement: MOU outlining desired outcomes and benefits to disadvantaged communities engaged in the project via labor, workforce development and community engagement workshops.

Name of Organization or Community of Interest Engaged: Allensworth Progressive Association

Type of Engagement: Community Input and Project Development

Frequency of Engagement: Quarterly

Intended Outcome of Engagement: Letter of Support, Community Input

Name of Organization or Community of Interest Engaged: Tulare Basin Land & Water Conservation Trust

Type of Engagement: Community Input, Community Engagement Contacts

Frequency of Engagement: Quarterly check-ins

Intended Outcome of Engagement: Letter of Support, Outreach Contact List

Name of Organization or Community of Interest Engaged: Self-Help Enterprise (SHE)

Type of Engagement: Community Input and Community Support Agreements/Technical Assistance in Community Engagement

Frequency of Engagement: Quarterly

Intended Outcome of Engagement: Letter of Support, Outreach Contacts

### **3. Workforce and Community Agreements**

The work conducted to date has focused on technical viability of the CO<sub>2</sub> storage hub. Work proposed in this Phase II project seeks to understand the nature of community partnerships that are beneficial to local communities and project owners and therefore make determinations on committing to negotiating community agreements.

Decision on appropriate community agreements between local stakeholders and the recipient will depend on research to be conducted in Task 2, Task 9, and Task 10 of the SOPO. Upon finalizing the agreements and their nature, the recipient will determine a suitable timeline for their development and execution.

#### **4. Other Community and Labor Engagement Goals, Commitments, and Milestones**

To develop a clearly defined, collaborative and inclusive community and stakeholder engagement plan (CSEP), which engages all impacted stakeholders and communities within the Social Characterization Assessment Area (SCAA) (in fulfillment of Task 2), sociocultural, economic, demographic, and environmental data will need to be collected and evaluated as part of a comprehensive social characterization assessment (SCA) as part of Task 10 of the SOPO. The geospatial extent of the TCCSP SCAA will be dependent on the locations of TCCSP subsurface and surface infrastructure (wells, injectate plumes, capture facilities, CO<sub>2</sub> pipelines, etc.), residential locations of local and regional commuting workforce, and the level of noise, air, and light pollution present. An outline of the TCCSP's strategy and the anticipated required data for conducting the SCA and generating the CSEP is provided below:

- Determine prior and ongoing TCCSP community engagement efforts; identify individuals, organizations, and communities TCCSP previously engaged, obtain data and information and describe the interactions, as well as key takeaways and lessons learned from previous engagements.
- Conduct a social characterization assessment (SCA) and delineate the SCA area; describe community dynamics, such as (1) demographics, socioeconomic, and environmental concerns of SCA area; (2) history of similar projects within the region and potential advantages/challenges faced; (3) influence of private interests and local media and community-based organizations; (4) history of trust/distrust between community, government, industry; and rea specific actions for climate change.
- Complete an initial stakeholder analysis summary and assess all project inputs and outputs and identify stakeholder and community leaders (all directly and indirectly affected stakeholders and community leaders); identify historically overlooked stakeholders and community leaders and which sectors, stakeholders, and communities they represent.
- Determine and define engagement methods and timeline, i.e., identify elements of TCCSP that are sensitive to community input; define engagement goals and objectives, methods of engagement (virtual and in-person) and data sharing; define engagement timeline and SMART Milestones; establish roles and responsibilities of staff.
- Establish and define Two-way Engagement and Project Agreement Statements; describe anticipated project community agreements (benefits, good neighbor, or similar agreements).
- Determine an engagement evaluations strategy, i.e., define strategies to evaluate effectiveness of community engagements; collect and incorporate feedback regarding engagement effectiveness.
- Determine and summarize dedicated staff, facilities, capabilities, and budget for CSEP.

The project team will determine final CSEP strategy at TCCSP within 90 days of the award.

## **C. Investing in Job Quality and a Skilled Workforce**

### **1. Collective bargaining**

TCCSP has yet to determine its position on unionizing and collective representation of worker interests. The project team is generally supportive of such actions provided they are conducted in good faith to represent common and fair interests of workers and project owners alike.

### **2. Union support**

TCCSP will provide a list of potential unions and collective groups that will be engaged after initial research concludes in Task 10.

### **3. Job quality**

TCCSP's quality jobs objective is to ensure that jobs created as part of the project are of sufficient quality to attract and retain a skilled workforce. To that extent, the project team will explore strategies to realize this objective including the following commitments to wages and benefits, education and training, and worker involvement in health and safety.

#### **a. Ongoing Operations and Production Jobs**

**Commitment C3a.1:** Recipient will ensure workers are engaged in the design and implementation of workplace safety and health plans. Specifics include:

- The training provided may include:
  - worksite analysis
  - hazard prevention and control
  - safety and health training
  - anti-harassment training
- Health and safety plan meetings will be held periodically during well construction operations.
- A detailed site health and safety plan will be developed to cover well drilling and completion activities.

## **D. Diversity, Equity, Inclusion, and Accessibility**

**Commitment D1.** TCCSP commits to exploring partnerships with Minority Business Enterprises, Minority Owned Businesses, Woman Owned Businesses, and Veteran Owned Businesses for contractor support needs. One of the objectives of TCCSP's DEIA strategy is to *prioritize and outreach to DEIA business enterprises and minority-owned, woman-owned, and veteran-owned businesses for solicitation as project vendors and subcontractors*. TCCSP will advance this goal by conducting targeted outreach and determining possible synergies as the project develops.

Current DEIA business enterprises engaged in the project include:

### ***SocioEnvironmental and Education Network (SEEN)***

1. Nature of Commitment: Local DAC and Stakeholder Outreach/Engagement

2. Scope of work: Engage local underserved communities and educate them on project plans while gathering feedback to help develop TCCSP's community benefits strategy.

### *Visage Energy*

1. Nature of Commitment: TCCSP CBP and EJ Support
2. Scope of work: Review and advise on TCCSP's community benefits planning strategy and approach; provide support to outreach activities as needed.

**Commitment D2.** TCCSP commits to implementing a plan to reduce barriers and improve access to jobs for local and underrepresented workers, including DAC residents, those with disabilities, returning citizens, opportunity youth, and veterans.

**Commitment D2.1:** Support quality pre-apprenticeship programs in the local community and at Minority Serving Institutions (MSIs) to improve access to career-track workers.

Name of readiness program/s: TBD

Timeline: Starts within 90 days of award.

**Commitment D3.** TCCSP commits to conducting project-wide professional “culture and climate” surveys to assess staff member views on DEIA within the project and the effectiveness of the TCCSP DEIA approach.

Timeline: One survey during the project, timeline is TBD.

**Commitment D4.** TCCSP will host-and/or-participate in DEIA workforce training programs to foster improved access to jobs for members of the community, including individuals underrepresented in relevant industries and those facing barriers to employment.

Timeline: After permitting of characterization well is complete and permit is received. The exact timing of these workshops is TBD and will be determined based on initial research and communication with SEEN.

**Commitment D5.** TCCSP commits to preventing discrimination, harassment, and profiling at the workplace. To accomplish this, TCCSP will require formal training of internal or third-party staff conducting mediation and complaint investigations, using recognized certifying organizations (such as the association of workplace investigators).

Timeline: Research on this commitment will begin upon award and training programs will likely be administered after 90 days from award. Qualified personnel to conduct DEIA training will be contacted within 90 days of award.

## **E. Justice40 Initiative**

TCCSP's CarbonSAFE Phase II Justice40 strategy includes conducting an energy and environmental justice (EEJ) assessment in the project area, specifically close to the storage site. TCCSP shall conduct an EEJ assessment to identify impacted communities around the TCCSP. To develop a clearly defined, meaningful and impactful J40 Initiative effort, EEJ data will need to be collected. The steps and required datasets to be collected are outlined below:

- Define and finalize the TCCSP EEJ assessment area and collect data and information on locations of committed CO<sub>2</sub> sources/pipeline, surface infrastructure/facilities, CO<sub>2</sub> injection wells, the modeled plume area and monitoring network technologies.

- Identify impacted communities, groups, and tribes; disadvantaged communities based on inequality factors; and assess TCCSP benefits and disbenefits/harms, which will include where/to whom these will flow over time and to what extent to disadvantaged communities.
- Assess information gaps, i.e., engage with local community leaders and stakeholders to assess validity of EEJ assessment, impacted communities, and project benefits/disbenefits; outline research and analytical EEJ goals to be addressed based on insight provided by local stakeholders and community leaders.
- Collect and/acquire data on socioeconomic (income, living costs, energy burden data), geographic (cities, neighborhoods, available natural resources, etc.) and demographic (ethnicity, gender etc.) data to be acquired from federal/state/local authorities; local insight and review from local community leaders and stakeholders.
- Define TCCSP J40 milestones and timelines, i.e., formulate strategy and milestones to maximize benefits and minimize disbenefits; identify methodology for quantifying, tracking, and reporting impacts.
- Address TCCSP information gaps based on stakeholder feedback to implement community concerns beyond the minimum requirements; define EEJ assessment update frequency; identify any anticipated future EEJ work; and define start date for J40 effort implementation.
- Summarize the main TCCSP opportunities and risks and reflect on risks and barriers to implementation. Determine anticipated barriers or risks to realizing benefits and minimizing disbenefits/harms; and develop a barrier/risk mitigation plan.
- Summarize resources, including dedicated TCCSP EEJ staff, training, and capabilities; available TCCSP EEJ facilities; and budget.

The timeline for finalizing the TCCSP CarbonSAFE Phase II J40 Initiative effort is within the first 90 days of the start of the Phase II project.

Much of the discussion below addresses benefits that would primarily be realized during future phases of the full CCS project as opposed to during this immediate project and are included here for completeness.

## 1. A decrease in environmental exposure and burdens

Benefit E1.1: Potentially decrease Carbon Dioxide (CO<sub>2</sub>) emissions. Continued CO<sub>2</sub> emissions are associated with climate change and DACs are on the frontline of climate change's devastating effects.

DAC that will benefit: Allensworth, Alpaugh, Pixley, Tipton, Earlimart.

How benefit will be delivered: Indirect.

When benefit will be delivered: Upon initiation of CO<sub>2</sub> injection.

Milestones toward benefit delivery: Completion of suitability analysis, well construction round of funding

Metrics to track and report on benefits: Periodic survey of U.S. EPA's FLIGHT database for annual local emissions data.

Community-based organization(s) involved in identifying or negotiating benefits or developing a plan for benefit delivery: The SocioEnvironmental and Education Network (SEEN).

## 2. An increase in quality job creation, the clean energy job pipeline, and job training for individuals

Benefit E2.1: Potential workforce development action plan in construction and clean energy.

DAC that will benefit: Allensworth, Alpaugh, Pixley, Tipton, Earlimart

How benefit will be delivered: Direct, delivery to be determined based on community feedback  
When benefit will be delivered: End of Budget Period 1

Milestones toward benefit delivery: Community Survey, Community Engagement Workshops, Reporting and Outreach to relevant partners in workforce development.

Metrics to track and report on benefits: Survey results, community engagement workshop minutes/summary reports, potential partner/community meeting minutes, letters of support (if applicable).

Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery: SocioEnvironmental and Education Network (SEEN); Potentially involved: Self Help Enterprises, American Leadership Counsel

### 3. Anticipated or potential negative environmental impacts

Potential disbenefits to DACs near TCCSP are noted below in Figure 2.

**Figure 2. Anticipated potential negative impacts on DACs near TCCSP**

Anticipated TCCSP Disbenefits			
Potential Disbenefit	Anticipated Tracking Method	Quantification Metric	Term for Realization of Disbenefit
Increased Traffic & Road Congestion	TCCSP Vehicle Logbook; Tulare County Traffic data	Number of vehicles per time unit; number of accidents per time unit	short term (<2 years)
Increased Generator & Tail Pipe Emissions	Estimated from number and make/model of generators/vehicles; California Air Resource Board's (CARB) pollution mapping tool.	NO <sub>x</sub> , SO <sub>x</sub> , PM (2.5,10), CO, CO <sub>2</sub> , Lead, H <sub>2</sub> S	short term (<2 years)
Increased Dust & Noise Pollution	Hand-held decibel readers; California Air Resource Board's (CARB) pollution mapping tool.	Decibels and particulate matter	Short Term (<2 years)
Use of limited natural resources	Logging of water and fossil fuel consumption	Gallons consumed	Short Term (<2 years)
USDW Contamination	Directly and in-directly monitored in TCCSP Network	Various	<u>Potential Risk</u> Long Term (>5 years)
Atmospheric Leak of Fugitive CO <sub>2</sub>	Directly and in-directly monitored in TCCSP monitoring network	Various	<u>Potential Risk</u> Long Term (>5 years)
Asphyxiation (Catastrophic leak)	Directly and in-directly monitoring in TCCSP monitoring network	Various	<u>Potential Risk</u> Long Term (>5 years)

## F. Summary Table

Category and Commitment	Budget Period 1 Milestone
<b><i>Community and Labor Engagement</i></b>	
Finalize and implement TCCSP CSE Strategy.	Finalize CSE strategy and resources within 90 days of the start of the project.
Implement Community Engagement Workshops to appraise TCCSP CSE strategy.	Ongoing throughout the project.
<b><i>Investing in Job Quality and a Skilled Workforce</i></b>	
<b>C3a.1:</b> Recipient will ensure workers are engaged in the design and implementation of workplace safety and health plans.	Ongoing throughout the project.
<b><i>Diversity, Equity, Inclusion, and Accessibility</i></b>	
<b>D1.</b> TCCSP commits to exploring partnerships with Minority Business Enterprises, Minority Owned Businesses, Woman Owned Businesses, and Veteran Owned Businesses for contractor support needs.	Within the first 5 months of the project.
<b>D2.1:</b> Support quality pre-apprenticeship programs in the local community and at Minority Serving Institutions (MSIs) to improve access to career-track workers.	Project team will assess such opportunities within the first 90 days of the start of the project. Implementation of apprenticeship programs will occur in alignment with project construction activities.
<b>D3.</b> TCCSP commits to conducting project-wide professional “culture and climate” surveys to assess staff member views on DEIA within the project and the effectiveness of the TCCSP DEIA approach.	One survey during the current CarbonSAFE Phase II project.
<b>D4.</b> TCCSP will host-and/or-participate in DEIA workforce training programs to foster improved access to jobs for members of the community, including individuals underrepresented in relevant industries and those facing barriers to employment.	After permitting of characterization well is complete and permit is received. The exact timing of these workshops is TBD and will be determined based on initial research and communication with SEEN.
<b>D5.</b> TCCSP commits to preventing discrimination, harassment, and profiling at the workplace. To accomplish this, TCCSP will require formal training of internal or third-party staff conducting mediation and complaint investigations, using recognized certifying organizations (such as the association of workplace investigators).	Hiring/contacting certified training staff starting within 90 days of the start of the project.
<b><i>Justice40 Initiative</i></b>	
Finalize J40 strategy and resources.	Within 90 days of the start of the project.

<b>Category and Commitment</b>	<b>Budget Period 1 Milestone</b>
Implement Community Engagement Workshops to appraise TCCSP J40 strategy.	Three workshops conducted during the current Phase II project; exact timing is TBD.