

Community Benefits Outcomes and Objectives

Recipient Name: Southern States Energy Board (SSEB)

Project Title: Longleaf Carbon Capture and Storage (CCS) Hub

Award Number: DE-FE0032341

I. Executive Summary

In response to Area of Interest 1 (CarbonSAFE Phase III: Site Characterization and Permitting) of DE-FOA-0002711 (Generation 1), the Longleaf CCS Project seeks to significantly reduce the carbon emissions of South Alabama through the development of a stacked storage hub in proximity to Bucks, Alabama. To do so, the Recipient will complete permitting, characterization, and National Environmental Policy Act (NEPA) review efforts across two 18-month budget periods (BPs), spanning a total of 36 months. Over this time, parallel efforts include the development of a Pipeline Front End Engineering and Design (FEED) Study and a CO₂ Source Feasibility Study and implementation of a robust Community Benefits Plan (CBP).

In BP1, the project will complete and submit its Class VI UIC permit, develop an Environmental Information Volume (EIV) and characterize the deep subsurface through seismic methods. For BP2, a deep characterization well will be completed, from which rock core and geophysical well logs will be collected. In addition, plans for Storage Site Operations, Financial Plans and Arrangements, as well as Commercialization will be completed. Finally, the documentation for the required NEPA class of action (Categorical Exclusion, EA, or EIS) will be submitted.

Community and Labor Engagement

The Project Team’s “Community and Stakeholder Engagement Team” will apply principles and practices outlined in the NETL’s Best Practices: Public Outreach and Education for Geologic Storage Projects. The Community and Stakeholder Engagement Team will consider engaging with stakeholders through regular reporting via in-person or virtual meetings, phone calls, and/or email messages and also using a dedicated webpage (Longleaf CCS Hub) and social media applications for on-demand and immediate delivery of updates as new information is available. However, it is important to note that the frequency and means of engagement will be based on the preferences of the individual stakeholders and be managed by the Recipient.

Investing in Job Quality and Workforce Continuity

Longleaf CCS Hub activities are not properly characterized as “construction” but rather limited to the data acquisition through the drilling of one stratigraphic test well and the acquisition of seismic data to reduce the geologic and storage resource uncertainty associated with the development of the CO₂ storage complex. If appropriate, the project will complete the characterization well so that it will remain useful as a long-term monitoring well. These activities will occur in northern Mobile County, Alabama, between the towns of Citronelle and Bucks.

The project, which is feasibility based, will not hire construction, operation or maintenance personnel associated with CCS. It is anticipated that the project will require the hiring of graduate students, geoscientists, and engineers to execute the CarbonSAFE Phase III project scope. This work will not only support the goals of the CarbonSAFE Phase III effort but also the need for capacity building in the CCS workforce by coordinating with historically Black colleges and universities (HBCUs) throughout the state to: (1) share knowledge of CCS and the mission of the U.S. Department of Energy, Office of Fossil Energy and Carbon Management; (2) describe the ambitions and status of the Lingle CCS Project; and (3) provide an overview of energy careers through presentations and job fairs.

The Project Team will coordinate with its university subcontractors and host events that discuss career opportunities in the CCS industry with undergraduate, graduate, and continuing education students. Where appropriate, the Project Team will work with participating universities to identify student interns and early career professionals. This program will also be expanded to HBCUs throughout the state.

The Project Team will follow and execute corresponding company policies regarding worksite safety, hazard prevention and control, safety and health training, and anti-harassment training. Furthermore, the Project Team will actively engage with the Alabama Department of Environmental Management (ADEM) and Oil and Gas Board (AOGB) to stay informed of new regulations for future project phases.

Diversity, Equity, Inclusion, and Accessibility (DEIA)

The Project Team is committed to incorporating DEIA into the project, which is important in and around Mobile, Alabama, where many communities have experienced negative environmental outcomes and persistent poverty.

The Project Team will establish and maintain two-way communications with potentially impacted communities and enhance project participation from underrepresented groups in the state of Alabama. To support the DEIA work, the Project Team will leverage the Justice40 section of this CBP to identify impacted communities and quantify community burdens. The Project Team also will utilize existing community-level resources to conduct two-way stakeholder outreach and engagement with impacted communities to: (1) describe the details of a fully integrated CCS project; (2) describe potential benefits and disbenefits of CCS; and (3) communicate educational and career opportunities related to CCS.

Where appropriate, the Project Team will work with university partners to advertise undergraduate, graduate, and early career opportunities within CarbonSAFE Phase III and as part of subsequent project phases (e.g., CarbonSAFE Phase VI). The Project Team will establish relationships with the HBCUs in the state, and, where appropriate, provide stipends to HBCU students to build competencies in the areas of project management, engineering, geology, and CCS more broadly.

Justice40 Initiative

It is expected that any direct impacts associated with this phase will be limited in extent and duration. For subsequent project phases, it is anticipated that impacts will be limited to rights-of-way (pipelines), industrial corridors (capture systems), and rural lands (storage field). Even still, the team

will conduct a broader assessment of historic, archaeological, or cultural resources; threatened or endangered species; sensitive receptors (e.g., elderly care facilities, universities); places of worship; CO₂ emitters; and tribal lands to better understand the impacts of an integrated commercial project.

For the CarbonSAFE Phase III effort, the Longleaf Justice40 Plan will focus on three energy equity and environmental justice (EEJ) principles, including: (1) community involvement in project decision making; (2) increasing access to educational opportunities for individuals from underserved and/or minority communities; and (3) increasing access to well-paying employment opportunities for individuals from underserved and/or minority communities.

II. Milestone Table

| Category and Commitment | Existing or Planned | Budget Period 1 Milestone | Budget Period 2 Milestone |
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| Community and Labor Engagement | | | |
| <i>Community benefits agreement</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> Not at this time | | |
| <i>Collective bargaining agreement (operating jobs)</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> Not at this time | | |
| <i>Project Labor Agreement (construction jobs)</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> Not at this time | | |
| <i>[Other community and labor engagement commitments, e.g., # and type of engagements, etc.] (Applicant should take note if there is a requirement for Workforce Continuity Plan)</i> | Develop a diverse and comprehensive list of community, labor, and stakeholder contacts for project communications. | Due within 3 months of project award. | To be updated as needed. |
| | Host a community and stakeholder engagement event to include a public presentation on CBP work. | Due within 6 months of project award. | N/A |
| <i>Community feedback and data incorporated into the project</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> Not at this time (If "Not at this time," please provide an explanation in this cell). | These efforts will be ongoing throughout the project period of performance. Inputs via project webpage and meetings are archived and will be discussed during recurring project meetings. These strategies are outlined in the Project management plan. | |
| Investing in Quality Jobs | | | |

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| <i>Total Number of Permanent Operations Jobs:</i> | 0 | | |
| <i>Number of Construction phase jobs:</i> | 0 | | |
| <i>Minimum starting wage for permanent hourly jobs:</i> | <input checked="" type="checkbox"/> Not at this time | | |
| <i>Pay upper quartile wages for industry and occupation</i> | <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not at this time | | |
| <i>Fringe Benefits</i> | <input type="checkbox"/> Employer-sponsored health insurance <input type="checkbox"/> Contributions to retirement <input type="checkbox"/> Transportation assistance <input type="checkbox"/> Childcare assistance <input checked="" type="checkbox"/> Not at this time | | |
| <i>Training</i> | <input type="checkbox"/> Contributions to labor-management training partnership <input type="checkbox"/> Utilization of registered apprentices for at least 15% of construction jobs <input checked="" type="checkbox"/> Paid training <input type="checkbox"/> Tuition support or reimbursement | Identify student cohort to support Longleaf CCS activities, create goals and parameters of the paid internships with differentiation of qualifications. | Student internship report summarizing participation and work products. |
| <i>Health and Safety Committee with Hourly Worker Representation</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> Not at this time | | |
| <i>Support for Worker Organizing/Collective Bargaining</i> | <input type="checkbox"/> Pledge to make public any commitment made in the CBP to remain neutral during any union organizing campaigns <input type="checkbox"/> Pledge to permit union recognition through card check <input type="checkbox"/> Intention to enter into binding arbitration to settle first contracts | | |

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| | <input type="checkbox"/> Pledge to make public any commitment made in the CBP to allow union organizers access to appropriate onsite nonwork spaces (e.g., lunchrooms) <input type="checkbox"/> Pledge to make public any commitment made in the CBP to refrain from holding captive audience meetings <input type="checkbox"/> [Applies to For-Profit-Entities] Certify, consistent with 2 CFR 910.352 (<i>Cost Principles</i>) and 48 CFR 31.205-21 (<i>Labor Relations Costs</i>), that they will not claim as cost share or submit any such costs as allowable costs, the "costs of any activities undertaken to persuade employees, of any entity, to exercise or not exercise, or concerning the manner of exercising, the right to organize and bargain collectively through representatives of the employees' own choosing." (48 CFR 31.205-21) <input checked="" type="checkbox"/> Not at this time | | |
| Identify at least one Historically Black College and University to discuss career opportunities during a career fair. | | Coordinate with university subcontractor and host events to discuss career opportunities in the CCS industry. | Coordinate with university subcontractor and host events to discuss career opportunities in the CCS industry. |

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| Actively engage with ADEM and the AOGB to stay informed of the regulatory framework for storage operations. | | This will occur throughout the project performance period. | This will occur throughout the project performance period. |
| Diversity, Equity, Inclusion, and Accessibility | | | |
| <i>Local recruitment efforts</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Formalize partnership with teaming agreements, establish working documents (affiliations agreement with HBCUs and non-HBCUs to ensure a career ladder that recognizes diversity and accessibility to career growth. | Revisit and expand partnership where needed and assess the success of diversity efforts within the broad program. |
| <i>Targeted recruitment efforts</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | |
| <i>Partnering or contracting with Minority -Serving Institutions or businesses majority owned or controlled by underrepresented persons or groups of underrepresented persons</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Partnerships with state minority-serving institutions will be established to develop paid fellowship programs and establish competencies in CCS. | |
| <i>Partner with quality pre-apprenticeship or apprenticeship readiness program¹</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Partnerships with community-based organizations and education/training providers for workforce needs planned. | |
| Host Project Team DEIA workshop. | | Module completion certificate submitted. | TBD based on BP1 lessons learned. |
| Establish relationship with no fewer than two Alabama Historically Black Colleges and Universities and formalize cooperation | | Relationship established within 6 months of project award. | TBD based on BP1 lessons learned. |

¹ Explore Apprenticeship.gov at <https://www.apprenticeship.gov/employers/explore-pre-apprenticeship>

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| through a teaming letter. | | | |
| Identify HBCU students to participate in project activities with support of stipends to build capacity in the CCS field. | | This will occur throughout the project performance period. | This will occur throughout the project performance period. |
| Justice40 Initiative (disadvantaged communities) | | | |
| <i>Identifies benefits/impacts</i> | <input checked="" type="checkbox"/> Yes. The acreage planned for the Longleaf CCS Hub occupies two separate census tracts, one of which is identified as disadvantaged by the Climate and Economic Justice Screening Tool (CEJST, Tract No. 01097005800). The project team has gone to great lengths to secure significant land holdings in this rural portion of the county and will work to ensure that Phase III field activities do not present any long-term disbenefits to community members. <input type="checkbox"/> No | | |
| <i>Reduction in energy costs</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| <i>A decrease in environmental exposure and burdens</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | It is expected that the long-term adoption of CCS technologies will improve air quality in the Mobile industrial corridor. These benefits will be quantified during Budget Period 2. |
| <i>An increase in access to low-cost capital</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |

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| <i>An increase in quality job creation, the clean energy job pipeline, and job training for individuals</i> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | The Project Team will implement an internship and mentoring program for students and faculty from minority serving institutions throughout Alabama to increase the net positive impact of the Project in underserved and/or minority communities. | |
| <i>Increases in clean energy enterprise creation and contracting</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| <i>Increases in energy democracy, including Tribal nation ownership or community ownership of project assets</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| <i>Increased parity in clean energy technology access and adoption</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| <i>An increase in energy and climate resilience</i> | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |