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Section I: About EBA

About EBA
The Energy Bar Association (EBA) is a non-profit voluntary association of attorneys and energy professionals whose mission is to advance the professional excellence of those engaged in energy law, regulation and policy through professional education, exploration of diverse viewpoints, and building connections within the energy community.

Energy Bar Association
2000 M Street, N.W., Suite 715,
Washington, D.C. 20036
Phone: (202) 223-5625, www.eba-net.org

About CFEBE
The Charitable Foundation of the Energy Bar Association’s mission is to engage in charitable activities, including the support of worthwhile energy-related charitable projects, as well as other community service projects, through financial contributions and volunteer services provided by the Foundation, members of the Energy Bar Association and others. For more information or to support its charitable endeavors, please go to https://www.eba-net.org/cfeba/about-cfeba/

About FELJ
Since 1980, the Energy Law Journal (ELJ) has provided great value to the Energy Bar Association’s members. The Journal provides in-depth analyses on current, salient issues affecting members and their clients and businesses and provides a forum for the exploration and understanding of new, cutting edge issues. The Journal is a benefit to EBA members and subscriptions are available to non-EBA members. In 1986, the Foundation of the Energy Law Journal (FELJ) was created to manage the funding and business of the ELJ. For more information, please go to https://www.eba-net.org/felj/
MISSION
To advance the professional excellence of those engaged in energy law, regulation and policy through professional education, exploration of diverse viewpoints, and building connections within the energy community.

EBA CORE VALUES
EBA is committed to creating an environment that facilitates robust dialogue and debate designed to explore the multiple facets of current and emerging issues and policy, and to surface innovative ideas.

EBA is committed to growing an inclusive community that connects and engages a vast and diverse array of energy industry participants and thought leaders.

EBA STRATEGIC GOALS
2020-2023

- ENHANCE REGIONAL PRESENCE
- ENHANCE TECHNOLOGY FOR OPTIMAL MEMBER EXPERIENCE
- PROVIDE EXCEPTIONAL EDUCATION/ INFORMATION CONTENT
- FOCUS ON THE NEEDS OF LAW STUDENTS, YOUNG PROFESSIONALS AND A DIVERSE & INCLUSIVE COMMUNITY
Section II: EBA Policies

Executable Diversity and Inclusion Policy
Adopted 2017, Amended 2021

The Energy Bar Association ("EBA"), the Charitable Foundation of the Energy Bar Association ("CFEBA"), and the Foundation of the Energy Law Journal ("FELJ") (jointly referred to as the "Associations") are committed to the goals of fostering an inclusive and diverse membership and increasing diversity across all levels of the Associations. Attorneys, Energy Professionals and Students with varied and diverse characteristics practicing in the energy field are welcome to join our ranks and are encouraged to become active participants in the Associations’ activities.

For all purposes within this Policy and its application across the Associations, “diversity” and “diverse characteristics” will include but not necessarily be limited to differences in race, creed, color, ethnicity, Native American, Alaska, or Hawaiian Native tribal membership or descendance, gender (including gender identity or expression), sexual orientation, family and marital status (including pregnancy), family responsibilities, religion, national origin, age, personal appearance, political affiliation, veteran status, disability, source of income (government, solo, corporate, or firm practices), or place of residence or business (geographic diversity).

The Associations recognize that the goals of increasing membership diversity and ensuring that diversity is reflected across all levels of the Associations cannot be achieved without the unequivocal support of, and sustained effort by, the Associations’ leadership. Therefore, the Associations’ leadership and all members holding positions with powers of appointment must be mindful of this Diversity and Inclusion Policy and are expected to the best of their ability to work actively to promote diversity and inclusion within the Associations. Active promotion of diversity and inclusion within the Associations shall include, but not be limited to, making good faith efforts to:

1. Periodically review EBA’s methods for soliciting members, undertaking outreach efforts, and structuring membership benefits with the aim of appealing to as broad and diverse a group of eligible professionals as possible.

2. Extend high-visibility opportunities such as speaking engagements and panel participation to individuals reflecting diverse characteristics, in order to encourage the membership of, and the active engagement of broadly diverse groups.

3. Consider in connection with appointment decisions (such as board memberships, officer positions, committee or chapter leadership, speaking/panel opportunities, or publishing and editing opportunities), individuals who possess diverse characteristics, as identified in the EBA definition of Diversity, that are underrepresented in these positions in order to: (1) actively welcome and encourage all persons to contribute and participate; and (2) strive for diversity across such positions.

4. Encourage pro-diversity policies in the many companion and sub-groups of the Associations, including Committees, Chapters, and Councils and in particular by the Professional Education Council.
Present this Policy in all orientation and training materials; presentations, and meetings; and to candidates under consideration by the Nominating Committee.

Include in the Associations’ programming, from time to time, programming, training, and materials that promote diversity in the energy sector.

To advance this Policy, there will be an annual presentation of a report by each Association’s Diversity and Inclusion Facilitator to the EBA Board of Directors detailing all initiatives and efforts taken over the course of each year to foster diversity and inclusion within the Association, and outlining any newly recommended measures for the Board’s consideration.

**EBA Event Pricing Policy:**

The EBA Board has adopted the following minimum fee structure for future EBA events organized at both the national and chapter levels. The proposed fee structures do not apply to either National or Chapter annual meetings. Those excluded events shall continue to be priced individually with prior approval from the EBA Board. Also, lower fees can be proposed for current students and government employees, as appropriate to the event.

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Member Fee</th>
<th>Non-Member Fee</th>
<th>Sponsorship: Premium/Regular</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energizer</td>
<td>$40</td>
<td>$60</td>
<td>$600/$300</td>
</tr>
<tr>
<td>Half-Day</td>
<td>$75</td>
<td>$95</td>
<td>$400/$200</td>
</tr>
<tr>
<td>Networking Only Events</td>
<td>$15</td>
<td>$15</td>
<td>-</td>
</tr>
</tbody>
</table>

**Joint Enterprise Policy:**

The goal of the Joint Enterprise Policy is to:

I. promote the EBA Strategic Plan;
II. promote beneficial relationships with Allied Organizations;
III. review and approve or decline sponsorship requests from other organizations; and
IV. promote and approve non-financial sponsorships of EBA events by Allied Organizations and other similarly situated organizations, including events by EBA Chapters and Committees.

The duties and responsibilities of the JEC do not include reviewing or approving requests for financial sponsorship of EBA events or advertising, developing or implementing EBA’s policies regarding such financial sponsorships or advertising. Requests for financial sponsorship of EBA events or advertising will be handled by the EBA office, working with the Advertising and Sponsorship Task Force.
Allied Organizations

Allied Organizations are organizations that the JEC and the EBA CEO determines would provide beneficial partnering and sponsorship opportunities for the EBA membership and would promote and not be inconsistent with EBA’s Core Purpose, EBA’s Mission Statement, EBA’s Core Values, and EBA’s Strategic Goals. The factors to consider in identifying Allied Organizations include but are not limited to:

1. Profit or Non-profit Status of the Organization. As a general policy, commercial entities or other for-profit organizations, including law firms and consulting firms, will not be identified as Allied Organizations, except under unique circumstances. Such exceptions shall be approved by both the JEC and the EBA President.

2. Type of Organization. The purpose of the potential Allied Organization should not be inconsistent with EBA’s Core Purpose, EBA’s Mission Statement, EBA’s Core Values, or EBA’s Strategic Goals. For example, organizations such as bar associations or volunteer organizations might have purposes that are consistent with the EBA. In contrast, advocacy groups and for-profit organizations might not be consistent with the EBA’s purpose.

3. Mission or Advocacy Position of the Organization. One of EBA’s core values is to be position neutral. Each potential Allied Organization should be evaluated to ensure that its status as an Allied Organization does not conflict with this core value.

4. The reputation of the Organization. The reputation of an Allied Organization should be commensurate with the professional reputation of EBA.

5. Programming/Events Offered by the Organization. The organization’s programming/events should be beneficial and relevant to the interests of the EBA membership.

6. Previous Sponsor. The JEC should consider whether an organization has been a previous sponsor of any EBA events.

If an organization is identified as an Allied Organization, EBA will seek to form and continue partnering relationships with the organization. The JEC also will take into account the status of an organization as an Allied Organization in evaluating requests for EBA sponsorship(s). Please send all requests to Lisa Levine at llevine@eba-net.org.

Criteria for Sponsorship

EBA encourages sponsorship by EBA of other organizations’ events, as well as sponsorship of EBA events by Allied Organizations and other similarly situated organizations. The JEC will review all requests for EBA sponsorship of another organization’s event on a case-by-case basis. All requests for EBA sponsorship of other organizations’ events must be approved by the JEC pursuant to the process outlined in Section V of these Guidelines. In those instances where the EBA and another organization collaborate and organize the event as a joint venture, the JEC will consider listing the organization as an event “co-sponsor.”
Evaluation Factors for Sponsorships

The factors the JEC will consider in evaluating whether to approve a sponsorship opportunity include, but are not limited to, the following:

1. Allied Organization Criteria
2. Timing, Location, and Type of Event

In general, the EBA disfavors sponsoring any programs which will be held within one month before the EBA Annual and/or Mid-Year meeting and within 10 days of other EBA events.

1. Benefit to EBA Membership
2. Position Neutrality
3. EBA Office Support
4. Cost
5. Reciprocity

Interested parties must complete a co-sponsorship request form attached.
Section III: CHARITABLE FOUNDATION OF THE EBA

The Charitable Foundation of the Energy Bar Association is a non-profit organization formed in 2002 under Section 501(c)(3) of the Internal Revenue Code. The Foundation’s mission is to engage in a wide variety of energy-related charitable projects and activities. The Foundation relies upon tax-deductible contributions from EBA members and businesses for its funds and the active participation of EBA members for its service projects.

- An Energy Charity Making a Positive Difference Locally, Nationally, and Globally since 2002
- Energy sector donors are ensured that their charitable donations go to causes related to the energy field
- Relies upon tax-deductible contributions for its outreach efforts
- Supports programs focused on improving lives worldwide

The CFEBA has provided support to various energy-related programs focused on improving lives worldwide. Some examples of how CFEBA has made a difference are:

- Post-hurricane contributed $30,000 to support the installation of solar equipment providing lighting for medical procedures and refrigeration of medicines in clinics and hospitals in Haiti.
- Donated $12,500 to facilitate connecting a school for deaf children in Cameroon to that country’s electric grid, thereby providing electricity to the school for the first time.
- Purchased $4,900 of masonry ovens for rural Guatemalans to cook in their homes.
- Contributed $15,000 to fund replacement of windows in a 15-apartment emergency shelter and transitional housing facility in Massachusetts.
- Donated $17,500 for the development of renewable energy in rural areas of the United States.
- Gave $7,500 to install solar air heating systems for low-income families in the greater Chicago area and Minnesota.
- Contributed $150,000 to construct 21 miles of power lines to connect a total of 461 families in rural Bolivia, who had never had electricity before.

The CFEBA provides donors engaged in the energy sector the opportunity to ensure that their charitable donations go to causes related to the energy field.

If there is a project which you would like us to consider for funding, we would be happy to discuss this with you. If you know of potential worthy grant recipients, please encourage them to complete a Letter of Inquiry. The CFEBA uses Letters of Inquiry to assist in determining whether the proposed project is likely to meet our grant requirements. This step provides an opportunity to identify your organization and proposed a project without undertaking the effort of completing a full grant application. Submission of Letters of Inquiry and Response typically takes place every August for the CFEBA Cornerstone Project. For more information on the grant selection process: [https://www.eba-net.org/cfeba/our-impact/grant-selection-process/](https://www.eba-net.org/cfeba/our-impact/grant-selection-process/)
GOT A QUESTION?
We are here to help!

www.EBA-Net.org | 202-223-5625

Mary Margaret Frank, Manager, Events and Volunteer Relations, MMFrank@EBA-Net.org

- Manages EBA’s Calendar of Events
- Event Coordination
- Committee/Council Management
- Volunteer Opportunities

Katie Cutler, Administrative Assistant (Remote/Part-time) KCutler@EBA-Net.org

- Manages Accounts Payable
- Board Governance
- Registration Support

Michele L. Smith, Senior Manager, Marketing & Member Relations, MSmith@EBA-Net.org

- Marketing
- Sponsorship Opportunities
- Career Center
- Charitable Foundation

TBD, Membership Chapter Relations Specialist

- Recruit regional members
- Member services, onboarding, and ongoing engagement
- Liaison to the eight chapters and EBA Membership Committee

Richelle Kelly, Database Manager RKelly@EBA-Net.org

- All things data related
- Refunds/Cancellations
- Renewals/Invoices
- Subscriptions

Lisa Levine, CEO LLevine@EBA-Net.org

- CLE
- Program Planning
- Speaking Opportunities
- Joint-Programming
- Foundation of the Energy Law Journal