

The Building Hispanic Talent Initiative® (BHTI), a partnership between Dominion Energy and the Hispanic Association of Colleges and Universities (HACU), aims to develop a highly skilled workforce by increasing the number of undergraduate students who are interested in pursuing careers in the energy industry. While the program emphasizes support for Hispanic students, it is open to individuals of all races, ethnicities, and backgrounds. Below are key findings, along with testimonials, from the first three years of this initiative.

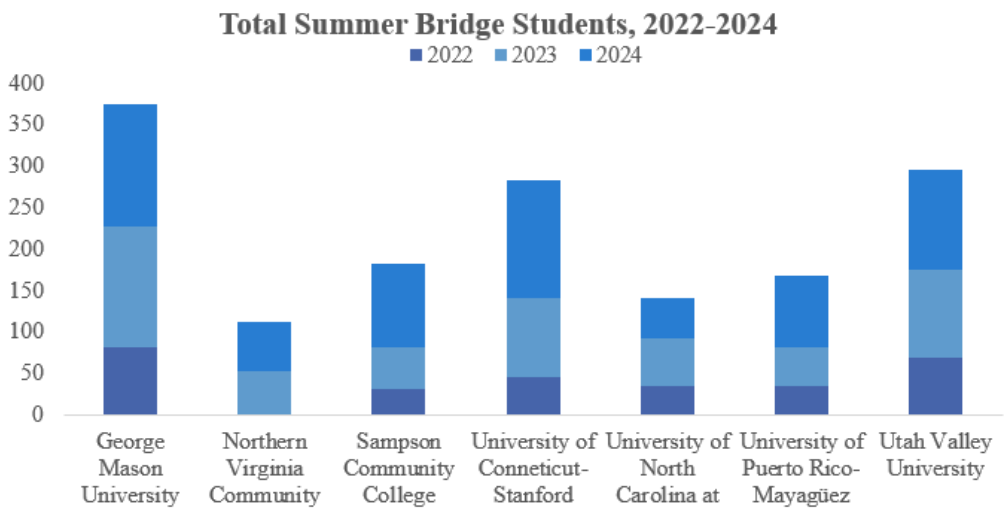
1500+ Students

130+ High Schools

5000+ College Credits Awarded

83% College Course Pass Rate

60% First Generation



| Summer Bridge First-Generation Student Enrollment, 2022-2024 |      |      |      |                         |
|--|------|------|------|-------------------------|
| Institution  | 2022 | 2023 | 2024 | % Cumulative Enrollment |
| Sampson Community College                                    | 28   | 27   | 57   | 70%                     |
| Northern Virginia Community College                          | 0    | 32   | 0    | 29%                     |
| Utah Valley University                                       | 22   | 54   | 75   | 56%                     |
| University of Connecticut - Stamford                         | 26   | 92   | 102  | 78%                     |
| George Mason University                                      | 80   | 84   | 78   | 65%                     |
| University of North Carolina at Pembroke                     | 32   | 43   | 19   | 67%                     |
| University of Puerto Rico - Mayagüez                         | 13   | 4    | 33   | 30%                     |
| Total  | 201  | 336  | 364  | 60%                     |

“The program gave me a better understanding of college life because I did not have any idea of what to expect. I gained a lot of knowledge from my instructors and my mentors, and I am glad that I have the experience of being here.”

- Nasser Alsaiair, Northern Virginia Community College

## Increasing Impact



### 60% of BHTI students are First Generation

“Through the Summer Bridge program, I gained a better understanding of what college, and classes are going to be like in the fall. The program has helped me transition and get used to college life and develop my skills in organization and time management.”

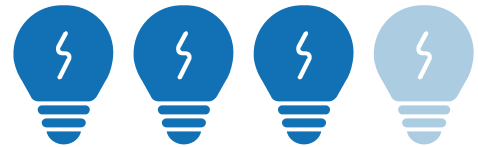
- Denise Lopez, University of Connecticut-Stamford

First Generation is defined as someone whose parents or guardians did not complete a four-year bachelor's degree.

## Exposure to STEM/Energy

“Having representatives from HACU and Dominion Energy on campus really elevated the experience for students and staff. They learned more about their identities and their future opportunities in STEM. Getting them out of their comfort zones and connecting with new students was really fun for us as staff and to get to see them grow over such a short time period was really rewarding.”

-Jamie Cannady, Sampson Community College Success Coach



### 3 in every 4 BHTI Students are interested in pursuing a STEM career field

## Demystifying College

“I got to know other students who were on the same path as me and from similar backgrounds as me. I also got to meet representatives from HACU and Dominion Energy. It was a fun overall experience. I feel more prepared for college now that I know about mentorship, personal branding, and what to expect going into the university setting.”

- Veronica Valdez-Gonzalez, Sampson Community College