



Solutions for Energy Efficient Logistics
A Certified Minority Business Enterprise (MBE)

ACCOMPLISHMENT REPORT **2024**

A LOOK BACK AT 2023





CONTENTS

1 - Welcome Message

2 - Our Values

3 - Our Results

4 - Our Work

Innovation & Awards

Equity and Education

Inclusion in Action

Community

Engagement

8 - Our Alliances

9 - Looking Forward

WELCOME MESSAGE

FROM OUR LEADERS

LOUIS E. JAMES
CEO & CHAIRMAN
SEEL, LLC

E'LOIS THOMAS, PH.D.
PRESIDENT
SEEL, LLC



As we welcome a new year, we look to the future of sustainability and the path forward looks brighter than ever. Although we are not immune to the challenges faced in prior years, we are continually working to support the consumers, customers, and workers that make our company such a powerhouse in the industry. We look forward to continuing to engage with our network via offerings like our BPI Test Center program, groundbreaking work with returning citizens, and a plethora of strategic donations to community organizations.

As a minority owned and led business, we utilize our position in the industry to push forward our values of innovation, sustainability, efficiency, and community. We are thrilled to see that these values are widely shared across the spaces where we work, and look forward to working with our allies across the country to deliver much needed resources, from education and information about energy saving practices to federal funding newly accessible via state and federal grants.

We are confident that together, we can push forward in the coming months to make 2024 a year to remember!



OUR VALUES

MISSION

While supporting our clients and delivering stellar customer service, SEEL is committed to providing energy and sustainability management services to our clients that facilitate change in the communities we service.

VISION

To be an industry leader through constant innovation, unmatched client focus and outstanding operational performance. We expect to be an invaluable asset to our clients by integrating best-in-class solutions with strong community partnerships.



OUR RESULTS



OVER 106,000
VISITS CONDUCTED

SEEL places a premium on customer service and exceeding client goals. Across homes and businesses, SEEL staff have visited thousands of homes and businesses to help build and tailor s measures for each and every consumer we engage with.



OVER 37,000
APPLIANCES RECYCLED

We have the capability to operate appliance recycling programs efficiently and effectively. Supported by locally hired staff and our proprietary digital platform, SEEL's appliance recycling programs are designed with clients and consumers in mind.



OVER 60,000
CHECKS PROCESSED

Our incentive check processing services are governed by six sigma practices and with efficiency in mind. Complemented by a knowledgeable and efficient call service team, we are poised and ready to meet your incentive check processing needs.

OUR WORK | INNOVATION & AWARDS

FAMILY OF COMPANIES

SEEL, LLC is a part of the MCL JASCO family of companies, allowing us to leverage the vast resources and connections that foster our continual growth and success.



RECOGNITION

We are fortunate to have received many awards in 2023, and are honored to be recognized in the sustainability space among a host of elite peers. One of our most notable new projects includes our participation in the third cohort of the Apple Impact Accelerator, a program designed by Apple to engage with diverse and sustainable businesses. Over the course of 12 weeks, executive leadership learned from key professionals in the industry and beyond. Some more of our biggest wins include:



SUPPLIER OF THE YEAR
MMSDC



SUSTAINABILITY SUPERHERO
MICHBUSINESS



**50 FASTEST GROWING
WOMEN OWNED AND LED
COMPANIES**
WFO



PRESIDENT E'LOIS THOMAS, PH.D.
LIFETIME ACHIEVEMENT AWARD
UNIVERSITY OF DETROIT MERCY



VP SCOTT ALAN DAVIS
NOTABLE LEADER IN DEI
CRAIN'S BUSINESS

OUR WORK | EQUITY AND EDUCATION

WORKFORCE DEVELOPMENT: ILLINOIS



**3 HR
FOCUS
GROUPS**



**5 GRANT
CLASSES**



**15 SUMMER
INTERNS**



**53 COURSE
TRAINEES**

The passing of the Illinois Climate and Equitable Jobs Act (CEJA) allowed us to support 6 organizations across 4 cities in submitting 8 grants for workforce development hubs across the state of Illinois. Our workforce development programming, executed with a utility partner, facilitated placement of 90% of our interns at jobs in 14 organizations, and allowed us to award over \$120,000 in scholarships. The course was executed with the help of 6 new training partners and 21 new community partners. We place a special emphasis on creating access to jobs for returning citizens.

PROFESSIONAL DEVELOPMENT



**3 WEBINARS
PRESENTED**



**9 EXTERNAL
TRAININGS**



**QUARTERLY
STAFF
SESSIONS**

As a minority owned business, we are more aware than ever that a focus on JEDI principles is key in our industry. We engage with our allies and partners in the energy space as well as with our own staff to create novel and accessible paths with digitally platformed offerings.

In addition to our JEDI trainings, we also offer BPI testing. We are a certified BPI Test Center, and our class features experienced staff and learner-focused course design.



TEST CENTER

OUR WORK | INCLUSION IN ACTION

POLICY AND PARTNERSHIP



SEEL is actively engaged with policies that are shaping the future of sustainability. We hosted Lieutenant Governor Garlin Gilchrist II at our Detroit office for a clean energy press conference organized by E2, our industry ally.

SEEL's CEO Louis James is pictured to the right welcoming business leaders to share their perspectives on clean energy job growth, potential for future job growth, and how the Inflation Reduction Act and Michigan state policy can help the clean energy workforce continue to grow. We continue to engage with those at the forefront of sustainability policy, and look forward to making use of every new opportunity for innovation.



SUMMER INTERN PROGRAM



SEEL is intentional about engaging with the next generation of sustainability professionals. In the summer of 2023, we took on ten interns in our Detroit office in order to inspire more conversations about what a career in energy looks like.

Our interns, pictured at their appreciation dinner above, worked in many departments, from strategy and engineering to accounting and marketing.

OUR WORK | COMMUNITY ENGAGEMENT

We approach our work with a focus on building interpersonal connections and bringing sustainable philosophies to life. We make every possible effort to invest in the health and success of our communities via donations and volunteer hours led by locally hired staff. Staff members are pictured to the right participating in the 2023 Making Strides Against Breast Cancer Walk in Detroit. In addition to donating gifts to families during the holiday season and various food bank giveaways year-round, we also invest in many other organizations, and celebrate success with our staff during employee appreciation events.



MAKING A DIFFERENCE: COMMUNITY PARTNERS



OUR ALLIANCES

LEARNING IN AND BRANCHING OUT

Our leadership team takes every opportunity to engage with allies through board activity. President Dr. E'Lois Thomas serves on the board of MEEA, AWE, and BPI, and VP Scott Alan Davis on the board of AESP National.



This summer, SEEL sponsored a networking event for AESP's (Great Lakes Chapter) at Detroit WBE BasBlue. SEEL's VP Patrice Suggs (pictured third from the right), serves as a board member for the regional AESP board.

ALLIES AND PARTNERS

Our strategically built network allows us to maintain a growth mindset and stay engaged. These alliances bring us together with like-minded achievers in the sustainability space.





LOOKING FORWARD

CAREERS IN SUSTAINABILITY

The energy industry is growing! Careers in energy, climate justice, and sustainability are more accessible than ever. Professionals looking to leverage their passion for efficiency into a job that helps create a cleaner, greener world can find a professional home at cutting edge companies like SEEL, whether their skillset is as an energy subject matter expert, a support role like finance or strategy, or a layperson looking to make a difference.

POLICY WINS

Policymakers across the country are creating energy policies that are more sustainable than ever. As the country moves towards a future that is greener than ever, we celebrate wins for **sustainable policies** like the Inflation Reduction Act in Michigan and the Climate and Equitable Jobs Act in Illinois.

CREATING EQUITABLE FRAMEWORKS

Electric vehicles are a significant part of the future of sustainability. SEEL is poised to offer broad support to utilities looking to create just and equitable infrastructure for EVs.



GET IN TOUCH

START YOUR SUSTAINABILITY
JOURNEY TODAY



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