



# Questions & Answers from May 21, 2026 Minimum Equity Standard Compliance Webinar

**If the owner of the EEC is an EEP and she is the only employee, and the rest are independent contractors, what percentage is the owner required to have in this situation?**

- Contractors are included in the project workforce calculation.

**For MES approach – let's say there are 10 members of the total project workforce – it is required that 1.4 individuals are EEPs, correct? Or do they still have to track hours and show that 14% of hours are from the EEPs?**

- The Minimum Equity Standard (MES) requires that an AV's project workforce consists of a minimum percentage of Equity Eligible Person(s) (EEPs), not hours. So, unlike the traditional ILSFA Job Training requirements that include hours worked, the MES requirement focuses on the project workforce. For your example below, only 1 EEP is needed, as we round down to the nearest whole number.