Reunion

Finance America’s clean energy future

The case for joining Reunion’s team

Message

Letter from the Founders

When Billy and I founded Reunion, we chose to build a different kind of high-growth startup. We wanted our business to be profitable, driven by long-term strategy, and at the center of the energy transition.

Prior to Reunion, Billy and I both had experience working at companies that raised a lot of venture capital. The teams were under pressure to spend money quickly, and to maximize short-term revenue targets to get to the next fundraise. The VC focus on billion-dollar “unicorn” companies also influenced company strategy; teams were often chasing bright shiny objects, rather than building for the long term.

Reunion has taken a different approach. We have been strongly profitable since 2024, and have repaid our single $3 million seed round with interest. As a result, Reunion has a single class of shares, with alignment of interests between founders, investors, and employees. Our profitability and capitalization give our team the freedom to focus on long-term initiatives and create an enduring business.

This doesn’t make us any less ambitious. Already, we have worked with major corporations to invest over $8 billion in clean energy projects, and we have used our profits to expand into a fast-growing software business.

As we grow, building and maintaining a world-class team is central to our vision.

What we offer is the opportunity to work with leading clean energy finance experts, and to join a highly motivated group of builders making a real impact. Our mission-driven culture values creativity, collaboration, excellence, and speed. If that excites you, please reach out!

Andy Moon and Billy Lee
Co-Founders, Reunion

Andy Moon
Co-Founder and CEO

Billy Lee
Co-Founder and President

Our vision

Reunion enables developers to access the finance they need to build the future of energy

Current business: Reunion enables developers and manufacturers to access financing to build critical clean energy infrastructure. We do this in two ways: work with major taxpayers to invest in transferable tax credits, and build compliance software that enables clean energy projects to qualify for credits.

Tax credit transfers

Reunion is the market-leading platform for tax credit transfers, the newest and most dynamic part of the clean energy capital stack. Reunion works with credit buyers to navigate this market with confidence: securing the ideal credits, providing hands-on deal guidance, and performing in-depth risk management. We accelerate time to close on transfers with the market's leading tax credits. We bring 95% of signed term sheets to close on an average timeline of 45 days. Our transaction team has led more than $500M in deal value per employee.

Compliance tracking

Reunion is building AI-powered vertical software to disrupt the highly manual tax credit compliance process. To qualify for tax credits, developers must comply with a set of interlocking and complex requirements which has historically been outsourced to large accounting firms. Reunion provides software to automate this process and allow developers to track their compliance performance in real time.

Long term vision

Our aim is to build multiple profitable and synergistic businesses, held under Reunion's holding company. Already, we are seeing network effects: our reputation as the market-leading transfer experts enables us to develop compliance software and allows us to cross-sell with credibility to leading developers.

Few seats, all pilots

Reunion hires pilots: team members who are comfortable charting a creative path and steering towards solutions rather than playing passenger. Core characteristics we look for include:

[01]

Entrepreneurship

You are comfortable making decisions with limited information and owning the final solution.

[02]

Horsepower

You learn new concepts quickly and comprehensively. You are able to identify when it is necessary to dig into details.

[03]

Curiosity

You are thirsty for knowledge and personally interested in the clean energy and manufacturing markets.

[04]

Collaboration

You don't fly solo! You approach your work with kindness, and understand that great companies are made by inspired teams.

In and out of office

Nathan

DURING THE WEEK

Found 500+ warm intros to our highest value prospects

DURING THE WEEKEND

Skied off the top of a volcano

Coryle

DURING THE WEEK

Designed and built our compliance product

DURING THE WEEKEND

Wove custom light shades

Denis

DURING THE WEEK

Hand-delivered 500 copies of our tax credit handbook

DURING THE WEEKEND

Ran a 100-miler

Abbey

DURING THE WEEK

Took a deal from term sheet to close in under two weeks

DURING THE WEEKEND

Found the bluest water in Banff National Park

What we offer

Reunion seeks to build the best environment to gain expertise

Our industry-leading transaction volume provides ever-expanding surface area for ownership. That aside, we also provide great benefits:

Competitive pay

Compensation benchmarked against the top of clean energy & climate startups

100% premium coverage

Medical, dental, and vision insurance for employees (partial coverage for dependents)

Company match

Employer-matched 401(k) retirement savings plan

Company retreats

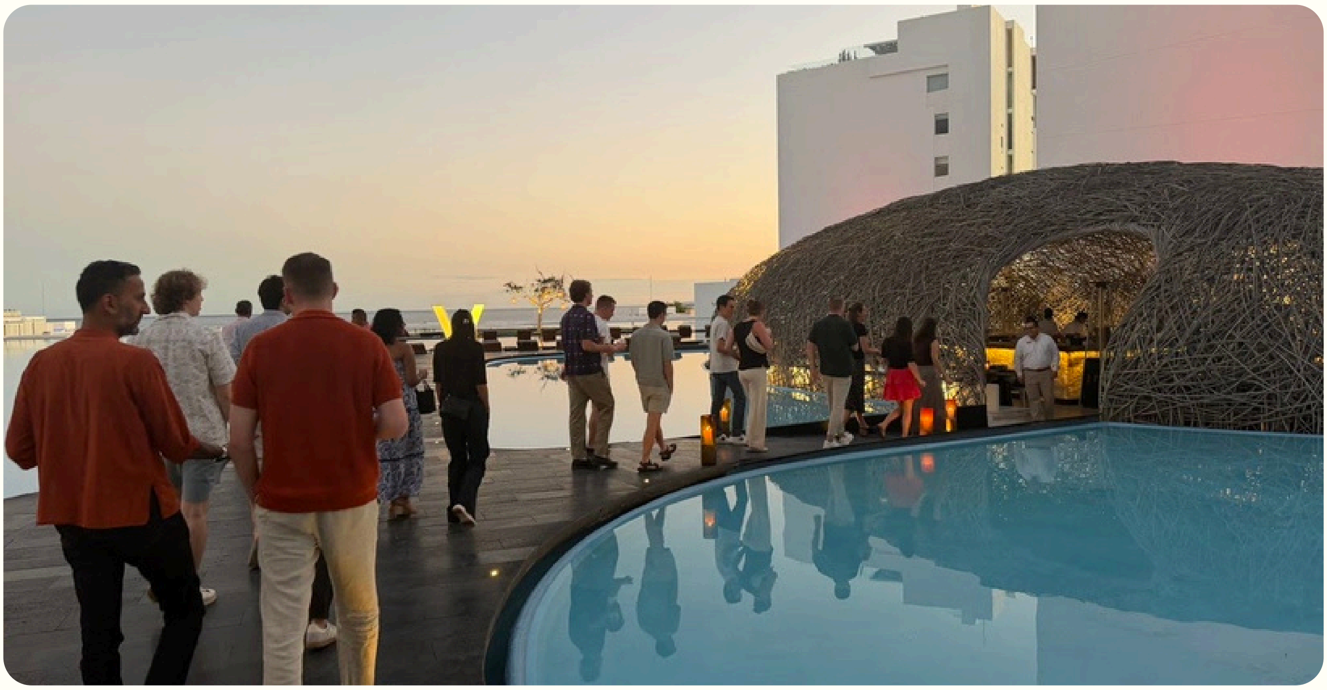
Offsites 2–3 times per year to connect in person, plus periodic conference travel

Flexible PTO

To recharge when you need it

Hybrid remote/in-person

in San Francisco, Seattle, or Los Angeles



Our values

Leadership starts with shared principles

As Reunion scales in its next phase of growth, employees beyond the founding and leadership team will continue to assume increasing leadership and responsibility. We've built these values to be the set of principles underpinning and encouraging autonomous decision-making across our teams:

Be the best	Reunion seeks to build a world-class product with a world-class team.
Why not today?	We challenge ourselves to execute quickly without compromising quality. We move quickly and with urgency.
Brick by brick	We play the long game. Perseverance and tenacity lead to results. We persist. We empower team members to own long-term, foundational initiatives while letting data prove their efficacy.
Pilot the rocket	Everyone is a leader. When we see the opportunity, we take ownership.
Feedback is a gift	We thrive on feedback and open dialogue. We foster positive discussions without fear and assume good intentions in disagreement. We make a point to solicit and ask for feedback.
Read the footnotes	The details really matter in our business; we dive into the nitty-gritty, and strive to be world-class experts in our field. Now we write the footnotes, too.
Don't skip lunch	Have fun, celebrate the little things, and remember to enjoy the journey!

Meet some Reunioners embodying our values every day

Kevan Christensen

Director, Transactions & Finance

Q: You've traveled all over the world in your career — from clean development projects in the Global South and think tanks in D.C. to Stanford Law School and energy project finance — what's the throughline?

A: An interest to go where things are happening... where there is cool, interesting work being done to solve problems. That's what brought me to Bangladesh and Kenya. My time there pivoted my views towards human impacts. Whether you're a fisherman in Bangladesh or a farmer in Kenya, we all depend in some way on the environment for our livelihoods — but the poorest people are often the most negatively impacted. It's been meandering, but thinking about greenhouse gases as the root of many of these issues has pointed me towards: how can we accelerate transitions to renewable energy?

Q: How do you think your background informs your work here?

A: Understanding stakeholders. These projects are incredibly complicated, large-scale projects reshaping the entire energy system. With people and policy involved, there's an awareness that all stakeholders must align for these things to work. It can be frustrating at times to feel like you're negotiating over very small points in the grand scheme of things, so it helps to draw the connection.

Q: What has kept you in the field?

A: It always feels like an interesting puzzle. There's always interesting things to learn, new and unusual cases, and obviously — for better or worse — the policy and regulatory environment is always changing. At the same time, you can feel like you're doing something that actually matters.

Q: For candidates thinking about getting involved, what is your pitch?

A: The way the U.S. government promotes renewable energy is through the tax code. If you want to know the single most effective lever for shaping the energy system of the future, it's through tax credits. And the complexity of the system makes it an area where working on a team with this level of expertise goes a long way. There is a ton of potential for specialists to have an outsized impact.

Q: Final question. What do you like to do outside of work?

A: My partner and I like to get out and about in D.C. — recreational running in the city, Rock Creek Park. I also really like baking.

Q: Favorite thing to bake?

A: Cupcakes.

Connie Chern

Head, Transactions & Finance

Q: How did you get into clean energy finance and what's kept you there?

A: The year before I graduated college, I interviewed with Novogradac & Company — a mid-size accounting firm. The thing I really loved about them is that they would allow me to do audit as well as tax, and they were focused on things that I felt good about spending time on — tax-advantaged investments, low-income housing, New Markets Tax Credits, and then later, renewable energy tax credits. From there on out, my journey has largely focused on renewables. It's something I'm highly passionate about, and I think you don't always get the opportunity to spend your career doing things that are also personally motivating. That's really what drew me to it and what's kept me in it.

Q: Besides mission, what else has drawn you to the places you've worked, including Reunion?

A: I'd say the ability to be innovative. I'm one of those people who probably thrives at a startup, where there's a little bit more ambiguity, and where each individual can make an outsized impact. I think it could also be a strong desire to continue learning.

Q: After running your own company (Orka Finance) for a few years, one might expect you'd take a break. You didn't.

A: I wasn't actually sure what I wanted to do next after we sold Orka. I had originally thought I would take some time off — do the gap year thing. I'd basically never taken time off. I had always just been go, go, go. At a friend's urging, I casually did a networking lunch with [Reunion Co-Founder] Billy because he's local in San Francisco, which is where I'm located. And I think what really struck me — about both Billy and Reunion's other founder Andy — was their ability to move quickly to identify potential problems or opportunities. It was also a space I'm passionate about. The idea that you could sell a clean energy tax credit on the open market was a breakthrough, and Reunion was making it happen at scale. I'd spent a lot of my career telling people, "I know you want to own these assets, but you're not able to use a tax credit, and I just don't know that the tax equity market will help fund your project. There's a lot more supply of credits than there is demand." That's a painful thing to tell someone. So this really changed the game. As much as I wanted to do more soul-searching or backpack somewhere, I ended up joining Reunion on my very first day that I was no longer bound to another company.

Q: Outside of work, what does life look like for you?

A: I think I generally keep pretty busy. My hobbies aren't unique — I like hiking, spending time in nature. I'm also a consummate bookworm. I'll read pretty much anything: fiction, non-fiction, you name it. I also dabble in arts and crafts. There's this sketchbook I've been messing with [picks up sketchbook off desk]. I tend to paint random stuff — here's one of my husband's plants that were on his desk. Sometimes it's just things on my desk, like a mug. A lot of nature themes. I also like playing with my dog, spending time with my husband and kid, and other friends and family. I do try to find some time to unwind and connect on things outside of work that also matter.

Q: You've been working to support the clean energy transition for most of your career. Where are we on that journey?

A: I think we still have a long way to go, but we've made a lot of progress. There's no question that renewable energy technologies make sense economically. And they may also be the only way to support all these data centers and other initiatives that are going to require a lot of energy resources in the U.S.

Join us in powering the transition to carbon-free energy

We're a fast-growing, profitable company and we are always looking to add to our team of technologists and clean energy finance experts.

Job Board →

$8B+ invested
In clean energy projects

Clean energy finance
Helping developers build the future of energy

Single share class
Every employee shares in our success

Reunion