

BLUE GRASS ENERGY COOPERATIVE CORPORATION CHIEF EXECUTIVE OFFICER



Blue Grass Energy Cooperative Corporation (Blue Grass Energy) is a member-owned electric cooperative based in the Blue Grass Region of Central Kentucky, providing service to more than 64,000 members across 23 counties. Blue Grass Energy's headquarters is located in Nicholasville and the Cooperative has three additional local offices in Richmond, Lawrenceburg, and Cynthiana. The Cooperative's operating revenue and patronage capital is approximately \$158 million and total assets are just under \$350 million. Blue Grass Energy is a Touchstone Energy Cooperative member, an active participant in the Kentucky Electric Cooperative Association, and is one of 16 all-requirements power supply members of East Kentucky Power Cooperative. Blue Grass Energy's employees live and work in the communities they serve and the Cooperative makes it a point to give back to those communities.

The day-to-day operations of Blue Grass Energy are conducted under the responsibility of its Chief Executive Officer (CEO). The current CEO, Mr. Mike Williams, has worked at Blue Grass Energy for over 30 years, and served as CEO since 2011. Mr. Williams plans to retire in December, 2025.

Blue Grass Energy seeks a CEO who will bring a compelling vision and strong servant leadership skills to ensure continued success and positive organizational progress. The CEO recommends strategic initiatives to the Board, and determines operational procedures, systems, and organizational structure to ensure the Cooperative continues to meet its [Mission](#) to provide safe, reliable, competitive energy services, while improving the quality of life for their members. The CEO is expected to bring an innovative approach to consistently elevate performance metrics, financial results, and service delivery. He or she must be a seasoned and calm leader with effective communication abilities who will work collaboratively and transparently with Blue Grass Energy's eight-member Board of Directors, employees, and members. The CEO will lead, coach, and develop a 92-person workforce.

PRINCIPAL ACCOUNTABILITIES

- **Planning** - formulate, with the advice and counsel of the Board of Directors, short- and long-range plans, along with an annual work plan and budget, for achieving approved objectives, programs, and policies for recommendation to the Board of Directors.
- **Public and Member Relations** - promote membership interest in, and support of, the Cooperative's programs and establish a sound relationship between the Cooperative and its members. Develop and maintain working relationships with other organizations and governmental bodies such as the National Rural Electric Cooperative Association (NRECA), USDA's Rural Utilities Service (RUS), National Rural Utilities Cooperative Finance Corporation (CFC), East Kentucky Power Cooperative, the Kentucky Public Service Commission, and other organizations to further the best interests of the Cooperative and its members.
- **Legislation** - analyze legislative matters which affect the Cooperative and determine the position to be taken by the Cooperative, consistent with Board policy.

PRINCIPAL ACCOUNTABILITIES (continued)

- **Financial Management** - recommend to the Board of Directors the rates to be charged to members for electric power and any other services. Oversee rate filings with the Kentucky Public Service Commission. Determine the capital needs of the Cooperative and develop, with the Board, plans for raising funds. Negotiate and maintain relations with financial sources. Recommend for Board approval the method, procedures, and amount of capital credits to be retired. Invest or reinvest Cooperative funds and cash investments in accordance with approved cash management plans. Establish accounting systems, procedures, statistics, and reports needed for sound financial management by the Board of Directors. Determine an insurance program adequate to cover risks. Establish procedures for the billing of accounts owed the cooperative, render monthly bills, accept and process collections, and take follow-up action, as appropriate, to collect overdue amounts.
- **Board and Stakeholder Relations** - plan for meetings of the Board of Directors and members of the Cooperative. Ensure the Board is fully apprised of emerging financial and operational challenges and issues, including legislative, regulatory, cybersecurity, technological, and other industry changes and trends. Participate as the Cooperative's representative in other meetings and forums which promote the best interests of the Cooperative and its members.
- **Organizational Structure** - periodically review all activities of the Cooperative to determine the organizational structure best suited to carrying out the objectives,

policies, and programs established by the Board. Periodically review procedures to determine that activities are being conducted in the most efficient and economical manner to achieve objectives. Appraise work-load requirements and determine the need for the addition or elimination of positions, transfers, or assignments, and make such changes within the limitations of the approved budget.

- **Personnel Administration** - Negotiate with the union and enter into contracts on behalf of Blue Grass Energy with the union. Direct the preparation of, and approve, written position descriptions for all employees. Provide a system wherein Cooperative employees will receive an annual appraisal by supervisors. Develop a systematic wage and salary plan for consideration and approval by the Board of Directors. Determine all salary adjustments, except that of the CEO, within the approved wage and salary plan and the approved budget. Develop and recommend for Board approval a policy establishing a comprehensive benefits program for employees, and execute such programs within Board policy. Establish position standards and qualifications for use in the recruitment, transfer, and promotion of personnel. Select, appoint, transfer, promote, and discharge employees of the cooperative.
- **System Operations** - direct the day-to-day operations and maintenance of the system in accordance with the approved annual work plan and operating budget. Develop and administer programs designed to ensure system reliability and the safety of the public, employees, and Cooperative property.



THE SUCCESSFUL CANDIDATE

The ideal candidate will offer 15 or more years of proven leadership ability and progressive utility management experience, preferably in a cooperative environment. Blue Grass Energy is most focused on candidates who possess broad utility knowledge and expertise in engineering, operations, and finance, along with a proven ability to develop strong relationships with all employees, including those represented by organized labor. Prior experience in a rate regulated environment is desired.

Of paramount importance is leadership capabilities with outstanding interpersonal and communication skills. Candidates must be of the highest integrity with proven ability to develop and implement a clear vision. He or she must be willing to accept constructive criticism, remain calm in stressful situations, and be visible, accessible, and engaged with the Board of Directors, employees, and the membership. Prior experience presenting to a Board of Directors is viewed as ideal.

The CEO must possess strong managerial skills with the ability to hire, develop, coach, and delegate to employees, maintaining a sense of teamwork and common purpose, while ensuring strong safety, reliability, cybersecurity, and financial performance. He or she must be adept at conflict management and willing to collaborate with other leaders and organizations to achieve strategic objectives. Commitment to member service, economic development, and community involvement are essential.

Fully qualified candidates must be familiar with competitive issues facing the electric industry and must be able to develop strategies, work plans, and budgets to help Blue Grass Energy navigate these opportunities. The CEO must also possess the ability to guide the Cooperative in addressing load growth, power supply, and distributed generation opportunities and trends.

A bachelor's degree in engineering, business, finance, or a related field is required.

BLUE GRASS ENERGY

Since its inception in 1937, Blue Grass Energy has worked to provide members in Central Kentucky with safe, reliable, and affordable energy and other valuable services. Blue Grass Energy provides electricity to over 68,000 active services through close to 5,000 miles of electrical line.

Blue Grass Energy's peak load is approximately 432 MW. The Cooperative receives power supply and transmission services from East Kentucky Power Cooperative. Blue Grass Energy is an all-requirements, member-owner of East Kentucky Power, with a voting member on their Board of Directors. Through that relationship, Blue Grass Energy offers its members the option to acquire renewable energy from [Cooperative Solar Farm One](#), one of the largest solar installations in Kentucky.

Blue Grass Energy is highly involved in economic and community development activities. The Cooperative partners with local Chambers of Commerce, Economic Development Authorities, and Industrial Boards to help recruit and retain businesses to and in the region. The Cooperative also offers a variety of service programs for members ranging from outage notification to renewable and energy efficiency assistance. In addition, Blue Grass Energy annually awards ten \$1,500 scholarships to graduating high school seniors who live within the service area.

In 2025, Blue Grass Energy's line crews and warehouse personnel elected to join the International Brotherhood of Electrical Workers (IBEW). The next CEO will assist in negotiating the Cooperative's first bargaining unit contract.

The Kentucky Public Service Commission regulates Blue Grass Energy's rates. The Cooperative's equity ratio is 53% and they typically retire capital credits on a 30-year revolving fund period. Approximately 70% of debt is borrowed from RUS and the remaining 30% comes from CFC. More information can be found at: <https://bgenergy.com/>

BLUE GRASS KENTUCKY

Blue Grass Energy's headquarters is located in Nicholasville, a small city of 30,000 residents, nestled among Kentucky's scenic bluegrass region about 20 miles outside of Lexington. Primary industries include education and healthcare, and the city boasts beautiful parks and a thriving downtown area full of locally-owned shops and restaurants. The geography is characterized by rolling hills, lush farmland, and picturesque horse farms. The region is also home to outdoor recreation options, lake activities, and regional festivals.

The cost-of-living in Nicholasville is estimated at only 87.2% of the national average, with an average home cost of \$265,400. More information can be found at: <https://www.bluegrasskentucky.com/>.

COMPENSATION, BENEFITS, & RELOCATION

The compensation package is competitive and dependent upon qualifications and experience. Blue Grass Energy offers a comprehensive retirement and benefits package that includes a 401K plan. The Cooperative will negotiate a relocation package with the successful candidate.

RECRUITMENT AND SELECTION TIMELINE

- Candidate resumes must be submitted to Mycoff Fry Partners no later than August 29, 2025.
- Candidates to be interviewed will be identified by Blue Grass Energy's Board of Directors on September 25, 2025.
- Mycoff Fry Partners and Blue Grass Energy's Board of Directors will conduct virtual interviews with selected candidates on October 15 and 16, 2025.
- Selected finalists will be interviewed in Nicholasville, Kentucky on November 13, 2025.
- Negotiations with the selected finalist will ideally be completed in time for the new CEO to join Blue Grass Energy in January, 2026.

TO APPLY

Interested candidates should submit a cover letter and resume no later than **August 29, 2025**, to: jgallo@mfpplc.us. Early applications are encouraged.

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Blue Grass Energy is an Equal Opportunity Employer

