

**CHIEF FINANCIAL OFFICER & VICE PRESIDENT OF CORPORATE SERVICES
BRAZOS ELECTRIC POWER COOPERATIVE, INC.
WACO, TEXAS**

PROFILE

The Chief Financial Officer & Vice President Corporate Services (CFO) oversees all finance, accounting, treasury, cash management, payroll, financial reporting, procurement, materials management (warehouses and laydown yards), and facilities management activities at Brazos Electric. The CFO ultimately supervises approximately 25 personnel including two direct-report managers - Manager Supply Chain & Facilities Management and Manager Fiscal Services & Controller. The CFO reports to Brazos Electric's Chief Executive Officer (CEO). Peer functions reporting to the CEO include Operations & Maintenance, Regulatory Compliance, Information Services, Member Services, Engineering & System Planning, Human Resources, and Project Management & Business Development.

The CFO is responsible for establishing strategy and direction for the Corporate Services Division and aligning division strategy with Brazos Electric's strategic plan. He or she will provide leadership, guidance, and decision-making related to: (a) banking, Rural Utilities Service, bondholder, and rating agency relations, (b) developing and integrating the annual budgeting, long-range financial forecast, and rate setting process to ensure the accuracy,

integrity, and availability of financial resources needed for business operations, and to ensure all financial covenants are met, (c) developing and distributing financial reporting to ensure the integrity of reporting systems, and compliance with generally accepted accounting principles (GAAP), (d) directing cash management to ensure that financial resources are available to meet the needs of Brazos Electric, (e) controlling the disbursement of funds and ensuring systems are developed and maintained to protect the cash assets of Brazos Electric in order to maintain fiscal responsibility and assure that finances are managed in a manner that is sustainable, transparent, and aligned with long-term goals.



CONDITIONS AND REQUIREMENTS

As a result of Winter Storm Uri and the subsequent financial impact, Brazos Electric entered Chapter 11 bankruptcy in March of 2021. Brazos Electric exited bankruptcy on December 12, 2022, with a settlement agreement that included withdrawing from the power production and supply functions of its business including the sale of its generation assets. The cooperative successfully completed most bankruptcy settlement actions by March of 2023, and began its new path as a transmission and distribution cooperative continuing to serve its historic distribution cooperative member-owners. The majority of the Uri debt was assumed by Brazos Electric's member-owners through securitization or other means; thereby, removing much of the financial burden from Brazos Electric.

In December of 2023, Brazos Electric received an A+/Stable rating from Fitch, and that rating was reaffirmed in February of 2025, as Brazos Electric was preparing for its first private placement debt offering. That approximately \$125 million transaction closed in April of 2025. The cooperative continues to maintain and develop new relationships with lenders that include common

cooperative and private lending institutions. Despite the bankruptcy, Brazos Electric maintains a healthy financial position looking to the future.

Collaboration with member-owner leadership highlights fiscal responsibility, efficient operations and strategic growth as focus areas for the organization. In addition to seizing growth opportunities, executive leaders such as the CFO must address efficiency within the cooperative and ensure access to long-term and short-term financing options to support Brazos Electric's robust five-year capital plan forecasted to be \$1.5 billion in transmission improvements and member extensions. Brazos Electric must also modernize its culture and investment toward assets and employees and take advantage of every transmission revenue growth opportunity that meets its member-owner expectations at an appropriate level of risk tolerance.

Ideal candidates will offer breadth of experience in all aspects of finance, accounting, and treasury matters. It is the primary desire to hire a CFO with exemplary leadership and strategic capability with a proven track record of communication skill, strong fiscal management, and talent development. The next CFO must maintain an eye toward aligning the team to the strategic plan, developing executable initiatives, and communicating expectations and goals while tracking outcomes. The CFO must provide the tools for the team to be successful while removing barriers to progress. Innovative and diverse thinkers and problem solvers that stay current with modern practices are desired.

Experience in a regulated utility environment is desired as transmission tariff is regulated by the Public Utility Commission of Texas (PUCT) and the successful candidate, and his or her team members, will support regulatory action with the PUCT. Knowledge of additional regulatory policies, standards, and procedures of organizations such as Rural Utilities Services and FERC, is desired.

Candidates must expect to thrive in a collaborative team environment with superiors and peers in close coordination and to create an environment with subordinates where accountability and acceptance of change are cultural norms. Executives at Brazos Electric are expected to communicate openly and often, recognize accomplishments with subordinates, and support and sacrifice-for the successes of peer divisions of the cooperative for the benefit of the member-owners. Ideal candidates will offer proof of a member service mentality and a high respect for the cooperative's member-owner distribution cooperatives and the cooperative business model.



The position requires a Bachelor's degree in finance, accounting, or a related field and at least 10 years of experience in all facets of accounting and financial management with at least five of those years in a CFO or controller role; or a combination of education and experience providing equivalent knowledge. A Master's degree in a business-related field is a plus. Certified Public Accountant Certification (CPA) from the Texas State Board of Public Accountancy is preferred.

BRAZOS ELECTRIC POWER COOPERATIVE

Brazos Electric is based in Waco, Texas, and organized in 1941 as the first cooperative formed in the state for the purpose of generating and transmitting wholesale electric power to distribution members. Member-owners span from the Texas Panhandle to Houston. Its 16 member-owner cooperatives have all-requirements transmission service agreements with Brazos Electric through 2060. Brazos Electric is technically both a transmission and distribution cooperative as it manages all matters of transmission to-and-including the distribution substations serving its member-owners. Brazos Electric operates over 2,700 miles of transmission line in 63 counties of Texas at 69, 138, and 345 kV. Brazos Electric owns and operates 100 transmission switching stations, 150 microwave

communications stations, and over 400 distribution substations, and Brazos Electric designs, engineers, constructs, operates, and maintains the assets in close coordination with member-owners. Member-owner load peaked in February of 2025 at over 4,600 MW and is growing organically at an annual rate of over 3.7%, but Brazos Electric, like many transmission organizations, is seeing an unprecedented level of interconnection requests from renewable energy, battery energy storage systems, and data center developers.

HELPFUL WEB LINKS

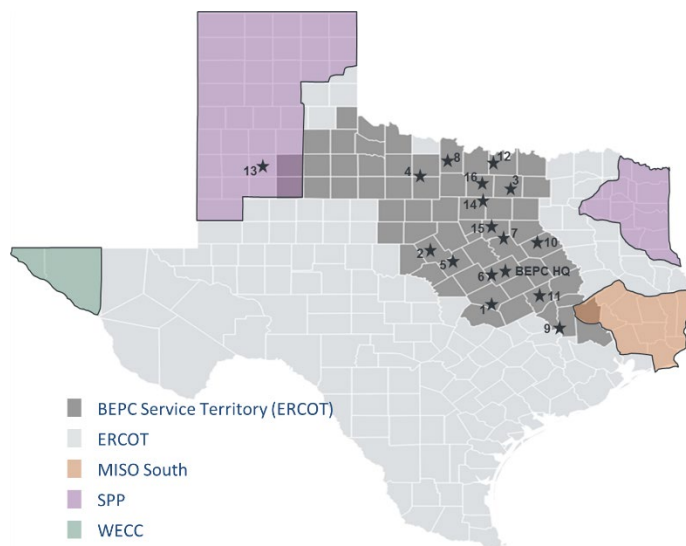
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WACO, TEXAS

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BENEFITS AND RELOCATION

Brazos Electric offers a full complement of employee benefits including medical, prescription drug, and dental coverage through Blue Cross Blue Shield of Texas; vision coverage through VSP; group & supplemental life insurance through the National Rural Electric Cooperative Association (NRECA); long-term disability; vacation, sick, and holiday leave benefits, and a 401(k) retirement savings plan. The 401(k) plan has immediate vesting and employees are automatically enrolled beginning the first of the month following 30 days of employment with a 401(k) base employer contribution of 6.5% of the employee's gross earnings. Furthermore, Brazos Electric offers a 401(k) one-for-one matching contribution of up to 4.5%. As a new employee, funds are automatically enrolled in a Target Date Portfolio account with NRECA. Additional benefits include an Employee Assistance Program, Tuition Reimbursement, Health Savings Account, and Flexible Spending Accounts. To assist with relocation, Brazos Electric offers employees a moving and relocation lump-sum payment. The lump-sum relocation amount is paid within two (2) weeks of the employee's date of hire.



TIMELINE

February 13 - Resumes submittal preference (PDF format preferred)
 Week of Feb 23 – Semi-finalist candidates selected for virtual interviews
 By March 6 – virtual interviews completed
 By March 20 – On-site interviews completed with finalists
 Late April/May – Successful candidate begins employment

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

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