



Illinois Municipal Electric Agency

PRESIDENT & CHIEF EXECUTIVE OFFICER

The Illinois Municipal Electric Agency (IMEA) is a not-for-profit unit of local government comprised of 32 municipal electric systems across Illinois. IMEA is governed by a 32-member Board of Directors, comprised of representatives from each member community. IMEA also has a Board-elected nine-member Executive Committee that vets information and makes recommendations to the full Board.

Since its creation in 1984, the focus of the IMEA has been on the reliable delivery of bulk power and energy to its members at low and stable prices. IMEA combines the power needs of all its members and secures the electricity necessary to satisfy those needs. The agency sells its municipal members all their wholesale power needs under long-term power supply contracts. Each of IMEA's member communities own and operate their own electric distribution system. Nineteen of those communities operate local power generation plants.

To fulfill its mission, IMEA has assembled a portfolio of power supply resource ownership and power supply contracts. These include ownership of a minority portion of large, base-load power plants in Kentucky and Illinois, favorably priced medium- and long-term contracts, medium- and short-term bilateral purchases of capacity and energy, and purchases from the market. IMEA represents its members' interests through expert participation in the state's two Regional Transmission Organizations' (RTO) electric and capacity markets: the Midcontinent Independent System Operator (MISO) and the Pennsylvania-New Jersey-Maryland Interconnection (PJM). Occasionally, IMEA uses the power plants owned and operated by members to help meet the membership's needs. IMEA is working to develop or purchase a growing portion of its capacity and energy from non-carbon emitting generation sources, with a plan to reach net-zero carbon emissions by 2050.

Under management services contracts, IMEA operates the Illinois Municipal Utilities Association (IMUA) and the Illinois Public Energy Agency (IPEA). IMUA is a statewide trade association that provides a variety of services to 49 municipal members, including mutual aid support and advocacy activities before the Illinois General Assembly and other administrative and regulatory bodies both in Illinois and at the federal level. IMUA also offers an array of training programs and activities for municipal electric, natural gas, telecommunications, water, and wastewater treatment utility personnel. IPEA, which began operations in 2005, is a wholesale supplier of natural gas to 11 municipal systems and two cooperative natural gas systems across Illinois. IMEA also provides engineering, legal, communications, an energy efficiency and EV incentive program, economic development, and other value-added services to its members.

The day-to-day operations of IMEA are conducted under the control and responsibility of its President & Chief Executive Officer (CEO). The current CEO, Mr. Kevin Gaden, has served as IMEA's CEO since late 2011 and plans to retire in March 2026.

IMEA seeks a seasoned utility leader who brings a compelling vision and ability to consistently elevate performance, financial results, and services for the benefits of members.

IMEA PRESIDENT & CEO

The CEO directs, manages, and administers all activities of IMEA within a framework of approved policies, programs, and budgets established and adopted by the IMEA Board of Directors. The CEO recommends strategic initiatives to the Board, and determines operational procedures, systems, and organizational structure to ensure IMEA continues to supply its members with reliable, cost-effective, long-term energy and energy services in a fiscally responsible and environmentally sensitive manner.

The CEO must be an effective communicator who will work collaboratively and transparently with the Board of Directors, employees, members, and other industry partners. The CEO must ensure the Board is fully apprised of emerging financial and operational challenges and issues, as well as regulatory, legislative, and technological changes and trends.

Setting and overseeing legislative policies and positions is of paramount importance, as is representing IMEA in legislative and regulatory proceedings, regional and national electric utility industry forums, at member utilities, and other related organizations. The CEO can expect extensive travel to stay fully engaged with IMEA's member utilities and other key stakeholders.

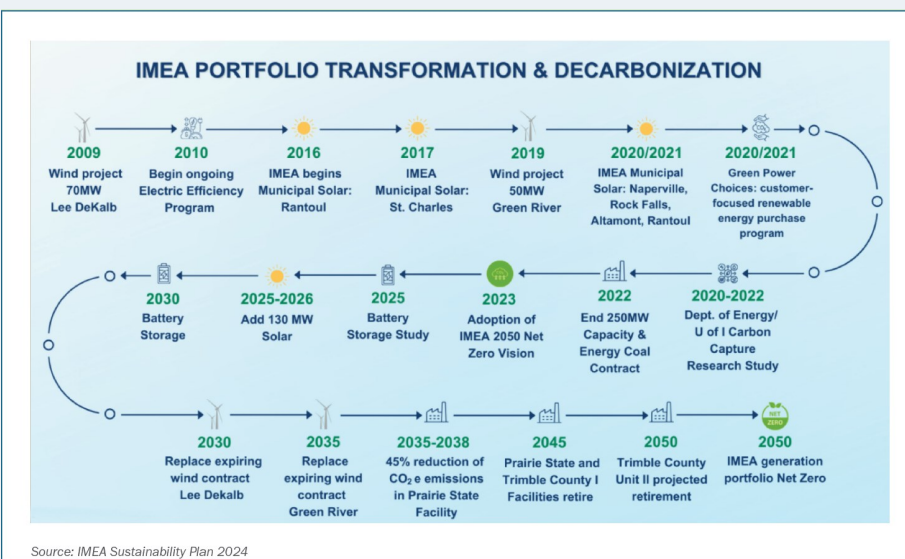
The CEO leads a dedicated team totaling 32 employees, through the following Executive Team Members:

- Manager, Executive & Administrative Services
- Vice President & General Counsel
- Vice President, Government Affairs & Member Services
- Vice President & Chief Financial Officer
- Vice President, Electric Operations
- Vice President, Engineering & Energy Markets

A qualified candidate must be a visionary and capable strategic thinker and planner. He or she will have a track record of progressively responsible assignments advancing into executive-level leadership, in areas related to power supply, power production, resource and transmission planning, renewable development, finance, and/or development of other electric utility-related products and services. Background or knowledge of operations within a Regional Transmission Operator (RTO) marketplace is considered ideal.

The CEO must obtain desired results while empowering, coaching, and developing employees. In addition, the successful candidate will possess a member-service orientation, unquestionable ethics and integrity, and the ability to build trust with members.

Fully qualified candidates will possess at least 15 years of applicable leadership experience, as well as undergraduate and advanced degrees in applicable fields, such as accounting, business, law, economics, or engineering.



ILLINOIS MUNICIPAL ELECTRIC AGENCY

Headquartered in Springfield, Illinois, the Illinois Municipal Electric Agency (IMEA) is a not-for-profit, joint-action-agency, whose core purpose is to enhance the value of its member utilities through the provision of energy and energy services. IMEA provides services to 32 municipal electric utilities across the state. Since its inception in 1984, the average power supply costs to IMEA members have been remarkably consistent, with an average annual increase of just 1.8% over the last decade, with power supply costs alone 5.7% lower than a decade ago.

IMEA's peak load is 973 MW; roughly half of which is in the PJM market and the other half in MISO. IMEA manages their own real-time and daily 24X7X365 operations and coordinates transmission service through ComEd and Ameren.

IMEA's power resource portfolio includes 15% ownership of Units 1&2 at the Prairie State 1,600 MW base-load, coal-fired, power station, and a 12% participation in Trimble County Units 1&2, a super-critical coal-fired generation station operated by Louisville Gas & Electric. Other contracted resources include 120 MW of wind and 25 MW of utility-scale solar generation. IMEA has contracts for the purchase of approximately 7.5 MW of solar energy located within eight of IMEA's member electric systems, and has entered into a 20-year power purchase agreement for 150 MW of solar capacity expected to become operational by the end of 2026. In late 2023, IMEA's Board of Directors adopted a Sustainability Plan that seeks to reduce to net-zero the carbon emissions of the power supply delivered to IMEA members by 2050.

All but three of IMEA's communities recently extended their beneficial relationship with the agency from the end of the current power supply contract in 2035 through May 31, 2055. IMEA continues to work with the others to sign the extension.

IMEA also provides value-added services, such as electric efficiency, demand response, and electric vehicle charging station programs. The agency's Electric Efficiency Program began in 2009. During that time, the agency has offered \$16

million for incentives for the purchase and installation of energy efficient technologies for IMEA members and their commercial and industrial electric customers.

IMEA's operating revenues in 2025 are estimated at \$330.5 million and the agency maintains 180 days of operating cash on hand, as well as a \$50 million low-cost credit line. Total assets are approximately \$1.3 billion and outstanding bonds total \$693 million. In 2025, Fitch Ratings and Moody's Ratings affirmed IMEA's long-term debt at "AA- with a Stable Outlook" and "A1 with a Stable Outlook," respectively.

IMEA operates the Illinois Public Energy Agency (IPEA), which generates \$20 to \$25 million in annual revenues and provides wholesale natural gas to 11 cities and two cooperatives. IPEA provides members with 4 billion cubic feet (Bcf) of natural gas through a bundled delivered product from Constellation, the largest natural gas marketer in Illinois.

Through management of the Illinois Municipal Utilities Association (IMUA) the agency provides advocacy, education, and training opportunities for 49 municipal utilities across the state. IMUA generates approximately \$800,000 in annual revenue.

More information on IMEA, IPEA, and IMUA can be found at: <https://www.imea.org/>.

SPRINGFIELD, ILLINOIS

Springfield is the state capital of Illinois, located in the center of the state along the iconic Route 66. Known for being the home of Abraham Lincoln, the city is steeped in history and offers other amenities like a diverse education system, great restaurants and shopping venues, local wineries and breweries, and a vibrant arts and architecture scene. The population of Springfield's metropolitan area is estimated 208,000 and the city is a regional provider of health care services.

The cost-of-living in Springfield is estimated at only 78.4% of the national average. More information can be found at: <https://visitspringfieldillinois.com/>



COMPENSATION, BENEFITS, AND RELOCATION

IMEA will negotiate a competitive compensation and relocation package commensurate with candidates' qualifications and experience. In addition to salary, IMEA offers an excellent benefits package that includes Health insurance with a Health Reimbursement Account funded solely by IMEA along with dental and vision insurance and participation in a 100%-employer funded Qualified Retirement Program at 25% of gross annual salary.

RECRUITMENT AND SELECTION TIMELINE

- Candidate resumes must be submitted to Mycoff Fry Partners no later than October 13, 2025.
- Candidates to be interviewed will be identified by IMEA's Board of Directors on October 23, 2025.
- Mycoff Fry Partners and IMEA's Search Working Group will interview selected candidates in Springfield, Illinois on November 4 and 5, 2025.

- Selected finalists will participate in final interviews in Springfield, Illinois on December 2, 2025.
- Negotiations with the selected finalist will ideally be completed in time for the new CEO to join IMEA's Board Meeting on February 18 and 19, 2026, and attend the American Public Power Legislative Rally February 23-26, 2026.

TO APPLY

Interested candidates should submit a resume and cover letter, no later than **October 13, 2025**, to the following email. Early applications are encouraged.

Joyce Gallo
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IMEA is an Equal Opportunity Employer

