

PROFILE

The Chief Executive Officer (CEO) reports to a 44-member Board of Trustees comprised of leaders of distribution-member governing bodies and Chief Executive Officers of member utilities. The Board of Trustees is a diverse governing body representing both cooperative and municipal owners and supported by a committee-driven governance model that emphasizes education, transparency, and inclusive participation.

The CEO is responsible for enterprise leadership across power supply and generation, transmission, finance and risk management, member and board engagement, government relations, and external affairs.



CONDITIONS AND REQUIREMENTS

The next CEO will inherit an organization widely viewed by its members as healthy, unified, and well-governed yet desirous of continual evolution. The board-management relationship is transparent, respectful, and collaborative, with a strong cultural expectation acknowledging member ownership, collective problem-solving, and thorough communication with a no-surprises approach. These cultural norms are now embedded — and must be actively protected.

PowerSouth's membership is diverse, spanning large and small systems, growing and slower-growth territories, and both cooperative and municipal owners. Harmony across this diversity is consistently cited as the cooperative's single greatest strength. The CEO must be a unifier, not a ruler, capable of encouraging candid debate while ensuring an environment to allow membership alignment and a consistent outward message. While cooperative principles are significant, the next CEO must continue to foster an environment where both cooperative and municipal members are on equal ground with equal influence in PowerSouth's direction.

PowerSouth is entering one of the most capital-intensive periods in its history, with approximately \$1.7–\$2.0 billion in capital investment over the next decade. Major priorities include:

- Executing new generation and expansion projects on time and on budget;
- Maintaining reliability and proper balance of power supply independence and partnership;
- Managing fuel supply and natural gas hedging strategy, balancing price stability with market risk and opportunity;
- Preserving competitive wholesale rates amid rising capital costs;
- Continuing disciplined strategic planning with regular reassessment rather than static adherence.

Members broadly support the current strategic plan and are not calling for a reset. The expectation is continuity with thoughtful maintenance to the plan with continual review and evolution - remaining nimble on emerging technologies and potential for load growth, without chasing speculative growth stories that could undermine affordability or unity.

Candidates must offer evidence of financial fluency sufficient to guide enterprise-level strategy and communicate tradeoffs clearly to non-technical audiences. While the CEO need not be a career finance executive, comfort with capital markets, rate impacts, lender relationships, rating agencies, and enterprise risk is mandatory. PowerSouth utilizes RUS or FFB financing to extent possible and engages with non-traditional lending strategies when appropriate. The board values early education before major financial decisions, clear articulation of risks, and transparency when tradeoffs are unavoidable.

The next CEO will inherit a leadership model widely viewed as ideal. Candidates should expect strong interest in preservation of the same core attributes:

- Transparent, fact-based communication;
- Educational engagement with boards and members;
- Willingness to present multiple options rather than force conclusions;
- High emotional intelligence and approachability;
- Exceptional communication and relational skills.

PowerSouth is widely regarded as having one of the strongest leadership teams in its history, with deep internal bench strength and several emerging executives with long-term potential. Workforce investment is a standard and evolved practice for PowerSouth and the next CEO will recognize transitional risk in the workforce and extend additional effort to preserve the current culture. He or she must be skilled at managing executive dynamics, promote delegation of authority as a development tool, and be intentional about succession planning across the organization.

PowerSouth attained an ideal level of political relevance in Alabama through years of intense concentration on relational discipline. This relevance brought both continual advantage to member progress and economic development. Continual evolution of the cooperative's relevance in Florida is challenging but also desired. PowerSouth takes an active strategic and tactical role in the membership's economic development processes and leaders are expected to remain active in communities.

Overall, leadership continually emphasizes that the next CEO should demonstrate:

- Strong people skills and emotional intelligence;
- Ability to educate, simplify, and communicate complex issues;
- Consensus-based leadership balanced with occasional assertive direction;
- Comfort providing vision and leading through ambiguity and high capital risk.

POWERSOUTH ENERGY COOPERATIVE ([Web Link](#))

PowerSouth is a member-owned, not-for-profit generation and transmission (G&T) cooperative headquartered in Andalusia, Alabama. PowerSouth provides wholesale electric power and related services to 22 member-owners, including 18 electric distribution cooperatives and four municipal electric

2025 STRATEGIC PLAN

Preserve unity among the members

Plan generation assets to meet forecasted member load while avoiding unnecessary risks associated with speculative projects

Acknowledge the around-the-clock reliability and carbon-free value of Vogtle's nuclear energy while evaluating the costs and benefits of selling the capacity

Continue investigating the usefulness and cost-effectiveness of various carbon emission reduction methods

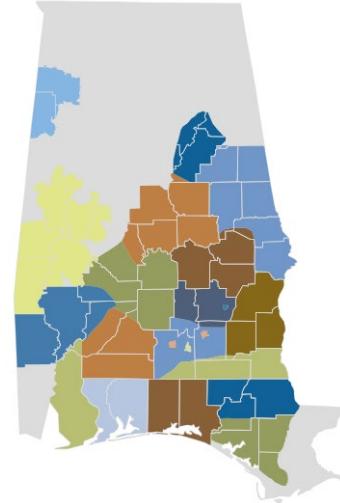
Continue to work with members on emerging economic development opportunities

systems, across southern Alabama and northwest Florida serving over 500,000 end consumers. System peak demand is approximately 2,700 MW, supported by roughly 2,218 MW of owned winter generating capacity, complemented by purchased power arrangements.

PowerSouth's generation portfolio includes the 695 MW Lowman Energy Center, a modern natural gas combined-cycle facility; a 125 MW nuclear entitlement from Vogtle Units 3 and 4 under long-term PPA; hydroelectric assets; and a growing renewable portfolio representing approximately 13% of the energy mix that is highlighted by the 80 MW Wing Solar Project and including a 5 MW landfill gas generator. The cooperative owns and operates approximately 2,300 miles of transmission line and 300 substations, with close operational coordination with its members.

PowerSouth operates under long-term, all-requirements wholesale power contracts extending through 2060, with evergreen renewal provisions that provide revenue stability and strong cost recovery. The cooperative's governance model, committee structure, and board education practices are widely cited as best-in-class among peers.

Recent investments — including the Lowman Energy Center repowering and Vogtle nuclear participation — have reshaped the generation portfolio and reduced certain long-term risks while increasing capital intensity. Financial metrics are improving but, like most G&T cooperatives, remain sensitive to rate tolerance, fuel volatility, and execution risk. PowerSouth is rated BBB+/Stable by both S&P, BBB+/Positive by Fitch, and A2-Stable by Moody's.



2024 PowerSouth Annual Report

ANDALUSIA, ALABAMA WEB LINKS

[Wikipedia Page](#) – [City Site](#) – [City-Data.com](#) – [Andalusia Chamber](#) – [Covington County](#) – [Things To do](#)

BENEFITS/RELOCATION

PowerSouth offers competitive executive compensation and benefits package aligned with peer G&T cooperatives. Relocation assistance will be provided, and a benefits summary is available upon request.

TIMELINE

- Resumes preferred by: February 27
- Semi-finalist interviews: By April 3
- Finalist interviews: By April 24
- Anticipated start date: June 2026

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)



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