

BIG RIVERS ELECTRIC CORPORATION - VICE PRESIDENT GENERATION OWENSBORO, KENTUCKY

PROFILE

The Vice President Generation is a recrafted role managing the power generation division of Big Rivers Electric Corporation as a direct report to the Chief Executive Officer. He or she will manage 150+ employees through five direct reports, including two Plant Managers, a Director of Production Services, a Director of Maintenance Services & Project Management, and a Manager of Fuel Procurement.

As a member of Big Rivers' Senior Management Team, The Vice President Generation is responsible for the strategic vision, management and coordination of all activities

within the Generating Division. The Vice-President Generation is primarily accountable to ensure that Big Rivers safely, reliably, and economically produce power for its Member-Owners. The Vice President Generation will contribute significantly to the overall strategic goals and objectives of Big Rivers and will frequently interact with the Board of Directors and member distribution cooperative leadership.



CONDITIONS AND REQUIREMENTS

Big Rivers experienced a dramatic change in its load and industrial customer profile around 2016 and embarked on a challenging-but-successful strategy to close uneconomical generating facilities, replace lost load through wholesale contracts, and continue to serve its member distribution cooperatives efficiently, reliability and affordably. Like many power supply utilities, Big Rivers began the additionally challenging task of resource planning in recent years and continues to make adjustments and investments to its generating portfolio. Less than a decade ago, Big Rivers faced significant financial strain. Today, Big Rivers is proud of its recent accomplishment to enhance its credit ratings with all three rating agencies while also holding a 34% equity position and returning \$12 million in bill credits to members in 2023.

Big Rivers offers a long history of challenging and successful engagement with large industry. Aside from effective cost management and reliability consistency to support economic development, the cooperative is fully invested in economic development activities that benefit its Member-Owners and enjoyed recent successes in landing several new large industrial customers. Big Rivers' continued success in load growth is further evidenced by a continual flow of present-day industry considering relocation to the service territory.

The cooperative continues to justify and defend its position as a relatively autonomous power producer with strong member and community support to continue to be principally self-reliant in power production while the organization increases its awareness and action

toward MISO market and contractual supply opportunities that most efficiently and affordably meet member reliability and cost concerns. Big Rivers expects its next generation leader to strategically assist to co-lead the organization's goal to remain a power producer, maintain the lifecycle and return on investment with its plants, and assist the executive team to create a generation strategy that focuses on providing low-cost reliable power to its Member Owners now and in the future. In addition to strategic generation leadership, the Vice President of Generation is expected to develop and maintain a strong level of communication and collaboration across departments in the organization and to work toward and accept sacrifice toward the greater goal of serving members.

Primary functions of the role:

- Mentors, directs, and invests-in personnel to ensure plant operating, maintenance, engineering, and construction conditions meet or exceed goals and to ensure a culture of accountability. The Vice President Generation will be expected to develop and clearly communicate goals, both quantified and benchmarked, in every direction of the organizational chart in a transparent and collaborative manner.
- Reviews and approves proposals for plant modifications and improvements.
- Directs the ongoing process of operational evaluation to identify methods that will improve plant efficiency and reliability; assures adequate financial and human resources to maintain efficient operations.
- Assures overall compliance including plant emissions and permitting process.
- Assures disaster recovery plans are in place for each plant that address physical and cyber threats.
- Assures adequate fuel supply for plants; coordinates with fuel suppliers to plan for long-term supplies of adequate, reasonably priced fuel of the appropriate quality for each plant.

Big Rivers offers an outstanding safety record over its long-term history and will expect its next VP Generation to maintain safety as a foundational priority. Big Rivers accomplished an industry-leading 12 years without a lost-time incident for transmission employees and several years without a lost-time incident at multiple generating facilities, including its standing status of two years without an incident. The company earned its 57th Governor Safety Award and its seventh consecutive Kentucky Employers' Mutual Insurance (KEMI) Destiny Award in 2022. Candidates must offer a strong track record of safety leadership and relationship-building with unions to maintain an aligned safety culture.

SAFETY MILESTONES:



12

Years without a lost-time incident and 7 Years without a recordable incident by Headquarters employees.

7

Years without a lost-time incident and 1 Year without a recordable incident by Wilson Station employees.

58TH

Governor's Safety and Health Award — More than any other entity in Kentucky.



2023 KEMI DESTINY AWARD WINNER

Eighth consecutive year. The KEMI Destiny Award is given to the Kentucky companies with the lowest experience modification rates in the state.



Executives with Big Rivers are expected to welcome engagement with the communities and Member-Owner organizations that it serves. Previous experience and proactive effort to build relationships with community leadership, wholesale and industrial customers, and vendors is desired.

Kentucky is one of the rare cooperative power suppliers in the nation that is regulated by its state commission, the Kentucky Public Service Commission. This requires a unique level of regulatory engagement for a cooperative and its leadership, including the Vice President Generation, is expected to participate actively in those proceedings. Previous experience engaging with regulatory bodies, including testimony and professional presentations to regulatory bodies, is desired.

Big Rivers anticipates a leader who is passionate regarding the selection, training, development, and performance of staff members to retain a motivated, productive, and professional workforce. Candidates should expect to provide quantifiable evidence of such passion and a desire to assist the organization to create and evolve programs that bring forward the skills and leadership capabilities of subordinates. Candidates are also expected to offer excellent communication skills with a history of communicating goals and performance expectations at a high level, but to also include subordinate personnel in the development of strategies and goals and gain ownership in the direction of the organization.

The Vice President Generation provides direction and oversees the development of the power plants' four-year business plans including capital and expense budgeting process for the Generation Division to assure the accuracy, integrity and availability of financial resources needed for business operations. Ideal candidates offer substantive experience developing business plans in generation as well as budgetary experience reviewing sizeable budgets and expenditures for reasonableness in alignment with evolved business trends and the cooperative's strategic plan.

Candidates that offer experience operating generation facilities in a competitive or RTO environment such as MISO may have an advantage.

Big Rivers' generation personnel are represented by a bargaining unit and the organization is currently engaging in contract negotiations as its five-year contract with the generation bargaining unit expires toward the end of 2024. Ideal candidates will offer experience managing union personnel with outstanding results. Experience engaging in the negotiation process could be advantageous as well.

Candidates with substantive breadth of generation experience that includes coal and/or gas-fired generating facility operation are desired, as is leadership experience with resource planning and analysis and guidance of major generating asset and power portfolio decisions. Big Rivers is currently analyzing additional generating options for the future and all leadership is supportive of the long-term viability of coal as a generating fuel while building flexibility and stability into the generating portfolio with natural gas and renewable options.

While ideal candidates would offer the above conditions and cooperative G&T experience, Big Rivers is open-minded to candidates from other segments of utilities or

private industry, provided those candidates offer strong alignment with the segment's principles and bring a thorough understanding-of and respect-for the cooperative business model.

Minimum qualifications for the position include a bachelor's degree in a technical discipline plus 11 to 15 years of related power plant experience and training in a power plant environment or an equivalent combination of education and experience.

BIG RIVERS ELECTRIC CORPORATION

Big Rivers is a member-owned, not-for-profit, Generation and Transmission cooperative (G&T) that provides wholesale electric power and shared services to three distribution cooperative Member-Owners across 22 counties in western Kentucky. The Member-Owners are [Jackson Purchase Energy Corporation](#), headquartered in Paducah; [Kenergy Corp](#), headquartered in Henderson; and [Meade County Rural Electric Cooperative Corporation](#), headquartered in Brandenburg. Together, the Member-Owners distribute retail electric power to more than 120,000 homes, farms, businesses, and industries.

Incorporated in June of 1961, the mission of Big Rivers is to safely deliver competitive and reliable wholesale power and cost-effective shared services desired by the Member-Owners. Business operations revolve around seven core values: safety, excellence, teamwork, integrity, Member and community service, respect for the employee, and environmental consciousness.

Big Rivers owns and operates generating capacity from three power stations:

- **Robert D. Green Station**– 454 MW, formerly coal, converted to natural gas
- **D. B. Wilson Station**– 417 MW, coal-fired
- **Robert A. Reid Station (CT)** – 65MW

Total power capacity is 1,114 MW, including 178 MW of contracted capacity from the Southeastern Power Administration (SEPA). Once commissioned in 2025, a power purchase agreement for solar generation of 160 MW will be added to the portfolio in November and additional solar and battery applications are currently in-process.

Big Rivers completed construction on a new corporate office in Owensboro, Kentucky, in 2023 and will soon begin construction on a new operations center to consolidate two field offices to Owensboro.

Big Rivers is consistently hitting its financial targets, saving on debt, and utilizing bill credits to drive down costs to Members. Net margins topped \$43 million in 2022 (pre-TIER credit), with more than \$17 million designated for regulatory assets and nearly \$12 million for 2023 Member bill credits.

In early 2022, Big Rivers' Green Station units underwent a successful transformation from coal-fired to natural gas. The gas conversion project retained nameplate capacity for the units and allowed for a plant nearing retirement to continue valuable energy production. As the cooperative's original power plant, Coleman Station, underwent demolition to prepare the site for future economic development, Big Rivers moved forward on another generation upgrade. The scrubber system from the retired Coleman Station was dismantled and reinstalled at Wilson Station, a comprehensive project allowing the power

plant to now run with greater efficiency and less environmental impact. While the future is bright for emerging sources, the speed of evolution is currently straining regional transmission systems and putting the future of reliable electricity at risk. Big Rivers is taking an “all of the above” approach to sustainability and reliability, working to incorporate coal, natural gas, hydropower, and solar energy to increase sustainability while maintaining efficient and reliable baseload electricity.

Western Kentucky is experiencing increasing economic development attention, and Big Rivers is working to support new and existing business growth across our service territory. The recent successes of landing the NUCOR steel mill in Brandenburg, the \$500 million Pratt Paper facility in Henderson, and the \$50 million Blockware Mining center in Paducah showcase Big Rivers' experience serving large industrial project needs.

	Target Average minutes of outage time	Achievement Average minutes of outage time
System	8.53	3.02
JPEC	9.22	1.27
Kenergy	7.62	5.61
Meade County RECC	9.62	0

High-voltage electric power is delivered to the Member-Owners over a system of 1,338 miles of transmission lines and 26 substations owned by Big Rivers. Twenty-seven transmission interconnections link Big Rivers to surrounding utilities. The Big Rivers engineering team completed a years-long process to expand the 345kV transmission system to the new \$1.7 billion NUCOR facility in 2022.

<https://www.bigrivers.com/>

<https://www.bigrivers.com/who-we-are.html>

<https://www.bigrivers.com/regulatory-affairs-and-compliance.html>

RELOCATION AND BENEFITS

Big Rivers will cover the customary costs of relocating the successful candidate. A benefits summary is available upon request.

WEB LINKS FOR OWENSBORO, KENTUCKY

[Wikipedia Page](#)

[City-Data Site](#)

[City of Owensboro Site](#)

[Visit Owensboro](#)

TIMELINE

- Resume submissions preferred by August 16.
- Virtual interviews with semi-finalist candidates anticipated completed by Sept 7.
- Finalist interviews in Owensboro anticipated mid-to-late September.
- October start date.

CONTACT INFORMATION

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Resumes preferred in PDF format