TRI-STATE Generation and Transmission Association, Inc.
A Touchstone Energy® Cooperative

Vice President of Generation

PROFILE

The Vice President Generation is a key executive role leading Tri-State's generation portfolio through a significant, multi-year transition. Reporting to the Senior Vice President of Operations, this person oversees ~2,600 MW of dispatchable and non-dispatchable resources, provides leadership and representation for joint-owned coal assets, and manages the safe, reliable, and affordable evolution of Tri-State's generation fleet. He or she will lead five direct reports, including two Plant Managers, a Senior Manager of Gas Generation, a Chemistry Manager, and a Generation Technical Representative and about 180 union and non-union personnel.

This executive leads a blended organization with union operations at Craig Station and non-union gas sites, a growing and transitioning gas portfolio, and emerging solar operations that will mature from third-party operations and maintenance (O&M) to inform owner leadership over the next two years. The role is deeply operational but highly cross-functional—assisting to align the generation team with transmission operations, centralized engineering and construction, and market disciplines, and engaging to support resource planning, regulatory, and community and member stakeholders in support of Tri-State's success.

CONDITIONS AND REQUIREMENTS

Tri-State's moment is characterized by disciplined change, with a focus on change management to guide leadership in its evolving resource mix. The cooperative's member-owner alliance has undergone a transformation over several years, driven by demographic shifts in member territories, and substantive legislative and regulatory shifts A generational shift is nearly complete for Tri-State; culture is trending positively away from historical silos, trust building is underway, and safety and performance remain enterprise values. The incoming Vice President of Generation will reinforce that progress with credible technical leadership, transparent goal setting, and steady, empathetic engagement to build the next generation of leadership.

The next Vice President of Generation will lead a challenging future for the Craig Station and its associated mine, the Colowyo Mine in Axial, Colorado, which is owned and operated by Tri-State. Craig is remote, heavily tenured, unionized, and operates at around a 40% capacity factor with an efficient team of personnel that carry a deep identity and pride earned from many years of high performance. The ColoWyo Mine (non-union) has ceased mining and is transitioning to full reclamation under a contractor but stores hundreds of thousands of tons of coal to fuel Craig Station through its final years of operation. Craig's operational runway is finite through September of 2028; however, externalities (e.g., the potential of the DOE 202(c) emergency orders) could intermittently extend operations. Generation leadership must be fluent in shutdown planning and

operational readiness, and be capable of leading workforce transitions while maintaining safety, compliance, and reliability.

Tri-State's gas fleet requires sustained leadership on operational evolution and major projects, including complete repowering at the J.M. Shafer combined-cycle facility (replacing five CTs), continuing outage excellence, deepening condition-based maintenance, and strengthening a leadership bench that is newer but trending with excellent performance.

Newly built solar plants are under contractor O&M; the VP will lead the team to quickly learn solar operations, set standards, and develop a scalable operating model to transition operations capability into the generation fleet in the upcoming years.

Markets and portfolio decisions are dynamic. Tri-State's current ERP envisions new gas capacity (~307 MW by 2031) and retirement milestones for other existing coal and aging gas resources (e.g., Springerville by 2031), but pricing, delivery, and supply-chain realities are shifting. The VP Generation will contribute a technical and operational perspective to keep plans practical, reliable, and affordable, and support the overall strategic plan, which prioritizes wholesale member benefit and emphasizes reliability, affordability, responsibility, and flexibility. The generation team will also assist the broader team in preparation for joining SPP's RTO and Markets+ program.

Safety performance is a bright spot for Tri-State. Gas fleet LTAs were zero in 2025, and near-miss learning and safety reporting are strong and consistent. The expectation is to maintain a world-class safety culture where stop-work authority is genuine, leaders are leading on the topic, best practices are continually evolving, and communication is ongoing. Candidates must present a strong history of safety engagement with top-quartile records, leading generation personnel to top-tier safety performance.

GENERATING ASSETS:

Coal

- **Craig Station (Craig, CO)** – 3 units; Tri-State operates the plant.
  • **Units 1 & 2**: *jointly owned* with Xcel (PSCo), Platte River Power Authority, Salt River Project, and PacifiCorp.
  • **Unit 3**: *100% Tri-State–owned*.
  (Plant total ~1,285 MW nameplate; staged retirements in 2025, 2026, and 2027.).
- **Laramie River Station (Wheatland, WY)** – *co-owned* coal facility; Tri-State holds ~28.5% undivided share under the Missouri Basin Power Project; operated by Basin Electric.
- **Springerville Generating Station – Unit 3** (Springerville, AZ) – Tri-State-owned coal unit at a TEP-operated site (four-unit plant). (Tri-State has announced retirement timing for the 417 MW Unit 3 in 2031.)

Natural Gas (owned)

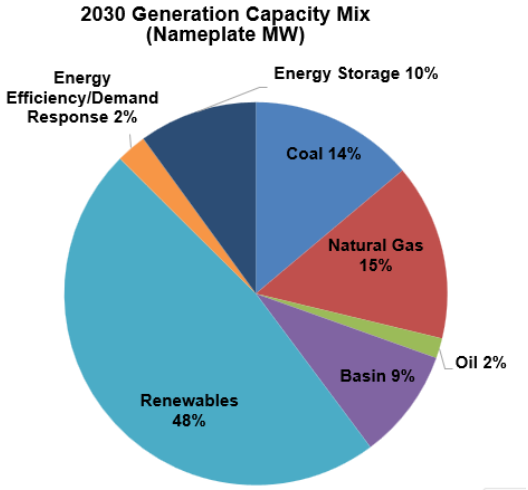
- **J.M. Shafer Generating Station** (near Fort Lupton, CO) – combined-cycle gas plant; ongoing repower of five CTs feeding two steam turbines (272 MW).
- **Frank R. Knutson Generating Station** (Commerce City area, CO) – simple-cycle gas peaker (140 MW).
- **Limon Generating Station (Limon, CO)** – simple-cycle gas peaker (140 MW)
- **Burlington Generating Station (Burlington, CO)** – simple-cycle gas peaker (100 MW)
- **Pyramid Generating Station (Lordsburg, NM)** – simple-cycle gas peaker; four CTs, dual-fuel capable. (160 MW)

- **Utility-Scale Solar (owned; contractor O&M during initial period)**
- **Axial Basin Solar (Moffat County, CO)** – 145 MW project near Colowyo Mine; Tri-State purchased from JUWI; targeted to deliver for members starting late 2025.
- **Dolores Canyon Solar (Dolores County, CO)** – 110 MW project; purchased from JUWI; late-2025 delivery target.

PRIMARY FUNCTIONS OF THE ROLE

- **Lead People & Culture.** Be present at plants, with emphasis on Craig. Mentor, coach, and set transparent, benchmarked goals. Rebuild and sustain leadership habits that reinforce safety, communication, outage discipline, and cross-site collaboration (gas/CC/CT/coal/solar).
- **Own Safety & Compliance.** Model safety as a core value; maintain environmental and NERC reliability compliance across all assets; ensure outage and work-management rigor; keep Craig safe and compliant through retirement staging.

- **Execute the Transition.** Deliver the Craig retirement plan on schedule while preserving reliability and talent—workforce planning, training, attrition management, severance provisions, and redeployment into gas/solar roles where feasible.
- **Gas Fleet Performance.** Complete J.M. Shafer repowering with tight project controls; drive analytics (vibration, exhaust, temps) from monitoring systems into actionable Condition Based Maintenance (CBM); strengthen outage planning and forced-outage response; support a maturing leadership team.
- **Solar O&M Maturation.** Oversee contractor performance, absorb lessons into owner standards, and develop a lean, scalable internal oversight model (site staffing, reliability practices, weather/hail readiness, communications).



- **Fuels & Logistics.** Coordinate coal supply/logistics; manage inventory strategy (mine stockpiles and on-ground), rail relationships, and burn-down planning through staged unit retirements.
- **Joint Ownership & Third Parties.** Represent Tri-State on management committees (e.g., Springerville, LRS); ensure capital and O&M proposals are scrutinized, performance-managed, and aligned with Tri-State objectives.
- **Financial Stewardship.** Own Generation O&M and capital planning; partner with Transmission & Engineering on capital execution; maintain budget discipline amid new systems/processes; prepare and present board actions (> $1M) with clear narratives and risk posture.
- **Community & Stakeholder Engagement.** Support Office of Just Transition processes, community forums, regulators, and media as appropriate; convey reliable, honest updates while aligning with enterprise messaging.
- **Risk Management.** Anticipate operational, market, supply, and compliance risks (including potential emergency run orders); maintain 24/7 incident readiness.

IDEAL CANDIDATE PROFILE

- **Generation Leader with Substantive Coal experience and Strength in Gas-Fired Plants.** Deep expertise in gas (CC/CT) operations and outages; credible exposure to coal sufficient to lead safe operations and staged retirements; curiosity and capability to master utility-scale solar O&M oversight.
- **Transition Leadership.** Proven record of stewarding complex portfolio change—shutdowns, re-powerings, workforce transitions, and community/regulatory interfaces.
- **Operational Discipline.** Track record of outage excellence, CBM adoption, and KPI transparency; comfortable translating monitoring data into performance action.
- **People-First Operator.** Skilled working with union and non-union teams; present, steady, and trusted—able to stabilize morale while raising expectations.
- **Enterprise Collaborator.** Able to operate within a centralized capital execution model (PMO, schedule, controls) while advocating for Generation needs; “enterprise first” mindset.

- **Clear Communicator.** Board-facing, plant-credible, and regulator-literate; brings crisp, honest narratives—especially on reliability/affordability tradeoffs.

MINIMUM QUALIFICATIONS

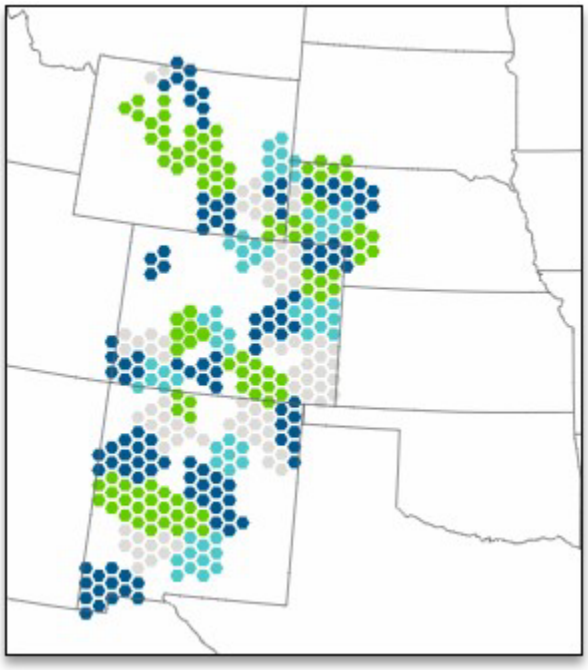
- 15+ years of progressive leadership in power generation (utility, IPP, or cooperative) with multi-site accountability.
- Direct experience with large thermal assets (coal and/or gas) and renewable/hybrid integration.
- Successful delivery of complex capital programs (> $100M) with rigorous project controls.
- Demonstrated safety leadership and environmental/NERC compliance fluency.
- Team leadership of managers/technical professionals; workforce planning and change management.
- Bachelor's degree in engineering, operations, or a related technical discipline (or equivalent).

Preferred: Advanced degree (MBA, MS Eng.); joint-ownership governance and PPA/vendor performance management; union leadership experience; cooperative G&T familiarity; outage/testimony exposure in RTO/market contexts.

TRI-STATE GENERATION & TRANSMISSION ASSOCIATION

Tri-State is a wholesale electric power supplier headquartered in Westminster, Colorado, and owned by the 40 electric cooperatives that it serves. Tri-State generates and delivers electricity to its member systems throughout a 200,000 square-mile service territory across Colorado, Nebraska, New Mexico, and Wyoming, serving a population of approximately 1million consumers. Tri-State employs approximately 1,100 personnel across the four-state territory. Around 250 of these employees are part of a collective bargaining agreement and 170 of these employees belong to subsidiaries of Tri-State.

Tri-State is part of a multi-state, interconnected transmission network and owns or operates over 7,000 miles of high-voltage lines. An extensive network of substations, telecommunications, and maintenance centers and field offices supports the system. Over recent years, Tri-State purchased $100 million in transmission assets from its members and including all assets above 115 kV.



Helpful Web Links:

Main Web Site | Annual Report | Financials | SEC Filings | Members | Governance | Resource Planning

WESTMINSTER, COLORADO, WEB LINKS

Wikipedia Page | City of Westminster | City-Data.com Page

Candidates may reside anywhere within a commutable distance of the headquarters office in Westminster. Sufficient travel is necessary to maintain a leadership presence and close relationship with plant personnel.

RELOCATION AND BENEFITS

Customary relocation support will be provided. A benefits summary is available upon request.

TIMELINE – ANTICIPATED DATES

- Resumes preferred by Dec 5
- Semi-Finalist Interviews – By January 9
- Finalist Interview on-site – By Jan 23
- Employment likely begins in March 2026

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

Patrick Prouse
Senior Executive Recruiter
pprouse@mfpllc.us

Allen Fry
Executive Recruiter
afry@mfpllc.us

Mycoff, Fry & Prouse LLC • (800) 525-9082 • www.mfpllc.us