

**DIRECTOR – REGULATORY STRATEGY  
CLECO POWER  
PINEVILLE, LOUISIANA**

**PROFILE**

The Director – Regulatory Strategy is a direct report to the Vice President of Regulatory Strategy and will supervise rate and cost-of-service functions and may supervise other functions dependent on background and experience of the successful candidate and the outcome of a current integrated resource planning process. Peer functions within the regulatory team include filings, regulatory strategy, and general regulatory coordination.

The Director – Regulatory Strategy is a senior level leader with deep and extensive knowledge of and vast experience with cost of service, ratemaking and regulatory principles, practices, concepts, and theories. This individual is a significant contributor in the Cleco organization to the development, implementation, and execution of regulatory strategy. He or she develops and manages department's rates and regulatory skills and capabilities to successfully achieve corporate strategic goals. This Director is responsible to coordinate the development and implementation of corporate regulatory pricing and related strategies to optimize earnings capability and revenue growth and ensure the accurate preparation and the timely filing of rate cases and other dockets required by Cleco Power's current regulatory environment and the changing industry dynamics. The Director carries constant responsibility to assist peer departments and leadership to develop a wider understanding of regulatory accounting and ratemaking concepts. The Director may also be called upon to provide regulatory and rate reports to the Cleco Board of Directors.



Challenges for the organization include fixed cost recovery on retired and retiring generating facilities and related fuel costs, ensuring make-whole provisions on deemed savings are achieved related to enhanced energy efficiency measures, storm recoveries from multiple years of outstanding hurricane costs, and continuing to support the regulatory team's efforts at the federal level to encourage beneficial legislation.

Ideally, candidates will offer strengths in regulatory theory/strategy and pricing, cost-of-service, and rate analytics with strong people skills and the capability to support the organization's efforts to execute its "Vision 2025" strategy. Much of this new strategic plan directly affects the regulatory and rates team and focuses on Cleco's efforts in customer-centric initiatives as well as the continuing evolution of the utility's generating portfolio with enhanced incorporation of renewables and energy efficiency and electrification measures. Experience within MISO or another organized market or RTO/ISO is desired.

Candidates that offer experience with rate case strategy, development, and execution are desired. Those with experience in ghost writing testimony are required and those with experience testifying before a regulatory commission may have an advantage. Cleco offers a culture of transparency and communication with its customers and broader stakeholders and seeks candidates with experience and a desire to directly engage with utility stakeholders.

Cleco seeks candidates with a desire for career advancement and a commitment to investing-in and developing future leaders of the organization.

Candidates from regulated public power or cooperative electric utilities are encouraged to apply.

### KEY RESPONSIBILITIES

- Manage, develop, and coordinate the strategy around the aspects of all filed regulatory dockets (including rate cases, plant retirements, securitization, cost recovery, etc.)
- Direct the development of revenue requirements, cost of service studies, load research, revenue allocation, and rate design
- Develop, manage, and coordinate rate case strategy, testimony development, and interrogatory response development
- Lead and/or organize ongoing discussions which lead to settlement with LPSC and intervenors
- Manage all aspects of rate case analytics
- Oversee the development of the sales and revenue forecast and the monthly, quarterly and year to date variance analysis
- Responsible for the performance and development of managers and high-level technical employees within their function, enabling them to deliver excellent operational performance with a customer-centric approach
- Develop solid business relationships becoming a trusted advisor with key functional leaders and stakeholders to proactively support business objectives both within their function
- Builds connections with internal and external stakeholders to drive success for their function, ensuring agile approach to their function is being executed in accordance to serve market trends and achieve customer centricity
- Responsible for leading all project teams to achieve their function's targets through highly complex objectives, milestones, obstacles and priorities while focusing delivering on 3-5 year plans aligned with Cleco's vision.
- Must interact and present regulatory data and information to the executive team and the board
- Champions a corporate culture that emphasizes transparency, integrity, safety, environmental responsibility, employee development, diversity and inclusion, customer service, and operational excellence

### QUALIFICATIONS

- Bachelor's degree in Accounting, Business, Engineering, Economics or Finance
- 10+ years of related experience including significant participation in at least 15 regulatory proceedings, of which approximately 5 years have been focused on applications for changes in total and/or incremental base revenue requirements
- 5+ years people management experience.
- Possesses in-depth knowledge in Public Utility Ratemaking including that of existing rate plans' impact on operating company financial statements and ratemaking design
- Experienced-in and able to lead key employees across projects towards a common vision

## CLECO POWER

[About the Company](#) - [Vision and Values](#) – [SEC Filings](#)

[Rates](#) - [Required Filings](#) – [Expropriation](#) – [Integrated Resource Plan](#) – [CCR Rule Compliance](#)

Cleco Power is a regulated electric public utility that owns [10 generating units](#) with a rated capacity of 3,360 megawatts and operates 1,271 megawatts on behalf of its generation partners. Assets also include 1,335 miles of transmission lines and 12,152 miles of distribution lines.

Cleco Power uses multiple generating sources and multiple fuels to serve approximately 290,000 customers in 24 of Louisiana's parishes through its retail business and supplies wholesale power in Louisiana and Mississippi. Parishes served include Acadia, Allen, Avoyelles, Beauregard, Calcasieu, Catahoula, DeSoto, Evangeline, Grant, Iberia, Jefferson Davis, LaSalle, Natchitoches, Rapides, Red River, Sabine, St. Landry, St. Martin, St. Mary, St. Tammany, Tangipahoa, Vermilion, Vernon and Washington.

Cleco ranked fifth among 20 midsize electric utilities in the southern region for overall customer satisfaction in the 2020 Electric Utility Residential Customer Satisfaction Study with J.D. Power. The utility has earned 25 Edison Electric Institute awards over the years including a 2021 award for its efforts to restore power following hurricanes Delta and Zeta in October of 2020.

Cleco Cajun is an unregulated utility company that owns [14 generating units](#) with a total rated capacity of 3,379 megawatts and wholesale contracts serving nine Louisiana cooperatives, two wholesale municipal customers and one electric utility.

<https://www.cleco.com/about/generation-assets>

Cleco Cajun owns 14 unregulated generating units with a total rated capacity of 3,379 megawatts, and contracts serving nine Louisiana cooperatives, two wholesale municipal customers and one electric utility.

Cleco Power's electricity rates are regulated by two regulatory commissions that ensure fair and reasonable prices to Cleco's customers. Cleco's retail sales are regulated by the [Louisiana Public Service Commission \(LPSC\)](#) in Baton Rouge, Louisiana. Cleco's rates also are regulated by the [Federal Energy Regulatory Commission \(FERC\)](#) in Washington, D.C. Cleco files all rates charged to customers in the form of a rate schedule or tariff with the appropriate regulatory commission. These rate schedules and tariffs are available for retail and wholesale customer inspection on this web site and at the LPSC and FERC offices

## PINEVILLE, LOUISIANA

[Official City Web Site](#)

[Wikipedia Site](#)

[City-data.com Site](#)

## BENEFITS AND RELOCATION

Full-time employees of Cleco are eligible to participate in medical, prescription drug, wellness, FSA and HSA, dental, vision, life insurance, 401(k), education reimbursement and other great benefit offerings. This includes

three options for medical plans. Empower Retirement is the provider for Cleco's 401(k) Plan. Employees are eligible for this benefit upon their date of hire. The Cleco Power 401(k) Savings and Investment Plan provides flexibility in saving for retirement. You may elect to contribute on a pre-tax basis or post-tax basis through payroll deduction. Cleco's 401(k) plan includes a Roth 401(k) which allows employees to contribute to the 401(k) on a post-tax basis. Cleco will match at 100% for every dollar contributed by the non-bargaining unit employee up to 6%. Cleco will match at 100% for the first 3% and 50% on the next 2% (max of 4%) for bargaining unit employees. Employees who are not pension eligible may receive an additional non-elective contribution if employed on the last day of the year. Cleco's non-elective contribution for non-bargaining employees has a six-year vesting schedule. You are 100% vested in your contributions and Cleco's matching contributions. Cleco's matching contributions are directed to your chosen investments allocations. Non-bargaining unit employees may defer up to 50% of gross annual income into the 401(k) plan up to an annual maximum set by the IRS.

Cleco offers a wonderful relocation program including support from a Relocation Coordinator throughout your transition, a house hunting trip, temporary living expenses, movement of household goods, storage in transit, reasonable closing costs on the sale of a home, a Buyer Value Option, and reasonable closing costs on the purchase of a new home. Other additional benefits will assist the successful hire in a simple and smooth transition.

Additional detail is available via Mycoff Fry Partners.

#### **CONTACT INFORMATION**

For more information or to submit a resume, contact:

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(Resumes and cover letters preferred in PDF format)