

**PRESIDENT & CHIEF EXECUTIVE OFFICER
KENERGY CORP
HENDERSON/OWENSBORO, KY**

PROFILE

The President & Chief Executive Officer (CEO) reports to an 11-member Board of Directors elected by Kenergy's membership. Ten Directors are elected from territorial districts and the remaining Director from the industrial membership. Directors also contribute to audit and governance committees.

The CEO will supervise five direct reports including Vice Presidents directing Administrative Services, Engineering & Operations, and Finance & Accounting as well as an Executive Assistant & Assistant Corporate Secretary, and an Administrative Coordinator of Risk Management. Kenergy employs a total of 124 personnel.

CONDITIONS AND REQUIREMENTS

The Kenergy Board of Directors is aligned on their need for a dedicated, emotionally stable, diligent, and team-building management style from its CEO with exemplary interpersonal and communication skills, management proficiency, sound fiscal policies, and an aggressive but prudent approach to utilizing Kenergy's assets and opportunities to benefit its membership. Although Kenergy is in exemplary condition, the Board seeks an open-minded and innovative personality that is capable of initiating and recognizing opportunities to improve service to the membership and the vision to help the membership avoid pitfalls in the future.

Candidates must have cultivated their political acumen and communication skills demonstrated by a proven track record working with a business-focused governing body. Kenergy's Board is accustomed to thorough, diplomatic, straightforward, and inspiring communicators in its CEO position; would like to continue its environment of transparent communication; and expects a leadership team that brings options and data-driven recommendations to support the board's decision making.

General management experience and people skills along with leadership talent are top qualities sought in the next CEO. While Kenergy Directors are open-minded in their views about the next CEO possessing a discipline or strength in areas such as marketing, finance, or technical operating functions,

ideal candidates will combine one or more of those disciplines with substantive power supply procurement and wholesale power marketing knowledge along with a proven track record of negotiating and relationship-building skills applicable to industrial, commercial, and residential members. Candidates should offer demonstrable experience in an environment where customer service is the top priority in all customer segments and the CEO leads by example to create a team that proactively engages with customers as one of the highest priorities. Due to the complexity of Kenergy's power supply resource and its customer base, along with the divergent motivations and sometimes delicate relationships between the parties, candidates that display a successful track record managing complex member relationships in the utility environment may have an advantage. Kenergy's next CEO is expected to maintain a positive balance of independence, accountability, and teamwork with its power supplier. Because Kenergy's industrial base is dynamic and expanding to more technical levels, experience within a customer environment that focuses on quality power delivery would also be beneficial.

Kenergy's board and leadership team are committed to renewing collaborative board and management level strategic planning as a guiding light for future decisions. A strategic facilitation session was last held in



February of 2016. Remaining goals from that exercise include a focus on safety, financial metrics, human resources challenges, operations, and reliability challenges, continuing excellent operations performance, and technology opportunities.

In more recent years, Kenergy has been highly focused on removing regulatory boundaries and gaining approvals to engage in the development of a subsidiary broadband business with goals to install fiber service to every meter served by the cooperative. Kenergy gained all necessary approvals and plans to begin executing fiber construction in upcoming months. The cooperative's entry into the broadband business will remain a top priority in upcoming years. Kenergy is partnering with [Conexon Connect](#) to launch and deploy a nearly 7,200-mile fiber-to-the-home network. The goal is to ultimately expand the fiber network to all of Kenergy's members with priority to presently underserved communities. Although Kenergy is an excellent equity position, the broadband investment will begin to stretch its financial position and will require a CEO that works collaboratively with the board, operations, and financial team to ensure excellent project execution and a keen eye toward the financial condition of the cooperative. Candidates with experience managing large projects successfully are desired as well as those with combined experience with fiber and electric services.

Kenergy completed the installation of NISC's iVUE enterprise resource planning software system and Milsoft's geographical information (GIS) outage management system in 2014. Kenergy deployed a Landis & Gyr radio frequency AMI system with full NISC meter data management support in 2016. Ideal candidates will offer an understanding and awareness of technology applications and experience in providing leadership in technology strategy and project implementations.

The board seeks candidates with a track record of healthy subordinate-employee relations. Accountability and workforce efficiency should be balanced with the desire to engage the executive team with employees in a transparent and inclusive manner. Kenergy is facing aging workforce challenges equivalent to most electric cooperatives and the board expects candidates to bring a proven track record of developing and executing formalized organizational & staffing planning including succession planning. Kenergy is dedicated to safety as one of its core principals and expects all candidates to display not only a support for safety best practices but a successful track record in implementing such practices.

Kenergy is fully regulated for rates, service, and territorial issues by the Kentucky Public Service Commission (PSC). It is anticipated that the next CEO will engage proactively with PSC leadership as well as county and city leadership in communities served. Kenergy's Board expects its CEO to be proactive in the member communities, including involvement with various civic organizations, and continue to motivate other Kenergy leaders to be active as well.

A bachelor's degree in a related discipline is required. An MBA is desired.

KENERGY CORP

Kenergy has offices and operation service centers located in Henderson, Owensboro, and Marion, Kentucky, along with two customer-service branch office facilities. Several municipals, cooperatives, and investor-owned utilities serve territories interspersed with Kenergy's certified service area located along the Ohio River in northwestern Kentucky.

Kenergy's CEO directs a member-owned electric distribution cooperative established in 1999 through the consolidation of Henderson Union Electric Cooperative Corporation and Green River Electric Corporation. Kenergy serves 14 counties in northwestern Kentucky and approximately 59,000 active meters with 47,058 residential and 17 large industrial members. Kenergy employs 124 non-union personnel with total energy revenue of \$468 million (\$340 million generated from its industrial segment), a TIER rating of 2.4, and just under 40% in equity-to-total capital. Kenergy is one of the largest electric distribution cooperative in the United States in terms of energy sales, with a peak load of 1,125 MW and annual sales of 8.3 million MWh.

Kenergy is headquartered in Henderson, Kentucky, and is a member of [Big Rivers Electric Corporation](#), a generation and transmission cooperative located in Owensboro, Kentucky. Big Rivers provides all of the wholesale power that Kenergy sources through an all-requirements contract except as noted below.

Two of Kenergy's industrial members are among the largest aluminum smelters in the United States consuming 850 MW of power at a 98% load factor. In 2009, Kenergy's power supplier, Big Rivers Electric Cooperative, unwound its generation operating agreement with Western Kentucky Energy and assumed full ownership and operation of 1,559 MW of power generation facilities. Formerly, the smelter members were contracted with Kenergy and Western Kentucky Energy for approximately 570 MW, purchasing an additional 280 MW in the open market, typically on intermediate-term contracts. After plant ownership returned to Big Rivers, the smelters joined Kenergy's native load under the common industrial rate as approved by the PSC. Due primarily to NERC requirements, Big Rivers joined the Midwest ISO. These post-unwind changes, regulatory pressures, and market conditions created a challenging environment for all involved parties, particularly the smelter members and Big Rivers. In more recent years, market conditions and a rise in G&T production costs due to environmental investment motivated the smelters to exercise its right to terminate its contract with Kenergy and Big Rivers with a request that Kenergy supply "market power" rather than Big Rivers. Kenergy now directly procures wholesale market power for the smelters with support from third-party consultants and service providers.



Kenergy Web Site: <https://www.kenergycorp.com/>

By-the-numbers: <https://www.kenergycorp.com/financial-summary/>

Board of Directors: <https://www.kenergycorp.com/board-of-directors/>

Bylaws: <https://www.kenergycorp.com/bylaws/>

COMPENSATION/BENEFITS

Compensation is open dependent upon experience. A relocation package is also available. Kenergy offers a competitive benefits package to all employees that includes generous medical, dental, vision insurance, retirement (401k and NRECA Retirement & Security), life insurance and tuition reimbursement benefits along with attractive vacation, sick and holiday days paid time off.

TIMELINE

- Resume submission preferred by October 21
- Semi-finalist interviews with MFP LLC by November 18
- Board interviews with finalists by December 16
- New CEO begins employment around February 2023

LOCATION

Located along the Ohio River on the northwestern border of Kentucky and Indiana, Henderson supports a population of over 27,000 and Owensboro over 60,000. Henderson is approximately 30 miles west of Owensboro. The CEO must relocate within the service territory and will have offices in both Henderson and Owensboro.

Other Internet Information Links

Big Rivers' Site - <http://www.bigrivers.com/>

Official Henderson Website - <http://www.cityofhendersonky.org/>

Henderson City Stats - <http://www.city-data.com/city/Henderson-Kentucky.html>

Owensboro City Site - <http://www.owensboro.org/>

Owensboro City Stats - <http://www.city-data.com/city/Owensboro-Kentucky.html>

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