



PRESIDENT & CHIEF EXECUTIVE OFFICER

Meridian Cooperative, formerly SEDC, was formed in 1976 by a group of Electric Membership Cooperatives with a vision for a single enterprise solution provider to serve their data processing, information technology, and operational needs. Today, the Meridian Cooperative family of companies serves over 500 distribution utilities across the country with the industry's leading enterprise software solutions. Meridian's enterprise approach provides seamless functionality across a vast array of utility operations, including CIS/Billing, Financial Services, Mobile Workforce Management, GIS and Engineering, Document Imaging, Interactive Voice Response, Work Management, Cybersecurity, and advanced Visual Analytics.

Meridian Cooperative seeks a President & Chief Executive Officer (President & CEO) to be the visionary leader for this growing and dynamic technology organization. The President & CEO reports to a nine-member Board of Directors and manages more than 600 employees, the majority of which reside in Atlanta, Georgia.

Meridian Cooperative's Board of Directors expects the President & CEO to enhance processes and procedures to accelerate development and implementation of new and existing technologies to ensure organizational excellence and continued growth. The next President & CEO must also maintain strong communication and relationships with the Board, staff, and external stakeholders. This involves fostering an internal environment of teamwork, along with building excellent relationships with national cooperative organizations and with third-party vendors.

Recruiting, training, development, and retention of employees is essential for Meridian Cooperative's continued success. The President & CEO should use team building, delegation, and other management tools to ensure a talented and committed workforce. The President & CEO will also assist the Board to achieve the following strategic goals as outlined in Meridian Cooperative's Vision 2025 Strategic Plan:

Act as One Unified Company - Roll all businesses and products under one umbrella and one management structure.

Put Our Member/Customers First in All We Do - Make a commitment to cooperative principles and service to Members/Customers as the top priority of the company.

Be Known for Our Innovative Products and People - Lead the market with the most forward-thinking innovative products and services.

Grow Our Reputation and Market Share - Publicize an exciting and powerful value proposition delivered consistently and frequently in a manner that reinforces our brand messages.

Compete on Culture - Create a high performance, highly engaged, talented team of people who are deeply committed to serving Member/Customers that no competitor can replicate.

THE SUCCESSFUL CANDIDATE

The ideal President & CEO will offer executive-level leadership experience that could come from operating in a cooperative utility or with a technology organization. He or she must foster an environment of excellent customer service, while also conceiving and championing new and innovative ideas for continuous improvement.

THE SUCCESSFUL CANDIDATE (continued)

Qualified candidates must understand application software at a detailed level. He or she should be able to identify market trends and understand how software applications are applied to meet utility business needs. Expertise and knowledge of software development life-cycles are ideal, as is a proven ability to deliver new technologies in an efficient, effective, and timely manner.

While previous experience with a cooperative is not required, fully qualified applicants must respect and appreciate cooperative principles and the concept of customer ownership. In addition, he or she should understand the utility industry and its associated technologies.

Successful candidates will possess leadership qualities, as evidenced by:

- A vision to lead and set the course for the organization.
- A strategic thought process with the ability to plan, direct, and build.
- Ability to attract talent and a comfort level with a culture of collaboration and teamwork that fosters open communication and constructive conflict.
- Ability to build a committed and cohesive team, providing opportunities for staff development and building bench-strength to drive results and assure organizational continuity.
- Ability to foster effective and positive member relations.
- Integrity and executive presence, with the capacity to command and attract an audience.
- Skilled at stimulating innovation and creativity in others. Someone who will set a fast pace and maintain a high energy level for the entire organization without compromising attention to detail.
- Creativity and flexibility with the capability to change the course of action based on the feedback of peers and market information.
- Superior communication skills and listening skills with the ability to inspire confidence and engender trust and respect of peers, subordinates, and superiors.

- Proven conflict resolution and problem solving abilities.
- Genuine caring for people and appreciation of their skills, interests, and competencies, whether staff, Board, stakeholders, or others.

Successful candidates will possess management qualities, as evidenced by:

- A results/solutions orientation supported by strong project and planning management skills.
- Proven success in building credibility and consensus with management, customers, and the public.
- A management approach that is process driven and results oriented while working as a mentor and team player in a lean, hands-on environment.
- Exemplary interpersonal skills that include professional, polished, and charismatic oral and written communication talents. He or she must have an ability to convey complex technical and industry issues to lay people, and make positive impressions when addressing public groups.
- Executive experience that includes management of a professional and educated staff, as well as, presentations and interface with a governing body such as a Board of Directors.
- Demonstrated expertise in business and financial management of an organization.
- Ability to make sound decisions in a demanding environment.
- Exceptional ability at change management including the ability to build a work culture that embraces and does not fear change.

MERIDIAN COOPERATIVE

Meridian Cooperative's Mission is: To develop technology and relationships that lead to innovations crafted to be human-to-human. The Vision is: To transform the utility customer experience. Meridian's Core Values are:

- **Honesty:** act with integrity, earn trust through dependability, and inspire enduring partnerships.

MERIDIAN COOPERATIVE (continued)

- **Relationships:** value people over process, and let human connections set us apart.
- **Service:** Put members and customers first in all we do.
- **Agility:** Commit to continuous improvement.
- **Innovation:** Challenge the status quo with an open mind, focus, and speed.

The Meridian Cooperative family of companies include: Futura Systems, Arista Information Systems, and Applied Technology Solutions (ATS). Futura Systems, Inc. began 60 years ago as the mapping division of Patterson & Dewar Engineering, ultimately establishing itself as a national leader in innovative and accurate mapping technologies. In 2007, Futura joined with Meridian to offer utilities the very best mapping, staking, outage management, and work order management services available. Futura integrates with Meridian's primary utility software program, utilityPOWERnet (UPN), as well as with several other utility software applications.

In 2001, Arista Information Systems was brought into the Meridian Cooperative family to offer members/customers a paper and electronic billing service which complements Meridian's utility billing software.

Most recently, Meridian Cooperative acquired Applied Technology Solutions (ATS). ATS was founded more than 20 years ago and their core application is OpenOne, an integrated system that connects financial, customer information and billing, GIS, outage management, document imaging, mobile workforce management, engineering, and customer self-service applications together.

In their uncompromising goal to provide utilities with the best solutions available, the Meridian Cooperative family of companies developed, and is in the process of migrating existing customers to, Meridian, an industry leading, web-based, state-of-the-art, enterprise customer and financial information platform. The Meridian suite of applications serves the electric, fiber, water, wastewater, propane, and environmental management industries.

More information on Meridian Cooperative can be found at: <https://www.meridian.coop>

ATLANTA, GEORGIA

Atlanta is the cultural and economic center of Georgia. In the past two decades, Atlanta experienced unprecedented growth. The official city population remains steady at about 420,000, but the metro population has grown from 2.9 million to approximately 5.9 million people. Atlanta is divided into 242 defined neighborhoods. The city contains three major high-rise districts, surrounded by low-density neighborhoods comprised of single-family homes.

Atlanta was established in 1837 at the intersection of two railroad lines and the fast-growing city remains a transportation hub. The city has also emerged as a banking center and is the world headquarters for several Fortune 500 companies.

Geographically, the city is situated among the foothills of the Appalachian and is marked by rolling hills and dense tree coverage. Atlanta's high elevation of 1,050 feet distinguishes it from most other southern and eastern cities, and contributes to a more temperate climate. In addition to the close proximity of Appalachian Mountains, both Atlantic and Gulf of Mexico beaches are within an easy driving distance.

Atlanta sees over 35 million visitors per year. Although the most popular attraction among visitors to Atlanta is the Georgia Aquarium, Atlanta's tourism industry is also driven by the city's history museums and outdoor attractions. In addition, Atlanta has a rich history in all different musical genres, offers a robust culinary scene, and is home to the Atlanta Braves, the Atlanta Falcons, the Atlanta Hawks, and Atlanta United professional sports teams.

The cost-of-living in Atlanta is 107.5% of the national average

COMPENSATION, BENEFITS AND RELOCATION

Meridian Cooperative offers a competitive total compensation, relocation, and benefits package. Annual base pay will be commensurate with candidates' qualifications and experience.

The employees of Meridian Cooperative participate in a 401(k) defined contribution retirement plan. Meridian matches 100% of employee contributions up to 5% of the employee's annual salary. Employees also participate in a defined contribution savings program where Meridian makes contributions to the plan equal to a percentage of each employee's salary based on years of service. In addition, Meridian sponsors a 414(q) deferred compensation plan.

TO APPLY

The position will remain open until filled. Interested candidates should submit a resume and cover letter, by **February 7, 2022** to the following email. (Early responses welcome and appreciated.)

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Meridian Cooperative is an Equal Opportunity Employer

ACT AS ONE
UNIFIED COMPANY



PUT OUR MEMBERS/CUSTOMERS
FIRST IN ALL WE DO



BE KNOWN FOR OUR
INNOVATIVE PRODUCTS AND PEOPLE



OUR STRATEGIC STRETCH
GOALS

GROW OUR
REPUTATION AND MARKET SHARE



COMPETE
ON CULTURE

