

**PRESIDENT & CHIEF EXECUTIVE OFFICER
SOUTHERN ILLINOIS POWER COOPERATIVE
MARION, ILLINOIS**

PROFILE

The President & Chief Executive Officer (CEO) is a direct report to the Southern Illinois Power Cooperative (SIPC) Board of Directors and supervises six direct reports including Vice Presidents over Power Supply, Markets & Power Delivery, and Administration & Finance departments, a Director of Environmental Services, Manager of Human Resources, and a Manager of Generation & Fuel Services. SIPC employs 78 personnel.

SIPC's Board of Directors is comprised of 28 Directors, including a distribution manager and three Directors from each of the seven member-owner distribution cooperatives.



CONDITIONS AND REQUIREMENTS

The successful candidate for this opening should anticipate inheriting an organization experiencing a high level of strategic unity, a balanced and properly positioned supply portfolio, a healthy culture, and a list of recent major achievements to solidify the cooperative's future. The board, employees, and cooperative members of the organization enjoy a high level of communication and transparency and anticipate CEO candidates with a proven commitment and leadership style that furthers these principles long into the future.

Recent years included the following major achievements for SIPC:

- Organizational moves to ensure a talented and cohesive group of engaged and accountable leaders in the organization and workforce investment that included development of a comprehensive succession plan;
- New fuel strategy for the primary generating resource, Unit 123;
- New demand charge rate design and beginning its implementation in 2024;
- Developing a centralized Demand Response program;
- Exploring transmission expansion opportunities with regional IOU;
- Wholesale power contracts with members rewritten as ever-green agreements with current commitments through 2058.
- Highlighted ongoing challenges for SIPC;
- Coal combustion residual (CCR) positioning;
- Environmental challenges to a heavily fossil fuel based generation & transmission cooperative;
- Continued investment to transfer the knowledge of seasoned employees to the next generations and ensuring workforce investment and quality hiring solidify the future of the cooperative;
- Managing transmission resources that are both wholly-owned by SIPC and some owned by a regional IOU;
- Properly evaluating the operational risks of generation investments and ongoing analysis of fuels and future generating resources.

Ideally, candidates will offer breadth of acumen in business and the utility industry, an ability to connect and develop a valuable network with peers and industry leaders, a willingness to take a leadership position with organizations that serve or benefit SIPC, and a strong strategic vision to ensure the organization remains prepared for challenges outside of its span of control.

The next CEO is expected to continue management practices that include collaboration to build trust and a status of presence and accessibility internal to the organization's personnel at every level of the organizational chart. While remaining accessible, the board also expects the CEO to lead without micromanagement and to ensure the development capability of other leaders in the organization. SIPC enjoys a healthy relationship with its union representatives and employees and expects leadership to retain that condition in perpetuity. Ability to naturally connect with rural communities and leaders is an absolute requirement along with high integrity, ethics, and exceptional written and verbal communication skills.

Ideal candidates will offer at least five years of executive experience and substantive executive experience with a power supply agency or substantive exposure to a utility that includes power supply assets and operations.

The successful candidate will offer proven capabilities to guide and maintain unity of a utility organization's strategies and within its boardroom. A track record of collaborative development and execution of strategic plans to the benefit of member rates and reliability is required. Leadership experience serving and leading successfully on boards with partner organizations, such as the Prairie State Energy Campus Board, ACES Board, and NRCO Board, could be highly beneficial to applicants. Participation in community organizations would be an additional benefit. Candidates must bring a successful track record of safety leadership.

SIPC's financial condition is strong and improving. In the most current ratings updates, SIPC maintains a "BBB" rating and stable outlook with Standard & Poor Global Ratings and Fitch Ratings. SIPC ended 2022 with a margin of \$6.5 million, consistent with budgets in 2021 and 2022 and Members' total equity raised to nearly 20.7% in 2022 and around 21.7% in 2023. Candidates must bring financial savvy and the capability to properly position the organization's strategies to continue these financial trends and maintain credit ratings. Previous engagement with cooperative rating and lending agencies is desired.

Candidates from outside the cooperative segment of utilities are encouraged to apply but must bring a strong respect and natural appreciation for the cooperative model and rural communities.

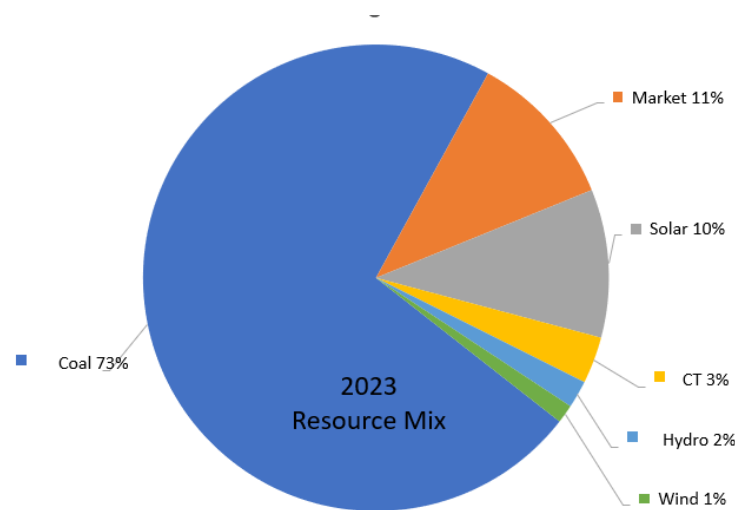
SOUTHERN ILLINOIS POWER COOPERATIVE (SIPC)

Southern Illinois Power Cooperative is a generation and transmission cooperative providing wholesale electric power to seven-member distribution cooperatives and the City of McLeansboro in Illinois. SIPC member cooperatives provide electricity to over 90,000 end-use customers. The service area is primarily residential and agricultural with some industrial loads. 2023 annual revenues are near \$178 million and assets are approaching \$679 million. SIPC owns coal fired and natural-gas fired generation plants located in Williamson County and is a joint-owner of a coal fired mine-mouth plant in Washington County, both plants are in Illinois. In addition, SIPC has long-term power contracts for hydro in the TVA region, solar in White County, Illinois, and wind located in Paxton, Illinois. With cooperatives and customers located throughout the southern portion of Illinois, it owns and operates over 1,100 miles of high-voltage transmission and multiple substations.

SIPC owns and operates the vast majority of its power supply. In 2003, SIPC completed a significant plant upgrade by replacing three aging small boilers with one 120 MW circulating fluidized bed boiler. The new boiler greatly enhanced reliability and slightly increased capacity. The new boiler, which operates at a lower temperature than the cyclone boilers it replaced, can burn a variety of fuels. SIPC currently fuels the boiler with locally available mine waste mixed with traditional coal purchases. In addition to the new boiler, SIPC operated a 173 MW coal-fired unit, which came online in 1978. In an effort to reduce costs and to reposition its generation portfolio, SIPC retired this unit in November 2020.

Specific power supply resources include 28MW of hydro-power from the SouthEastern Power Administration, a federally owned facility on the Cumberland River, and two simple cycle combustion turbines that generate up to 85 MW of peaking power. In 2007, SIPC purchased an ownership share of a 1,600 MW mine-mouth coal-fired power plant, the Prairie State Energy Campus. SIPC owns 7.9% of the project, which equates to approximately 125 MW of power. In 2022, SIPC entered into an agreement to purchase 100 MW of solar power from Big River Solar, located in White County, Illinois under a 20-year PPA.

SIPC's power delivery department has the responsibility of forecasting, scheduling, and delivering wholesale power from numerous resources, including coal, natural gas, the wholesale power market, and renewable resources to meet the needs of more than 90,000 member-owner meters. The power delivery system consists of nearly 1,100 miles of 69/138/161 kV transmission lines, multiple electric sub-stations, and multiple IT/OT communications networks. The cooperative owns, operates, and maintains these systems in order to economically and reliably deliver power and other services to its consumers.



SIPC is an active member of ACES, NRCO, MISO, AIEC, and SERC Reliability Corporation. SIPC has Board representation at ACES, NRCO, AIEC, and Prairie State Generating Company.

SIPC has made a major contribution to the economic wellbeing of the 19-county region in southern Illinois known as "Little Egypt". SIPC is located on the shores of the Lake of Egypt, a 2,300-acre lake located in Marion, Illinois with 93 miles of shoreline developed by SIPC for plant cooling water.

SIPC utilizes locally available coal and carbon, that is trucked to the Marion power plant, which enables SIPC to meet its responsibilities to the diversified economy of agriculture, mining, manufacturing and recreation in southern Illinois.

In 2008, SIPC joined the National Renewables Cooperative Organization (NRCO) as a founding member. The NRCO mission is to identify and develop renewable energy projects on behalf of member cooperatives.

HELPFUL WEB LINKS

[Main Website](#)

[Board of Directors](#)

[About SIPC](#)

[Mission & Vision Statements](#)

[Marion, IL, Wikipedia Site](#)

[City of Marion](#)

[City-Data.com \(stats and details on Marion\)](#)

BENEFITS AND RELOCATION

SIPC offers a comprehensive high deductible health plan (HDHP); a health savings account (HSA) with family and single coverage options; long-term disability; group life insurance; and the NRECA Retirement & Savings plan paid 100% by SIPC. Pension offerings also include a 401K plan with 3% non-matching and 4% discretionary matching. Executive Benefit Restoration (EBR), investment tools, and additional life and disability insurance plans are also available.

SIPC will pay the customary costs of relocation.

TIMELINE

February 23 – Preferred date for resume submission

April 1-2 – Semi-finalist virtual interviews completed

April 25-26 (Tentative) – Finalist interviews completed on-site in Marion

May-June 2024 – Successful candidate begins employment

CONTACT INFORMATION

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