

First Electric Cooperative Corporation
President/Chief Executive Officer (President/CEO)
Jacksonville, Arkansas

In 1937, the first electric cooperative pole was erected in Arkansas by First Electric Cooperative (<https://www.firstelectric.coop>). Surrounding Little Rock non-contiguously, First Electric Cooperative's (FECC) certificated service territory, has grown to nearly 79,000 members and over 100,000 electric meters. In August 2021, FECC connected its first fiber customer through Connect2First (<https://connect2first.net>), an internet fiber business anticipated to provide fiber to FECC's membership. Connect2Fist currently has 4,300 customers connected or in the queue.

FECC's electric load is 71% residential. The load factor is about 35%. The cooperative serves two industrial loads of 40MW and 9MW.

FECC's wholesale electric power is provided by Arkansas Electric Cooperative Corporation (AECC), on whose Board of Directors FECC's CEO sits. AECC is the all-requirements power supplier to all 17 Arkansas electric distribution cooperatives. FECC is also a member of the statewide, Arkansas Electric Cooperatives, Inc., (AECI), which also serves the same 17 distribution cooperatives. FECC's CEO also sits on the AECI Board.

FECC generates nearly \$225 million in annual revenue. Electric service produces \$17 million in margin. Connect2First is not yet in the black. FECC employs 222 non-union personnel. FECC's customer density is 9.17 members/mile. FECC has nearly \$573 million in assets, almost \$209 million in long-term debt financed through the National Rural Utilities Cooperative Finance Corporation (CFC), and over \$291 million in member equity (48%). Member equity has been slowly declining because of the debt financed fiber build out.

FECC is governed by a 9-member Board of Directors a few of which have served for about 40 years. The President/CEO Board relations are excellent.

FECC enjoys enviably high member satisfaction. Members are surveyed annually with a 12% response rate, and report 97% approval of FECC's services. Anecdotally, annual meetings are conducted by mail, so Member participation is very low. Board meetings are non-contentious. In the CEO's 17-year career. Only one member attended a board meeting.

FECC's reliability statistics are as follows:

- Excluding Major Events
 - CAIDI 94 minute
 - SAIFI 1.24 events
 - SAIDI 117 minutes
 - ASAI 99.98%

- Including Major Events
 - CAIDI 111 minutes
 - SAIFI 1.4 events
 - SAIDI 156 minutes
 - ASAI 99.97%

FECC has a history of paying capital credits. Last year, the payment was reduced from \$9 to \$7 million because of the financial commitment to the fiber build out.

FECC is fully rate regulated by the Arkansas Public Service Commission (PSC). FECC has adjusted rates about every 4 years. FECC has not had opposition from its membership at rate proceedings including C&I customers.

President/CEO

The President/CEO reports to the Board of Directors and manages FECC's 222 employees through a Chief Financial Officer, Vice President of Operations, Vice President of Corporate Services, Vice President of Administration, Vice President of Engineering, and Vice President of Marketing and Development.

The incumbent President/CEO has served in this role for 17 years and is retiring. The incumbent President/CEO and Board enjoy an excellent relationship and the Board would prefer he not retire. The incumbent President/CEO has successfully worked within FECC's "family" culture. Most Board votes are unanimous. It is important to the Board that the next President/CEO have a similar relationship.

Safety is most important to the Board and throughout FECC.

Member and community relations are also critical to the Board. It is important that the next President/CEO be active and visible in the community through appropriate organizations such as the Chambers of Commerce and service organizations.

The Board relies on the President/CEO to review and recommend policy updates. Currently the Board reviews all policies on a schedule of 1-2 years. The Board also relies upon the President/CEO to ensure staff and the Board are complying with policy.

The Board expects the President/CEO to manage FECC in a fiscally responsible manner. FECC is moderately risk tolerant as demonstrated by launching Connect2First. The Board anticipates the next President/CEO will be forward thinking about services to its members and get the "best bang for the buck."

Requirements

The ideal candidates will have a history of progressive management into executive responsibility of an electric and telecommunication utility. Candidates will ideally have experience in electric utility operations, preferably with another comparably sized rural electric cooperative, and a working understanding of fiber telecommunications.

Management expertise should include leading an organization similar to FECC in size and complexity operating in a similarly safe manner.

It is essential FECC's next President/CEO be a proven problem solver.

Candidates should also have a proven track record of exemplary customer service, superb community involvement, successful economic development, and accomplished employee relations.

The President/CEO must be an ethical, honest, trustworthy, collaborative, visionary, and strategic servant leader with a demonstrated ability to collaborate with the FECC Board of Directors.

Excellent interpersonal and communication skills are essential. Candidates must have professional and executive level oral and written communication talents. He or she must be able to effectively interact with the

Board, staff, legislators, administrators, local elected officials, and the media to convey complex technical and industry issues to lay people.

The Board is seeking stability in this key leadership role. Ideally, the next President/CEO will be able to make a long-term commitment (8 – 12 years) to FECC

Jacksonville, Arkansas

Jacksonville is a suburb of Little Rock. In 2019, Jacksonville's population was nearly 29,000. The Little Rock metropolitan area had nearly 730,000.

Also in 2019, cost of living in Jacksonville was a moderate 84% of the national average.

<http://cityofjacksonville.net/>
<http://www.city-data.com/city/Jacksonville-Arkansas.html>

Compensation

FECC will pay a competitive and market-based salary along with a full complement of fringe benefits, including relocation reimbursement, excellent retirement benefits, and comprehensive medical benefits, which are more completely described on the attached employee benefits documents.

Search and Recruitment Schedule

Recruitment advertising posted

June 17, 2022

Resumes presented to the Board and Candidates selected for interview.

August 25, 2022

Candidate interviews

October 5, 6, & 7, 2022

October 18, 19, 20, 21, 2022

Employment negotiations with selected candidate

November 4, 2022

President/CEO begins employment

January 1, 2023

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FECC is an Equal Opportunity Employer.