

**VICE PRESIDENT – ELECTRIC T&D STRATEGY AND ENGINEERING SERVICES
BLACK HILLS ENERGY
RAPID CITY, SOUTH DAKOTA**

PROFILE

The Vice President – Electric T&D Strategy and Engineering Services (“Vice President”) is a new position in the organization reporting to the Vice President of Electric Utilities who reports to the Senior Vice President & Chief Utilities Officer who reports to the Chief Executive Officer. The Vice President will have responsibility for a team of 125 employees, with direct reports that include the Director of Asset Management Services, the Director of Transmission Strategy (dotted-line report from the Growth & Development team), the Manager of Resource Planning, the Manager of Engineering Resources, and the Manager of Transmission and Distribution (T&D) Planning.

Black Hills Energy is currently embarking on a reorganization of functions in this area to better position its utility business to have deeper engagement in the western energy landscape while meeting the changing needs of its customers. This role will require a high level of collaboration, strong leadership effectiveness, and efficiency between this and other functions of the company. The Vice President will have the opportunity to influence the reorganization, including filling open and new positions.

The Vice President will lead and provide vision and strategic management for the following functions:

- Asset management services – including a reliability center, NERC compliance, meter services, substation maintenance/relaying and control, and asset programs (vegetation management, pole inspections, line patrol)
- Transmission and distribution planning
- Engineering and permitting (T&D including substation, protection, and engineering resources)
- Project management and delivery (T&D)
- Transmission policy, tariff compliance, and contract administration
- Resource planning
- Operational risk mitigation
- Strategic growth opportunities

The Vice President is generally responsible for leading the development of transmission strategies that provide customer value and appropriate shareholder returns including leadership of the development of regional transmission groups and major transmission initiatives that support the goals and objectives of the company.

CONDITIONS AND REQUIREMENTS

Candidates for this opening should anticipate a wonderful opportunity to engage with a highly effective and evolving team of professionals and a board and executive team dedicated to serving its customers with exemplary service and an eye toward continuous improvement and evolution toward sustainability initiatives. In addition to the breadth of responsibilities within this function of the company, the Vice President will be a key and influential strategist representing Black Hills Energy in the development of regional transmission authorities and related markets. The Vice President also directs resource planning offering an even broader impact on the organization’s future. Black Hills Energy is currently engaged in expansion of its transmission delivery assets and plans additional expansion projects in the future. The variety of regulatory environments, customer influences, geographies, and demographics with each of Black Hills Energy’s state utilities are another opportunity to challenge and grow the next Vice President’s breadth of knowledge and experience.

The successful candidate will join an organization with outstanding T&D reliability records, consistent commitment to investment in assets and employees, and established and evolving modern processes with each of its three state utilities.

Ideal candidates will offer strong leadership capability, people skills, goal orientation, and a natural desire to solve problems in a collaborative manner with internal and external stakeholders. Candidates should offer exemplary communication skills in a naturally proactive and transparent manner that assists every level of the organization to connect corporate strategic motivations to the day-to-day execution of work. The Vice President must also offer excellent listening skills with an approach to provide his or her team the support and all tools necessary to execute the organization's goals effectively and consistently. Candidates should expect to join a close-knit team of leaders with a culture focused on the greater good of the corporation, customers, and employees as priorities over personal agendas. Black Hills Energy seeks candidates with a natural eye toward continuous improvement and natural leaders that recognize the value of investment in people and relationships.

As mentioned previously, Black Hills Energy seeks to continue and possibly increase its leadership influence in the western region. This motivation includes continued and evolving engagement with western market development and this Vice President will have significant strategic and hands-on leadership responsibility in the efforts. Those who offer experience and an established network within larger transmission leadership circles that include regional transmission organizations (RTOs) and/or independent system operators (ISOs) and bring substantive experience in a competitive and market-oriented culture may have an advantage. Transmission assets include joint use arrangements with other large utilities causing this leader to highly prioritize healthy and established relationships and mutual learning opportunities with regional peers.

Candidates should offer a substantive exposure to electric utility compliance programs, particularly programs related to open access tariffs and transmission contracts, and a strict adherence to an exemplary compliance record. Experience with both FERC and NERC compliance standards is desired. Candidates with experience providing and/or supporting crucial testimony with regulatory entities are desired.

Candidates must hold safety as the highest priority and display a track record of proven safety performance. Black Hills Energy significantly evolved its approach to safety in recent years with its *Boundless Safety* program that emphasizes safety as a 24X7 mindset with proactive management of workplace safety but also the overall wellbeing, health and psychological safety aspects of top performing safety programs. The successful candidate for this position will be a key leader in the continued development and ongoing success of the program.

Black Hills Energy's electric utilities are all represented by labor unions. Experience managing a union workforce is desired and candidates should offer a history of positive relationships with union leadership. The Vice President will be expected to partner with Human Resources on matters that may involve labor relations issues, including compliance with existing collective bargaining agreements.

Candidates must offer at least ten years of relative experience with evidence of progressive leadership, five years of management experience in transmission planning, engineering and/or operations, and a bachelor's degree in a relevant discipline. Although an engineering background could be ideal in this role, Black Hills Energy seeks leadership, vision, and strategic capability above technical education.

BLACK HILLS ENERGY

Black Hills Corporation, together with its subsidiaries, is a customer focused and growth-oriented utility company headquartered in Rapid City, South Dakota and incorporated in 1941. Black Hills

Corporation's businesses include regulated electric utilities, regulated gas utilities, and power generation and mining segments. The Electric Utilities segment generates, transmits, and distributes electricity to approximately 216,000 electric utility customers in Colorado, Montana, South Dakota, and Wyoming with 992 MW of owned-and-operated generation assets and 8,892 miles of electric transmission and distribution lines (nearly 1,900 miles of transmission and 7,000 miles of distribution).

Black Hills owns electric transmission and distribution systems composed of high voltage lines (greater than 69 kV) and low voltage lines (69 kV or less) and jointly operates an electric transmission system, referred to as the Common Use System, with Basin Electric Power Cooperative and Powder River Energy Corporation. Each participant in the Common Use System individually owns assets that are operated together for a single system. The Common Use System also provides transmission service to our Transmission Tie. Black Hills Energy's South Dakota Electric business owns 35% of the Transmission Tie. More information is available regarding transmission assets and the Transmission Tie in the company's [10K report](#).

Gas Utilities serves approximately 1,083,000 natural gas utility customers in Arkansas, Colorado, Iowa, Kansas, Nebraska, and Wyoming and owns and operates 4,774 miles of intrastate gas transmission pipelines and 41,838 miles of gas distribution mains and service lines, seven natural gas storage sites, nearly 49,000 horsepower of compression, and over 560 miles of gathering lines.

The Power Generation segment produces electric power from wind, natural gas, and coal-fired generating plants and sells the electric capacity and energy primarily to the utilities under long-term contracts. The Mining segment produces coal at our mine near Gillette, Wyoming, and sells and delivers primarily under long-term contracts to adjacent mine-mouth electric generation facilities owned by our businesses.

Refer to the [10K report](#) and other links below for additional detail.

Helpful Company Links:

[Main Website](#)

[About Black Hills Corporation](#)

[Utilities & Businesses](#)

[Annual Report](#)

[Investor Relations Information](#)

LINKS - RAPID CITY, SOUTH DAKOTA

www.visitrapidcity.com

[Wikipedia Page](#)

[City-Data.com Site](#)

[Bestplaces.net Site](#)

BENEFITS AND RELOCATION

Black Hills Energy offers employees an expansive list of employee benefits (see attachment below) including competitive compensation and incentive programs and employee work-from-home options.

(Continued on next page)

Full Relocation is offered for this position! Related benefits include but are not limited to: home finding trip, transportation of household goods, temporary housing expenses, trips home during temporary housing, paid time off to move, transition and spousal career support, home marketing and home finding assistance, home sale closing cost assistance, appraised value home purchase option, relocation adjustment allowance, destination purchase closing cost assistance, and a partial home equity advance. Contents of our relocation program are subject to change and may vary based on position.

TIMELINE

*****Subject to change*****

November 26 – Preferred resume submittal deadline

December 9-14 – Semi-finalist virtual interviews

Week of January 3 – Finalist interviews on-site in Rapid City

Early to mid-February start date is anticipated

CONTACT FOR MORE INFORMATION:

Patrick Prouse
Senior Recruiter
Mycoff Fry Partners LLC
pprouse@mfpllc.us
www.mfpllc.us
(800) 525-9082

SEE OFFICIAL JOB DESCRIPTION AND BENEFITS SUMMARY ON FOLLOWING PAGES

Benefits at a glance

As part of the compensation package, we offer a competitive and comprehensive benefits package. It is designed to help you take care of the things that are important to you and your family.

We offer the below benefits to help meet our employees' work and life goals. This program provides benefit options and gives you the opportunity to choose which option(s) best fit your needs.

New employees may enroll in benefits any time up to 31 days following their hire date. Benefits commence the first of the month following the employee's hire date.

Medical

There are two medical plan options: The Choice Plus Plan and the Advantage HSA with varying premiums, copays and coverage levels. You and Black Hills share the cost of this benefit. All medical plan choices feature a preferred provider organization that provides a higher level of benefit when you use in-network providers and are administered by Wellmark Blue Cross Blue Shield of South Dakota.

Vision

Vision is an optional benefit that helps pay for vision care, including corrective lenses. Our vision plan is administered through VSP.

Life Insurance

We provide company-paid life insurance and employees have the option to purchase supplemental coverage for self, spouse and children.

Dental

There are two dental plan options: the comprehensive option and the preventive option. Dental coverage is available to through Delta Dental.

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Black Hills Energy

Benefits at a glance (Continued)

Accidental Death & Dismemberment

Black Hills provides company-paid AD&D insurance. Employees have the option to purchase supplemental coverage for self, spouse and children.

Paid Time Off

We offer benefits to help take time off work employees need. Paid time off is an important benefit, which helps us achieve a healthy work/life balance and give flexibility to use time when needed. PTO is accrued depending on years of service. If it is not used during the year, up to 120 hours can be carried over into the following year.

Holidays

We offer a standard holiday schedule, including eight fixed holidays when offices are closed and three floating holidays that provide employees more flexibility.

Short-Term Disability

The STD plan offers eligible employees a company-provided benefit that protects home income when they are unable to work temporarily due to illness or injury.

Long-Term Disability

We provide a basic level of LTD, and employees have the option of purchasing a higher level of coverage.

Flexible Spending Accounts

The Health Care FSA and Dependent Care FSA can help employees save money on eligible medical or dependent care expenses. Employees contribute money to these accounts on a before-tax basis, then pay for eligible expenses without paying taxes on the money.

Health Spending Account

The health Care Spending Account, available when the Advantage HSA health plan is chosen, lets employees set aside money on a before-tax basis. This account can be used to pay for eligible expenses that are not fully paid or are not covered at all by these plans. This is not a use it or lose it account.

Retirement Savings Plan

Eligible employees will receive a company match of 100 percent of the first six percent of eligible compensation deferred into the RSP or 401(k) Plan. Eligible compensation includes base salary, overtime pay and short-term bonus pay. Refer to the Black Hills Corporation Retirement Saving Plan guide and Summary Plan Description for additional information.

Retirement Medical Savings Account

This program is designed to help employees pay for the cost of medical coverage during retirement. Eligible employees receive credits that they can use to purchase Black Hills retiree medical coverage. See the Black Hills Corporation Retiree Healthcare Plan Summary Plan Description for more information.

Life Cycle Extended Leave

Extended leave for employees who encounter a substantial life event, e.g., funeral leave and family caregiving in cases of critical illness and birth or adoption. Extended leave is in addition to the leaves provided by other policies.

Other benefits

In addition to the above benefits, Black Hills also provides the following benefits and programs:

- Annual Incentive Plans
- Educational Assistance
- Employee Assistance Program
- Employee Personal Computer Purchase Program
- Employee Referral Program
- Heating and Cooling Equipment Purchase Program
- Long-Term Care Insurance
- Stock Purchase Program
- Training Opportunities
- Travel AD&D Insurance
- Wellness and Safety Programs
- Workers' Compensation
- United Way Fair Share Floating Holiday

Black Hills Energy

<p>BLACK HILLS CORPORATION</p> <p>POSITION DESCRIPTION</p>
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Effective Date:

Revision Date:

<p>JOB TITLE: Vice President – Electric T&D Strategy and Engineering Services</p>
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<p>JOB CODE: (SA20) VP Elec T&D Strat & Eng Svcs</p>

<p>CLOSING DATE: <i>Internal or Union jobs only</i></p>
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POSITION SUMMARY:

- Lead and manage Black Hills Energy’s resource planning, transmission planning and engineering services functions for our electric utilities through engaged leadership driving the strategic vision, goals and objectives for the team and company. Responsible for leading the development of transmission strategies that provide customer value and appropriate shareholder returns including leading the electric utilities through the engagement in and / or development of regional transmission groups or other transmission initiatives that support the overall goals and objectives of the company.

SALARY: Dependent on the qualifications of the candidate

REPORTING RELATIONSHIP: Vice President, Electric Utilities

LOCATION: Rapid City, South Dakota

- To learn more about our locations, please visit the locations page on our career website.
- **Full Relocation is offered for this position!** Our benefits include but are not limited to: home finding trip, transportation of household goods, temporary housing expenses, trips home during temporary housing, paid time off to move, transition and spousal career support, home marketing and home finding assistance, home sale closing cost assistance, appraised value home purchase option, relocation adjustment allowance, destination purchase closing cost assistance, and a partial home equity advance. Contents of our relocation program are subject to change and may vary based on position.

ESSENTIAL JOB FUNCTIONS:

- Provide vision, direction and management of the following electric utility functions:
 - Resource planning
 - Transmission and distribution planning
 - Engineering and permitting

- Project management and delivery
- Transmission policy, tariff compliance and contract administration
- Asset management services
- Operational risk mitigation
- Strategic growth opportunities
- Responsible for leading team's focused on developing long term resource plans for our electric utilities ensuring strategies support the company's sustainability goals and meet state and / or federal requirements.
- Responsible for working cross-functionally with key stake-holders to identify and execute projects involving the transmission capital plan with strategic priority to the company.
- Develop and maintain effective working relationships with other transmission providers, regional transmission groups/associations, and transmission customers. Provide strategic leadership for local/regional transmission initiatives that support the overall goals and objectives of the Company.
- Develop and maintain effective working relationships with other companies in the electric utility industry. Maintain membership and take an appropriate role in industry associations.
- Ensure effective project delivery efforts for the electric utilities, providing clear, consistent processes that deliver positive results for the organization.
- Provide oversight of electric utilities group efforts to ensure compliance with all FERC/NERC compliance and training initiatives. Engage necessary personnel in the development of programs, training, and procedures that ensure compliance with all applicable standards and requirements.
- Identify and develop mitigation plans driving operational compliance with regulatory bodies and lowering operational risk.
- Oversee and engage in developing financial and operational models to optimize capital expenditures, operating expenditures and lifecycle asset costs for the transmission and distribution systems. Such models and execution plans must appropriately balance financial risk, regulatory risk, operational risk, and the Company's reputation.
- Direct the planning, engineering, construction and maintenance of the Company's electric transmission and distribution systems.
- Participate in the Company's utility strategic planning and budget processes, proactively contributing to the establishment of strategic goals for the electric utilities group with particular emphasis and ownership of electric transmission matters.
- Ensure financial, operational, regulatory, and customer service goals are developed, communicated, monitored, and achieved to ensure business success of the electric utilities.
- Oversight and responsibility for strict compliance with all environmental and governmental regulations, corporate policies and laws.

ADDITIONAL RESPONSIBILITIES:

- Establish business goals and objectives for the team that complement overall goals and objectives of the electric utilities. Communicate, monitor and review goals and objectives on an ongoing basis to ensure they are consistent with the overall goals and objectives of the electric utilities.
- Direct and coordinate the preparation of annual operating and capital budgets for the team and the annual capital budgets for the Company's electric transmission and distribution systems. Provide analysis and recommendations into the preparation of annual operating budgets for the electric utilities.

- Ensure succession-planning and employee development processes are in place ensuring developmental plans are created, implemented and managed.
- Work closely with the electric utilities leadership team in integrating the activities of the Company's electric utilities, with particular focus on the improvement of operational efficiencies, compliance with established reliability measures, reduction of costs, enhanced regulatory relations, and delivery of excellent customer service.
- Create, maintain, and insist on a workplace environment that promotes diversity, safety, fair and equal treatment of employees, open communications and the highest standards of ethical behavior.
- Ensure all policies, procedures and work rules are clearly communicated and applied consistently throughout the team as well as the electric utilities group. Review and update policies, procedures, and work rules as needed to ensure continual compliance, a safe work environment, and fairness.
- Maintain strong and open working relationships with the electric utilities' leadership and operations services teams, as well as other corporate support departments (legal, regulatory, IT, HR, finance, etc.) through frequent communication of key cross-functional initiatives.
- Support good working relationships with various local, state and federal regulators and legislators, and their staffs as appropriate.
- Other duties as assigned.

QUALIFICATIONS:

- Ten or more years of relevant experience required, with increasingly progressive leadership and management skills.
- Bachelor's degree in engineering, law, business, accounting or other relevant required.
- 5 years of prior leadership experience in transmission planning, engineering and operations required

KNOWLEDGE/SKILLS/ABILITIES:

- Thorough knowledge of transmission systems planning, engineering, operations, and tariff administration.
- Proven leadership and interpersonal skills.
- Demonstrated ability to develop, monitor, and accomplish strategic goals.
- Demonstrated ability to self-direct workload and prioritize business needs.
- Possess unquestionable integrity and excellent judgment.
- Strong verbal and written communication skills. Ability to articulate, communicate and influence.
- Ability to effectively manage multiple major projects simultaneously.
- Proven ability to lead cross-functional teams.
- Demonstrated ability to represent the Company in front of various stakeholders: employee groups, major customers, regulatory agencies, governmental officials, peer utilities and industry associations.
- Innovative thinking and the ability to adjust to quickly changing business needs.
- Strong process orientation.

MENTAL/PHYSICAL DEMANDS AND WORKING CONDITIONS:

The mental and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Mental Demands: Ability to understand, remember, apply oral and/or written instructions or other information, and communicate routine factual information. Ability to understand opposing points of view on highly complex issues and to negotiate and integrate different viewpoints. Ability to make decisions which have significant impact on the Company's credibility, operations, and services.

While performing the duties of this job, the employee is continuously (67% or more) required to: use fingers and hands, communicate, and have close visual acuity. Employee is frequently (34-66%) required to: ascend/descend stairs, position self to access lower items, and move about the office. Employee must be able to operate routine office equipment including computers and similar equipment. Must be able to routinely perform this work for an average of 6-8 hours per day and occasional extended hours as necessary. Must be capable of regular, reliable, and timely attendance.

Specific lifting abilities required by this job include: Sedentary work. Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or continuously to lift, carry, push, pull or sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Work environment: Must be able to routinely perform work indoors in climate-controlled shared work area with moderate noise level. Must be capable of up to 25% travel (e.g. 1 week or 5 days/month) by automobile (as driver and passenger), commercial airlines, rental vehicles and public transportation and be able to lodge in public facilities. Travel will be necessary to conduct the duties of this job, and the employee must have the ability to drive and have proper licensing.
