

**BIG RIVERS ELECTRIC CORPORATION
VICE PRESIDENT ENGINEERING & CONSTRUCTION
OWENSBORO, KENTUCKY**

PROFILE

Motivated by significant current and future engineering and project activity at Big Rivers, the Vice President Engineering & Construction is a new position directly reporting to the Chief Operating Officer and centralizing the function of generation and transmission engineering, construction, and project management into one department.

The Vice President Engineering & Construction is responsible to provide effective leadership, vision, strategic and tactical direction, and maintains overall authority and accountability for assigned engineering services provided to core business units. This position also oversees transmission planning, engineering, project, portfolio, and construction management for all transmission and generation capital and major maintenance projects for the Corporation.



The Vice President Engineering & Construction will supervise five direct reports, including a Director of Engineering that guides transmission engineering, communications, substation engineering, drafting, and an Easement Agent as well as generation engineering, construction, and project management professionals.

CONDITIONS AND REQUIREMENTS

The Vice President Engineering & Construction will join Big Rivers at a high point in the organization's history with the cooperative's team having addressed significant challenges in recent years and successfully positioning the organization as an attractive resource to its members and new industry, which is bringing substantive economic benefit to the state and service territory. Leaders envision continued progress and are enjoying a new era of power supply and financial stability.

As a result of the success of the organization and load growth, Big Rivers is and will remain actively engaged in substantive generation and transmission projects with around 70% of the upcoming projects in the transmission realm. This is not to exclude the importance of ongoing and upcoming generation projects that will likely continue to be significant in nature. The current and planned projects include:

- Completing a \$135 million FGD scrubber construction at the Wilson Station with anticipated completion in early 2024;
- Construction of a new \$48 million transmission operations center in Owensboro, KY, with anticipated completion in 2025;
- Multiple transmission interconnections to adjoining transmission systems and new industry, including 161-138kV interties, 345kV ties, and related substation construction or upgrades;
- Ash pond closures and a landfill upgrade at multiple generating facilities and other environmental plant projects;
- Longer-term, Big Rivers anticipates a self-build solar and battery storage project, the potential addition of a combined cycle gas-fired generating plant, a potential plant fuel-conversion project, and other environmental upgrades to generating facilities.

Big Rivers owns and operates all 18 transmission substations and its members own and operate all distribution substations. Economic growth continues to increase substation activity and the Vice President Engineering & Construction should anticipate ongoing substation engineering and construction activity both immediately and in the future.

The ideal Vice President Engineering & Construction offers experience with design, construction, and project management as well as vendor and OEM management experience. A mix of electrical and mechanical engineering and project experience is desired with a slight preference for strengths in transmission; candidates with strengths in generation are encouraged to apply. Significant project management and general leadership experience are absolute requirements.

First and foremost, Big Rivers anticipates a strong leader in the Vice President Engineering & Construction role who is knowledgeable in engineering and project leadership and promotes a creative, driven, and accountable culture of engineers and project leaders that seek the most cost-effective and efficient route to developing, designing, and managing assets and contracted resources to the benefit of cooperative members. The Vice President Engineering & Construction should expect to contribute to leadership of the organization that includes collaboration with all executive team members and employees as well as direct interaction and transparent communication with the Big Rivers Board of Directors. He or she should also expect to interact significantly and create an environment of proactive engagement with distribution member leaders and technicians.

The ideal Vice President Engineering & Construction will first and foremost be an effective leader of people and bring rigor and accountability to the engineering, planning, and project execution processes and long-term vision to the design and planning processes to ensure maximum efficiency, cost, and reliability is standard with every project. Candidates must offer a proven track record in project execution as well as vendor management to ensure predictable outcomes. That track record should also include investment in the workforce to develop effective and independently capable employees and future leaders in the organization with dedication and ownership to serving member owners.

As Big Rivers is regulated by the Kentucky Public Service Commission, the Vice President Engineering & Construction will engage in testimony to justify projects, report on progress of projects, discuss economic development projects, and engage with Commission personnel on other topics as required. Previous experience providing testimony is desired..

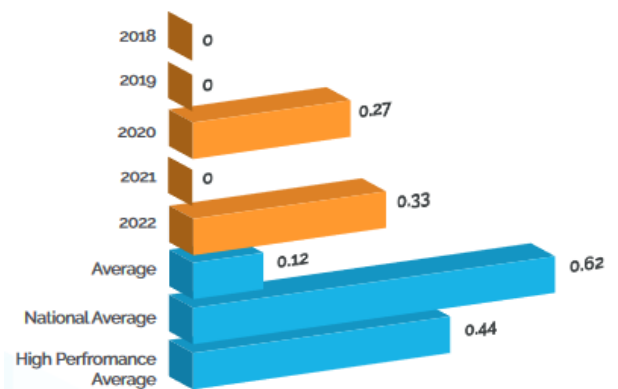
Big Rivers offers an outstanding safety record over the long-term and will expect its next Vice President Engineering & Construction to maintain safety as a top priority. Big Rivers accomplished an industry-leading 12 years without a lost-time incident for transmission employees and several years without a lost-time accident at multiple generating facilities. The company earned its 57th Governor Safety Award and it's seventh consecutive Kentucky Employers' Mutual Insurance (KEMI) Destiny Award in 2022. Candidates must offer a strong track record of safety leadership and relationship-building with unions to maintain an aligned safety culture.

Big Rivers offers a long history of challenging and successful engagement with large industry. Aside from effective cost management and reliability consistency to support economic development, the cooperative is fully invested in economic development activities for its Member-owners and enjoyed recent successes in landing large industrial customers. Big Rivers' continued success is further evidenced by a continual flow of present-day industry considering relocation to the service territory. Ideal candidates will offer substantive engagement with economic development leadership and successful engagement with large industrial customers.

Exposure to distribution-level operations, engineering, and/or construction could be of benefit to candidates.

Lost-Time Incident Rate

Incident Rate - # of incidents X 200,000/# of hours worked



Candidates are required to offer a bachelor's degree in an ABET-accredited mechanical or electrical engineering program and an MBA or advanced engineering degree is desired as is a Professional Engineers license. Big Rivers prefers at least 10 years of progressive career advancement experience that includes seven years of management experience. Former and substantive budgetary experience is required.

BIG RIVERS ELECTRIC CORPORATION

Big Rivers is a Member-owned, not-for-profit, Generation and Transmission cooperative (G&T) that provides wholesale electric power and shared services to three distribution cooperative Member-Owners across 22 counties in western Kentucky. The Member-Owners are [Jackson Purchase Energy Corporation](#), headquartered in Paducah; [Kenergy Corp.](#), headquartered in Henderson; and [Meade County Rural Electric Cooperative Corporation](#), headquartered in Brandenburg. Together, the Member-Owners distribute retail electric power to more than 120,000 homes, farms, businesses, and industries.

Incorporated in June of 1961, the mission of Big Rivers is to safely deliver competitive and reliable wholesale power and cost-effective shared services desired by the Member-Owners. Business operations revolve around seven core values: safety, excellence, teamwork, integrity, Member and community service, respect for the employee, and environmental consciousness.

Big Rivers owns and operates generating capacity from three power stations:

- **Robert D. Green Station**– 454 MW, formerly coal, converted to natural gas
- **D. B. Wilson Station**– 417 MW, coal-fired
- **Robert A. Reid Station (CT)** – 65MW

Total power capacity is 1,114 MW, including 178 MW of contracted capacity from the Southeastern Power Administration (SEPA). Once commissioned in 2024, a power purchase agreement for solar generation of 160 MW will be added to the portfolio in November and additional solar and battery applications are currently in-process.

Big Rivers completed construction on a new corporate office in Owensboro, Kentucky, in 2023 and will soon begin construction on a new operations center to consolidate two field offices to Owensboro.

Big Rivers is consistently hitting its financial targets, saving on debt, and utilizing bill credits to drive down costs to Members. Net margins topped \$43 million in 2022 (pre-TIER credit), with more than \$17 million designated for regulatory assets and nearly \$12 million for 2023 Member bill credits.

In early 2022, Big Rivers' Green Station units underwent a successful transformation from coal-fired to natural gas. The gas conversion project retained nameplate capacity for the units and allowed for a plant nearing retirement to continue valuable energy production. As the cooperative's original power plant, Coleman Station, underwent demolition to prepare the site for future economic development, Big Rivers moved forward on another generation upgrade. The scrubber system from the retired Coleman Station was dismantled and reinstalled at Wilson Station, a comprehensive project allowing the power plant to now run with greater efficiency and less environmental impact. While the future is bright for emerging sources, the speed of evolution is currently straining regional transmission systems and putting the future of reliable electricity at risk. Big Rivers is taking an "all of the above" approach to sustainability and reliability, working to incorporate coal, natural gas, hydropower, and solar energy to increase sustainability while maintaining efficient and reliable baseload electricity.

Western Kentucky is experiencing increasing economic development attention, and Big Rivers is working to support new and existing business growth across our service territory. The recent successes of landing the NUCOR steel mill in Brandenburg, the \$500 million Pratt Paper facility in Henderson, and the \$50 million Blockware Mining center in Paducah showcase Big Rivers' experience serving large industrial project needs.

High-voltage electric power is delivered to the Member-Owners over a system of 1,338 miles of transmission lines and 18 substations owned by Big Rivers. Twenty-seven transmission interconnections link Big Rivers to surrounding utilities. The Big Rivers engineering team completed a multi-year process to expand the 345kV transmission system to the new \$1.7 billion NUCOR facility in 2022.

- <https://www.bigrivers.com/>
- <https://www.bigrivers.com/introduction/>
- <https://www.bigrivers.com/regulatory-affairs/>

	Target Average minutes of outage time	Achievement Average minutes of outage time
System	8.53	3.02
JPEC	9.22	1.27
Kenergy	7.62	5.61
Meade County RECC	9.62	0

RELOCATION AND BENEFITS

Big Rivers will cover the customary costs of relocating the successful candidate. A benefits summary is attached below this document.

WEB LINKS FOR OWENSBORO, KENTUCKY

- [Wikipedia Page](#)
- [City-Data Site](#)
- [City of Owensboro Site](#)
- [Visit Owensboro](#)

TIMELINE

Resumes preferred no later than January 5 and it is anticipated that the interview process will begin toward the end of January. ***Resumes preferred in PDF format***

CONTACT INFORMATION

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

BENEFIT PROGRAM HIGHLIGHTS NON-BARGAINING EMPLOYEES

VACATION

Vacation benefits are earned during a given calendar year to be taken in the following calendar year. The amount of vacation is determined by your length of full-time service with the Company, or the amount of credited service for previous experience. The amount of vacation entitlement as of January 1 of the vacation year is as follows:

24-80 hours (8 hours per full month is accrued up to a maximum of 80 hours)*

Years 2-5 after hire	80 hours (10 days)
Years 6-11 after hire	120 hours (15 days)
Year 12 after hire	128 hours (16 days)
Year 13 after hire	136 hours (17 days)
Year 14 after hire	144 hours (18 days)
Year 15 after hire	152 hours (19 days)
Years 16-25 after hire	160 hours (20 days)
Year 26+ after hire	200 hours (25 days)

*If hired in on any day other than the first day of the month, no vacation time is accrued for that first partial month of service. For example, if you hire in on June 15, your first full month of vacation credit will begin on July 1. New hires will receive 24 hours of accrual on the date of hire. The employee's manager will approve and determine when these vacation hours can be taken.

Credit for Prior Service

New hires may be eligible for vacation credit and accrual for prior full-time service with another electric utility (maximum 15 years) and/or non-electric utility work experience (maximum 10 years) relevant to the job for which hired by Big Rivers. Vacation credit and accrual must be part of the original employment package and included in the offer letter. Human Resources will work with the appropriate hiring manager in determining the proper credit and accrual for each individual and be approved by the Vice President, Human Resources, if applicable.

An employee can carry over unused vacation hours from one year to the next, up to a maximum of 200 hours. One time each calendar year, the employee has the option to sell back a portion of his beginning of the year balance that exceeds 80 hours, up to a maximum of 80 hours.

If you are discharged for cause, or if you fail to furnish the proper resignation notice, vacation credit accrued in the year of termination will be forfeited.

SICK LEAVE

Employees accumulate sick leave hours at the rate of eight (8) hours for each calendar month of full-time continued employment, beginning with the first full calendar month of employment.

There is no waiting period for use of sick leave. Accumulated sick leave may be used for periods of the employees' own personal illness or injury (including pregnancy or childbirth-related medical absences); or, when an employee's spouse or dependent son or daughter is seriously ill and the employee's presence is required.

Upon death or retirement at age 55 or older, accumulated sick leave in excess of 480 hours will be paid out at 20 percent of the employee's straight-time rate in effect. Employees discharged for cause forfeit their right to this benefit.

HOLIDAYS

All active, full-time employees shall receive nine (9) fixed holidays. They are as follows: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, and Christmas Day.

In the event a holiday falls on a Sunday, the following Monday will be observed as the holiday. In the event a holiday falls on a Saturday, the preceding Friday will be observed as the holiday.

FLOATING HOLIDAY

All active, full-time employees shall receive one (1) Floating Holiday per year. Advance notice and supervisor approval is required before taking the Floating Holiday. There is no payment for a floating holiday not taken.

PERSONAL DAYS

All active, full-time employees shall receive two (2) Personal Days per year. Advance notice and supervisor approval is required before taking a Personal Day. Any unused Personal Day may not be carried over to the next year. Any Personal Day not used will be reimbursed to the employee at the straight-time rate in effect on December 31.

MEDICAL INSURANCE

All active, full-time employees and their eligible dependents are eligible for group health care coverage on the employee's first day of employment. Your cost is 12% of the premium and will vary depending upon your coverage election.

Persons who are, or who become, dependents due to marriage, childbirth, or adoption may be enrolled upon your request. Dependents can remain on the group coverage up to age 26. Eligibility will end if you terminate employment or retire.

DENTAL INSURANCE

The Company will pay the entire cost of the employee's dental premium. An employee can carry dependent dental coverage but will share the cost of the premium on an 80/20 basis with the company paying 80% and the employee paying 20%.

VISION INSURANCE

The Company will pay the entire cost of the employee's vision coverage. The employee can choose to add spouse and/or children to the plan for an additional cost to the employee.

FLEXIBLE SPENDING ACCOUNT

All active, full-time employees are eligible to participate in the program. This benefit allows you to set aside a portion of your salary tax-free to pay out-of-pocket expenses not covered by the medical and dental benefit programs; or to pay for dependent or child care expenses. Also, this benefit provides you with the means to pay your medical and dental premiums on a pre-tax basis. Big Rivers will provide a \$350 Health Care Expense Account credit per calendar year for all medical plan participants. If you hired during the year, your amount will be pro-rated beginning the first full month of employment.

BASIC LIFE INSURANCE

All active, full-time salaried employees are eligible for group life insurance effective the first day of employment. Your life insurance coverage is equal to two times the employee's salary, with the amount rounded to the next higher multiple of \$1,000. Big Rivers pays the entire cost of the premium for basic life insurance.

ACCIDENTAL DEATH & DISMEMBERMENT

All active, full-time employees are eligible for accidental death and dismemberment benefits the first day of employment. The benefit is equal to two times the employee's salary, rounded to the next highest multiple of \$1,000. Big Rivers pays the entire cost of the premium for accidental death and dismemberment.

SPOUSE LIFE INSURANCE

Big Rivers provides for \$10,000 of spouse life insurance coverage at no cost. The coverage is for all employees with a spouse. Spouse life insurance becomes effective on your first day of active full-time employment. Additional spouse coverage is available at the employee's expense through payroll deduction.

CHILD LIFE INSURANCE

Child life insurance becomes effective on first day of active full-time employment. The coverage is provided by Big Rivers at no cost. Child life insurance provides \$10,000 of life insurance.

SUPPLEMENTAL LIFE & AD&D INSURANCE

Additional employee life insurance is available at the employee's expense. You may also elect additional accidental death & dismemberment for you and your family. You will be provided with a detailed supplemental life insurance packet.

BUSINESS TRAVEL ACCIDENT

Big Rivers provides \$100,000 of business travel accident insurance. The insurance provides life and AD&D coverage for employees on business-related travel.

SHORT TERM DISABILITY

All active, full-time employees are eligible for short term disability upon completion of three (3) months of service. The amount of monthly short-term disability benefits is equal to 80 percent of your base monthly salary. Short-term disability benefits begin after a seven (7) day waiting period following use of all accumulated sick leave and vacation benefits, and continue up to the time long term disability benefits begin or you return to work.

Big Rivers reserves the right to designate a physician to examine the employee concerning the existence or continuation of an illness or injury.

LONG TERM DISABILITY

All active, full-time employees are eligible for long-term disability benefits upon completion of three (3) months of service. The amount of monthly long-term disability benefits may be reduced by other sources of benefits that you receive during that month of disability. The scheduled amount of monthly benefits is equal to 66 2/3 percent of your base monthly salary to a maximum benefit of \$12,000.

RETIREMENT SAVINGS PLAN

Big Rivers' retirement savings plan is a defined contribution pension plan consisting of two parts – a retirement section providing for unmatched non-elective employer contributions, and thrift and 401(k) savings section providing for employee and employer contributions. The contributions are invested at the direction of the participant in the mutual funds available as investment options under the plan.

Retirement: The retirement section calls for employer contributions based on graduated percentages of pay, from 5% to 13%, depending on the employee's age.

Age	<29	29-32	33-36	37-40	41-44	45-48	49-52	53-56	57+
% of Pay	5	6	7	8	9	10	11	12	13

Thrift and 401(k): The Thrift and 401(k) savings section allows employees to contribute or defer base pay on an after-tax basis (Thrift savings or Roth 401(k) savings), a pre-tax basis (401(k) savings), or both. The matching employer contribution is 60% of the first 6% of base pay contributed to the 401(k) plan by the employee on a pre-tax basis.

Eligibility to Participate: Employees are eligible to participate in the retirement savings plan, for purposes of receiving the employer base contributions and matching contributions, on the first day of any month coincident with or next following the completion of a six (6) consecutive month period during which the employee earns 1,000 hours of service. For purposes of making employee thrift and 401(k) savings contributions, employees are eligible as of the first of the month coincident with or next following completion of their first hour of service.

ROLLOVER CONTRIBUTIONS FOR RETIREMENT

As a full-time employee you may invest a distribution from another plan in the Revised Retirement Plan if you have previously received a distribution of your entire interest from another qualified plan. You can transfer the whole amount of your previous distribution, less your contribution, to the Revised Plan Trust Fund.

This transfer is known as a "rollover" and it must be done within sixty (60) days of your receipt of the contribution. Your rollover is placed in a "transfer account" and will be invested with the money in the trust fund. The "transfer account" will share in the gains and losses in the trust. You are always entitled to the full amount in your "transfer account."

If you are being re-hired and were a former retirement plan participant and received a lump sum payment from this plan, you may again become a plan participant upon re-employment. You will receive credit for periods of plan participation, or for periods of previous employment, provided you repay the lump sum received plus the 5 percent interest compounded annually. (This rate of interest may change at some future date if required by law.)

CREDIT UNION

Effective the first day of active, full-time employment, you can become a member of the Rural Cooperatives Credit Union by completing an enrollment card and making a deposit of at least \$5.00.

For information on services offered by the credit union contact the Human Resources Department.

EDUCATIONAL ASSISTANCE

Big Rivers will provide financial assistance for your tuition, books, and fees for employees' educational development in direct relationship to their career at Big Rivers. Qualified applicants for educational assistance must be active, full-time employees and have at least six (6) months of service.

You are responsible for submitting a copy of the final grade or certificate of course completion for your personnel file. You must satisfactorily complete the course with a letter grade of C or better or its equivalent.

EMPLOYEE ASSISTANCE PROGRAM

Big Rivers has contracted with an outside firm to offer professional assistance, in a strictly confidential manner, to any employee or immediate family member suffering from or experiencing mental or emotional illness, financial problems, marital or family distress, alcohol or drug abuse, or other serious personal problems. The consulting service agency will provide each participant with up to six counseling or treatment sessions free of charge.

HOME COMPUTER PURCHASE ASSISTANCE

You can get an interest-free loan from \$500 to \$2,500 to buy personal computer and certain associated equipment. Repayment is through payroll deduction over a 24-month period, with a minimum deduction \$20 per pay period.

GENERAL INFORMATION

The availability and amount of the benefits outlined in this summary are dependent on Big Rivers' policies, and are subject to the terms and conditions of any plan or other legal documents governing the benefits. This summary does not constitute such a document, nor does it represent a summary plan description, or any promise of or regarding future benefits. Care was taken to ensure the accuracy of this summary for its intended purpose, but in the event that inaccuracies or errors have been made, Big Rivers reserves the right to correct them.