

**VICE PRESIDENT ENVIRONMENTAL COMPLIANCE  
BIG RIVERS ELECTRIC CORPORATION  
HENDERSON, KENTUCKY**

**PROFILE**

The Vice President Environmental Compliance (VPEC) reports directly to Big River Electric Corporation's (BREC's) Senior Vice President of Operations and supervises six employees including a Director of Environmental Services that supervises three Chemists, a Member Systems Environmental Compliance Specialist, and a Senior Drafter. Peer positions in the division include a Director of Fuels Procurement, a Director of Production Services, a Director of Maintenance Service & Project Management, and two Plant Managers.

**CONDITIONS AND REQUIREMENTS**

BREC employs a lean team of working executives that have been successful in recent years positioning the cooperative to serve its members while facing significant load challenges. The VPEC position will be a key executive team member charged with contributing leadership at every level of the cooperative including its governing body. He or she will also be responsible to engage with the senior team on a wide variety of business challenges beyond the management of environmental compliance.



The VPEC is directly responsible to proactively monitor and interpret all state and federal environmental regulatory activity and to develop, execute, and monitor resultant programs to ensure the success of BREC and its member-owner cooperatives. This will include generation and transmission assets and all regulatory and compliance activity applicable to BREC's facilities, including but not limited to air, water, and waste. Substantive experience with a state commission is desired as is exposure to permitting and monitoring programs. Additional experience with regional transmission organizations (RTO) and/or the Federal Energy Regulatory Commission (FERC) is desired.

As BREC is regulated by the Kentucky Public Service Commission and enjoys healthy and active relations with numerous state agencies, the VPEC will be expected to develop and maintain such relationships at the state level and to support all related environmental activity with both governing and non-governing organizations. These organizations include compliance challenges with the Midwest Independent System Operator, a minimal-yet-increasing level of FERC activity, external organizations such as the Kentucky State Energy and Environment Cabinet, and representation of BREC's interests with peer organizations through NRECA. The VPEC will be the primary conduit between regulators, the leadership team, and execution of exemplary compliance programs with the environmental division and plant personnel and will support project construction teams as necessary. Candidates should offer the ability and willingness to have a presence at all levels of the organization, including participation in cooperative board meetings. Ideal candidates will provide evidence of a collaborative and team-oriented work history and excellent communication and people skill with a vision to ensure the fusion of success between environmental compliance goals and the goals of the cooperative. Experience as an advocate in the regulatory development process is also desired.

Kentucky is generally a state in strong support of coal as a fuel for electricity production with around 75% of capacity generated with coal-fired power plants. BREC's members remain in support of coal as long as the economics continue to support operation of coal-fired facilities in full compliance with the state and federal expectations. Although the cooperative eliminated less economic generators from its portfolio, BREC's members invested significantly in past years to maintain high-performing coal-fired generation units while ramping up

diversification of its portfolio. Longer-term goals for the power portfolio include a balance between coal, natural gas, and a mixture of renewable and hydroelectric generation. Ideally, candidates will offer depth of experience with coal-fired generation. Additional experience with a mixture of generating fuels and renewables could be beneficial to applicants.

It is the strong desire of BREC leadership that candidates offer experience as an attorney in environmental and regulatory compliance. A juris doctor (JD) degree is highly preferred but may be substituted by equivalent regulatory and compliance leadership experience at the state level and an applicable bachelor's degree with an MBA. A combination of engineering and legal degrees could be ideal; however, while the organization seeks technical competency in the successful candidate, leadership with regulatory bodies, the board, and internal personnel is the priority.



BREC employs an in-house General Counsel and two support attorneys that report through the finance organization. An attorney in the organization manages all other Public Service Commission affairs including legislative and non-compliance regulatory matters. BREC employs an internal lobbyist and also contracts lobbying work outside the organization.

Experience in the State of Kentucky is desired. Experience in a regulated electric utility environment is also desired.

Compensation for the VPEC is open dependent upon experience and will include an annual incentive up to 6%, a company vehicle, and a generous Fidelity defined contribution plan. Benefit summaries supplied via email upon request.

### **BIG RIVERS ELECTRIC CORPORATION (BREC)**

BREC is a member-owned, not-for-profit, generation and transmission cooperative (G&T) headquartered in Henderson, Kentucky. BREC provides wholesale electric power and services to three distribution cooperative members across 22 counties in western Kentucky and employs approximately 400 personnel. BREC's member cooperative 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, they distribute retail electric power and provide other services to approximately 114,000 homes, farms, businesses and industries.

Last year was another year of great accomplishment from BREC's personnel, including positive moves from rating agencies and a general increase in confidence from the financial community. Over the past two years, BREC improved its TIER to above 2.0, its debt service coverage ratio to 1.22, and raised equity to \$505.8 million. See the [2018 annual report](#) for more information on the organization's position. The gain in confidence is due to a number of improvements, primarily led by new long-term service agreements with multiple entities and retirement of a portion of power plant capacity that was no longer economically viable.

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 members. Business operations revolve around seven

core values: safety, integrity, excellence, member and community service, respect for the employee, teamwork, and environmental consciousness.

BREC owns 1,444 megawatts (MW) of generating capacity in four stations: Robert A. Reid (130 MW), Kenneth C. Coleman (443 MW), Robert D. Green (454 MW), and D.B. Wilson (417 MW). Total power capacity is 1,622 MW, including 178 MW contracted capacity from Southeastern Power Administration ("SEPA"). BREC's plants are among the nation's top performers and the organization achieved an Equivalent Availability Factor of nearly 88% in 2018, over 5% higher than their peer median group.

BREC owns, operates, and maintains 1,298 miles of transmission line and 24 substations with interconnections to 25 surrounding utilities. The cooperative achieved less than 16 annual customer outage minutes in 2018 with the ongoing implementation of automatic system restoration technology.

BREC earned multiple awards in recent years and is quite proud of its safety performance history including its position as one of the top G&T cooperative safety performers, a four time KEMI Destiny Award winner, and nearly 3.5 years without a lost-time incident.

#### Helpful Web Links:

[BREC Main Web Site](#)  
[Environmental Services Page](#)  
[2018 Annual Report](#)  
[Regulatory Affairs Page](#)  
[Kentucky Public Service Commission](#)

#### Henderson, KY, Web Links:

Official Henderson Website - <https://www.cityofhendersonky.org/>  
 Henderson City Stats - <http://www.city-data.com/city/Henderson-Kentucky.html>

#### Timeline

Application deadline is February 18. Please email all materials in PDF format.

#### Contact Information:

Joyce Gallo, Senior Recruiter; (800) 525-9082; [jgallo@mfpllc.us](mailto:jgallo@mfpllc.us)  
 Scott A. Fry, Managing Director; (800) 525-9082; [sfry@mfpllc.us](mailto:sfry@mfpllc.us)

**Our Mission**  
 Big Rivers will safely deliver competitive and reliable wholesale power and cost-effective shared services desired by our Member-Owners.

**Our Vision**  
 Big Rivers will be viewed as one of the top G&Ts in the country and will provide service the Member-Owners desire in meeting future challenges.

**Our Values**

- Safety
- Excellence
- Integrity
- Teamwork
- Member-Owners and Community Service
- Respect for the Employee
- Environmentally Conscious