

## PROFILE

The Chief Financial Officer (CFO) reports to the Chief Executive Officer and serves as a key member of the executive leadership team developing and maintaining strategic direction for Seminole while leading the general oversight and performance of Seminole's financial and corporate services functions. Three direct reports to the CFO manage the functions of accounting services; treasury, budgeting, and financial analysis and planning; and supply, materials, and contracts management.

The CFO serves as a primary financial interface to the Board of Trustees and Seminole's Member leadership in the affairs of the G&T, providing clear and practical insight into financial performance, capital strategy, and enterprise risk. The role requires the ability to translate complex financial matters into concise and actionable information that supports effective governance and long-term planning.



## CONDITIONS AND REQUIREMENTS

The next Chief Financial Officer will join Seminole at a time of organizational stability, strong and consistent financial performance, and with a well-functioning team of peers and staff. Recent external audits completed successfully, internal reporting processes are sound, and experienced leadership is in place across key financial functions. The organization is well-positioned to support a thoughtful and deliberate transition to a new financial leader.

At the same time, Seminole is in a period in which several evolving conditions, both recent and anticipated, are shaping its financial and strategic direction. The successful completion of several key capital investments from the most recent strategic plan, the ongoing advancement of a new Integrated Resource Plan, sustained load growth, and increasing capital deployment requirements will require continued alignment between financial strategy and long-term resource planning.

The cooperative remains focused on maintaining competitive wholesale rates, preserving strong credit quality, and managing cost pressures associated with demand growth, fuel, transmission, and broader economic conditions. These priorities will require disciplined financial leadership and effective integration across the enterprise.

Seminole operates within a highly engaged governance structure that reflects both Board oversight and active Member leadership involvement. The CFO will be expected to provide clear, practical financial insight that supports effective decision-making while maintaining an appropriate balance between strategic input and operational execution.

Ideal candidates will offer evidence of:

- Experience aligning financial strategy with long-term planning and capital investment decisions in a utility or similarly capital-intensive environment;

- Strong capability to guide and utilize data such as the outputs of financial forecasting, modeling, and performance management;
- An instinct to scenario plan and bring options to governance and leadership, collaboratively exploring options that bring ultimate benefit to membership;
- Experience managing debt, liquidity, and external financial relationships, including lenders and rating agencies;
- A disciplined approach to budgeting, cost control, and financial reporting;
- Credible comprehension of utility accounting, financial controls, and applicable regulatory frameworks;
- Experience with enterprise risk management and financial risk measurement;
- The ability to communicate complex financial matters clearly to executive leadership, Board members, and Member stakeholders;
- A collaborative leadership style and experience investing-in and developing high-performing teams as a mentor.



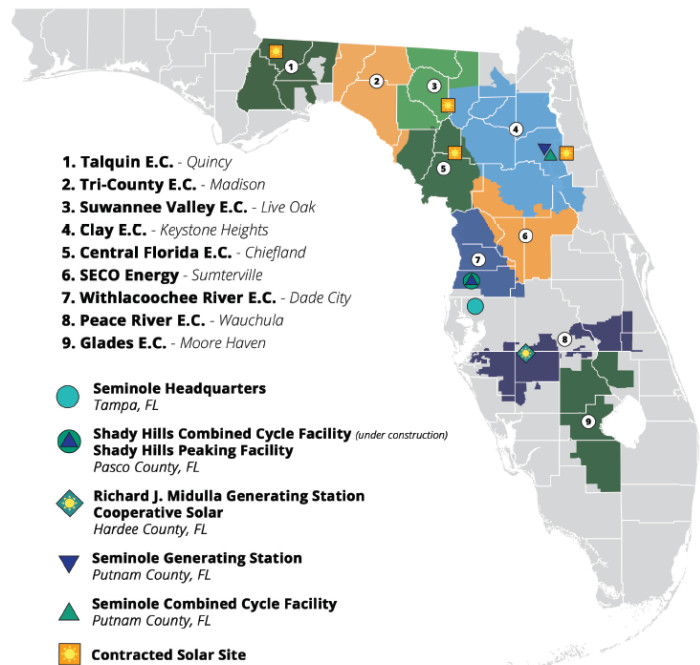
The CFO will lead an established and capable finance organization and will be expected to build on its strengths through measured process improvement and continued evolution and integration of financial systems and data to support decision-making.

A bachelor's degree in accounting, finance, or a related field is required. An advanced degree and/or professional certification (e.g., CPA or CFA) is preferred. While extensive experience is valued with at least 15 years with an energy organization to include substantive board and applicable strategic experience. Candidates must bring respect and appreciation for the cooperative business model.

### SEMINOLE ELECTRIC COOPERATIVE, INC.

Seminole Electric Cooperative, Inc. is one of the largest generation and transmission (G&T) cooperatives in the United States, headquartered in Tampa, Florida. Seminole provides wholesale electric power to nine Member distribution cooperatives serving approximately one million residential, commercial, and industrial meters across a broad portion of Florida. Seminole's revenue is above \$1 billion, and it offers an investment-grade rating, consistent over many years.

Seminole's Member cooperatives operate retail distribution systems within their respective service areas, while Seminole provides integrated wholesale power supply, generation, transmission, and long-term resource planning. The Member footprint spans more than 40 Florida counties and includes a diverse mix of rapidly growing suburban and metropolitan load centers, rural communities, and coastal regions. Several



Members rank among the largest distribution cooperatives in the nation, contributing to a complex and evolving load profile.

Seminole's primary generating resources include the Seminole Generating Station (SGS), the Richard J. Midulla Generating Station (MGS), the Seminole Combined Cycle Facility, the Shady Hills Combined Cycle Facility (currently under construction), the Shady Hills Peaking Facility, and Seminole's "Cooperative Solar" facility, totaling approximately 4,000 megawatts. Seminole has four utility-scale solar facilities under power purchase agreement as well, generating nearly 300 megawatts.

Consisting of a 714-megawatt coal-fired generating unit, SGS is located in northeast Florida, in Putnam County and is equipped with more than \$530 million in environmental control upgrades.

The 938-megawatt MGS facility is located in Hardee County and uses natural gas as its primary fuel. MGS is a 624-megawatt combined-cycle facility. The facility later added 314 megawatts of peaking generation. Cooperative Solar, adjacent to MGS, is a 2.2-megawatt solar array.

Seminole constructed a new natural gas facility, the Seminole Combined Cycle Facility (SCCF) which commenced operation in April 2023. Located directly adjacent to the existing Seminole Generating Station site in Putnam County, Florida, SCCF has a generating capacity of 1,183 megawatts.

The Shady Hills Combined Cycle Facility, currently under construction, is a 612-megawatt natural gas fired facility in Pasco County, Florida which is located directly adjacent to the 541-megawatt Shady Hills Peaking Facility.

Seminole works to maintain a balanced and diversified generation portfolio that includes owned facilities, as well as capacity and energy provided through short-, medium-, and long-term purchased power agreements with other utilities, independent power producers, and government entities. Seminole's portfolio reflects a mix of technologies and fuel types, including renewable energy. The diversity in Seminole's generation mix reduces exposure to changing market conditions, helping keep rates competitive.

The cooperative also owns and operates a transmission system consisting of more than 400 miles of high-voltage lines, primarily at the 230 kV and 69 kV levels. This system is interconnected with major utilities across Florida and supports the reliable delivery of power across Seminole's geographically dispersed Member system.

Seminole Electric Cooperative is governed by a 27-Member Board of Trustees (Board). The Board is responsible for setting and executing policies through the following standing committees: Administrative; Executive; Finance and Audit; Power Supply; and Rates and Members Relations.

**Web Links:**

Main Site: <http://www.seminole-electric.com/>

Annual Report (2024): <https://www.seminole-electric.com/wp...>

History: <https://www.seminole-electric.com/about/history/>

Members: <https://www.seminole-electric.com/members/>

Facilities: <https://www.seminole-electric.com/facilities/>



**BENEFITS AND RELOCATION**

Seminole participates in two retirement plans administered by its national service organization, the National Rural Electric Cooperative Association (NRECA): the Retirement and Security Plan (RS Plan) which is a traditional defined benefit plan, and a defined contribution 401(k) Pension Plan. All employees are eligible to participate in the group health care coverage plan. Seminole provides national relocation through its designated moving company as well as coverage for temporary housing and related expenses. In addition, Seminole reimburses up to \$5,000 in connection with the purchase of a new home.

**TIMELINE**

- Resume submittals are preferred by May 15
- First-round virtual interviews by June 12
- Finalist interviews completed by June 26
- July-August: ideal range for the new candidate to begin employment

**CONTACT US FOR MORE INFORMATION OR TO SUBMIT A RESUME**

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(Resumes are preferred in PDF format)



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