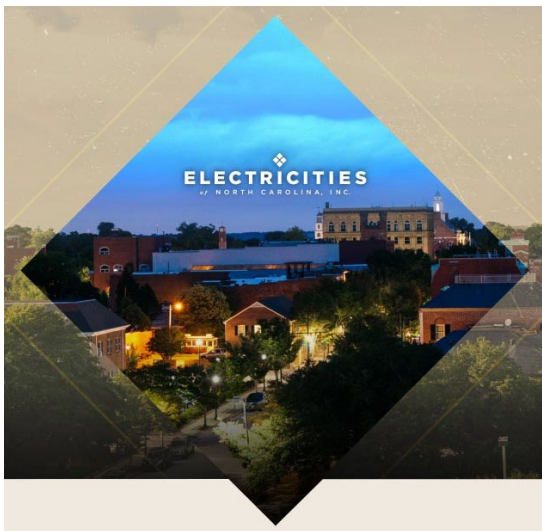




Chief Legal Officer

ElectriCities of North Carolina, Inc., is a membership organization that provides power supply and related critical services to over 90 community-owned electric systems in North Carolina, South Carolina, and Virginia. ElectriCities manages a trade association (non-agency) along with two power agencies: North Carolina Municipal Power Agency Number 1 (Agency 1) and North Carolina Eastern Municipal Power Agency (Eastern Agency). Eastern Agency members receive power supply from a full-requirements contract with Duke Energy Progress. Agency 1 members are primarily served by nuclear energy that comes from the Catawba Nuclear Station. ElectriCities also assists members in operating their electric distribution systems and delivers other innovative services including legislative, technical, communications, and economic development expertise. ElectriCities is governed by a 16-member Board of Directors. Board members are elected by the Boards of Commissioners of the two Power Agencies and the non-Agency Board. ElectriCities employs approximately 175 people which includes electric distribution Lineworkers in three Member communities in Cornelius, Pineville and Lexington.



ElectriCities seeks a Chief Legal Officer (CLO) to serve as the organization's primary legal executive and General Counsel with overall responsibility for leading and coordinating all legal matters and for providing expert legal counsel to ElectriCities of North Carolina, Inc., North Carolina Eastern Municipal Power Agency, and North Carolina Power Agency No. 1 (collectively, the Power Agencies). The CLO acts as a trusted advisor to the ElectriCities Board of Directors and the Boards of Commissioners for the two North Carolina municipal power agencies. As part of the executive leadership team, the CLO collaborates in establishing ElectriCities' strategic direction by balancing the needs of key stakeholders - including members, employees, governing boards, and bondholders - while exercising sound judgment and effective risk management to support the successful operation of the organization.

The CLO reports to the CEO and leads a team of 15 responsible for all legal matters, regulatory requirements and compliance, risk management, governmental affairs, and communications. Direct reports to the CLO include Vice President of Compliance and Risk Management, Vice President of Communications, Supervisor of Governmental Affairs, and an Executive Assistant.



Duties and Responsibilities:

- Advises internal staff, the Electricities Board of Directors, and the Power Agencies' Boards of Commissioners on all legal matters.
- Advises and counsels the Chief Executive Officer on corporate legal strategy and direction, including identifying legal opportunities, risks, and solutions; collaborating with the Senior Leadership Team; and partnering with the Board of Directors and Power Agencies' Boards of Commissioners on legal strategy and policy matters.
- Provides legal counsel to the Electricities Board of Directors and the Power Agencies' Boards of Commissioners to ensure compliance with applicable legal and regulatory requirements, including open meetings laws; reviews and provides input on Board resolutions and meeting minutes; and serves as Chief Legal Advisor during Board and Commission meetings.
- Assists in resolving significant business, policy, and strategic issues by contributing as a member of the Executive leadership team and by providing recommendations grounded in legal expertise, experience, and political acumen.
- Provides leadership, oversight, and legal guidance to the Compliance & Risk Management team in the development, implementation, and monitoring of Electricities' corporate compliance and risk management programs, including regulatory disclosures and compliance standards. Serves as a member of the internal Risk Management Committee.
- Leads the Internal Government Affairs team and develops and maintains effective working relationships with state and federal legislators, regulatory agencies, consultants, advisors, and other external stakeholders. Represents and promotes the value of public power with policy makers and leads the development and advancement of policy priorities that support the interests of Electricities and its Power Agency members.
- Leads the Strategic Communications team to promote the value of public power and to ensure Electricities, the Power Agencies, and their members are recognized as leaders within the electric utility industry.
- Represents Electricities and the Power Agencies in national public power organizations, including the American Public Power Association, the Large Public Power Council, and the Transmission Access Policy Study Group, to ensure effective advocacy for organizational and member interests.
- Coordinates the work of external advisors and service providers supporting Electricities and the Power Agencies in legal compliance, risk management, and government relations, including oversight and management of all outside legal counsel.
- Advises special committees of the governing boards, as requested.
- Partners with internal management and departments to ensure contracts are properly structured, include appropriate legal protection, and effectively balance risk, compliance, and business objectives.
- Promotes a collaborative and team-oriented work environment by fostering cooperation across departments and supporting effective working relationships throughout Electricities.

The Successful Candidate

Candidates must possess the depth and breadth of experience to assess business environment impacts and make sound recommendations to address issues and facilitate business needs that impact the entire organization. He or she will serve as a collaborative member of the Executive Leadership Team; collectively responsible for development and implementation of organization wide strategy and culture.

Required Qualifications:

- Bachelor's degree and J.D. from an accredited law school and a member in good standing with a State Bar. The ability to expeditiously join the North Carolina State Bar.
- Ten plus years of legal experience working in the Utility/Energy industry with knowledge of electric wholesale contracts and transactional law.
- Knowledge of state and federal laws, regulations, and compliance obligations impacting the electric industry. The ability to successfully engage with regulators like FERC and NERC and oversee the use of outside counsel and consultants on issues of major importance.
- Five years of progressively responsible leadership and management experience with demonstrated success leading, coaching, and developing teams.
- Knowledge of Parliamentary Procedures, Board governance, and the ability to provide sound advise to Board Members when matters arise.
- Expert judgment and decision-making skills.
- Excellent oral, written, interpersonal communication, and negotiation skills.
- Demonstrated ability to provide strategic direction and effectively lead diverse business operations, both within and outside of the candidate's area of expertise.
- Demonstrated ability to build effective, trusting, and collaborative relationships with both internal and external stakeholders.

Eastern Agency and Agency 1

The Eastern Agency has 32 members serving 284,000 customers with a peak demand of 1,600 MW. The annual operating budget is \$570 million and long-term debt is \$48.8 million. Standard & Poor's and Fitch rate the Eastern Agency A- (stable) and A (stable) respectively. In 2015, the Eastern Agency entered into a full-requirements power supply agreement with Duke Energy Progress that expires in 2045.

Agency 1 has 19 all-requirements members serving over 173,000 customers with an 1,100 MW peak load. Agency 1's main asset is 840 MW from the Catawba Nuclear Station (92% carbon-free) with an operating license that expires in 2042 and is likely to be extended through 2062. Other resources in Agency 1's portfolio include 335 MW of contractual natural gas generation, 206 MW of member-owned diesel generation, 24 MW of Agency-owned natural gas turbines, and 60 MW of SEPA hydroelectric allocations. Agency 1's annual budget is \$550 million, capital assets total approximately \$1.24 billion, and long-term debt is approximately \$529 million. Standard & Poor's and Fitch rate Agency 1 A (stable), Moody's rating is A2 (stable).

ElectriCities and both Power Agencies anticipate significant power supply analysis and contract negotiations over the next three to five years. The CLO is expected to play a key role in those activities. ElectriCities and both Power Agencies are addressing the following opportunities and challenges:

- Duke Energy filed a Carbon Plan to comply with North Carolina Legislation that promises to reduce carbon emissions from generation by at least 50% by 2030; close all coal-fired power plants by 2035; and achieve net-zero carbon emissions from electricity generation by 2050. Analysis of these changes, along with evaluation of other available power supply resources, are imperative to Eastern Agency Members.
- Duke Energy is consolidating Duke Energy Carolinas and Duke Energy Progress retail rates and system operations functions which will have an impact on Eastern Agency and Agency 1. As a result of its support of the Duke merger, ElectriCities gained access to Duke's future gas turbine and transmission development projects. Analysis of investment in these assets, along with other resource development options, are ongoing.

Eastern Agency and Agency 1 (continued)

- Agency 1 recently extended supply contracts with Members through 2043 and is now working to develop and execute a strategy to meet Member supplemental power supply needs, estimated at 400 MW to 500 MW.
- ElectriCities focuses on its own internal needs, as well as Member needs, as they relate to attracting, retaining and developing a skilled workforce; succession planning; meeting changing customer expectations; adoption and utilization of new technologies; and strategies to operate and reinvest in member distribution systems.

More information can be found at: <https://www.electricities.com/>

Raleigh, North Carolina

ElectriCities is headquartered in Raleigh, North Carolina, the capital of the state and the second most populous city in North Carolina after Charlotte, with an estimated population of over 482,000. Raleigh, Durham, and Chapel Hill make up the three primary cities called the "Research Triangle" with an estimated regional population over 2 million. The City is referred to as the "City of Oaks," with abundant wooded tracts. Raleigh has more than 9,000 acres of parkland and almost 1,300 acres of water, offering recreational activities year-round. Raleigh boasts temperate weather, a strong economy, an abundance of jobs, and small-town hospitality. The average home cost is estimated at \$427,000, and the cost-of-living is listed at 105.8% of the national average. More information can be found at: <https://www.visitraleigh.com/>

Compensation, Benefits, and Relocation

ElectriCities offers a competitive benefit, compensation, and relocation package, commensurate with qualifications and experience. Employees participate in the North Carolina Local Governmental Employees' Retirement System, a defined-benefit pension plan. Retirement benefits are 1.85% of a member's average four highest years of compensation, times the member's years of service. Plan members are required to contribute 6% of their salary. ElectriCities also offers 457 and 401(k) deferred compensation plans.

Recruitment Timeline

- Interested candidates should submit a resume and cover letter, no later than **July 15, 2024**, to **Joyce Ann Gallo** at Mycoff Fry Partners at jgallo@mfpllc.us, (860) 307-1747.
- Candidates to be interviewed will be identified on July 27, 2026.
- Virtual interviews will be conducted with selected candidates August 3-7, 2026.
- Selected finalists will participate in final interviews in Raleigh, North Carolina on August 27 & 28, 2026.

To Apply:

Interested candidates should submit a cover letter and resume by **July 15, 2026**, to: jgallo@mfpllc.us. Early applications are encouraged and welcome.

Joyce Gallo

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