

**Assistant Plant Manager – Thomas Hill Energy Center
Associated Electric Cooperative, Inc (AECI)
Clifton Hill, Missouri**

Profile

The Assistant Plant Manager (APM) is a direct report to the Thomas Hill Energy Center's Plant Manager and supervises over 200 union and non-union personnel through five direct reports including Superintendents directing Operations, Yard Operations, Electrical & Instrumentation, and Maintenance and a Materials Management Supervisor. Peers reporting to the Plant Manager include an Office Associate, an Associate Engineer, and a Training Manager.

Under minimal supervision, the APM fosters collaboration and effective management of work and operations with headquarters contingents, to include departments co-located at the plant that include engineering, reliability centered maintenance, environmental, health and safety, accounting and finance, and human resources. The APM ensures that these departments maintain and operate the facilities in a safe, environmentally responsible, reliable, and economical manner that is ethical, in compliance with all regulations, meets acceptable industry practices, and is financially sound.

The APM will coordinate the development of annual and long-range maintenance plans as well as update operational plans and maintenance outage schedules for the Thomas Hill Energy Center. The APM will also monitor and review submittals for annual capital, operating, and maintenance budgets. With leadership versatility, seasoned judgment, and analytical abilities, the APM acts to help proactively shape, align, and execute the organization's mission, vision, and strategic objectives for stakeholder success at the operational level.

The APM sets the example of an established leader for others to emulate and guides plant leaders and operational managers by coaching, mentoring, and applying mature perspective. The APM promotes an environment of teamwork, trust, and mutual support through open dialogues and by being adaptable; the APM influences others and builds internal and external relationships to facilitate activities and meet operational needs.

Ideal candidates will offer a modern plant philosophy with a willingness to lead adaptation of plant culture to match the evolving and demanding nature of today's power supply challenges. AECI seeks plant leaders that desire to further a culture where the plant is an integral and willing participant in executing broader portfolio strategies that benefit AECI's cooperative members

Following are the strategic priorities for the Thomas Hill Energy Center. Candidates with a successful track record in these categories may have an advantage:

1. Safety – Top priority. Thomas Hill significantly reduced its safety incidents in recent years and seeks to attain top quartile performance.
2. Improving Unit Availability
3. Environmental compliance
4. Cost Management and Budgetary Metrics – A primary responsibility for the APM.
5. Succession Planning
6. Operational Excellence
7. Utilization of benchmarking information to improve plant performance
8. Teambuilding and Collaboration

Experience supervising in a union environment is desired.

A bachelor's degree and advanced education is desired. AECI has a preference for a mechanical or electrical engineering degree but this requirement does not supercede a desire to have a strong leader with a successful track record in the areas defined above. Career-oriented individuals are encouraged to apply as AECI has a strong record of promotion from within. Candidates with a background in the Navy or other related military disciplines are encouraged to apply.

Principal Activities

1. Supervise operational and maintenance plant departments to instill a safe work culture and environment.
2. Supervise all plant departments in maintaining environmental, health and safety (EH&S) compliance.
3. Serve as a principal point of contact for EH&S, including incident management, and training for department success.
4. Coordinate the development of annual and long-range maintenance plans of the plants with power marketing, system operations, resource planning, procurement and financial services.
5. Structure the plan to achieve plant goals and Power Production key objectives for Plant Manager approval.
6. Update and communicate changes to the operational plans and maintenance outage schedules to power marketing, system operations, resource planning, procurement, and financial services.
7. Monitor the development and review the justification of the annual capital, operating, and maintenance budget submittals for approval. Review budget status and projections throughout the year, and take necessary actions to address issues.
8. Work closely with the Plant Financial Analyst and department heads to develop and track annual projects and overtime status.
9. Foster open communications and serve as the positive interface between power plants and headquarters to facilitate program support, partnerships, and coordination. Champion and serve as a key force for implementing key HQ initiatives.
10. Authorize plant purchase orders.
11. Evaluate proposed plant improvement projects, including economic analysis and justification for such projects.
12. Fill in during absences of the Plant Manager.
13. Establish and monitor operational benchmarks, such as key performance indicators (KPIs), to establish trends and facilitate improvements.
14. Monitor and coordinate with human resources regarding performance management issues within the plant, including but not limited to annual performance reviews and salary administration.
15. Facilitate the development of direct reports and encourage them to do the same in their respective departments.
16. Oversee development and execution of training plans at the plant.
17. Contribute to the plant's succession planning and organizational development (OD) efforts.
18. Monitor and review new hires for approval within the plant.
19. Monitor equal employment opportunity efforts within the plant.
20. Routinely interface with the International Brotherhood of Electrical Workers (IBEW) plant union leadership.
21. Represent the organization in hearing 3rd step union grievances in partnership with the Plant Manager.
22. Assist in negotiating plant operations and maintenance (O&M) related contracts.
23. Prepare and present reports to senior management.

24. Assist Managing Director, Plant Operations and Reliability, the SVP, Power Production, and other executives as needed.
25. Monitor demurrage costs, ash sales, and other financial matters.
26. Review all incident management submissions for follow up, analysis (ex: TapRoot assignment), incident review meeting, tracking corrective actions, and closeout of operational incidents.

THOMAS HILL ENERGY CENTER

AECI employs around 230 people at Thomas Hill Energy Center, a 1,153 MW facility generating with three units. Unit 1, constructed in 1966, generates 180 MW with a General Electric turbine. Unit 2, constructed in 1969, generates 303 MW with a Westinghouse turbine. Units 1 and 2 are cyclone furnaces. Unit 3, constructed in 1982, is also a Westinghouse turbine and generates 670 MW. Unit 3 is a pulverized wall-fired boiler. The plant's capacity factor is around 81% with recent availability at 87%. Unit 3 is typically first in the AECI dispatch order for coal generation.

The plant recently achieved availability and heat rate records and received national recognition for its efficiency and successful conversion to low-sulfur coal (PRB) that reduced sulfur dioxide emissions 90%. The plant burns around 4.5 million tons of coal annually. AECI achieved a systemwide nitrogen oxides emission rate reduction of up to 90% through its \$423 million environmental controls project at Thomas Hill to meet air quality requirements. AECI was first to reduce mercury emissions up to 80% with use of CyClean refined coal in cyclone units 1 and 2. The cooperative added a refined coal system on Unit 3 to further reduce mercury emissions in 2015.

Thomas Hill Lake was built to help cool equipment at the power plant, which uses 576 million gallons of water a day. After use, nearly all of the water travels two miles through canals to cool down before entering back into the 1.5 billion gallon lake. The lake also serves as a 5,000-acre wildlife habitat managed by the Missouri Department of Conservation under an agreement with AECI.

AECI recycles fly ash, a byproduct of coal combustion, from its Thomas Hill Energy Center and utilizes its former coal mines as storage for fly ash.

ASSOCIATED ELECTRIC COOPERATIVE

AECI and its member systems are tied together in a unique, three-tiered system of generation, transmission, and distribution cooperatives. Each tier is committed to the others through all-requirements wholesale contracts. AECI's Chief Executive Officer reports to 12 board members, elected to serve and represent six generation and transmission cooperatives actively engaged and involved in developing the cooperative's direction. The system's top tier is comprised of 51 distribution cooperatives in Missouri, southern Iowa, and northeast Oklahoma. At the second level of the system are the G&T cooperatives that transmit AECI power to the 51 distribution cooperatives. The G&Ts serve six geographical areas in the three aforementioned states. This third tier, AECI, formed in 1961. AECI now holds all responsibility for generation and power procurement, leaving transmission as the primary responsibility of the G&Ts.



In order to provide for the system's ever-growing demand for wholesale electricity, AECI has built a flexible mix of resources, including thermal generation facilities, hydropower access and interconnections with neighboring utilities. In addition to its generation and power purchasing responsibilities, AECI also

provides its member systems with economical services related to such business needs as insurance, marketing, economic development, environmental protection and labor relations.

The financial success of AECEI is a reflection of the success experienced by the three-tiered system. AECEI has wholesale electric rates that are among the lowest in the United States. AECEI continues to be one of the few wholesale power suppliers rated AA by Standard & Poor's and Fitch Ratings Ltd. and A1 by Moody's Investors Service.

AECEI's 2,351 MW coal-based units are the foundation for providing low-cost energy to member systems. AECEI's owned and contracted coal-based resources make up about 50% of capacity, yet they produce about 80 % of AECEI's energy. These units have been generating at sustained levels since they converted to burn low-sulfur PRB coal in 1994.

AECEI's 2,258 MW gas-based resources, constructed from 1999 to 2007, provide intermediate and peaking power that enables the cooperative to meet members' growing demand for electricity during higher-use periods. AECEI's combined-cycle units, which use heat from the exhaust of the gas turbines to produce steam for additional energy generation, are among the nation's most efficient units with very low emissions.

Company Web Site: <https://www.aeci.org/>

Thomas Hill Energy Center: <https://www.aeci.org/resources/reliable-coal/thomas-hill/>

AECEI's Resources: <https://www.aeci.org/resources/>

Financial Data: <https://www.aeci.org/about-associated-electric-cooperative/financials-annual-report/>

BENEFITS & RELOCATION

Associated Electric Cooperative employees enjoy excellent benefits, including company-paid health insurance and dental premiums for employees, 401(k) plan with generous company match, PTO accruals beginning on an employee's first day of employment, educational assistance, wellness incentives, paid short-term and long-term disability benefits. See attached Benefits Barometer for more details.

New Employee Relocation Benefits

- New employees will receive a lump sum payment of \$20,000 gross, upon his/her first day of employment to assist with relocation expenses.
- This payment is intended to be the sole compensation to the employee for relocation expenses, and no additional expenses shall be charges to Associated.
- Employees will be responsible for all withholding taxes and correlating amounts will be deducted from lump sum payments.
- To receive payment, the employee will execute the AECEI relocation reimbursement agreement.

*****Please submit resumes and cover letters by April 30*****

Contact Information

(Resumes preferred in Adobe PDF format)

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