



When YOU Need to Hire a New CEO/General Manager



NRECA's Executive Search
Team is Ready to Work
with You



NRECA
A Touchstone Energy® Cooperative

NATIONAL
consultinggroup >

ncg >
EXECUTIVE SEARCH

We want to *LISTEN* to your concerns,
ANSWER questions and
EXPLAIN the process and challenges.



A Comprehensive Service Designed Specifically for Electric Cooperatives

As part of your national association, NRECA's Executive Search team has the most comprehensive resources, networks and key contacts across the utility industry to:

- Identify the most qualified candidates
- Manage all aspects of the search and hiring process
- Provide ongoing assistance and support through the transition

A full menu of services includes a *complimentary, dues-supported visit* to acquaint your board with all of the pertinent considerations as you embark on the important job of recruiting and hiring your next leader.

"The Executive Search team is what brought our board together. When the National Consulting Group came in, they had a plan and took us from Step A all the way through the process. Without going through the process and doing this on our own, I don't know if we would have ever been able to accomplish what we did in a short period of time."

—F. E. "Wally" Wolski, Treasurer, Board of Directors,
Wyrulec Company, Lingle, WY

An Experienced Search Team

We Deliver Value to You

Our team has more than 100 years of combined experience working with distribution systems, statewide associations, G&Ts and regional organizations. We continue to enhance our services to reflect the best practices of the search industry to better serve our members.

No one knows this industry, the issues and the people better than we do. Our in-depth knowledge of the overall utility industry compliments our unique understanding of the co-op community. Combined with our hands-on experience, NRECA's Executive Search provides an unmatched value — designed to save your organization frustration, time and money.

Choose with Confidence

Our Service Is Guaranteed

We are confident that our time-tested process will provide you with the best candidate for your organization. We will work with you to ensure that your final choice is both qualified and a good "fit."



CEO TRANSITION

For CEOs, General Managers, Board Members, Key Staff

Since the success of your new CEO is paramount, it is critical that they have the support and resources required to be successful. Once the CEO is selected and hired, NRECA offers CEO Transition facilitated workshops. The one-day workshops, for the CEO/board and or the CEO/key staff, are structured to accelerate the transition process. The results are more open communication, clearly defined expectations, roles, relationships and responsibilities – thereby achieving greater understanding and positioning the new CEO to be effective and productive as quickly as possible.

NATIONAL CONSULTING GROUP (NCG)

As part of the NRECA National Consulting Group, we provide the opportunity to incorporate other key strategic initiatives into your hiring and development process including:

- Strategic planning
- Organizational assessment
- Compensation and benefit analysis
- Succession planning
- Board governance

Is transition time coming for your co-op?
Call us. 703.907.5668

"While we knew there were internal candidates that were interested, we wanted to be absolutely sure we had the best. That's why we decided to go with the NRECA Executive Search program.

"We knew it would be very difficult to do the type of search needed. To have the NRECA Executive Search program available and in place having success in that area was a big plus for us. NRECA was able to get us really qualified candidates from both inside and outside the cooperative industry."

—Carrie Durden, Vice President, Board of Trustees,
Talquin Electric Cooperative, Inc., Quincy, FL

A Proven Process Designed to Fit Your Requirements

We recognize that each cooperative is unique and work to identify the specific concerns and issues critical to your system. We also know that this is your decision. We facilitate the details and process based upon the board's direction, and you make the final decision.

Our services include working with you to:

- Complete a customized profile of CEO requirements
- Develop and place ads
- Write position criteria or revise existing criteria
- Manage the due-diligence process
- Set up and manage a focused search
- Identify high-potential candidates (internal and external)
- Conduct initial interviews, background checks and references
- Narrow the selection to key candidates for your review, based upon your board's pre-determined criteria
- Facilitate fair and impartial interviews with the board
- Assist with compensation and benefits negotiations
- Help facilitate the first year's performance appraisals

We pay strict attention to confidentiality and due diligence. We help facilitate the decision-making process, but the final decision ultimately rests with the board.

Our goal is to provide you all the **TOOLS**
necessary to ensure that your new
CEO and system are **SUCCESSFUL.**

NRECA's Executive Search

The Premier
Choice for
America's Electric
Cooperatives

Choosing the right person to lead your cooperative is the most important responsibility your board will ever undertake. The decisions you make will have far-reaching impact on the future health of your cooperative. Boards need to manage the risks inherent in the search, selection and hiring process, and demonstrate to their members that they have done everything possible to identify and select the best new leader.

Demographics show a large percentage of CEOs and general managers are preparing to retire. These retirements create new opportunities for current CEOs, requiring all boards to be prepared to replace their CEO.

A planned retirement or an unexpected change — ARE YOU PREPARED?

We can help. At NRECA, we have a vested interest in the continued success of your co-op. Our Executive Search team has a proven process guaranteed to reduce the risks and facilitate the detailed process required to help you make this critical decision.



"I think some of our board thought it was cost prohibitive, but when it's all said and done, you're probably going to save money by having someone else do it, and you're going to find the right person."

— Gary Potter, President, Board of Directors,
Otsego Electric Cooperative, Inc., Hartwick, NY

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Ready to Learn More? Schedule a Free Visit

A member of our team will visit you—at no charge—to explain our process and how it will benefit your board and your co-op. We'll MEET with your board, LISTEN to your concerns, ANSWER questions and DESCRIBE the value we will bring to your system. Call us to set up a site visit or to learn more about how NRECA's Executive Search team can work with you.



"NRECA already had all the contacts, they knew many of the people who were applying for the positions, and knew whether or not it was a good mix. I would certainly recommend considering NRECA. I believe we got the best bang for the buck."

— Gene Herritt, Vice President, Board of Directors,
Adams Electric Cooperative, Inc., Gettysburg, PA

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