



CEO 2020 Goals

CEO 2019 Performance Bonus

Ron Herd

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CEO 2020 Goals

Address the Specific Needs of the All-Requirements (AR) Group, namely:

1. Short-Term Power Supply Needs

- **Address needs for capacity, energy, and transmission (2022 – 2027).**
- **PPS Peaking Capacity nomination decision for June 1, 2023 – May 31, 2029 (from 30 MW up to 90 MW). Decision needed by 12/31/2020.**
- **Analyze and address operational challenges for Ashwood Solar I dispatch (intermittent generation).**
- **Continually analyze market price risk and develop hedging strategies.**
- **Provide recommendation to the Board addressing KYMEA's Short-Term Power Supply and Transmission Needs.**

2. Integrated Resource Plan (IRP)

- **Hold Community Focus Groups and post feedback on website.**
- **Perform analysis addressing Agency's long-term needs (2027 – 2042).**
- **Incorporate risk to consider a variety of future portfolios under uncertainty.**
- **Address future transmission needs and strategies.**
- **Develop Action Plan for Board's approval.**
- **Complete IRP Report (final completion likely in early 2021).**

CEO 2020 Goals (continued)

3. Depancaking

- **Continue to work with KYMEA FERC counsel regarding depancaking litigation.**

4. Strategic Planning

- **Complete Board identified 2020 strategic planning goals.**
- **Hold strategic planning retreat.**
- **Revisit strategic plan and modify if needed.**

5. Member Communications

- **Newsletters**
- **Annual Report**

6. Finance and Accounting

- **Hire Accountant/Financial Analyst.**
- **Migrate to new version of Accounting System utilizing tools such as Tableau.**
- **Continue to automate data transfer between operations, planning, and finance.**

CEO 2020 Goals (continued)

7. Legislation and Government Affairs

- **Continue to work with KMUA on issues important to KYMEA.**
- **Continue outreach efforts at the local, state, and federal level.**
- **Work with APPA, KLC, KACO, KMUA, and other partners on mutually beneficial legislation.**
- **Develop a mutually beneficial working relationship with other municipal utilities, cooperatives, TVA distributors and generators**

8. Economic Development

- **Increase efforts to assist KYMEA communities with economic development opportunities.**
- **Promote Ashwood Solar I project for industries interested in a “green” footprint.**

9. Agency Growth

- **Continue to investigate growth opportunities (organic as well as new members)**

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For the KYMEA Board's Consideration

Buresh CEO Employment Agreement

KYMEA may, in its sole discretion, consider Buresh for performance bonus compensation upon its annual review which performance bonus may be awarded by KYMEA in an amount up to six percent (6%) of Buresh's base salary.