

RFP and Interview Results ITN 98864 CEO Search Services

Proposers (Short-List)	Qualifications of Firm	Search Methodology	Qualifications of Proposed Team	Fee Structure	RFP Total	Interview	TOTAL	
Max Score	25	25	25	25	100	100	200	Ranking
Mycoff Fry	24	22	25	25	96	90	186	1
Preng & Associates	24	22	23	15	84	80	164	2
Carter Baldwin	22	20	22	20	84	75	159	3
ZRG	22	24	20	20	86	70	156	4

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ZRG	22	24	20	20	86	2
Preng & Associates	24	22	23	15	84	3
Carter Baldwin	22	20	22	20	84	3
KornFerry	19	18	24	15	76	4
Russell Reynolds	18	17	21	15	71	5
Heidrick & Struggles	19	18	18	15	70	6



CARL A. MYCOFF
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An executive recruiter and executive search firm chief executive with nearly 50 years of experience conducting and providing oversight of 195 chief executive searches enjoying over a 90% success rate for public power, electric cooperative, and investor owned utilities. Authored numerous articles and presented on workforce and executive compensation

PROFESSIONAL EXPERIENCE

MYCOFF FRY PARTNERS LLC

Leading executive search firm providing executive search services exclusively to the utility industry. Founded in 1974, Mycoff Fry Partners has completed over 195 chief executive and hundreds, if not thousands, of senior officer searches for public power, electric cooperatives, and investor owned utilities. Many senior officers selected subsequently ascended to chief executive.

MANAGING DIRECTOR: 1974 - PRESENT

Directly led and performed chief executive searches for the firms listed below. Also led and directed searches for chief operating officers, chief financial officers and other senior executives and industry experts. This list represents numerous votes of confidence by clients to repeat searches when the selected candidates retired or were recruited to other assignments. In many cases, the chief executives are currently in the assignment listed. In some cases, other Mycoff Fry Partners handled subsequent chief executive searches for the listed clients.

Modesto Irrigation District: Modesto: CA: 2017 and current
Florida Municipal Power Pool: Orlando, FL: current
Electric Cooperatives of Arkansas: Little Rock, AR: 2011 and 2019
Doyon Utilities: Fairbanks, AK: 2019
Tetrad Corporation: Omaha, NE: 2019
Wellesley Municipal Light Plant: 1995 and 2019
Mountain Parks Electric, Inc: Granby, CO: 2019
Tacoma Public Utilities: Tacoma, WA: 2008 and 2018
KAMO Electric Cooperative: Vinita, OK: 2018
Central Nebraska Public Power & Irrigation District: Holdridge, NE: 2018
Southern California Public Power Authority: Glendora, CA: 2000 and 2017
Greer Commission of Public Works: Greer, SC: 2009, 2014 and 2017
Central Iowa Power Cooperative: Des Moines, IA: 2017
Henderson Municipal Light & Power: Henderson, KY: 2006 and 2017
Florida Municipal Power Agency: Orlando, FL 2016
Northern Wasco People's Utility District: The Dalles, OR: 2016
Associated Electric Cooperative: Springfield, MO: 2016
Oregon Trail Electric Cooperative: Baker City, OR: 2016
Omaha Public Power District: Omaha, NE: 2015

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ElectriCities of North Carolina: Raleigh, NC: 2009 and 2015
South Norwalk Water & Power: Norwalk, CT: 2015
Municipal Electric Authority of Georgia: Atlanta, GA: 2015
Baldwin County Electric Membership Corp: Summerdale, AL: 2015
Meade County Rural Electric Cooperative: Brandenburg, KY: 2015
Prairie State Generating Company: Marissa, IL: 2014
ACES: Carmel, IN: 2013
Yampa Valley Electric Cooperative: Steamboat Springs, CO: 2013
Platte River Power Authority, Fort Collins, CO: 2012
Texas Municipal Power Agency: Bryan, TX: 2012
City Utilities of Springfield, MO: 2002 and 2011
Nebraska Public Power District: Columbus, NE; 1989, 1995, 2002, and 2011
Energy Northwest: Richland, WA: 2010
Keystone Conemaugh LLC: Carlisle, PA: 2010
Sacramento Municipal Utility District: Sacramento, CA: 2008
Groton Utilities: Groton, CT: 2008
Jasper County Rural Electric Membership Cooperative: Rensselear, IN: 2008
City of Fort Collins, CO: 2007
American Public Power Association: Washington, DC: 2007
Snohomish County Public Utility District #1: Everett, WA: 2006
Independence Power & Light, Independence, MO: 2006
City of Palo Alto, CA: 2006
Oklahoma Municipal Power Authority: Edmond, OK: 2006
Massachusetts Wholesale Electric Company: Ludlow, MA 2006
Wyandotte Department of Municipal Services: Wyandotte, MI: 2006
Piedmont Municipal Power Agency: Greer, SC: 2005
Loup River Public Power District: Columbus, NE: 2005
Wabash Valley Power Association: Indianapolis, IN: 2005
Hingham Municipal Light Plant: Hingham, MA: 2004
Kenergy Corporation: Owensboro, KY: 2004
Western Farmers Electric Cooperative, Anadarko, OK: 2003
Braintree Electric Light Plant: Braintree, MA 2002
Intermountain Power Services Corp: Delta, UT: 2002
City of Anaheim, CA: 2001
Licking Rural Electric Cooperative: Newark, OH: 2001
Austin Energy: Austin, TX: 1999
Muscatine Water & Power, Muscatine, IA: 1998
Southern Minnesota Municipal Power Agency: Rochester, MN: 1998
Allegheny Electric Cooperative: Harrisburg, PA: 1997
Richmond Power & Light: Richmond, IN: 1997
Cedar Falls Utilities: Cedar Falls, IA: 1997
City of Ponca City, OK: 1997
City of Denton, TX: 1996
PJM Interconnection LLC: Valley Forge, PA: 1993
Missouri River Energy Services: Sioux Falls, SD: 1992

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GILBERT ASSOCIATES/GILBERT COMMONWEALTH

Gilbert Associates was an architectural engineering and management consulting firm based on Reading, PA providing service to the electric utility industry. During my tenure it merged with Commonwealth Associates of Jackson, MI. The firm was later acquired by Parsons.

SUPERVISOR OF RECRUITING: 1971 - 1974

Managed and performed recruiting for the firm including management, engineering, construction management and management consulting professionals. Directed a staff of three. Reported to the Personnel Manager.

Recruiter: 1971 - 1973

Recruited management, engineering, construction management and management consulting professionals. Reported to the Personnel Manager.

SEARS: 1969 – 1971

**Assistant Automotive Center Manager.
Management Trainee.**

EDUCATION

**Bachelor of Science, Economics
Economics, engineering, and political science studies**

Juniata College 1969
Purdue University 1965 - 1967

AFFILIATIONS

**Rocky Mountain Electric League/RMEL
American Public Power Association
National Rural Electric Cooperative Association**

Member of the Board 1992 – 1999; President 1998