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## MAC Candidate Statement of Qualifications

As a MAC candidate, you are encouraged to give WECC Members a brief statement of qualifications. Your statement will be given to members before the MAC election, which will start on August 4, 2025, and conclude September 5, 2025. Results will be announced at the WECC Annual Meeting on September 18, 2025. Please complete and return this form to Brittany Huggins, [buggins@wecc.org](mailto:buggins@wecc.org), no later than July 30, 2025, for presentation to WECC Members.

1. My name: Karen Demos
2. I am a candidate for the MAC in Member Class 3.
3. My qualifications for this position are as follows: (State your qualifications below or attach a resume to this form. Include relevant employment and positions held, previous service at WECC, and any other items that qualify you to serve on the MAC.)

Karen has 25 years of experience in the energy industry. Karen currently serves as a Lead Compliance Analyst for NextEra Energy, Inc. ("NEE"), a leading clean energy company headquartered in Juno Beach, Florida, on the NERC-Compliance and Ethics ("NERC-C&E") team. The NERC-C&E team provides oversight for NERC Compliance across all NEE's registered entities, including NextEra Energy Resources (NEER), the world's largest generator of renewable energy from the wind and sun and a world leader in battery storage. NEER has a large presence in the WECC Region as a Generator Owner/Generator Operator with approximately 16,000 MW of renewable energy. Karen has experience with GO, GOP, TO, TOP, TP and PC functions within the US and Canada.

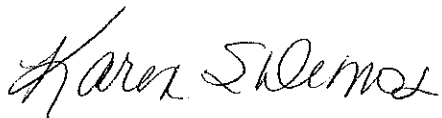
As a member of the enterprise-wide NERC-C&E team, Karen currently supports NextEra Energy Inc's culture of compliance through monitoring compliance with the NERC Reliability Standards. In her current role Karen performs Internal Sustainability Assessments on enterprise-wide compliance for Protection & Controls ("PRC") NERC Standards, is co-leading a companywide training program on compliance with the NERC Standards and currently mentoring a new employee to the group. During her 15 year tenure with the NERC-C&E her responsibilities have covered a wide variety of topics, including; writing internal procedures for compliance monitoring and enforcement activities, working with legal to provide corporate position papers on new standards, managing audits, performing a risk analysis of the enterprise managing the contract personnel program under CIP-004-3, coordinating the data and submission of all Technical

Feasibility Exceptions (“TFE”), and performing Sustainability Assessments on the BAL, INT, and TOP Standards.

She began her career with NEE in 2000 as a Project Controller for NEER, responsible for preparation of financial and operating reports of several generation facilities, acting as the company lead for multiple audited financial statements, and managing multiple financings. Prior to joining the NERC-C&E team, Karen held varying roles with NEE in the areas of accounting, trade settlements, and portfolio financial reporting.

Karen received her Bachelor’s degree in Accounting from Grove City College, and her Secondary Certification – Business Administration and Masters of Business Administration *magna cum laude* both from St. Bonaventure University. Karen is a CPA and was a member of the Institute of Management Accountants. Karen is also a Certified Change Management Professional having completed the PROSCI certification program.

As Karen has worked in both the financial and NERC Compliance areas of NEE, she brings a unique perspective when considering options to issues that will best serve all the Member Advisory Committee member classes.

Handwritten signature of Karen S. Demer in cursive script.

7/31/2025