

EDUCATION CALENDAR AT A GLANCE

To Our Valued Members!

The calendar includes dates for board-governance programs, employee and employee association professional development programs, supervisory training and webinars. Additionally, the calendar includes the dates for the Comprehensive Staking Technician Certification Program, Phase 3, and the annual Cooperative Connection program for new employees and directors.

Unless otherwise noted, the in-person programs and webinars listed are included in the NDAREC 2026 prepaid education plan. This includes the Basics of Electric Distribution Systems webinar series (Part 1 and 2). The Engineering and Operations and Finance and Accounting webinars are offered as additional prepaid webinar series.

NDAREC provides detailed course and registration information to NDAREC members approximately 4 weeks in advance of all in-person programs and conferences. This information will be distributed electronically. For your convenience, online registration is available at www.ndarec.com/ndarec-education-programs.

JANUARY 8

Navigating Stress at Work: Practical Tools for Balance and Focus all-employee webinar

JANUARY 13 (10 A.M.)

NESC Extreme Wind & Ice Loading
Engineering and operations prepaid webinar series

JANUARY 13 (1 P.M.)

Generation to Distribution
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

JANUARY 14

Process Improvement: Combining Continuous Improvement Models with People
Finance and accounting prepaid webinar series

JANUARY 17

Artificial Intelligence and Electric Cooperatives, NRECA Board Leadership #928

JANUARY 21 AND 22

N.D. Member Services Association Meeting

JANUARY 27-30

Comprehensive Staking Technician Certification Program (Phase 3)
A registration fee/person applies.

FEBRUARY 10 (1 P.M.)

The Transmission System
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

MARCH 5

Influence without Authority: Getting Things Done through Collaboration all-employee webinar

MARCH 18 (10 A.M.)

Considering a Financial Compliance Program
Finance and accounting prepaid webinar

MARCH 24 (10 A.M.)

LED Flicker
Engineering and operations prepaid webinar series

MARCH 24 (1 P.M.)

The Electric Distribution System
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

MARCH 28

Value of the Generation, Transmission and Distribution Relationship, NRECA Board Leadership #960

APRIL 1

Building Resilience at Your Co-op, NRECA Supervisor and Manager Development Program #784

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EDUCATION CALENDAR AT A GLANCE continued

APRIL 2

Developing Others through Servant Leadership, NRECA Supervisor and Manager Development Program #735

APRIL 11

Understanding the Electric Business, NRECA Credentialed Cooperative Director #2610

APRIL 21 (10 A.M.)

Pole Foundations
Engineering and operations prepaid webinar series

APRIL 21 (1 P.M.)

Special Equipment: Transformers and Meters
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

MAY 5-7

N.D. REC Information Technology and Cybersecurity Conference

MAY 12 (10 A.M.)

Pole Buckling
Engineering and operations prepaid webinar series

MAY 12 (1 P.M.)

Safety
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

MAY 13

Expanding Beyond the Distribution of Electricity
Finance and accounting prepaid webinar series

MAY 14

The Modern Customer Experience: Winning with Skills, Mindset and Connection all-employee webinar

JUNE 9 (1 P.M.)

System Reliability and Resiliency
Basic Electric Distribution Systems all-employee webinar. Directors are also welcome to participate.

JULY 8 (10 A.M.)

Engineering Economics for Utility Projects
Engineering and operations prepaid webinar series

JULY 9

Ready for Anything: Developing Agility as Your Workplace Strength all-employee webinar

JULY 14 (10 A.M.)

Protection Relays for High Impedance Faults
Engineering and operations prepaid webinar series

JULY 14 (1 P.M.)

Basic Public Utility Finance
Basic Electric Distribution Systems (Part 2) all-employee webinar. Directors are also welcome to participate.

AUGUST (DATES TO BE ANNOUNCED)

N.D. Member Services Association Summer Meeting

AUGUST 11 (10 A.M.)

Transformer Banking
Engineering and operations prepaid webinar series

AUGUST 11 (1 P.M.)

Public Utility Finance: Revenue Requirements & Budgeting
Basic Electric Distribution Systems (Part 2) all-employee webinar. Directors are also welcome to participate.

SEPTEMBER 1-3

NDAREC Cooperative Connection orientation program for new employees and directors
A registration fee/person applies.

SEPTEMBER 15 (10 A.M.)

Characteristics of Overhead Conductors
Engineering and operations prepaid webinar series

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EDUCATION CALENDAR AT A GLANCE continued

SEPTEMBER 15 (1 P.M.)

Powering Public Utilities: Capital Plan Funding Strategies

Basic Electric Distribution Systems (Part 2) all-employee webinar. Directors are also welcome to participate.

SEPTEMBER 22 AND 23

North Dakota – South Dakota Office Managers and Accountants Association Conference

OCTOBER 1 (9 A.M.)

Figure It Out: Making Smart Decisions in Today's Distracting and Pressure-Filled Workplace

OCTOBER 1 (1 P.M.)

Overcoming Your Overwhelm: Recapturing Your Time, Energy and Focus all-employee program

OCTOBER 13 (10 A.M.)

Introduction to Power Supply Planning
Engineering and operations prepaid education plan

OCTOBER 13 (1 P.M.)

Cost of Service: The Foundation of Electric Utility Rate Setting

Basic Electric Distribution Systems (Part 2) all-employee webinar. Directors are also welcome to participate.

OCTOBER 14

Review of Financial-Related Policies
Finance and accounting prepaid webinar series

OCTOBER 15

The Buck Stops Here: How to Increase My Personal and Peer Accountability all-employee webinar

OCTOBER 17

Cooperative Structure: A Strategic Advantage, NRECA Board Leadership #919

OCTOBER 28 AND 29

NDAREC Communications Workshop

NOVEMBER 4

Emotional Intelligence Essentials for Supervisors and Managers, NRECA Supervisor and Manager Development Program #753

NOVEMBER 5

Impactful Presentations Workshop: Techniques, Practice and Personalized Feedback, NRECA Supervisor and Manager Development Program #745

NOVEMBER 14

Providing Feedback to Your CEO, NRECA Board Leadership #947

NOVEMBER 18-19

Advanced Work Orders Workshop

NOVEMBER 19

When We Clash: Managing Conflict with Co-Workers all-employee webinar

DECEMBER 2-4

N.D. Engineering and Operations Association Conference & Exhibitor Showcase
Partial registration fee applies.

DECEMBER 5

Strategic Planning, NRECA Credentialed Cooperative Director #2630

DECEMBER 9

Margins That Matter: Cash Flow, Needs and Communication
Finance and accounting prepaid webinar series

2026 Finance and Accounting Webinar Series continued on the next page

2026 FINANCE AND ACCOUNTING WEBINAR SERIES

This prepaid webinar series includes five webinars developed for finance and accounting professionals. All REC employees are welcome to register for these webinars when the content may be beneficial to them.

Each webinar is a 90-minute presentation, scheduled for 10 to 11:30 a.m., on the scheduled dates listed below. Each webinar will be recorded by the instructor and distributed by NDAREC to registrants following scheduled webinars.

PROCESS IMPROVEMENT: COMBINING CONTINUOUS IMPROVEMENT MODELS WITH PEOPLE — JAN. 14

Webinar topics:

- Understanding and calculating the impact of process improvement(s) to business operations
- Explaining and applying process improvement techniques that will impact processes
- Developing and practicing a system and culture of continuous improvement

CONSIDERING A FINANCIAL COMPLIANCE PROGRAM — MARCH 18

Webinar topics:

- Impact of policies at the utility
- Monitoring and reporting professional evidence in the administration of policies
- Methods to improve processes, internal controls and standard operating procedures to support the administration of financial related policies

EXPANDING BEYOND THE DISTRIBUTION OF ELECTRICITY — MAY 13

Webinar topics:

- Key indicators of successful project implementation, including overall project cost and assessment, payback period, contingency estimation for cost overruns and rate of return
- Analysis of operating and balance-sheet statement impacts to total utility plant, equity and debt coverage ratios
- Checklist of considerations when evaluating feasibility modeling inputs and output reports

REVIEW OF FINANCIAL-RELATED POLICIES — OCT. 14

Webinar topics:

- Reviewing the finance-related policies of your cooperative
- Evaluating and determining what is out of date and why
- Developing and delivering policies that set the best future direction for your cooperative
- Considering board responsibilities and input on the financial oversight responsibilities

MARGINS THAT MATTER: CASH FLOW, NEEDS AND COMMUNICATION — DEC. 9

Webinar topics:

- Comparing the operating statement to the cash flow statement (and ultimately the checkbook) as a basis for understanding how much is needed in operating margins to support a sufficient cash flow
- Discussing the impact to operating margins and cash flow of the following decisions: expenses, margin needs, investments into plant, other balance sheet changes and retirement of capital credits
- Estimating short-term and long-term margins needed to support growth in new connections, plant additions, plant retirements and system improvements
- Calculating and discussing the impact of idle services policy and practice

2026 NDAREC Engineering and Operations Webinar Series continued on the next page

2026 NDAREC ENGINEERING AND OPERATIONS WEBINAR SERIES

This webinar series includes eight webinars developed for engineering and operations staff. All REC employees are welcome to register for these webinars as well.

Each webinar will be recorded and provided as a follow-up resource to webinar participants. All webinars in this prepaid webinar series are scheduled for 10 a.m. Central Time.

NESC EXTREME WIND & ICE LOADING — JAN. 13

Poles and conductors greater than 60 feet above grade must be evaluated for extreme ice with concurrent wind to meet the requirements of the National Electrical Safety Code. This webinar will focus on methods for determining if the standard length and class of poles have sufficient strength to withstand the impact of extreme ice with concurrent wind.

LED FLICKER — MARCH 24

This webinar explores the causes of flicker in LED systems, its physiological and operational impacts, and how to design and specify lighting that minimizes flicker risk. Methods for testing, measuring and mitigating flicker using industry best practices and real-world examples will be discussed.

POLE FOUNDATIONS — APRIL 21

The strength of a distribution pole relies on the stability of the pole foundation. This webinar will address various methods to improve foundation stability, including pole foam, deeper setting depths, gravel backfill, and pole keys. The discussion will also include methods for evaluating the stability of the soil.

POLE BUCKLING — MAY 12

This webinar provides an overview of the primary causes and effects of pole buckling, including insufficient pole class and short guy leads. The methods to design a wood pole distribution structure, to prevent pole buckling, will be discussed. The calculations and variables involved in performing a structural analysis will also be addressed.

PROTECTION RELAYS FOR HIGH IMPEDANCE FAULTS — JULY 14

When energized conductors contact poorly conductive surfaces, they create High Impedance Faults (HIFs) that are difficult to detect and problematic to clear by traditional equipment. This creates a safety concern for the public. This webinar explains the characteristics of HIFs and the system conditions that can lead up to the occurrence of these faults. The presentation will cover some of the HIF detection methods used, as well as new and emerging technologies under use and development.

TRANSFORMER BANKING — AUG. 11

A designer's goal should be to provide the most efficient, economical and reliable power to the consumer. To achieve this goal, a designer must consider the numerous configurations to combine two or three distribution transformers to supply power to a service, as well as the advantages and disadvantages of each configuration.

CHARACTERISTICS OF OVERHEAD CONDUCTORS — SEPT. 15

Proper sag and tension management are critical to safety, reliability and longevity of overhead power lines. This webinar explores mechanical behavior of conductors under varying environmental and loading conditions, with a focus on sag and tension calculations, design standards and field practices.

INTRODUCTION TO POWER SUPPLY PLANNING — OCT. 13

This webinar offers a foundational overview of power supply planning for the electric utility. Power supply consists of essential principles including methodologies and techniques required to maintain a dependable, efficient and resilient energy supply. The core components of power supply systems such as load demands, reserve planning, generation options, and portfolio structuring will be presented. Various influences on planning decisions will also be discussed, such as regulatory frameworks, market dynamics and emerging technologies.