October 23, 2025 | cooperative.com | Contact us

# Business & Technology Update

## In This Issue

*Engagement Opportunities for Cooperatives*
*New Resources*
*Upcoming Webinars and Conferences*
*Professional Development Courses*

## Engagement Opportunities for Cooperatives

### Invitation to Join Cyber Risk Quantification Pilot

NRECA is working with DeNexus to help co-ops better understand the financial impacts of operational technology (OT) cybersecurity risk to their business. This new program will help quantify OT cybersecurity risks that can be aligned to NRECA's Co-op Cyber Goals or other risk management frameworks (e.g., NIST CSF), to prioritize controls and decrease risk. NRECA invites our co-op members to be part of the NRECA-funded cyber risk quantification pilot. **Space is limited to 10 co-op participants, so join today!** Find out more on our website and in our recent article, and contact our team at membersecurity@nreca.coop for questions and to sign up.

- Website
- Article
- Contact Our Team: membersecurity@nreca.coop

### Connecting Small Startup Companies with Electric Co-ops

NRECA has an exciting opportunity for small businesses to connect with our co-op members during 2026 PowerXchange and TechAdvantage. Startup Alley will provide a dedicated space in the Expo to early-stage small companies with products and services of value to electric co-ops. This is an unparalleled opportunity to connect with over 8,000 conference attendees, including more than 2,000 co-op leaders and staff. A maximum of 15 companies will be chosen through an application process. Interested startup companies are encouraged to visit our website for more information. Co-ops are encouraged to share this opportunity with startup businesses in their areas. **Deadline for application is November 22 at 10 p.m. CT.**

- Startup Alley Website
- Contact: startup.alley@nreca.coop

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## New Resources

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### EV Insights with the Class 8 Visualizer

The Class 8 EV Visualizer is a new screening and outreach tool designed to help electric co-ops identify commercial and industrial members that may be candidates for future electric fleet charging. It visualizes one year of truck stop data for Class 8 – the largest category of heavy-duty trucks in the U.S. – as sourced from Daimler Truck North America. By mapping where trucks are currently stopping and for how long, the tool provides a clear picture of freight activity patterns within co-op service territories. This tool is built to support key account representatives, economic development staff, and member engagement teams. Find out more on cooperative.com.

- Website
- Contacts: Jennah Denney and Katherine Loving

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### The Value of the Generation Member Advisory Group

NRECA co-op members volunteer their time and expertise while participating in our Member Advisory Groups (MAGs). These MAGs provide critical insights and guidance to NRECA's Business and Technology Strategies department, to help ensure our research and resources are on point with member needs. The Generation Member Advisory Group (GMAG) represents 41 Generation & Transmission co-ops from across the country, working closely with NRECA's generation team to identify the opportunities and challenges associated with electricity generation. Read about the value and activities of the GMAG in this new advisory:

- Advisory
- Contact: Dan Walsh

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### Complete NRECA's Cyber Goals Program for Federated Insurance Discount

Completing NRECA's Co-op Cyber Goals program is a great place for co-ops to start in their cybersecurity efforts to ensure key fundamental measures are taken to protect their co-ops and the grid. As a further benefit, to recognize the heightened cybersecurity posture of completing all 20 Co-op Cyber Goals, Federated will provide a 5% discount on the total cybersecurity insurance premium for the cyber endorsement offered on their All Risk Blanket policy. This does not apply to any brokered cyber policies, is available on policies renewing on 1/1/26 or later (not available mid-term), and requires members to provide a copy of the NRECA self-certification form to Federated. For more information, please contact your Federated Account Executive.

- Co-op Cyber Goals Program
- Contact: membersecurity@nreca.coop

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## 2025 National Benefits Survey Results Now Available

Conducted bi-annually, NRECA's National Benefits Survey (NBS) collects data from NRECA member distribution systems, G&Ts and statewide associations to help benchmark the benefits these systems provide and the costs associated with those benefits. In addition to the comprehensive data included in previous editions, the 2025 reports take a deeper look into the employee experience, including alternative work schedules and innovative benefit programs. NRECA members who participated in the survey received a complimentary executive summary and are eligible to purchase the full NBS results at a discounted rate of $550. Non-participating NRECA voting members may purchase the 2025 NBS for $950.

- More Information & Order Form
- Contact: NBS@nreca.coop

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## 2025 National Compensation System Available: Same-Day Access to Data

One of the most useful salary benchmarking resources in the industry, the National Compensation System (NCS) provides the most comprehensive co-op-specific salary information compiled from NRECA member electric co-ops across the country. Accessible anywhere via your secure cooperative.com login, our point-of-sale feature allows access to the data within minutes. Simply place your order online and pay with a credit card. Order today for $795.

- Order the 2025 Distribution NCS
- Order the 2025 G&T NCS
- Contact: Beth Wray

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# Upcoming Webinars

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## TODAY: Cooperative Tech Insights Webinar Series – Oct. 23

Join us **today, October 23 at 2 p.m. ET,** for our next free Cooperative Tech Insights webinar to hear Adrian McNamara, cybersecurity program manager, review NRECA's Industrial Control Systems for Rural Electric Cooperatives (ICS-REC) Program. Register for the next session happening **November 20,** for a presentation by Delaine Orendorff, NRECA director of human capital planning & compensation, regarding Powering People: Workforce Attraction & Retention Strategies for Electric Cooperatives.

- Co-op Tech Insights Webinars Website
- ICS-REC Program Website
- Contact: Adrian McNamara

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## The Best of 2025 Co-op Cyber Tech – Oct. 30

Join us on **Thursday, October 30 at 1 p.m. ET** for highlights of three standout sessions from this summer's NRECA's 2025 Co-op Cyber Tech. Whether you're looking to elevate your communication, support your team's well-being, or transform your training programs, don't miss this powerful blend of expert insight, practical tools,

and forward-thinking strategies to help enhance your co-op's cybersecurity posture. Plus, we will be joined by this year's Science Fair winner, who will present and discuss her award-winning poster.

- More Information and Registration
- Contact: Ryan Newlon

## Compensation & Total Reward Trends: How Does Your Strategy Stack Up? – Nov. 6

Electric cooperatives must adapt to stay competitive in attracting and retaining top talent. This webinar, on **November 6 at 2 p.m. ET**, provides a deep dive into the latest compensation trends impacting co-ops, with insights tailored for co-op leaders. We'll cover industry-specific data, market pressures, evolving pay practices and strategies for aligning compensation with organizational goals and workforce expectations. Whether you're benchmarking salaries, updating pay structures or planning for future growth, this session will equip you with the knowledge needed to make informed, forward-looking decisions. This session is intended for senior-level co-op leadership, but all NRECA voting members are welcome to attend.

- More Information and Registration
- Contacts: Delaine Orendorff and Beth Wray

## Hosting Capacity Analysis With Circuits and AMI – Nov. 13

Many electric co-ops are receiving one to two distributed energy resource (DER) interconnection requests per day, each requiring significant engineering hours to review and approve. There is growing demand for hosting capacity maps, which help consumers determine whether their interconnection request can be approved based on current system capacity. Join us on **November 13 at 2 p.m. ET** for an Infrastructure Consortia webinar on the Model-Free Hosting Capacity Analysis (MOHCA) research project. David Pinney, NRECA's principal of analytical tools & software products, and speakers from Sandia National Laboratory will explain how MOHCA has developed scalable algorithms to estimate voltage- and thermal-constrained hosting capacity at smart meter locations using Advanced Metering Infrastructure (AMI) data. Calculating capacity from AMI instead of circuit models can increase accuracy, speed of execution and reduce data management burdens.

- More Information and Registration
- Contact: David Pinney

## GridEx VIII in Action: Uncanny Valley REA Simulated Exercise – Nov. 18

Join NRECA's Cybersecurity Member Advisory Group (CS-MAG) on **November 18 from 10 a.m. to 3 p.m. ET** for this immersive webinar designed specifically for electric co-op leaders new to GridEx. Don't miss this opportunity to observe the CS-MAG as they play fictional utility — Uncanny Valley REA — as it navigates a GridEX VIII simulation tailored to the realities of small and medium-sized co-ops. Stay with us **immediately after for a one-hour roundtable** discussion and Q&A session, hosted by the NRECA Cybersecurity team in collaboration with the CS-MAG (separate registration required). Register through the link below, and find out more about this exercise in our related article.

- More Information and Registration
- Article
- Contact: Meredith Miller

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## Upcoming Conferences

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### 2026 Power Resilience Forum

The Power Resilience Forum, which will be held **January 21–23, 2026 in Houston, Texas**, is bringing together utilities, technology companies, policymakers and investors to discuss solutions for strengthening the power grid against extreme weather and wildfire risks. NRECA is proud to be a partner for the event and has secured a 25% discount for our members. Use code **"NRECA25"** at checkout.

- More Information and Registration
- Contact: Lidija Sekaric

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## Professional Development Courses for Cooperatives

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### Career Essentials and Management Development Programs

NRECA offers an extensive variety of courses, online and in-person, for co-op staff career development. Some upcoming highlights include:

**Live, online courses:**
• 5101.1 Cooperative Finance & Accounting for the Non-Accountant: October 28-29 at 1-4 p.m. ET
• 744.05: Coaching Your Team Members: Unlocking Potential and Facilitating Growth: November 3 at 1-4 p.m. ET. Last day to register: October 30 (Note that this course is a ½-credit course; one session only.)
• 754.1: Advanced Application of Emotional Intelligence: Strategic Leadership Development: November 3 & 4 at 1-4 p.m. ET. Last day to register: October 30 IMPORTANT: Participants must take the prerequisite course (753.1) Emotional Intelligence Essentials for Supervisors and Managers before enrolling in this course.
• 725.1 From Hire to Fire: Connecting Law, Ethics, and Teams – new course: November 17 & 18, 1-4 p.m. ET Last day to register: November 13
• 5130.05 Effective Problem Solving and Decision-Making: November 13 at 12-4 p.m. ET (*Note this is a ½ credit course; 1 session only*)
• 5132.05 Mastering Presentation Skills: Engage, Inspire and Influence with Confidence: November 19 at 1-4 p.m. ET (*Note this is a ½ credit course; 1 session only*)

**Self-paced, on-demand courses** – available for 30 days from date of purchase. Group rates are available.
• (5104.05) Electric Cooperative Fundamentals
• (5105.05) Electric System Fundamentals
• (5112.05) The Data-Driven Electric Co-op: Using Analytics to Make Better Decisions
• (5113.05) Ratemaking for Electric Cooperatives
• (5135.05) Project Management Basics
• (760.05) The Science of Emotional Intelligence
• (762.05) Co-op Members, Boards, CEOs and Employees: Building a Strong Foundation for Success

Registration is open for next year's online courses. The full schedule is available for the 2026 Supervisor and Manager Development Program (SMDP) and Cooperative Career Essentials Program (CCEP) online courses. The schedule also includes the dates for the annual Cooperative University event, where SMDP and CCEP courses are held in person.

The CCEP focuses on the core skills that all employees need, regardless of their title or tenure. The SMDP focuses on the specific skills needed to supervise and manage others.

- Contact for SMDP: Diane Rhodes-Michaely
- Contact for CCEP: Danielle Jackson

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**Discover the value of NRECA membership.** Learn More.
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electric.coop and cooperative.com

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