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NRECA
America's Electric Cooperatives

Business & Technology Update

NRECA's Business and Technology Strategies Team wishes you and yours a healthy and happy Holiday Season and New Year.

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New Resources

The Important Role of Our Member Advisory Groups

Co-op volunteers who participate on NRECA's various Member Advisory Groups fill a critical role for our Business and Technology Strategies efforts. These members bring expertise for discussion and insights, and review research plans and draft publications to help ensure that NRECA meets member needs. In return, the participants are at the forefront of NRECA research efforts, have opportunity for peer engagement, and attend twice-yearly in person meetings during which tours of national labs or other key industry facilities are often offered. Read more about this valuable partnership between NRECA and our members in this recent RE Magazine article and Advisory:

- RE Magazine Article
- Advisory: Exploring the Value of the Generation Member Advisory Group
- Contacts: Scot Hoffman and Venkat Banunarayanan

Electric Vehicles Integration Case Studies

As part of NRECA's efforts to provide insights into the effects of evolving technologies on the grid, we are working with our members to examine system impacts of EV integration. Middle Tennessee Electric and Randolph Electric Membership Corporation partnered with NRECA to conduct detailed feeder-level modeling and scenario-based planning to quantify EV adoption impacts under a range of growth trajectories and charging behaviors. The study results provide important insights into the grid impacts of electric vehicles charging

infrastructure and offers a replicable scenario-based approach to grid impact forecasting, highlighting both near-term risks and long-term planning strategies relevant to co-ops nationwide. Read about this effort and the findings in this new Surveillance article:

- Article
- EV Integration Website
- Contacts: Jennah Denney and Christopher Lee

The State of Wind Generation Technology

In recent years, incremental technological advances have improved numerous aspects of wind plants, including productivity, durability, monitoring, grid support and construction. With the best wind resources in the United States already developed by early wind adopters, developers are increasingly building plants on lower wind sites, taking advantage of better technology to make these facilities cost-effective. Whether cooperatives plan to own wind plants or sign wind power purchase agreements, it is important for them to play an active role in comprehensive upfront evaluations to ensure successful project development. This new report reviews the latest in wind generation technology to assist members in their planning and decision-making.

- Report
- Contact: Dan Walsh

The Rise of Data Centers

As of early 2025, there were around 5,400 data centers in the United States. And they continue to proliferate, fed by the growth of artificial intelligence, which requires significantly more computing power than other internet transactions, and the seemingly inexhaustible desire for more online entertainment, commerce and information. Nearly every state in the nation has data centers and they require large amounts of power to operate servers and cooling systems, with some of the largest drawing as much as a gigawatt of electricity. This new RE Magazine article explains how the impact is being felt across the grid and how co-ops are adapting to serve these large loads while protecting their members. Find more resources on our Serving Large Loads website, with a report series dedicated specifically to the topic of Data Centers.

- Article
- Serving Large Loads Website
- Contact: Allison Hamilton

Career Essentials and Management Development Programs

NRECA offers a wide array of online courses to assist our members advance their professional development, through our Cooperative Career Essentials Program (CCEP) and Supervisor and Manager Development Program (SMDP). 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. Register now for next year's online courses. The full schedule is available, including the dates for the annual Cooperative University event, where SMDP and CCEP courses are held in person. Some upcoming highlights are:
• 742.05 Accountability at Your Co-op: Inspiring Ownership and Driving Results: January 12, 1-4 pm ET. Last day to register: January 8

• 743.05 Mastering Authentic Feedback Conversations with Radical Candor January 13, 1-4 pm ET. Last day to register: January 11
• 718.1 Personal Communication Styles: Who You Are and How You Impact Others: January 26 & 27, 1-4 pm ET. Last day to register: January 22

- 2026 Course Schedule
- Contact for SMDP: Diane Rhodes-Michaely
- Contact for CCEP: Danielle Jackson

2025 National Benefits Survey

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

2025 National Compensation System

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

Live and On Demand Webinars

Project MAGIC: Cybersecurity Resilience Through Inverter-Based Resources – December 18

In 2023, NRECA Research received a $380,000 subgrant from the Department of Energy's Office of Cybersecurity, Energy Security, and Emergency Response (CESER) to advance methods for detecting and recovering from cyberattacks that threaten grid stability. The MAGIC (Mitigation via Analytics for Grid-Inverter Cybersecurity) project uses artificial intelligence and machine learning to recognize when an attack is underway and, once detected, to deploy controllable grid equipment to counter its effects. Join us on **December 18 at 2 p.m.** ET for our next Cooperative Tech Insights webinar to hear NRECA's Research Software Engineer and Data

Scientist, Lisa Slaughter, and the MAGIC team share their latest progress, demonstrate real-world applications, and explain how these tools can be used to protect critical grid assets.

- More Information and Registration
- Contact: Lisa Slaughter

On Demand Webinars

Missed attending our webinars live? Many NRECA webinars are recorded and made available On Demand to members to watch at their convenience. Here is just a sample of recent Business and Technology webinars:

- Distribution Automation Toolkit Webinar
- Cooperative Tech Insights Archive
- Cybersecurity Update Webinar Series Archive
- Co-op Economic Outlook Webinar Series

Upcoming Conferences

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

Register Now for NRECA TechAdvantage and Pre-Conferences

Registration is open for TechAdvantage, the premier industry technology event for electric co-op professionals, held **March 8-11, 2026**, in Nashville, Tennessee. Register today to explore the innovations, ideas and technologies that will help electric co-ops meet the moment and drive the industry forward.

Don't miss the many pre-conferences starting on **March 8**, including *Mission Critical: The Role of Co-ops in National Defense*, where you will learn about case studies highlighting innovative co-op military collaborations, insights from military leaders on how essential reliable energy is to their daily operations, and how rural electric co-ops can partner with the military to strengthen grid reliability in support of mission assurance. For more information on this pre-conference, please contact Leslie Tate at NRECA.

- More Information & Registration
- Contact: Alison Kent

2026 Co-op Cyber Tech: Call for Presentations and Science Fair Proposals

NRECA's annual Co-op Cyber Tech conference is **June 3 - 5, 2026 in Indianapolis, Indiana**. This 3-day technical conference is for all NRECA members and supporting organizations with the goal of addressing cybersecurity in the cooperative space. NRECA seeks dynamic, interactive, and thought-provoking sessions that create an experience for attendees reflecting innovation and cutting-edge content. **Submit your presentation ideas by January 21.** Also, the 2026 Co-op Cyber Tech Science Fair will provide an excellent platform to showcase cybersecurity innovations, creative projects or research to the hundreds of attending technical cyber professionals from government, industry, and co-ops. **Submit your poster ideas by February 11.**

- More Information
- Contact: membersecurity@nreca.coop

Discover the value of NRECA membership. Learn More.
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