



Director Compensation

| | |
|-----------------------------|--------------------------|
| Monthly Retainer | \$800/month |
| Monthly Board Meetings | \$300/+ mileage |
| Add'l Per Diem | |
| Board President | \$50/month |
| Annual & *Special .. | \$300/meeting + mileage |
| Safety Meetings | |
| Workshops | \$300/Workshop + mileage |
| State/National Mtgs. | |
| & Seminars | \$300/meeting + mileage |

**Other Cooperative business and committee meetings may include designated compensation or reimbursement. For a complete list of director compensation and reimbursement details, please contact Crow Wing Power.*

What it Means to Serve as a Cooperative Director

Crow Wing Power's Board of Directors represents the membership through the cooperative principle of **Member Democratic Control**. Elected by fellow members, directors provide oversight, set policy, and guide the Cooperative's long-term direction. Their role ensures members have a voice in decisions that shape the future of the Cooperative.

A MESSAGE FROM THE CEO

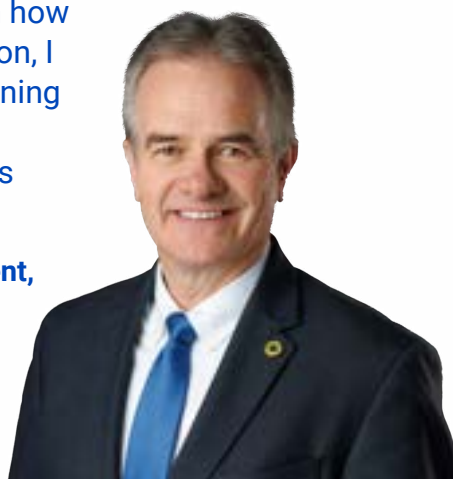
As a member-owned cooperative, Crow Wing Power is guided by local decisions, not distant shareholders. Our Board of Directors plays a critical role in shaping energy policy at the local level—balancing reliability, rate structure, and long-term planning while ensuring the voices of our member-owners are represented in every decision.

Serving as a director is an opportunity to protect local ownership and advocate for the communities we serve during a time of rapid change in the energy industry.

If you value community, thoughtful leadership, and having a say in how energy policy impacts our region, I encourage you to consider running for the Board of Directors and helping guide the Cooperative's future.

Your cooperative, our commitment,

Tim Thompson



Annual Meeting Attendance

Monthly Board Meetings

| | |
|--|-----------------------|
| at Crow Wing Power..... | 4th Thursday, 8 a.m. |
| Crow Wing Power Annual Meeting | April 16, 2026 5 p.m. |
| NRECA Annual Meeting | |
| Location Varies | Feb/March |
| NRECA Legislative Visit | |
| Washington D.C. | April/May |
| Basin Electric Annual Meeting- Bismark, ND | August |
| Cooperative Network MN or WI | August |
| MREA Annual Meeting | |
| St. Paul | Feb/March |
| MREA Energy Issues Summit- St. Cloud | August |
| NRECA Regional Meeting | |
| St. Paul | September |
| MREA District Meeting | |
| Cohasset | July |
| MREA Grassroots | |
| St. Paul | April |
| Basin District 9 | |
| Bismark, ND | June |

The Board of Directors meets 12 times per year, with additional committee meetings, involvement, and responsibilities adding approximately 29 more days, for a total of about 44 meeting days annually. **Meetings shown in italics are not required for all directors to attend.**