



NORTH DAKOTA SAFETY COUNCIL

SAFETY+HEALTH CONFERENCE

53rd ANNUAL

February 23 - 26, 2026 • Bismarck, ND
Bismarck Event Center or Virtual

SPARK YOUR NEXT BREAKTHROUGH

Fresh ideas • Practical tools • Powerful connections



We kindly invite you to 4 days of impactful safety training



Dear Friends in Safety,

It's with great excitement that I welcome you to the North Dakota Safety Council's 53rd Annual Safety + Health Conference! Each year, this event grows into something more powerful. A place where ideas spark, professionals connect, and together we take meaningful steps toward building safer workplaces, homes, and communities.

When you flip through this booklet, you'll see more than just sessions, speakers, and schedules. You'll see opportunities. Opportunities to recharge your passion for safety. To learn from national experts and local leaders. To sharpen your skills with hands-on training. And most importantly, to carry that knowledge back to your teams, your families, and your communities.

At the NDSC, we believe safety isn't just a box to check. It's a culture. A way of working and living that lifts productivity, strengthens trust, and ensures every person has the chance to go home safe each day. And here's the truth: you are the most important safety tool in your workplace. Your voice is more important than any piece of equipment or automation. The decisions you make, the concerns you raise, and the leadership you show create a ripple effect that impacts everyone around you.

Whether this is your first time joining us or your 20th, I encourage you to dive in fully. Ask questions, share ideas, and be open to new perspectives. Together, we are stronger. Together, we can make North Dakota, and every place our work reaches, safer, healthier, and more resilient.

Thank you for your dedication and for being part of this mission. I look forward to welcoming you in February and to seeing the lasting impact your commitment to safety will make.

Sincerely,

Chuck Clairmont
Executive Director, North Dakota Safety Council

“Your voice is more
important than any piece of
equipment or automation.”



1710 Canary Ave • Bismarck, ND 58501
800-932-8890 • ndsc.org

OUR MISSION

We are dedicated to preventing
injuries and saving lives.

The North Dakota Safety Council is a private non-profit organization supported through grants, donations, training and memberships.

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CONFERENCE SCHEDULE

MONDAY, FEBRUARY 23

Pre-Conference (NDSC Campus & Bismarck Event Center)

7:00am - 8:00amPre-Conference Check-in
8:00am - 5:00pmPre-Conference Sessions
10:00am - 5:00pmEarly Check-In for Conference Attendees
12:00pmLunch for Pre-Conference Attendees
12:00pm - 8:00pmExhibitor Move-in

TUESDAY, FEBRUARY 24

6:30am - 7:00amFinal Exhibitor Setup
7:00am - 5:00pmCheck-In & Registration
7:00am - 7:45amExhibitor Networking & Continental Breakfast
7:45am - 9:45am**Opening Session & Keynote - Sam Glenn**
"Attitude Changes Everything"
9:45am - 5:00pmExhibit Hall Open
9:45am - 11:00amExhibitor Networking
11:00am - 12:00pmBreakout Sessions
12:00pm - 1:30pmLunch & Exhibitor Networking
1:30pm - 2:30pmBreakout Sessions
2:30pm - 3:30pmBreak & Exhibitor Networking
3:30pm - 5:00pmBreakout Sessions
5:30pm - 7:30pm**Event Social - Bismarck Hotel & Conference Center**

WEDNESDAY, FEBRUARY 25

7:00am - 5:00pmCheck-In & Registration
7:00am - 8:00amExhibitor Networking & Continental Breakfast
7:45am**Annual Meeting & Opening Session**
8:30am - 9:30am**Keynote - George Carroll**
"Adaptability is the New Change"
9:30am - 1:30pmExhibit Hall Open
9:30am - 10:30amExhibitor Networking
10:30am - 12:00pmBreakout Sessions
12:00pm - 1:30pmLunch & Exhibitor Networking
1:30pmExhibit Hall Closes & Tear down
1:30pm - 2:30pmBreakout Sessions
2:30pm - 2:45pmBreak
2:45pm - 3:45pmBreakout Sessions
3:45pm - 4:00pmBreak
4:00pm - 5:00pmBreakout Sessions

THURSDAY, FEBRUARY 26

7:00am - 9:30amCheck-In and Registration
7:00am - 8:00am**Bacon Breakfast**
8:00am - 9:15amBreakout Sessions
9:15am - 9:30amBreak
9:30am - 10:30amBreakout Sessions
10:30am - 10:45amBreak
10:45am - 12:15pm**Closing Session & Keynote**
Alan Mallory
"Lessons from Everest:
Planning for Safe and
Successful Outcomes"



See what attendees said about our 2025 Conference!

"The NDSC team is a phenomenal team of authentic people who care and love the safety and health of others."

"It was a fun new experience and I appreciate all the time and effort put into it. 20/10 recommend."

"Great conference. Preparation and professionalism of NDSC people is evident."

"The keynote speakers were all outstanding. This is by far the best presentation lineup of any conference I attend."

"This was my first time joining and I am extremely glad I did. I gained so much information and I even got out of my own comfort zone."

ATTENDANCE OPTIONS

Choose what works for you!

The NDSC Annual Safety + Health Conference is an affordable opportunity to network, learn and enjoy. With a variety of registration options, you can take part no matter your budget.

Pre-Conference

Courses priced individually (see pages 9-11 for prices)
Choose from a wide array of Pre-Conference courses on Monday, Feb. 23. **Lunch included!**

Full Conference

\$390 (if you qualify for all the discounts)
Receive access to three top-notch keynotes, all breakout sessions Tuesday thru Thursday, exhibitor show, breakfast and lunch Tuesday and Wednesday, Event Social Tuesday night, bacon breakfast on Thursday morning and much more!

Tuesday or Wednesday Only

\$305 (if you qualify for all the discounts)
Access to one keynote, breakout sessions on Tuesday or Wednesday, exhibitor show, Event Social Tuesday night and one day of breakfast and lunch.

Thursday Only

\$210 (if you qualify for all the discounts)
Access to Thursday's breakout sessions, bacon breakfast and closing keynote.

Virtual Conference

\$415 (if you qualify for all the discounts)
Access to three top-notch keynotes, and your choice of different breakout sessions on Tuesday and Wednesday, plus a bonus session on Thursday livestreamed to the comfort of your own office or home.

Tradeshow Attendee

\$120 (if you qualify for all the discounts)
Access to breakfast, exhibits and keynotes on Tuesday and Wednesday. **Lunch included this year!**

REGISTER NOW AT
NDSC.ORG

All prices based on full discount available.

Cancellation Policy: A refund (minus 10% processing fee) will be issued for cancellations received by Feb. 13, 2026. Refunds will NOT be issued for cancellations made after this date. In the event of inclement weather, the NDSC will transfer your Conference attendance to virtual at no additional cost.

**REGISTER
EARLY!**

Some classes
have a maximum
number of
students allowed.

DISCOUNTS AVAILABLE

Three ways to save big on
your conference registration!

- 1 Become a member. Annual membership fees begin at \$365 and your full conference membership discount is \$205. Become a member and save! [NDSC.org/membership](https://ndsc.org/membership)
- 2 Early bird discount through Jan. 30, 2026. **Save \$10-\$50 per registration** with our early bird discount.
- 3 WSI Policyholder Discount. WSI policyholders can **save \$75-\$350 per registration**.



Thank you to our **SPONSORS**

Our purpose is to make North Dakota the safest state in the nation. While that vision inspires us and drives our daily work, it is impossible to achieve without our members, supporters and partners. Thank you for all you do to keep people safe and for your support of the North Dakota Safety Council.

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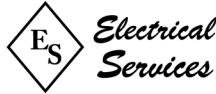


DIAMOND



Hosting a top quality safety conference would not be possible without you.
Thank you for standing with us in our mission to save lives.

GOLD



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 United Printing
 United Quality Cooperative
 Verendrye Electric Co-op
 Winn Construction Inc.
 Wyoming Casing Service

BRONZE

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 BEK Communications
 BNC National Bank
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 Captain Clean
 Cintas
 Corrosion Monitoring Services, Inc.
 CW Structural Engineers
 Decotah Paper
 Dakota Growers Pasta
 Eco Material Technologies
 Flash Printing
 Heitkamp Construction Company, Inc.

Hupp Electric Motors
 ICS, Inc.
 Impact Dakota
 Johnson Controls, Inc.
 Maviro Inc.
 Minnkota Recycling and Secured Document Destruction
 NDTc
 Neset
 Ok Tire Store
 Precision Machine & Welding
 SHRM
 Southwest Area Safety Association

INDUSTRY Showcase

We've highlighted the courses that can make the biggest impact in YOUR industry.



CONSTRUCTION

ROCO Rescue classes
PC05 • Mental Health First Aid
A03/B03 • Fall Protection: Protecting Workers at Heights
A17 • Hazard Awareness and Recognition
A25 • Grief in the Workplace
B18 • Outsourced, Contracted, or Uncontrolled Risk?
B38 • Grinding Safety
B40 • Hand Safety 101
C11 • Confined Spaces, Rescue and OSHA



MANUFACTURING

PC04 • Basics of HACCP Food Safety Refresher
A14 • Measuring System Maturity
A17 • Hazard Awareness and Recognition
A24 • A Proven Injury-Free Safety Culture Development System
B18 • Outsourced, Contracted, or Uncontrolled Risk?
B24 • Worker Fatigue And Ergonomics
B40 • Hand Safety 101
C01 • Managing AI Risk Through a Cybersecurity Lens
C13 • Who, What, When and Where of OSHA Hearing Conservation



UTILITIES

ROCO Rescue Classes
PC16/PC23 • Arc Flash, The NFPA 70E Standard
A03/B03 • Fall Protection: Protecting Workers at Heights
A19 • Combating the Four Horsemen of Arc Flash Injuries
A30 • Navigating the Proposed UAS Part 108
B12 • Lockout/Tagout: Utilizing Technology
B20 • The 101's of NFPA 70E and the OSHA Guidance
B30 • Understanding the 2023 NFPA 70B
C05 • Wild Places, Safe Spaces
C11 • Confined Spaces, Rescue and OSHA



OIL & GAS

PC11 • Exposure Assessment Strategies
A11 • Assessment of Oil and Gas Worker Hydrocarbon Exposures
A17 • Hazard Awareness and Recognition
A21 • Cranes in the Oil & Gas Industry
A29/B04 • Process Safety Applications in Oil and Gas Operations
B11 • TENORM Awareness & Refresher Training
B18 • Outsourced, Contracted, or Uncontrolled Risk?
B33 • Contractor Pitfalls
B38 • Grinding Safety
C05 • Wild Places, Safe Spaces
C06 • Oil & Gas Industry Focus Panel
C15 • Gas Detection Fundamentals



TRANSPORTATION

PC02 • Strategies to Improve Motor Carrier Safety and CSA Scores
PC14 • DOT Compliance
PC24 • Safety and Compliance in Transporting Hazardous Materials
A12 • Tire Safety Everyone Should Know
A26 • Get Home Safe Panel
B09 • Driver Qualification
B18 • Outsourced, Contracted, or Uncontrolled Risk?
B25 • Shift Work: How to get your Best Sleep while Shift Working
C07 • What is a Professional Driver?



MINING

PC13 • Spring Thaw
A12 • Tire Safety Everyone Should Know
A22 • MSHA Part 46 Workshop: Did you know?
B01 • Beating Chronic Burnout
B09 • Driver Qualification
B12 • Lockout/Tagout
B18 • Outsourced, Contracted, or Uncontrolled Risk?
B25 • Shift Work: How to get your Best Sleep while Shift Working
B30 • Understanding the 2023 NFPA 70B: Standard
C05 • Wild Places, Safe Spaces

Go to ndsc.org/annualconference to see more industry suggestions, focus areas and speaker credentials.

PRE-CONFERENCE COURSES

MONDAY, FEB. 23

See full course descriptions at ndsc.org/annualconference



PC01 - Compliance Rescue Refresher™

\$375 member | \$475 nonmember

Brad Warr/Chris Carlsen - ROCO Rescue



8 am – 5 pm, Intermediate

20 Students Max

A real emergency demands rescue proficiency. To maintain proficiency, refresher training and regular practice drills are vital. OSHA 1910.146 requires that rescue team members practice making permit space rescues at least once every 12 months from actual or representative confined spaces. This course includes hands-on practice as well as problem-solving confined space and elevated scenarios.

PC02 - Strategies to Improve Motor Carrier Safety and CSA Scores

\$220 member | \$255 nonmember

Josh Anderson/Michael Hinrichs - North Dakota Highway Patrol



Dakota Highway Patrol

8 am – 12 pm, Intermediate/Advanced

Members of the North Dakota Highway Patrol Motor Carrier Operations division will take an in-depth look at FMCSA's Compliance, Safety and Accountability (CSA) program.

PC03 - CPR/AED/First Aid

\$95 member | \$100 nonmember

Stacey Fick - NDSC



8 am – 2 pm, Any Level - 15 Students Max

Do you know how to respond if your colleague collapses on the job site? This course teaches students to take action in a medical emergency and prepares them to respond to choking, breathing and cardiac emergencies.

PC04 - Basics of HACCP Food Safety Refresher

\$220 member | \$255 nonmember

Dr. Travis Maddock - Dakota Global Consulting

8 am – 12 pm, Any Level

In this HACCP refresher course, participants will learn how to reduce the risk of food safety hazards and increase their food safety standards. Not only will this support compliance with regulatory requirements such as those from the FDA and the Global Food Safety Initiative (GFSI), it will also elevate consumer confidence in your products.

PC05 - Mental Health First Aid

\$175 member | \$195 nonmember

Dennis Snodgrass - NDSC

8 am – 5 pm, Any Level - 15 Students Max

Mental Health First Aid (MHFA) is skills-based training that teaches people how to identify, understand and respond to signs and symptoms of a mental health or substance use challenge. Similar to physical First Aid and CPR, MHFA helps you assist someone experiencing a mental health or substance use crisis until professional assistance is obtained or the crisis is resolved.

PC06 - New Safety Professional 101

\$175 member | \$225 nonmember

Andrea Jensen/Kacy Kirby - NDSC

8 am – 12 pm, Basic

Are you new to the safety profession or want to gain more knowledge of the role OSHA and Workforce Safety Insurance (WSI) play within your company? In this course you will learn how to navigate the OSHA.gov website to better understand the regulations and ensure compliance.

PC07 - OSHA 7105 Evacuation and Emergency Planning

\$185 member/nonmember

Dale Robinson - Construction Education

Foundation OSHA Training Institute

8 am – 12 pm, Any Level

This course covers OSHA requirements for emergency action and fire protection plans. Course topics include purpose and requirements of emergency action and fire prevention plans, elements of emergency evacuation plans, and features of design and maintenance of emergency exit routes.

PC08 - Professional Ethics for the Safety Leader

\$245 member | \$285 nonmember

Wyatt Bradbury - Avetta and UAB

8 am – 2 pm, Any Level

Safety professionals are expected to act with integrity, demonstrate high professional

conduct, and exhibit ethical behaviors. They are expected to make leadership decisions that directly impact the lives of both employees and the public. Yet, these skills are not taught and rarely reinforced. This course will seek to provide some context to the world of professional ethics. *Fulfills BCSP ethics requirement.*

PC09 - Unlock Success through Emotional Intelligence

\$220 member | \$255 nonmember

Ryan Bouda/Samantha Bouda - LEAP

Training and Coaching

8 am – 12 pm, Any Level

Emotional intelligence is one of the most critical yet underdeveloped skills in safety leadership. This interactive pre-conference workshop helps leaders strengthen self-awareness, self-management, social awareness, and relationship management—the four core competencies of emotional intelligence.

PC10 - Mass Attacks in Public Spaces: Preventing Workplace Violence

\$30 member | \$35 nonmember

Ed Oslica - National Threat Assessment Center

8:30 am – 11:30 am, Any Level

Based on the U.S. Secret Service National Threat Assessment Center's (NTAC) research, our training will focus on proactive, prevention-based approach to workplace violence. We'll use the findings from NTAC's report, "Mass Attacks in Public Spaces: 2016-2020," which shows that targeted violence is rarely a random act.

COURSE FEATURES

Look for these icons throughout the book to see specific course options and qualifications.



Course includes Hands-On Training



Course available as Virtual Conference option
(See page 23 for more information)

PRE-CONFERENCE COURSES

PC11 - Don't Just Hold Your Breath: Exposure Assessment Strategies to Evaluate Hazardous Gas and Vapors during Oil and Gas Extraction and Production Activities

\$325 member | \$375 nonmember

John Snawder

8 am – 5 pm, Basic/Intermediate

Oil and gas exploration and production activities may lead to workers being exposed to potentially harmful airborne particulates, hydrocarbons and toxic gases. By combining traditional workplace air sampling with direct reading technologies, both qualitative and quantitative exposure assessments may be used to improve worker safety and health.

PC12 - Lift Truck Operator - OSHA Compliant

\$175 member | \$225 nonmember

Tim Poston - NDSC

8 am – 5 pm, Any Level

The NDSC's qualified trainers provide forklift training that is effective and OSHA compliant. Our training supports OSHA standards, including 29 CFR 1910.178(l) – General Industry and 29 CFR 1926.602(d) – Construction standards.

PC13 - Spring Thaw

\$55 member | \$65 nonmember

Alan Roberts – MSHA, Craig Stevens – Big Horn Tire, Dusty Ott – SKC, Thad Sichmellar – MSHA, Tim Hall – NDSC

9 am – 3 pm, Any Level

Statistics show that incidents tend to increase during April and May when many mining operations begin producing again, often with new employees who are unaware of the hazards in mining. Spring Thaw is designed to increase awareness of hazards for both surface coal and sand and gravel mines.

PC14 – DOT Compliance

\$220 member | \$255 nonmember

Don Moseman - NDSC

8 am – 12 pm, Any Level

Personnel responsible for managing commercial vehicles and drivers, such as Fleet Safety Managers, Driver Managers, Safety Supervisors, HR professionals and administrative support personnel, can benefit from this course. This workshop provides attendees an opportunity to learn how to use the FMCSA manual and will focus on learning all applicable federal regulations.

PC15 – HAZWOPER Refresher

\$225 member | \$255 nonmember

Jay Skarphol - NDSC

8 am – 5 pm, Intermediate

This refresher course fulfills the requirements of the HAZWOPER Standard for Construction and General Industry and includes updates on and an overview of HAZWOPER requirements. Focus will be placed on identification, evaluation and control of a hazmat scene or incident.

PC16 - Arc Flash, The NFPA 70E Standard and Your Electrical Maintenance. ARE YOU PREPARED?

\$220 member | \$255 nonmember

Joe Schommer – RESA Power

8 am – 12 pm, Basic/Intermediate

The world of electrical hazards, protection and accident prevention can be a confusing place. Hundreds of deaths and thousands of injuries can be avoided each year by following the NFPA 70E: Standard for Electrical Safety in the Workplace.

PC17 - Mass Attacks in Public Spaces: Preventing School Violence

\$30 member | \$35 nonmember

Ed Oslica - National Threat Assessment Center

3 pm – 6 pm, Any Level

For over 20 years, the U.S. Secret Service National Threat Assessment Center (NTAC) has conducted research on the thinking and behaviors of those who commit acts of targeted school violence, to prevent future acts from occurring. This presentation will highlight relevant past incidents and include findings and recommendations from NTAC's latest research publications on targeted school violence.

PC18 – New Safety Professional 102

\$175 member | \$225 nonmember

Andrea Jensen/Kacy Kirby - NDSC

1 pm – 5 pm, Any Level

A step up from New Safety Professional 101, this course helps dig a little deeper into workplace safety. After completing this course, students will better understand what a safety program consists of and how to start developing safety programs for their companies that follow OSHA regulations.

PC19 - OSHA 7510 Introduction to OSHA for Small Businesses

\$185 member/nonmember

Dale Robinson - Construction Education Foundation OSHA Training Institute

1 pm – 5 pm, Basic/Intermediate

This course covers an introduction to the Occupational Safety and Health Administration (OSHA) and the OSH Act for owners and managers of small businesses. Course topics include an introduction to OSHA, OSHA Standards, the inspection process, implementing a safety and health program, worker training requirements and assistance available to small businesses.

REGISTER NOW AT [NDSC.ORG/ANNUALCONFERENCE](https://ndsc.org/annualconference)

2026 CONFERENCE ATTENDEE FEES

	Pre-Conference	Full Conference	Tuesday Only	Wednesday Only	Thursday Only	Tradeshaw Attendee	VIRTUAL Conference
ADMISSION TYPE	PC	FC	TO	WO	THO	TA	VC
Base Rate	Varies	\$995	\$640	\$640	\$435	\$150	\$690
DISCOUNTS							
Early Bird (by Jan. 30)	N/A	-\$50	-\$30	-\$30	-\$20	-\$10	-\$50
NDSC Member	Varies	-\$205	-\$105	-\$105	-\$80	-\$20	-\$150
WSI Policyholder	N/A	-\$350	-\$200	-\$200	-\$125	N/A	-\$75
Your Price <i>If you qualify for all discounts</i>	Varies	\$390	\$305	\$305	\$210	\$120	\$415

PRE-CONFERENCE COURSES

PC20 - OSHA Recordkeeping

\$150 member | \$175 nonmember

Aglae Young - NDSC

1 pm - 5 pm, Any Level

The NDSC's recordkeeping course has been updated to help employers understand and navigate OSHA's updated recordkeeping rule. We'll help you understand what a recordable injury is and keep non-recordables off your logs.

PC21 - Increasing Your Impact & Influence With Trust

\$220 member | \$255 nonmember

Kevin Mueller - ITCB Consulting

1 pm - 5 pm, Any Level

You have probably given every person you encounter in life a "trust score," and they have likewise evaluated you. Most people are losing trust points for doing something that is actually praised and rewarded in America. We will dive into the different areas where managers, leaders, and salespeople are losing/leaking trust, then cover ways to gain trust, some which are hidden in plain sight.

PC22 - Reasonable Suspicion for Supervisors

\$175 member | \$225 nonmember

Don Moseman - NDSC

1 pm - 5 pm, Any Level

This classroom course will give supervisors from all industries valuable training on the management of drug and alcohol abuse in

the workplace. Supervisors will learn what they need to look for, and actions to take if someone seems unfit for duty.

PC23 - REPEAT: Arc Flash, The NFPA 70E Standard and Your Electrical Maintenance. ARE YOU PREPARED?

\$220 member | \$255 nonmember

Joe Schommer - RESA Power

1 pm - 5 pm, Basic/Intermediate

The world of electrical hazards, protection and accident prevention can be a confusing place. Hundreds of deaths and thousands of injuries can be avoided each year by following the NFPA 70E: Standard for Electrical Safety in the workplace.

PC24 - Safety and Compliance in Transporting Hazardous Materials

\$125 member | \$145 nonmember

Mitchell Rumble - Mann Enterprises, LLC

1 pm - 3 pm, Any Level

This session provides comprehensive Hazardous Materials (HazMat) training covering General Awareness, Safety, and Security Awareness. Participants will gain a foundational understanding of hazardous materials regulations, hazard classifications, and proper handling and communication procedures.



Photo provided by
ND Energy Services

PRE-CONFERENCE REGISTRATION

When registering to attend the Conference, select from the different in-person categories. Then you will have the option to add any available pre-conference classes to your registration.

NDSC PRE-CONFERENCE MEMBER DISCOUNT

Enter **Member26** in the discount column at the beginning of registration.

PREMIUM TRAINING AT AFFORDABLE RATES.

Thanks to support from Workforce Safety & Insurance, we are able to keep our conference rates affordable for every size of business. With WSI's policyholder discount, you can save up to \$350 per individual registration.

WSI

North Dakota Workforce
Safety & Insurance

SAVE UP TO \$605!

FULL CONFERENCE

WSI Policyholders

\$350 OFF

NDSC Members

\$205 OFF

Register by Friday, January 30, 2026 to save up to an additional \$50



TUESDAY COURSES

Opening
Session starts
at 7:45

TUESDAY KEYNOTE SPEAKER

SAM GLENN

AKN-VKN • 'Attitude Changes Everything'

TUES, FEB. 24 • 8:30am - 9:45am, All Levels



We've all heard speeches about attitude—but not like this one. Sam Glenn's inspiring and artistic approach to educating and empowering audiences will have you looking at your attitude in a whole new way. Attitude plays a vital role in every part of life, both personally and professionally. Sam Glenn has written more than thirty books on the subject. 'Attitude Changes Everything' offers an enlightening, entertaining, and educational look at how attitude works, what shapes it, how to maintain a healthy perspective, and how to use your attitude to create better experiences. Sam's keynote will recharge your attitude like jumper cables to a drained car battery.



See full course descriptions at ndsc.org/annualconference

A01 – VA01 | Functionally HOPping – Bringing Human Factors into Practical Focus



Wyatt Bradbury, Avetta, University of Alabama, Birmingham

11 am – 12 pm, All Levels

There is a great deal of information that exists on what HOP is, how we need to think in a Human Factors Mindset, and that there are new ways of thinking organizationally. But much of this information fails to be distilled to a level that is workable by many practitioners and professionals in execution. This presentation will work to explore some of that information connecting it to practices in place within organizations.

A02 | Bottoms Up and Side to Side



Brad Warr/Chris Carlsen, ROCO Rescue

11 am – 5 pm, Intermediate/Advanced
20 Students Max – Intermediate to Advanced Level Training Required

This intermediate to advanced level session will take participants through drills common in the rope access world, including ascending rope and moving laterally using rope to rope transfers with an eye for planning rescue operations should the need arise.

A03 | Fall Protection: Protecting Workers at Heights (Demonstration)

Joe Walch, 3M

11 am – 12 pm, All Levels

This session will focus on the importance of fall protection. It will provide an overview of fall protection standards, hazard recognition,

a review of fall arrest systems available, and a live demonstration.

A04 | Artificial Intelligence (AI) and EHS: Opportunities and Challenges

Jay Vietas, NSC

11 am – 12 pm, Intermediate/Advanced

This session will cover some of the AI tools available to improve safety and health in the workplace, how AI may create or exacerbate hazards to workers, and offer guidance on developing the relationships and risk assessment tools necessary to anticipate and control these hazards in the workplace.

A05 | Overcoming Ourselves: Unlocking Your Leadership Potential

Ryan Bouda/Samantha Bouda, LEAP Training and Coaching

11 am – 12 pm, All Levels

Sometimes the biggest barriers to great leadership aren't external—they're internal. Fear, self-doubt, and negative self-talk can limit our ability to lead effectively, especially in high-stakes safety environments. This session uses neuroscience and self-awareness strategies to help leaders recognize and reframe these internal patterns.

A06 | Trevor's Story "A Pain that Doesn't Dull with Time"

Jay Skarphol, NDSC

11 am – 12 pm, All Levels

Jay Skarphol had his post-retirement planned out. But that was before tragedy struck. On Friday, May 25, 2012, Memorial Day Weekend, the Skarphol family was changed forever.

Their eldest son, Trevor, who was the lead electrician on the project was killed at a West Fargo construction site. He was 35 days short of his 31st birthday.

A07 | Turn Your Supervisors into Superstars! The Essential Skills They Need to Achieve Success

Chris Ross, SafeStart

11 am – 12 pm, Intermediate

The best workers are often promoted to supervisors, and that can be a challenge—"We lost our best welder and now we have our worst supervisor." Organizations need skilled and talented supervisors to achieve desired results in safety, quality, production and performance. This session will demonstrate the importance of managing the human factors that affect safety, quality and performance at individual and organizational levels.

A08 – VA08 | National Threat Assessment Center (NTAC) Overview and Case Study: A Trauma Averted



Ed Oslica, National Threat Assessment Center

11 am – 12 pm, All Levels

An overview of NTAC's pioneer work in the field of threat assessment and targeted violence prevention. Learn about NTAC's more than 20 years of research into the thinking and behaviors of individuals who have conducted (or planned to conduct) acts of targeted violence on public officials, public figures, K-12 schools, institutes of higher education, federal government personnel and facilities, and public spaces.

A09 | Resilient Workplaces: Sustaining Wellbeing and Psychological Safety

Dr. Geri Wolff, Hope Therapy Center

11 am – 12 pm, All Levels

Building on the foundation of Resilient Pathways: Understanding Trauma and Cultivating Effective Coping, this session shifts the focus from individual awareness to organizational application. Dr. Geri Wolff, DBH, OTR/L, explores how trauma-informed principles can strengthen workplace culture, enhance wellbeing, and create psychologically safe environments.

A10 | Introduction to Workers Compensation - Claims 101

Nichole Schlosser, WSI

11 am – 12 pm, Basic

Claims 101 training will cover injury reporting/timeliness, what constitutes a work injury, the roles and players on a Workers' Compensation Claim, Designated Medical Provider and Claims Management Philosophy.

A11 | Assessment of Oil and Gas Worker Hydrocarbon Exposures During Exploration and Production Activities at Unconventional Oil and Gas Wells

John Snawder

11 am – 12 pm, Intermediate/Advanced

Upstream oil and gas work activities may present chemical exposure hazards inherent to that activity and vary based on well type (dry gas, wet gas and oil), geologic basin and type of operation (drilling, completion, production, midstream) performed. Greater understanding of where, when and how exposures occur can allow for better risk assessments and targeted interventions and controls to improve worker safety and health.

A12 | Tire Safety Everyone Should Know

Craig Stevens, Big Horn Tire

11 am – 12 pm, All Levels

We will explore tire topics that are critical to the mobile population and up and coming drivers. There is a science and methodology behind proper tire placement on your vehicle. What have you taught your loved ones when it comes to vehicle safety and how to handle your car/truck when you have a tire failure at highway speeds?

A13 – VA13 | Difficult Times, Difficult Conversations

Chris Ross, SafeStart

1:30 pm – 2:30 pm, Intermediate

Even in the best of times having difficult conversations and managing conflict can be tough. Having difficult conversations is a skill that can be learned and practiced. Attend this session to discover how resolving problems through skilled communication can build relationships, enhance creativity, boost engagement, develop organizational learning loops and increase performance.

A14 | Measuring System Maturity – The Core Elements of Safety and Health Performance

Wyatt Bradbury, Avetta, University of Alabama, Birmingham

1:30 pm – 2:30 pm, All Levels

What is the benchmark for organizational maturity in safety and health – an ISO 45001 Certificate on the wall? A reduction in injuries? The continuance of "0"? This presentation will review the research behind the Safety Maturity Index and how it seeks to help organizations assess how they are growing and improving in safety and health against internationally recognized consensus benchmarks.

A15 | Building Psychological Safety in the Workplace

Robin Landwehr, Spectra Health

1:30 pm – 2:30 pm, Basic

Attendees will learn why psychological safety may increase the general safety of all employees. By exploring how to improve psychological safety at every level, from individual employees to the organization as a whole, participants can start developing new ideas for psychological safety in their workplace.



Photo provided by
Primec Controls LLC

TUESDAY COURSES

A16 | Communication: How do we Move Others to Action?

Kevin Miiller, ITCB Consulting

1:30 pm – 2:30 pm, All Levels

We usually communicate in a way that feels natural to us. We send out information focused on our own goals, without thinking much about how others will understand or react to it. To make the biggest impact, we must understand different types of people and adjust our communication plan to maximize the impact on a person or for each audience.

A17 | Hazard Awareness and Recognition for Managers and Supervisors

Andrea Jensen, NDSC

1:30 pm – 2:30 pm, All Levels

Are you a supervisor, foreperson or manager and want to gain more knowledge on hazard awareness within your company? In this course you will learn about hazard awareness recognition, SIF and HOP, using the hierarchy of controls to address the hazard, and how to talk to your people about the controls and hazards in the workplace.

A18 – VA18 | From Hard Hat to Smart Chat: Practical Ways to Use ChatGPT in Safety

Scott Gaddis, Intellex Technologies

1:30 pm – 2:30 pm, Intermediate/Advanced

Frontline safety professionals balance countless tasks like writing reports, conducting inspections, leading toolbox talks, and staying on top of documentation and training. What if artificial intelligence could take some of that weight off your shoulders? Whether you're curious or cautious about AI, you'll leave ready to start using it to work smarter, not harder.

A19 | Combating the Four Horsemen of Arc Flash Injuries and Achieving Safety Excellence in Arc-Rated Clothing Programs

Derek Sang, Bulwark

1:30 pm – 2:30 pm, Intermediate

Despite decades of advancements in safety standards and PPE technology, electrical workers continue to suffer life-altering arc flash injuries. Why? This session explores the root causes behind these preventable incidents - "Irresponsibility, Defiance, Neglect, and Complacency" - dubbed the Four Horsemen of Arc Flash injuries.

A20 | Applying Military Decision-Making to Workplace Safety: A Structured Approach to Incident Response

Dustin Workman, Sysco

1:30 pm – 2:30 pm, All Levels

Safety incidents demand clear, timely decisions. This session introduces the Military Decision-Making Process (MDMP)

as a structured framework for analyzing incidents and implementing corrective actions. Attendees will learn how to adapt MDMP steps—Mission Analysis, Course of Action Development, Analysis, Decision, and Execution—to improve safety outcomes.

A21 | Cranes in the Oil and Gas Industry

Travis Black, ProLift Rigging

1:30 pm – 2:30 pm, Basic/Intermediate

In this session, Travis Black, Director of Technical Services at ProLift Rigging, will guide attendees through three critical components of crane operations often misunderstood or overlooked on modern jobsites.

A22 | MSHA Part 46 Workshop

Tim Hall, Jayme Baumberger, Collin Rogers

1:30 pm – 5:00 pm, All Levels

Learn about training requirements and recordkeeping, as well as a refresher on what you need to know about Part 50: Notification, Investigation, Reports and Records of Accidents, Injuries, Illnesses, Employment, and Coal Production in mining.

A23 – VA23 | The Trust Prescription: The Secret Formula for Exceptional Teams

Ryan Bouda/Samantha Bouda, LEAP

Training and Coaching

3:30 pm – 5:00 pm, All Levels

Trust is the foundation of every strong safety culture, but it doesn't happen by chance. It's a choice leaders make and a discipline teams build daily. In this session, participants will explore the five key elements of trust that drive high-performing, safety-focused teams.

A24 | A Proven Injury-Free Safety Culture Development System

Chris Rockwell, Workplace Learning System

3:30 pm – 5:00 pm, All Levels

Discover how diverse organizations from King's Hawaiian to Valvoline to Miller Electric Tool Company to Mazda Toyota are eliminating injuries through a unique workplace safety culture development system.

A25 | Grief in the Workplace

Robin Landwehr, Spectra Health

3:30 pm – 5:00 pm, Basic

Attendees will learn the cost of grief in the workplace, both in terms of the toll it takes on employees and the incredible financial loss. By exploring ways to address grief, companies can provide resources beyond EAPs to help employees through the difficulty of loss and grief.

A26 | Get Home Safe Panel

Art Thompson, WSI

3:30 pm – 5:00 pm, All Levels

The Get Home Safe Panel Discussion brings together industry leaders to explore how

we can ensure every worker in North Dakota returns home safely at the end of each day. This engaging session will feature expert insights, real-world success stories, and innovative strategies to address today's workplace safety challenges.

A27 | The Challenge of Change: How to Gain Buy-in for Individual and Organizational Change

Chris Ross, SafeStart

3:30 pm – 5:00 pm, Intermediate

Organizations today are undertaking major change initiatives more frequently than ever before. This session presents a comprehensive change model that can be immediately applied to your current situations. Participants will explore how to apply the model that includes planning, engagement, implementation, training, and deployment.

A28 – VA28 | OSHA Insights: Navigating the Latest Regulatory Landscape

Scott Overson, OSHA

3:30 pm – 5:00 pm, All Levels

Join us for an engaging and informative session that goes beyond the surface. Our "OSHA Insights" presentation offers an in-depth look at the latest rulemaking activities, providing a comprehensive understanding of how these developments impact businesses and industries.

A29 | Process Safety Applications in Oil and Gas Operations

Robert Nocco, Chevron

3:30 pm – 5:00 pm, Intermediate

This session will provide an overview of the Process Safety Elements, including OSHA and EPA requirements. It will cover a practical overview of process safety management aspects in oil and gas operations.

A30 | Navigating the Proposed UAS Part 108 Beyond Visual Line of Sight regulations

Paul Snyder / James Moe, UND

3:30 pm – 5:00 pm, Intermediate

Discover how the FAA's proposed Part 108 Beyond Visual Line of Sight (BVLOS) regulations will transform drone operations for safety teams and companies. This session breaks down the new risk-based framework, key compliance requirements, and technical standards.

A31 | Hazards Hierarchy - What you need to know!

Kurt Rhea, Radiation Pros

3:30 pm – 5:00 pm, Intermediate

Risk is part of life. But where do the greatest risks come from at work and what can we do to avoid injury? The potential risks are all around us! Understanding the hierarchy of risks can help you be better prepared to get home safe every night.

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Tuesday, Feb. 24, 5:30-7:30 pm

Bismarck Hotel, 800 3rd St, Bismarck
Network with colleagues, enjoy delicious appetizers and a cash bar. **Hospitality Suites available for \$220!** Reserve yours today by emailing ndsafetyconference@ndsc.org.



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FRENCH FRY HOUR

**Tuesday, Feb. 24
2:30-3:30 • Exhibit Hall**

Savor the crispy goodness at Cavendish French Fry Hour. Keep the conversations and the fries flowing during the afternoon networking break on Tuesday in the Exhibit Hall.

SILENT AUCTION

Place your bids in-person or virtually and help save lives. All proceeds go toward NDSC efforts to prevent injuries and save lives. **Donate by emailing Darcy at darcy@ndsc.org.** Auction closes Wednesday at 1:30 pm.

WESCOM LOUNGE

Step into the Wescom Lounge! Whether you need to recharge your phone or yourself, we've got you covered. Relax in our cozy, outdoor-inspired space, grab a beverage, and take a break from the conference buzz. It's the perfect spot to catch your breath, reconnect with colleagues, or simply recharge.



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Need a quick break and a delicious pick-me-up? Stop by the **Chuggs Coffee Truck** in the Exhibit Hall.

WEDNESDAY COURSES

Annual Meeting
& Opening
Session starts
at 7:45

WEDNESDAY KEYNOTE SPEAKER **GEORGE CARROLL**

BKN-VKN • ‘Adaptability is the New Change’

WED, FEB. 25 • 8:30 am - 9:15 am, All Levels



In today's fast-paced and ever-evolving world, change is no longer an occasional event—it's a constant. The key to long-term success isn't just managing change but mastering adaptability. Recent Gallup research highlights that 70% of US employees have reported experiencing disruptive change within their organization in the past year, with 20% citing a large or very large extent of change. Adaptability is the new competitive advantage, allowing individuals and organizations to stay ahead of the curve, innovate, and lead with confidence.

See full course descriptions at ndsc.org/annualconference

B01 – VB01 | Beating Chronic Burnout

George Carroll, Motivational Keynote Speaker

10:30 am – 12:00 pm, All Levels

Burnout is more than just exhaustion—it's a state of physical, emotional, and mental depletion that affects performance, motivation, and overall well-being. Moving through burnout requires a strategic approach that prioritizes mindfulness, self-awareness and sustainable productivity habits.



B02 | A Rope Eggventure

Brad Warr/Chris Carlsen, ROCO Rescue

10:30 am – 2:30 pm, Intermediate/Advanced
20 Students Max – Beginner/Intermediate Level Training needed.

Every October Roco Rescue hosts Roco Rescue Challenge where some of the best rescue teams in the country square off to find out who is the best. The highlight of Challenge is the Yellow Brick Road where teams move a victim through a pre-determined path that is impossible to complete.

B03 | REPEAT: Fall Protection: Protecting Workers at Heights (Demonstration)

Joe Walch, 3M

10:30 am – 12:00 pm, All Levels

This session will focus on the importance of fall protection. It will provide an overview of fall protection standards, hazard recognition, a review of fall arrest systems available, and a live demonstration.

B04 | REPEAT: Process Safety Applications in Oil and Gas Operations

Robert Nocco, Chevron

10:30 am – 12:00 pm, Intermediate

This session will provide an overview of the Process Safety Elements, including OSHA and EPA requirements. It will cover a practical overview of process safety management aspects in oil and gas operations.

B05 | The Fallacies of HOP: Rethinking What It Really Means for Safety

Scott Gaddis, Intellex Technologies

10:30 am – 12:00 pm, Intermediate/Advanced
Human and Organizational Performance, or HOP, has been gaining much attention in the safety field, and for good reason. It shifts the focus away from blame and zero incidents and instead encourages learning, understanding context, and building systems that support people in doing their best work. This session is for professionals who want to make HOP work in the real world—not just as a concept, but as a daily practice that improves safety outcomes and strengthens culture.

“NDSC staff are always incredible, friendly, and helpful.”

- 2025 Conference attendee

B06 | Lessons Learned from Columbine

Don Moseman, NDSC

10:30 am – 12:00 pm, All Levels

Join us for a powerful and deeply personal presentation from a first responder who was on the scene during the Columbine High School attack. Drawing from firsthand experience, the speaker shares the lasting emotional and psychological impact that the tragedy had—not only on the victims and community, but on the first responders who rushed in that day.

B07 | Drug Identification in ND

Phillip Worley, Dunn County Sheriff Department

10:30 am – 12:00 pm, All Levels

A discussion about the different types of narcotics, the usages, the effects on the body, and North Dakota law.

B08 – VB08 | Communicating through Change: Proven Strategies to Navigate Change with Ease

Ryan Bouda/Samantha Bouda, LEAP Training and Coaching

10:30 am – 12:00 pm, All Levels

Change can either strengthen or strain a safety culture—depending on how it's led. This session explores the neuroscience of change and equips leaders with tools to guide their teams through uncertainty with clarity and confidence.



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B09 | Driver Qualification: It's More Than Driver's License Verification

Ryan Pietzsch, NSC

10:30 am – 12:00 pm, All Levels

Motor vehicle crashes are the leading cause of death at work. Non-fatal crashes are also a leading cause of injury at work and often result in expensive worker compensation claims, increased vehicle insurance premiums, and lost productivity. In this presentation we will discuss the Fleet Maturity Model where you will be able to see where you are in your fleet safety journey and identify goals for improved driver performance.

B10 | OSHA 7500 Introduction to Safety and Health Management

Dale Robinson, Construction Education Foundation OSHA Training Institute

10:00 am – 5:00 pm, All Levels

This course covers the effective implementation of a company's safety and health management system. The course addresses the four core elements of an effective safety and health management system and those central issues that are critical to each element's proper management.

B11 | TENORM Awareness & Refresher Training

Kurt Rhea, Radiation Pros

10:30 am – 12:00 pm, Basic/Intermediate

Whether you are new to NORM/TENORM or have years of experience, this Awareness & Refresher class will help you understand what's hot and what's not! Come find out what really matters when it comes to radioactivity in oil and gas, mining, and water treatment!

B12 | Lockout/Tagout: Utilizing Technology for Controlling Hazardous Energy

Scott Stone, Rockford Systems

10:30 am – 12:00 pm, All Levels

Traditional methods of creating lockout tagout procedures can take hours of back-and-forth, highly inefficient work on multiple devices. During this session, learn how LOTO Software can take the hassle out of building LOTO procedures and provide a platform for on-going compliance through periodic inspection management.

B13 – VB13 | Human Performance Improvement (HPI), Common Error Traps and HPI Tool Use

John LaFrance, Idaho National Laboratory

1:30 pm – 2:30 pm, All Levels

This presentation delves into some of the most common human error traps, such as inaccurate assumptions, limited working memory, miscommunication, and complacency.

B14 | From Silence to Success: Building a Culture of Psychological Safety

Ryan Bouda/Samantha Bouda, LEAP Training and Coaching

1:30 pm – 2:30 pm, All Levels

A strong safety culture starts with the courage to speak up and the confidence to listen. This session explores psychological safety as the foundation for safety, accountability, and continuous improvement. Participants will examine the three essentials of a psychologically safe culture: speak up, listen up, and follow up.

B15 | Flipping the Leadership Pyramid: Serving First to Lead Safety Forward

Scott Gaddis, Intellex Technologies

1:30 pm – 2:30 pm, All Levels

Safety leadership is often defined by control, policy, and oversight—commanding structures that aim to ensure compliance. But the truth is, the most powerful safety cultures aren't built on authority alone. They're built on trust, humility, and service. Scott challenges leaders to fundamentally rethink their role in safety by flipping the traditional leadership pyramid and embracing a model of servant leadership that puts people, not power, at the center of safety transformation.

B16 | REPEAT: Turn Your Supervisors into Superstars! The Essential Skills They Need to Achieve Success

Chris Ross, SafeStart

1:30 pm – 2:30 pm, Intermediate

The best workers are often promoted to supervisors, and that can be a challenge—"We lost our best welder and now we have our worst supervisor." Organizations need skilled and talented supervisors to achieve desired results in safety, quality, production and performance. This session will demonstrate the importance of managing the human factors that affect safety, quality and performance at individual and organizational levels.

B17 | Leaders Create & Maintain The Culture

Kevin Miiller, ITCB Consulting

1:30 pm – 2:30 pm, All Levels

As we work our way up in companies, we develop and perfect our management skills but usually lack leading skills. Understanding why people follow leaders and leadership goals, will empower you to transform your workplace culture.



Photo provided by Baker Boy

"It was all good, but the quality of presenters was top notch."

- 2025 Conference attendee

WEDNESDAY COURSES

B18 – VB18 | Outsourced, Contracted, or Uncontrolled Risk? Strategies for Effective Contractor and Supplier Management

Wyatt Bradbury, Avetta, University of Alabama, Birmingham

1:30 pm – 2:30 pm, All Levels

Outsourcing and utilization of contractors continues to be a practice on the rise throughout many organizations. This presentation will review what ISO 45001-2018 and ANSI Z10-2019 require with regard to outsourced and contractor operations.

B19 | Understanding your Workers' Compensation Coverage Requirements

Nicole Spoor, WSI

1:30 pm – 2:30 pm, Basic

This session will address the evolving nature of today's workforce and the importance of understanding workers' compensation coverage in North Dakota. Attendees will gain clarity on legal obligations, coverage options, and employer liabilities, especially when working with contractors and operating across state lines.

B20 | The 101's of NFPA 70E and the OSHA Guidance

Kam Alipour, Cintas

1:30 pm – 2:30 pm, Basic/Intermediate

We will explore NFPA 70E from a 101 viewpoint and learn some of the best practices around, key changes over the years, who is responsible for what, the difference in FR and AR along with proper selection and care and much more! We will also discuss the OSHA guidance around electrical safety in the workplace from November 2024 and key documents.

B21 | Coworker in Crisis

SIM ND, UND

1:30 pm – 2:30 pm, All Levels

Mental health challenges in the workplace are increasingly recognized as a critical issue that impacts employee well-being, productivity, and safety. This hands-on session will provide participants with the essential skills and knowledge needed to offer effective mental health first aid to coworkers in distress, fostering a supportive, compassionate, and resilient workplace environment.

B22 – VB22 | REPEAT: A Proven Injury-Free Safety Culture Development System

Chris Rockwell, Workplace Learning System

2:45 pm – 3:45 pm, Basic/Intermediate

Discover how diverse organizations from King's Hawaiian to Valvoline to Miller Electric Tool Company to Mazda Toyota are eliminating injuries through a unique workplace safety culture development system.

B23 | "Math is hard?" – Ron Burgundy

Brad Warr/Chris Carlsen, ROCO Rescue

2:45 pm – 5:00 pm, All Levels

30 Student Max – No training needed

This short session will use the newest load cell technology, the Harkin Radix to help answer the age-old rescue question, "Am I about to break something?" Participants will get hands on at ground level for a lighthearted dive into the power our systems are capable of creating.

B24 | Worker Fatigue And Ergonomics: What Your Body Is Telling You

Crystal Nelson, Fargo Ergonomics

2:45 pm – 3:45 pm, Basic

This session explores the relationship between ergonomics, fatigue, and overall worker well-being. Participants will then learn to identify what fatigue is and how it develops over time. We will examine common sources of physical and mental stress that impact our bodies throughout the workday, as well as become familiar with the signs and symptoms that signal fatigue is setting in.

B25 | Shift Work: How to get your Best Sleep while Shift Working

Amber Haas, Sanford Health

2:45 pm – 3:45 pm, All Levels

When your work schedule rotates you through days, afternoons and nights, your sleep begins to suffer, taking you from the needed 7-8 hours of good sleep to less than 6 hours of fragmented sleep. In this session you will learn how that can affect your physical and mental health, lead to workplace safety issues and the dangers that come along with that.

B26 | REPEAT: Difficult Times, Difficult Conversations

Chris Ross, SafeStart

2:45 pm – 3:45 pm, Intermediate

Even in the best of times having difficult conversations and managing conflict can be tough. But it doesn't have to be that way. Having difficult conversations is a skill that can be learned and practiced. Attend this session to discover how resolving problems through skilled communication can build relationships, enhance creativity, boost engagement, develop organizational learning loops and increase performance.



Photo provided by
Northern Improvement Company

WEDNESDAY COURSES

B27 | Resilient Pathways: Understanding Trauma and Cultivating Effective Coping

Dr. Geri Wolff, Hope Therapy Center

2:45 pm – 3:45 pm, All Levels

In today's high-stress environments, trauma and chronic stress often go unrecognized—yet their effects can quietly shape how we think, feel, and perform. In this engaging and insightful session, Dr. Geri Wolff, DBH, OTR/L, draws on nearly three decades of clinical and behavioral health experience to help participants understand trauma's hidden impact on the mind and body.

B28 – VB28 | Building a Positive Safety Culture

Andrea Jensen, NDSC

2:45 pm – 3:45 pm, All Levels

Have you ever asked yourself these questions...What is safety culture? Does my company have a safety culture? How do I gauge my safety culture? If you have, this session is for you.

B29 | WSI's Ergonomic Grant Program: How Can It Help Your Company?

Randy Wegge, WSI

2:45 pm – 3:45 pm, All Levels

From office workers with sedentary jobs to physically demanding jobs in construction or the oil patch, and everything in between... we all deal with ergonomics at our workplace in some way or another. This session will give you a better understanding of WSI's ergonomic grant program and show you how you can put it to work for you in your workplace.

B30 | Understanding the 2023 NFPA 70B: Standard for Electrical Equipment Maintenance

Joe Schommer, RESA Power

2:45 pm – 3:45 pm, Basic/Intermediate

Understanding 2023 NFPA 70B: Standard for electrical equipment maintenance. How to administer safer, more reliable, and efficient electrical preventive maintenance programs.

B31 | What's Wrong with Wilma?

SIM ND, UND

2:45 pm – 3:45 pm, All Levels

Using high-fidelity simulators, purposeful debriefing, and deliberate practice techniques, learners will have a hands-on opportunity to manage 3 different kinds of

female patients. Learners will be confident recognizing signs of a stroke, managing an opioid overdose, and using a team-based approach to CPR with an AED.

B32 – VB32 | Safety Program Evaluation – Using Proven Techniques to Measure Success

Chris Ross, SafeStart

4:00 pm – 5:00 pm, Intermediate

Safety professionals conduct training or create programs designed to create change and provide value to their organizations. In today's world, training solely for the sake of training is not acceptable. We will review Don Kirkpatrick's (four level) and Jack Phillip's (fifth level) training evaluation model. Additionally, we will explore evaluation methodologies including Success Case Method and Return on Expectations.

B33 | Contractor Pitfalls

Nicole Spoor, WSI

4:00 pm – 5:00 pm, Basic/Intermediate

This session will provide an overview of North Dakota's workers' compensation laws as they pertain to independent contractors, general contractors, and subcontractors. The goal is to clarify legal responsibilities, coverage requirements, and common misconceptions to help employers remain compliant and avoid liability.

B34 | How Much Risk is Too Much Risk?

Dennis Snodgrass, NDSC

4:00 pm – 5:00 pm, Basic

How often do managers overlook risky behavior in an effort to simply get the job done? What potential impact can that have on a workforce? This session helps identify risk takers and the cost of bypassing hazards with a real-world case study.

B35 | REPEAT: Human Performance Improvement (HPI), Common Error Traps and HPI Tool Use

John LaFrance, Idaho National Laboratory

4:00 – 5:00 pm, All Levels

This presentation delves into some of the most common human error traps, such as inaccurate assumptions, limited working memory, miscommunication, and complacency. It outlines how Human Performance Improvement (HPI) tools can be utilized to prevent errors and enhance resilience.

B36 | De-Escalation for Supervisors

Don Moseman, NDSC

4:00 pm – 5:00 pm, All Levels

Some professions require people to come in contact with people in stressful situations. De-Escalation Training is a method to prevent potential violence. Individuals are shown how to use purposeful actions, verbal communications, and body language to calm a potentially dangerous situation. Your safety and the safety of others is the highest priority.

B37 – VB37 | Artificial Intelligence Foundations

Lynette Borjeson Painter, Bismarck State College

4:00 pm – 5:00 pm, Basic

This session introduces the foundational concepts of artificial intelligence (AI). Participants will gain an understanding of how AI works, discover practical applications, and examine key ethical considerations.

B38 | Grinding Safety (weld finishing)

Leland Vetter, Weld Inspection Services

4:00 pm – 5:00 pm, All Levels

Abrasive finishing is widely used in welding and machining. Learn about the safety involved using the different abrasives to achieve the finish desired. We will cover grinding, sanding, polishing, and other finishing methods.

B39 | Understanding Your WSI Numbers: Turning Data into Action

Jim Ash, WSI

4:00 pm – 5:00 pm, All Levels

This session will help employers make sense of the workers' compensation data available from Workforce Safety & Insurance. By the end, attendees will be equipped to turn WSI data into practical actions that reduce injuries, control costs, and strengthen their overall safety culture.

B40 | Hand Safety 101

Doug Bohl, Ansell

4:00 pm – 5:00 pm, All Levels

Hand Safety 101 will talk about the nuts and bolts of gloves, choosing the right glove for the right job and helping you build a hand safety program with worker buy-in and compliance.

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THURSDAY COURSES

Closing
Session starts
at 10:45

THURSDAY KEYNOTE SPEAKER **ALAN MALLORY**

CKN-VKN • ‘Lessons from Everest: Planning for Safe and Successful Outcomes’

THUR, FEB. 26 • 11:10 am - 12:15 pm, All Levels



This engaging keynote is a visual and educational experience packed with tools, strategies and actionable ideas that can be put into practice to cultivate safety and risk management practices for safe and successful outcomes. It focuses on agile strategies for safely adapting and working through volatility, as well as making timely adjustments based on immediate feedback and lessons learned. The presentation is built around the two years of planning and two months of climbing that went into making the goal of reaching the summit of Mount Everest a reality for Alan and three members of his immediate family.

See full course descriptions at ndsc.org/annualconference

C01 – VC01 | Managing AI Risk Through a Cybersecurity Lens

David Cooper/Matthew Christmann, Iviry

8:00 am – 9:15 am, All Levels

Artificial Intelligence is reshaping how organizations operate - and how adversaries attack. The discussion will break down the framework's core functions - Govern, Map, Measure, and Manage - and translate them into practical steps any organization can take to strengthen security and resilience in the age of AI.

C02 | Fortune Cookie Leadership - Small Lessons with Big Impact

Wyatt Bradbury, Avetta, University of Alabama, Birmingham

8:00 am – 9:15 am, All Levels

As a global safety leader who spends a great deal of time on the road supporting diverse sites and projects, Chinese Takeout is a relative staple of the diet. But within each meal is a short and pointed opportunity to reflect on a surprise statement or encouragement that is provided.

C03 | REPEAT: OSHA Insights: Navigating the Latest Regulatory Landscape

Scott Overson, OSHA

8:00 am – 9:15 am, All Levels

Join us for an engaging and informative session that goes beyond the surface. Our "OSHA Insights" presentation offers an in-depth look at the latest rulemaking activities, providing a comprehensive understanding of how these developments impact businesses and industries.

C04 | Leading, Managing and Supervising Across Distance: Strengthening Leadership for Dispersed Team Engagement and Performance

Nikki Dixon-Foley, Future-Sync, International

8:00 am – 9:15 am, All Levels

Today's workforce is more geographically spread out than ever, across different locations, time zones, functions, and schedules. This workshop explores the unique dynamics of leading dispersed teams and the impact distance can have on communication flow, alignment, accountability, trust, and culture cohesion.

C05 | Wild Places, Safe Spaces: Navigating Wildlife and Wildfire Risks in Remote Work

Dr. Josh Steffan, ND Parks & Recreation

8:00 am – 9:15 am, Basic/Intermediate

Working in remote and wild landscapes offers incredible opportunities—but also comes with unique safety challenges. This session equips participants with the knowledge and tools to stay safe while protecting the environments they work in.

C06 | Oil & Gas Industry Focus Panel

NDPC

8:00 am – 10:30 am, All Levels

NDPC President Ron Ness and oil and gas leaders discuss how safety remains the top priority in the oil and gas industry, demanding continuous innovation. This panel discussion features industry leaders sharing insights on the latest trends, technologies, and strategies to advance safety standards.

C07 | What is a Professional Driver?

Ryan Pietzsch, NSC

8:00 am – 10:30 am, All Levels

Commercial Vehicle Operators work in a hostile environment. From DOT regulations to four wheelers not sharing the road, professional drivers are one move away from catastrophe. This is an intermediate program (not an expert level program) that is intended to provide the participant with information and resources.

C08 | Track Smart: Safety Tips for a Safer Journey

Kerri Gortmaker, NDHP/ Operation Lifesaver of the Dakotas

8:00 am – 9:15 am, All Levels

A comprehensive and practical presentation brought to you by Operation Lifesaver of the Dakotas. This session is designed to empower individuals with essential knowledge and proactive steps for staying safe around railroad tracks and trains.

C09 | New Hire Orientation

Benjamin Sand / Nathan Schulte, WSI

8:00 am – 9:15 am, All Levels

Please join us for a thorough presentation on all things new hire safety orientation, onboarding, and mentorship. We will be using our combined industry experience of over 20 years to present best practices of preparing new hires to stay safe in their first year of employment.

THURSDAY COURSES

C10 | REPEAT: What's Wrong with Wilma?

SIM ND, UND

8:00 am – 9:15 am, All Levels

Using high-fidelity simulators, purposeful debriefing, and deliberate practice techniques, learners will have a hands-on opportunity to manage 3 different kinds of female patients. Learners will be confident recognizing signs of a stroke, managing an opioid overdose, and using a team-based approach to CPR with an AED.

C11 | Confined Spaces, Rescue and OSHA – How does it all tie together?

Brad Warr/Chris Carlsen, ROCO Rescue

8:00 am – 9:15 am, All Levels

Do you have a Permit Required Confined Space program? If you do, then you already know that rescue plays a large part. This session will delve into the actual rescue requirements in OSHA 29CFR 1910.146 and help you stay compliant.

C12 | Artificial Intelligence Ethics

Lynette Borjeson Painter, Bismarck State College

9:30 am – 10:30 am, Basic/Intermediate

This session provides an introduction to the foundational principles of ethics in artificial intelligence (AI). Participants will explore key ethical concepts such as fairness,

transparency, and privacy, and examine situations that highlight how AI can affect individuals, organizations, and society.

C13 | Who, What, When and Where of OSHA Hearing Conservation

Dr. David Saxon, Sanford Health

9:30 am – 10:30 am, All Levels

The presentation will encompass the vital points in a company's hearing conservation program. From who needs to be included, what is involved, and when are audiograms needed. To where you find someone willing to read the audiograms, monitor your program, and do hearing loss exams.

C14 | Beyond Engagement: Moving the Needle on Team Culture

Nikki Dixon-Foley, Future-Sync International

9:30 am – 10:30 am, All Levels

The evolution of today's workforce requires leaders to think beyond individual engagement scores and begin leading in ways that elevate collective contribution, shared intelligence, and cultural strength across the whole team. This workshop explores the three driving factors that increase a team's willingness to contribute at higher levels.

C15 | Gas Detection Fundamentals and Maintaining Gas Detectors

John Wagle, Industrial Scientific Corporation

9:30 am – 10:30 am, Basic/Intermediate

We will explore how cutting-edge gas monitoring solutions and data integration can revolutionize safety and operational efficiency in industrial environments. You'll learn the transformative benefits of utilizing data insights gathered through gas monitoring for your unique safety management needs, and the latest trends and practical applications that can significantly enhance safety protocols and reduce risks in industrial environments.

C16 | Workplace Violence Prevention

Don Moseman, NDSC

9:30 am – 10:30 am, All Levels

During this course, supervisors and employees will learn how to increase their company's level of safety and preparedness in the event of an emergency or violent act. Learn the history of mass shootings, lessons learned from each event, and if your place of work is at risk for violence.

**“Really awesome keynote speakers!
Can't wait for the next one.”**

- 2025 Conference attendee

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THURSDAY COURSES

C17 | Workers' Compensation Fraud in North Dakota

Stacey Kautzman, WSI

9:30 am – 10:30 am, Basic

This will be an overview of the things that the Special Investigations Unit gets involved in when it comes to North Dakota's workers' compensation claims. We will also review the types of fraud scenarios involving injured employees, employers and medical providers.

C18 | REPEAT: Coworker in Crisis

SIM ND, UND

9:30 am – 10:30 am, All Levels

Mental health challenges in the workplace are increasingly recognized as a critical issue that impacts employee well-being, productivity, and safety. This hands-on session will provide participants with the essential skills and knowledge needed to offer effective mental health first aid to coworkers in distress, fostering a supportive, compassionate, and resilient workplace environment.

C19 | Artificial Intelligence User Beginners to Pros Welcome- AI Now: What Every Leader, Worker & Company Needs to Know Today

Jodie Mjoen, Impact Dakota

9:30 am – 10:30 am, All Levels

Artificial Intelligence isn't "coming someday" — it's already here, quietly giving a competitive edge to the people and companies who know how to use it. This high-energy, no-sales-pitch session will show you how AI can save hours, spark new ideas, write reports, build plans, improve safety talks, and even make Monday mornings less... Monday.

CEUs Available



All our Conference sessions are being reviewed for CEUs to meet the criteria for:

- Board of Certified Safety Professionals
- Society for Human Resource Management
- American Board of Industrial Hygiene
- American Board for Occupational Health Nurses
- Alliance of Hazardous Materials Professionals

Select sessions are also being reviewed for CEUs for EMS and law enforcement. Visit ndsc.org or watch your inbox for full details.

BACON BREAKFAST

7am - 8am
Thursday,
February 26



Calling all bacon lovers!

Join us for a hot breakfast Thursday morning, featuring delicious Cloverdale bacon.



See you in February!

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TUESDAY, FEBRUARY 24

INCLUDED!

TUESDAY MORNING KEYNOTE

8:30am - 9:45am
Sam Glenn

VAKN Keynote
Attitude Changes Everything

TUESDAY AM BREAKOUT SESSION OPTIONS

11am - 12pm
Wyatt Bradbury

VA01 • Functionally HOPping – Bringing Human Factors into Practical Focus

OR

11am - 12pm
Ed Oslica

VA08 • National Threat Assessment Center Overview and Case Study: A Trauma Averted

TUESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 1

1:30pm - 2:30pm
Chris Ross

VA13
Difficult Times, Difficult Conversations

OR

1:30pm - 2:30pm
Scott Gaddis

VA18 • From Hard Hat to Smart Chat: Practical Ways to Use ChatGPT in Safety

TUESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 2

3:30pm - 5pm
Ryan Bouda

VA23 • The Trust Prescription: The Secret Formula for Exceptional Teams

OR

3:30pm - 5pm
Scott Overson

VA28 • OSHA Insights: Navigating the Latest Regulatory Landscape

WEDNESDAY, FEBRUARY 25

INCLUDED!

WEDNESDAY MORNING KEYNOTE

8:30am - 9:15 am
George Carroll

VBKN
Adaptability is the New Change

WEDNESDAY AM BREAKOUT SESSION OPTIONS

10:30am - 12pm
George Carroll

VB01
Beating Chronic Burnout

OR

10:30am - 12pm
Ryan Bouda

VB08 • Communicating through Change: Proven Strategies to Navigate Change with Ease

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 1

1:30pm - 2:30pm
John LaFrance

VB13 • Human Performance Improvement, Common Error Traps and HPI Tool Use

OR

1:30pm - 2:30pm
Wyatt Bradbury

VB18 • Outsourced, Contracted, or Uncontrolled Risk?

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 2

2:45pm - 3:45pm
Chris Rockwell

VB22 • A Proven Injury-Free Safety Culture Development System

OR

2:45pm - 3:45pm
Andrea Jensen

VB28
Building a Positive Safety Culture

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 3

4pm - 5pm
Chris Ross

VB32 • Safety Program Evaluation – Using Proven Techniques to Measure Success

OR

4pm - 5pm
Lynette Borjeson Painter

VB37
Artificial Intelligence Foundations

THURSDAY, FEBRUARY 26

INCLUDED!

THURSDAY MORNING KEYNOTE

11:10am - 12:15pm
Allan Mallory

VCKN Keynote • Lessons from Everest: Planning for Safe and Successful Outcomes

THURSDAY AM BREAKOUT SESSION OPTION

8am - 9:15am

David Cooper/Matthew Christmann

VC01 • Managing AI Risk Through a Cybersecurity Lens

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PC06 – New Safety Professional 101 Monday, February 23 • 8 am – 12 pm

Are you new to the safety profession or want to gain more knowledge of the role OSHA and Workforce Safety Insurance (WSI) play within your company? In this course, you will learn how to navigate the OSHA website to better understand the regulations and ensure compliance.

PC18 – New Safety Professional 102 Monday, February 23 • 1 pm – 5 pm

A step up from New Safety Professional 101, this course helps dig a little deeper into workplace safety. After completing this course, students will better understand what a safety program consists of and how to start developing safety programs for their companies that follow OSHA regulations.

