

2013-2023

A DECADE OF DOING GOOD

POWER FOUNDATION
IMPACT REPORT



The POWER Foundation, Inc. (PFI) is a 501(c)(3) non-profit corporation created to sustainably support POWER Engineers Inc. (PEI) philanthropic objectives, optimize tax efficiencies and establish a consistent process within PEI to help manage and provide transparency into companywide charitable contributions.

THE PURPOSE

- » To support the communities in which PEI's employees live and work.
- » To "think globally and act locally" by supporting local, not national, organizations.
- » To promote an interest in science, technology, engineering, art, and math in future generations.
- » To promote racial and gender diversity in STEM fields.

THE BOARD OF DIRECTORS

Back row, left to right:

Jim Haynes, Chair
Greg Reed, Director
Gino Giumarro, Director
John Kumm, President

Front row, left to right:

Janet Metzger, Director
Kayce McEwan, Director
Gerry Murray, Director



HOW THE POWER FOUNDATION WAS ESTABLISHED

By Mark Murdock

Since our founding in 1976, POWER has had a longstanding tradition of donating to causes important to our people. But to understand how we went from a modest corporate donations program to establishing a section 501(c)(3) private foundation in 2013, we have to go back to 1998.

OWNERSHIP TRANSITION

That was the year that 50 employees agreed to buy POWER stock in what would become our first ownership transition. The transition involved financing \$2.5M, which was paid out over the next 10 years. The great news was that POWER team members committed to success, and by 2007, POWER was both profitable and debt-free.

We'd Dreamed It and Achieved It! Now it was time to Share Our Success.



JACK HAND
FORMER POWER CEO
AND FOUNDATION CHAIR

GIVING BACK

Senior leadership started to look at “things to do,” as former CEO Jack Hand put it, “that were good for our employees.” We wanted to give back on a fair and equitable basis—and not just in our Idaho communities, but across all POWER locations.

And that's when Hand hit on the idea of a foundation.

TAKING ACTION

In late 2012, Hand and then-CAO Bret Moffett started to investigate how exactly a foundation works. CFO Chuck Kemp and then-General Counsel Rand Peebles were pulled into the effort to help with IRS laws and regulations and the development of a 501(c)(3).

“We learned there were quite a few hurdles to clear compared to our existing corporate donation program,” said Hand.

The foundation needed to register as a separate legal entity with a separate board. And timing was crucial—there would be a tax break for POWER if we managed to make the initial donation by the end of 2013.

The first step was to develop a prospectus that would be approved by the State and followed in the future. Moffett and Corporate Marketing and Communications Director Janet Metzger hammered it out, landing on a final charter in 2013.

The second step was funding. Jan James, then POWER’s Accounting and Finance Business Unit Director, set up one investment account, funded by an initial donation of \$500,000, and another where we deposited the investment account’s interest and wrote checks.

Finally, we were ready to register as a 501(c)(3). The POWER Foundation received an acknowledgement notice in December of 2013—just in time for that important tax benefit.

LEARNING STUFF

That first year, 2014, was quite a learning experience for the new Foundation and for POWER. Now that the legal requirements had been fulfilled, we had to educate all POWER team members—and the brand-new board—about the goals and capabilities of the Foundation.

Metzger developed and implemented a full communications plan. She also recommended bringing in a former work colleague: Dee Mooney, who was then the Managing Director for the Micron Foundation, who could offer advice on both the process and operation of a foundation.

» *Members of the Wood River High School Rocket Club in Hailey, Idaho learned math in a fun way—by designing and building rockets with an eye toward national competition. Because the Foundation assisted by funding launch pads, motors and altimeters, the club invited POWER team members to join them at their April 2022 launch event.*



Photo Credit: Gary Donofrio

“Dee helped a lot with how we thought about donations and logistics of managing Foundation versus Company,” said Metzger. Mooney was eventually invited to permanently join the board as an outside director in late 2014.

DOING GOOD

Now, for nearly a decade, POWER has added to the Foundation’s endowment and helped nurture future generations of engineers, scientists and technologists in many of the communities where we live and work. Thanks to the original team, POWER will have a sustainable way to share our success for many years to come.



⤴ The 2022 Inclusion Initiative included funding to send students from Kearny High School in San Diego to CAYS, a half-day conference aimed at helping students tackle the challenges of entering the professional world. The conference featured speakers from local organizations that represented a diversity of backgrounds, so students could hear from mentors they could identify with.

Photo Credit: Courtesy of Candice Fee, San Diego United School District



⤵ FlyGirls is an Atlanta-based program that introduces middle-school girls to aerospace engineering by teaching them to build and fly their own drones. (See page 12 for more details.)

Photo Credit: Sally Creel, Cobb County School District

MAJOR MILESTONES

- 1998** — POWER Engineers starts ownership transition.
- 2007** — POWER Engineers pays off ownership transition debt.
- 2012** — CEO Jack Hand and CAO Bret Moffett propose a Foundation.
- 2013** — **POWER Foundation is launched in December!**
 - Hand is appointed board chair and Moffett becomes board president.
 - CFO Chuck Kemp joins as treasurer.
- 2014** — First outside board member, Micron Foundation director Dee Mooney, joins.
 - First full year of grant awards includes Real-Time Digital Simulator System Software for the University of Idaho, sponsorship of the Idaho Regional Future City Competition, and the first of many donations to the University of Maine (*photo right*) and local chapters of the Society of Women Engineers.
- 2015** — Grants include funding for the University of Florida Power Club's Haiti project. Students travel to Haiti to install, test and energize a microgrid for a local bio-safety lab.



- 2016** — CEO Bret Moffett becomes chair of the POWER Foundation, with then-CAO Jim Haynes as board president.
- \$100,000 pledged to the South Meridian YMCA's Hillside Campus (*photo upper right*), a model for community-based education.



- 2019** — \$100,000 is pledged to the World Center for Birds of Prey, along with pro-bono work from POWER Engineers (*see page 11 for more information*).
- J.R. Simplot Senior Global Human Resources Director Kayce McEwan replaces Mooney as outside director.
- Donations and Sponsorships Administrator Alice Nordstrom appointed board secretary.

- 2020** — Endowment reaches \$5M.
- \$150,000 Education Initiative supports distance learning during the COVID-19 pandemic (*photo right*). Grants awarded in 41 of our locations.



- 2021** — CEO Jim Haynes becomes Foundation chair, with John Kumm as board president.

- 2022** — \$750,000 Inclusion Initiative established to support organizations promoting diversity, equity and inclusion in STEM in POWER communities (*photo right*).



- 2023** — Foundation celebrates a decade of Doing Good and Building Success in our communities!

245

GRANT AWARDEES

474

GRANTS

\$150K DONATED IN 2020 TO MITIGATE EFFECTS
OF COVID-19 ON EDUCATION

\$750K PLEDGE TO INCREASE DIVERSITY IN STEM,
2022 - 2027

\$1.25M

AWARDED
TO DATE

OUR BEGINNING

2014

5 GRANTS AWARDED

5 GRANT RECIPIENTS

\$2,875 AVERAGE DONATION

\$14,375 TOTAL DONATIONS

RECENT NUMBERS

2022

42 GRANTS AWARDED

53 GRANT RECIPIENTS

\$4,792 AVERAGE DONATION (2023)

\$256,822 TOTAL DONATIONS

PACIFIC: SAN DIEGO, CA

Kearny High School's Stanley E. Foster School of Engineering, Design, and Innovation received \$5,250 for a computer-controlled machine mill to train students for higher-level machinery courses. Kearny EID is one of the last high school machine shops within San Diego Unified School District offering industry-recognized courses to provide students necessary skills leading to careers in engineering and manufacturing.

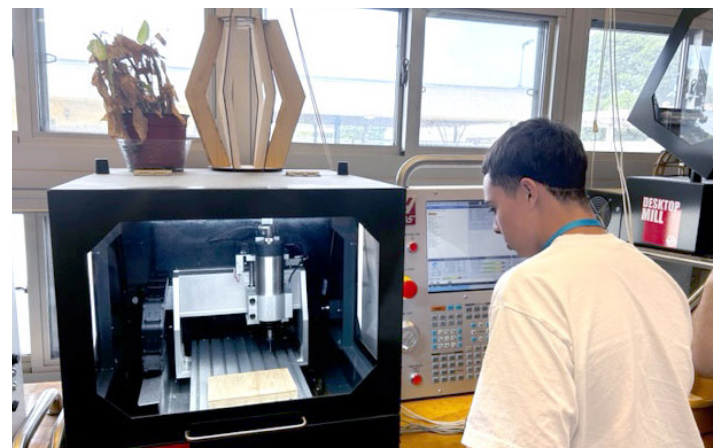


Photo Credit: Kearny EID



Photo Credit: The Peregrine Fund

ROCKY MOUNTAIN: BOISE, ID

The POWER Foundation pledged \$100,000 to the World Center for Birds of Prey in Boise. The POWER Global STEM Classroom, which opened in 2021, fits twice as many students, connects them to conservationists in the field via satellite, and allows birds to fly more easily in a high-ceilinged classroom. POWER Engineers provided pro bono work to build the classroom.

MIDWEST: MINNEAPOLIS, MN

createMPLS brings STEM learning and resources directly to underserved students in inner-city Minneapolis. As one of the Foundation's first Inclusion Initiative grant recipients, they hope to reach 500 new students in 2023 by bringing tablets, drones, robotics kits, and other supplies directly to underfunded schools.



Photo Credit: Abigail Irving, createMPLS

NORTHEAST: ORADELL, NJ

Students at Bergen Community College in Oradell, New Jersey, will learn to integrate DEI practices in their STEM careers thanks to a \$15,000 Inclusion Initiative grant from the Foundation. The POWER Scholars program will enable select students in STEM majors to complete certifications in diversity, equity and inclusion best practices, with the aim of making their future workplaces more inclusive.



Photo Credit: Luis De Abreu, Bergen Community College

Photo: Tingrid Weigand, Austin Energy Regional Science Festival



SOUTHWEST: AUSTIN, TX

Since 2018, the POWER Foundation has sponsored the Austin Energy Regional Science Festival. The festival is one of the largest science festivals in Texas, with nearly 3,000 participating students from 3rd through 12th grade and more than 10,000 people in attendance. The festival went virtual during the COVID-19 pandemic, but was back in person for its 2023 event, pictured.

SOUTHEAST: ATLANTA, GA

FlyGirls, a program launched by Cobb County school district in Atlanta, received \$15,000 from the POWER Foundation as part of the Inclusion Initiative Grant. FlyGirls introduces middle school girls to aerospace engineering by teaching them how to build and fly their own drones. The Foundation's Inclusion Initiative Grant awards \$15,000 to local organizations that support diversity in STEM.



Photo Credit: Sally Creel, Cobb County School District

GRANT AWARDS

**2023 YTD recipient*

Absarokee High School Robotics Team
 Academy of Holy Angels Start Tech FRC Robotics Team
 Adams Elementary School
 Alba-Golden High School
 Alliance Charter Academy
 Alturas Elementary School
 Amherst Elementary School
 American Society of Civil Engineers Oregon
 American Society of Civil Engineers San Diego
 Austin Independent School District
 Austin Science Education Foundation
 B.F. Norton Elementary School
 Bananas Robotics, Inc. FIRST LEGO Robotics Team
 Bergen Arts & Science Charter School
 Bergen Community College
 Biddeford Education Foundation
 Big Brothers Big Sisters of Southwest Idaho
 Blaine County Bots
 Blaine County Education Foundation
 Boise Philharmonic Association*
 Boise State University Engineering & Science Festival
 Boise Watershed Exhibits
 Boy Scouts of America Pack 12 Narragansett Council
 Boys & Girls Club of Greater Lowell
 Boys & Girls Club of Weber-Devis
 Bridger School District*
 Brixner Junior High School Robotics Team
 Brownsburg High School FIRST Robotics Team
 Caring Hearts and Hands of Hope
 Cascade Outdoor Science School
 Castlio Elementary School
 Centennial High School
 Center School District
 Central Academy Makerspace
 Central Dauphin School District
 Chaparral Elementary School I Maker Space
 Clark College Foundation
 Clarkston High School
 Classical School
 Cobb County Schools
 Columbia High School NASCOrpions FIRST Robotics Team*
 Community Alliance for Youth Success
 Company of Fools
 Connecticut State Science & Engineering Fair
 CoolTechGirls*

createMPLS
 Dexter Early Elementary Complex
 Discover Technology
 Discovery Center of Idaho
 Discovery Elementary School
 East Greenwich School District FIRST Lego League Team
 Eastgate Elementary
 Eden Prairie High School Talon Robotics Team*
 Edgar P. Kable Foundation
 Elder Grove School District
 Eliza Hart Spalding STEM Academy
 Emerald Ridge High School Robotics Club
 Emerson Elementary Schools STEM Fair
 Emge Elementary School I STEM Day
 Empowerment COGIC Youth Department
 Environmental Learning for Kids
 Eureka High School
 ExplorationWorks, Inc.*
 Family Advocates Program
 FIRST Lego League North Idaho Championship Tournament
 FIRST LEGO League Team 1790
 Foothills Middle School Robotics
 Future Public School
 Galileo STEM Academy Botball Robotics*
 Galileo STEM Academy Rocket Team*
 Galindo Elementary
 Giraffe Laugh Early Learning Centers
 Girl Scouts of the Silver Sage
 Girls In STEM North Arvada Middle School
 Global Observation Research Initiative in Alpine Environments
 Gooding Elementary School
 Great Falls High School Robotics Team
 Greenspeed Research
 Hailey Elementary
 Hawkwatch International
 Hawthorne Elementary
 Hazelwood West High School
 Heart Math Tutoring*
 Heritage Community Charter School
 Heritage Hill Elementary
 Hiawatha Academies
 Hiawatha Northrop
 Homedale Middle School
 I Have a Dream Foundation

Idaho Botanical Garden
 Idaho Business for Education Community Activation Program
 Idaho FIRST Regional Robotics Tournament
 Idaho Museum of Mining and Geology
 Idaho School for the Deaf and Blind
 Idaho Society of Professional Engineers Future City Competition*
 Idaho State University
 Idaho STEM Action Center*
 IDEA South Flores Academy
 Incarnate Word Academy
 Jason Lee Middle School
 Jeffers Pond Elementary School
 Jefferson Elementary
 Jeffery Clark School
 Jerome High School
 John F Kennedy High School
 John F. Kennedy Elementary School
 Johnny's Buckaroos 4H Club
 Kansas City Science & Engineering Fair
 Kea'au Robotics Inspire
 Kearny High School EID
 Kentucky Organization of Professional Archaeologists
 KIPP Triumph School
 Lake Hazel Elementary School
 Lake Hazel Middle School
 Lawrence Technological University
 Les Bois Junior High School
 Linton Elementary FIRST LEGO League Robotics
 Lodi Elementary School
 Louisiana Special School District
 Louisiana Tech University ASCE
 Lowell Scott Middle School
 Maine Elementary Science Partnership
 Maine School of Science and Mathematics
 Marie Durand Elementary
 Marsing High School
 MATHCOUNTS Foundation
 Medford Lakes School District
 Mentor2Youth Savvy Science Program
 Meridian High School
 Meridian Library District
 Metropolitan Community College
 Metzger Elementary School
 Michigan Tech University Steel Bridge Team
 Middleton Heights Elementary

The Dobson Academy
The Magic House
The Musettes
Tomahawk Elementary School
Tomorrow River Community Charter School
Treasure Valley Classical Academy
Treasure Valley Homeschool Science Olympiad Team
UK Steel Bridge Team
University of Florida Power Club
University of Idaho College of Engineering RTDS*
University of Idaho College of Engineering Ambassador Program
University of Idaho Engineering Design EXPO
University of Idaho Foundation FIRST Lego League Championship
University of Idaho Power & Energy Society
University of Maine College of Engineering
University of Minnesota Duluth
University of Missouri Engineers Without Borders, Columbia Chapter
Upper Midwest Section of American Institute of Chemical Engineers
Ustick Elementary School
Victory and Liberty Charter School
Victory Middle School
Virginia Junior Academy of Science*
Waiakea Elementary School
Wallace Middle School
Warren Elementary School
Washington Elementary School
West Ada Education Foundation
Westbrooke Elementary School
Westcott Community Center FIRST Lego
Whittier Elementary School
Women Innovators | Girls in Tech
Wood River High School Rocket Club
Wood River High School VEX Robotics Team
Wood River Land Trust
Wood River Middle School Technology Program
Wood River Middle School VEX Robotics Team
Wood River YMCA Power Scholars Program
World Center for Birds of Prey | POWER Global STEM Classroom*
WPI Touch Tomorrow Festival
Xavier Charter School FIRST LEGO League Robotics

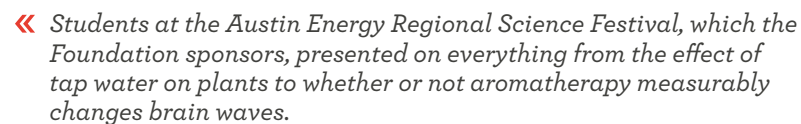


Photo Credit: Ingrid Weigand, Austin Energy Regional Science Festival

✍ When the POWER Foundation and POWER Engineers committed to making the World Center for Birds of Prey's new classroom a reality, Center Director Tate Mason and Raptor Ambassador Oliver (center) wanted to thank the project team personally. It went about as well as could be expected.

Photo Credit: Courtesy Jaimee Martin

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For more information, please contact
donations&sponsorships@powereng.com

POWERENG.COM

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