



2020
ANNUAL
REPORT

PREPARED BY:
HYDROPOWER FOUNDATION

GENERATING
HYDROPOWER'S FUTURE

MESSAGE FROM THE EXECUTIVE DIRECTOR

2020 has been a year of adaptation for the Hydropower Foundation as it has been for much of the world. We at the Foundation have used this time to take stock and refresh our programs so that the foundation can better serve you. Despite the challenge of the pandemic, the Foundation has stewarded its resources well. While we unable to host our traditional fundraising activities we continued to manage our membership dollars wisely, cutting back where we could, and remained focused on delivering stellar programs under our grant activities. We will continue to steward both our grant funding and your membership dollars to ensure they continue to deliver value to you and the industry as a whole. We are very proud of the work we have done over this last year.

Our grant work has supported the foundation while creating new opportunities for the industry. We have facilitated the reimagining of the hydropower Vision and will be carrying that work into 2021. The results will be a stronger and improved Vision that acknowledges the value that hydropower offers.

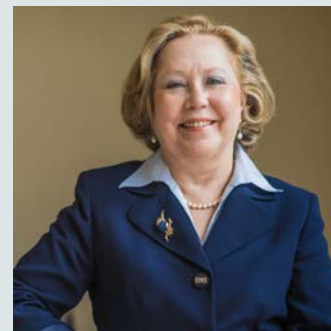
Our STEM work under the NREL grant has continued. Together with NREL, we hosted virtual STEM to Hydro and STEM to Marine Energy Dialogue Workshops to share the hydro and marine energy portals with industry and academia. These portals house a compendium of information now compiled in a single “roof” that can be used at local schools and for workforce recruiting.

And our workforce programs have continued with a Hiring for Hydro event – in person early in the year – and virtually over these last few months. These events have allowed us to introduce industry members to a class of excellent students eager to learn more about hydropower and the opportunities for a career in this great industry. And we are most proud of the groundwork we have laid over this last year to launch new efforts on diversity and inclusion as we move forward. Our workforce programs will place a priority on making progress on this critical issue. Plans are underway to continue this great work in 2021.

We also plan to return to hosting our great fundraising events adding new concepts to our portfolio, such as a golf tournament at NHA’s Clean Currents in the fall and a wine tasting at HydroVision in Spokane late summer. We look forward to restoring our traditional programming and the opportunity that brings us all together once again in 2021. The Hydropower Foundation Board of Directors and Advisory Board Members are committed to furthering hydropower’s future as they dedicate their time, resources, and energy to ensure a successful outcome. The board comprises diverse industry professionals with technical expertise, wisdom, and leadership that contribute to a bright future for the foundation.

Many Thanks,

LINDA CHURCH-CIOCCI
EXECUTIVE DIRECTOR
HYDROPOWER FOUNDATION



PURPOSE & STRATEGY



OUR PRIMARY PURPOSE

To provide direct education, public awareness, focused research and specific outreach programs, including workshops, webinars and other communication vehicles, designed to create interest in employment in our industry, prepare the next workforce, as well as convening forums that guide and support the industry in preparing for its changing role in an evolving clean energy future.

STRATEGIC PROGRAMS

1. Direct education of students through programs designed to provide them with insight into waterpower and the industry and opportunities for hands-on learning
2. Workforce development and training through job fairs at industry conferences around the country
3. Information development and dissemination by identifying industry issues that need to be addressed with written materials/reports, establishing and contracting expert resources to address these issues and disseminate and promote the results
4. Convener of industry forums by working to expand conversations ("uncommon dialogues") around water issues with a broad range of stakeholders
5. Support R&D consistent with solving industry problem areas by recognizing and prioritizing industry research where information gaps exist and establish investigation/research as appropriate

2020 BOARD OF DIRECTORS AND ADVISORY BOARD MEMBERS



From Left back row- Scott Ginesin (Branding & Development Chair), Tim Brush, Steve Amaral, Norm Bishop (Treasurer), Carl Vansant, Wayne Pietz (Membership Committee Chair), Paul Jacobson (Branding & Development Co-Chair), David Sinclair (Chief Strategic Advisor), Mark Kilgore.

From Left front row - Steve Wenke (President), Janet Audunson (Legal Counsel), Leslie Eden, Kenneth Odom (Past - President), Bree Mendlin (Program Director), Erin Foraker, Dave Youlen

Not Pictured: Gregg Carrington (Program Co-Chair), T.J. Heibel, Michael Manwaring, Lisa Larson, Wendy Bley (Secretary), Jessica Coleman, Megan Nesbitt, Shannon Ames, Andy Peters, and Tuuli Hakala Linda Church-Ciocci (Executive Director)

2020 HYDROPOWER FOUNDATION COMMITTEES

Finance Committee

Norm Bishop

Knight Piesold - Treasurer & Chair

Steve Wenke

Avista

Janet Audunson

National Grid

Wendy Bley

Kleinschmidt

Program Committee

Gregg Carrington

Northwest Power Pool - Chair

Tim Brush

Interfluve - Co-Chair

Steve Amaral

Alden

Michael Manwaring

McMillen Jacobs

Wayne Pietz

AECOM

Development Committee - Membership

Wayne Pietz

Chair

Mike Manwaring

Co-Chair

Scott Ginesin

Secretary

Executive Committee

Steve Wenke

Avista - President

Norm Bishop

Knight Piesold - Treasurer

Janet Audunson

National Grid - Legal Counsel

Wendy Bley

Kleinschmidt - Secretary

Kenneth Odom

Southern Company - Past President

Communication Committee

Scott Ginesin

American Governor/Emerson - Chair

Paul Jacobson

EPRI - Co-Chair

Michael Manwaring

McMillen Jacobs - Secretary

Kenneth Odom

Southern Company

Lisa Larson

HDR

Jessica Coleman

Seattle City Light

T.J. Heibel

PNNL

Megan Nesbitt

GE

FINANCIAL VIABILITY



2020 MEMBERS

- SOUTHERN COMPANY
- SEATTLE CITY LIGHT
- HDR
- CLARION EVENTS
- AECOM
- AVISTA
- CHELAN COUNTY PUD
- NORTHWEST HYDROELECTRIC ASSOCIATION
- KLEINSCHMIDT
- NATIONAL HYDROPOWER ASSOCIATION
- GENERAL ELECTRIC
- HCI PARTNERS
- TRC
- DUKE ENERGY
- GRANT COUNTY PUD
- EMERSON/AMERICAN GOVERNOR
- VAN NESS FELDMAN
- LOW IMPACT HYDRO INSTITUTE
- SCHNABEL ENGINEERING
- AMERICAN GOVERNOR
- PACIFIC NETTING PRODUCTS
- BLACK & VEATCH
- MCMILLEN JACOBS ASSOCIATES
- JANET AUDUNSON & DAVE YOULEN
- BARNARD CONSTRUCTION
- ALDEN
- BEACON HILL CONSULTING SERVICES, LLC

2020 SPONSORS and SUPPORTERS

- NORM BISHOP
- STEVE WENKE
- DEBORAH LINKE
- DAVID SINCLAIR
- MARK KILGORE
- U.S. BUREAU OF RECLAMATION
- CAMAS ENVIRONMENTAL REGULATORY PROFESSIONALS
- NATIONAL RENEWABLE ENERGY LAB
- PACIFIC NORTHWEST NATIONAL LABORATORY
- U.S. DEPARTMENT OF ENERGY
- HCMS
- YUBA WATER AGENCY
- AVISTA UTILITIES
- ELECTRON HYDRO
- GRANT COUNTY PUD
- CHELAN COUNTY PUD
- MCMILLEN JACOBS
- KLEINSCHMIDT
- U.S. DEPARTMENT OF ENERGY WATERPOWER TECHNOLOGIES OFFICE

MEMBERSHIP



CORPORATE AND INDIVIDUAL MEMBERS

Our future depends on a robust renewable energy portfolio. If you are a leader in our industry who believes in expanding renewable energy's place in the nation, the Hydropower Foundation is worthy of your support. The Foundation, established in 1994, is a 501(c)(3) non-partisan, non-profit organization dedicated to building a sustainable clean energy future and improving hydropower as an important tool toward that end.

Our Foundation's success depends on new and continuing Foundation members, as well as sponsors for our events, and your support will contribute directly to the Foundation's mission and the hydropower industry. The foundation is made up of Corporate and Individual members; there are memberships that fit all budgets.

Here are some of the things members of the Foundation receive:

- Excellent networking opportunities and corporate visibility with other corporate members and industry key individuals participating in several Foundation-sponsored regional and national events.
- Direct access to bright young students that are interested in obtaining a career in hydropower.
- Support of the development of future workforce development programs, likes Vets for Hydro, and opportunity to provide input in the development of a host of educational opportunities through seminars and summits.
- Access to our Foundation experts who may be able to assist you with your current and future projects.
- Ability to post job openings with the Foundation to our website and social media outlets.

**Reach out to Bree Mendlin at Bree@hydrofoundation.org
for more information on memberships.**

OUR PROGRAMS



HIRING FOR HYDRO

The Foundation is a leader in identifying talent and spreading the good word about hydropower and its opportunities. The hydropower industry recognizes it has a large deficit in having readily available good qualified candidates to join the workforce. From skilled technical and craft resources to engineers there is not only a loss of employees but a large gap in knowledge transfer as there is no one to pass the knowledge along to. Competition is fierce for qualified new employees.

The 4th Annual Hiring for Hydro, was held in Seattle, Washington in February 2020 alongside the Northwest Hydroelectric Association's Annual Conference. This event brings together employers and interested applicants to explore careers in hydropower. This event was held in person and again virtually in conjunction with the Hydro+ Series in December. The two events allowed the foundation to connect over 45+ students with the hydropower industry.

OUR PROGRAMS



HYDRO THINK TANK - ROCKY REACH DAM - RESCHEDULED TO AUGUST 2021

HYDRO THINK TANK

The Hydropower Foundation will organize a second Hydro Think Tank Competition at Rocky Reach Dam in August 2021. Undergraduate students from the University of Washington, Walla Walla Community College, Washington State University and Portland State University will meet for an intense week of hands on problem solving to give their best solution to a pressing hydropower issue presented by Chelan County PUD, Grant County PUD, Avista Utilities, HDR, McMillen Jacobs and The United States Bureau of Reclamation.

The week will be filled with exploration, training, teamwork and development to compete for the opportunity for cash prizes, a resume booster and opportunities for potential internships and/or positions with these companies.

The teams are made up of four undergraduate students. Teams are judged by a panel of company executives and industry engineers on ingenuity, practicality of solution, and presentation. This opportunity offered students practice with real-life business and engineering skills, hone individual talents and apply knowledge to solve a pressing need.

OUR GRANT WORK



2020 STEM Workforce Development Project

STEM TO HYDRO AND STEM TO MARINE ENERGY

As part of an effort to recruit the best and brightest waterpower workforce to the Hydropower Foundation has partnered with the U.S. Department of Energy's (DOE's) Water Power Technologies Office (WPTO) and the National Renewable Energy Laboratory (NREL) to launch the Science, Technology, Engineering, and Math (STEM) workforce development and education portals for water power technologies.

Developed to support the future water power workforce in their exploration of these growing industries, the resources offered via the STEM to Hydropower Portal and the STEM to Marine Renewable Energy Portal will foster a better understanding of water power technologies and their potential, introducing tomorrow's workforce to exciting career opportunities within the sectors.

"We're collaborating with WPTO to ensure that the future workforce is gaining access to meaningful opportunities and valuable research on hydropower, the nation's leading renewable energy source," said Bree Mendlin, Program Director at the Hydropower Foundation.

OUR GRANT WORK



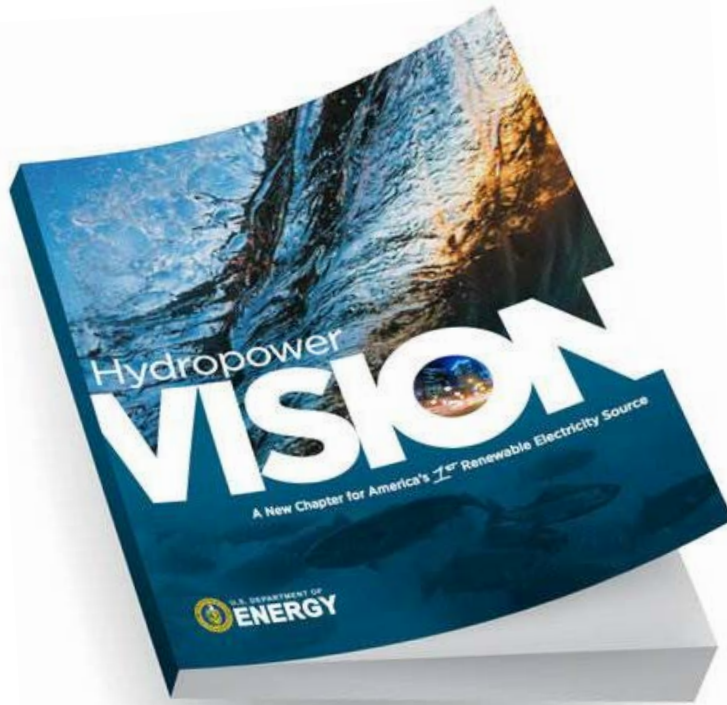
2020 STEM Workforce Development Project - Continued

STEM TO HYDRO AND STEM TO MARINE ENERGY WORKSHOP DIALOGUE SERIES

As part of an effort to recruit the best and brightest waterpower workforce to the Hydropower Foundation has partnered with the U.S. Department of Energy's (DOE's) Water Power Technologies Office (WPTO) and the National Renewable Energy Laboratory (NREL) to launch the Science, Technology, Engineering, and Math (STEM) workforce development and education portals for water power technologies.

The Hydropower Foundation, the WPTO and NREL hosted a STEM to Hydro Dialogue Workshop and a STEM to Marine Energy Dialogue Workshop in October and November. These workshop's purpose was to collect feedback regarding the recently produced STEM for Hydropower web portal and STEM for Marine Energy portal and promote the portal to academia and the hydropower industry. The STEM for hydropower portal is a useful tool for students learning how to turn their STEM academic focus into a hydropower career. Furthermore, teachers and professors can use this tool to bring hydropower into their classrooms using "teach the teacher kits," educational materials, games, and more. These workshops are a first within a series of workshops to take place throughout the 2021 year.

OUR GRANT WORK



VISIONARIES REPORT

A CONVENING ROLE FOR THE FOUNDATION

The Hydropower Foundation is working together with the U.S. Department of Energy and the Pacific Northwest National Laboratory to convene and facilitate industry forums in support of the Hydropower Visionaries Report and the associated leadership of its Visionary Program. This utilizes The Foundation's unique independent status and leadership to bring together many divergent interests.

The Hydropower Vision Roadmap: A Pathway Forward: Provides a detailed roadmap of potential technical, economic and institutional actions by hydropower community to optimize hydropower's continued contribution to a clean, reliable low-carbon domestic energy generation portfolio, while also ensuring the nation's national resources are adequately protected or conserved.

A NOTE FROM THE PRESIDENT

Reflecting on 2020, the Hydropower Foundation had an amazing year. As we all know, flexibility is one of the mantras that hallmark 2020. I want to share some thoughts with you on how well the Foundation has adapted this year and the work accomplished despite the financial challenges presented in 2020.

The result of this effort has set us up well to move forward in 2021. Our Foundation relies on fundraising events for a significant portion of our income. With the shift away from in-person events, we had to make substantial changes to our budget. With the staff's expertise and management, the Foundation adjusted our budget, modified programs, and moved to offer some programs virtually. Additionally, our existing members and new members stepped up during these challenging times and renewed their memberships or became members for the first time. I cannot express enough my gratitude to those members for their commitment to our Foundation.

Additionally, from an administrative perspective, we re-assessed our Committee structure and assignments. We did some restructuring and added some new committees to address the Foundation's plans better both now and into the future. I believe that we are coming out of 2020 in a better place to move forward.

For 2021, we will still face challenges as we all move to what we hope starts to look like something that resembles an "old normal," but without question, the way business is conducted has been changed. However, our Foundation's mission to develop and integrate the next generation workforce for the industry, facilitate dialog and convene forums to support the industry as it adapts to meet a clean energy future, and provide educational and awareness programs remains clear. I am excited to help lead the Foundation, work with a fantastic staff, and a dedicated Board of Directors and Advisory Board as we navigate these challenges, with expectations of emerging with a folio of programs that support and enhance the stature of the hydro industry.

STEVE WENKE

PRESIDENT

HYDROPOWER FOUNDATION

LOOKING AHEAD

As we look to 2021, the Foundation will continue to steward well its resources, work to expand membership and hopefully, as we return to normalcy post COVID, offer the very best networking opportunities in a host of new programs. The Wine Tasting at HydroVision and the Golf Tournament at Clean Currents are just a few ideas as we look to create new opportunities to bring our industry together. More new concepts are in the works!

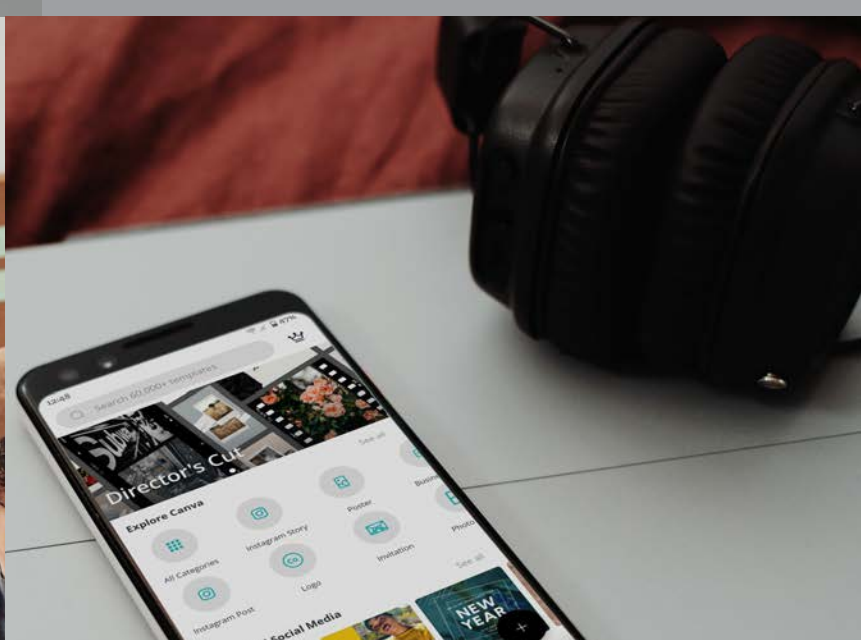
These networking opportunities are key to the Foundation's financial support, providing our membership value while providing more opportunities to learn about our work. But they are only a small part of what we do. The Foundation will continue its important grant work in 2021 focused on workforce development and outreach to a network of universities. In addition, we plan to work more closely with community colleges and trade schools around the country. We are focusing efforts on developing a veterans program for hire and expanding our workforce programs to focus on more diversity and inclusion by building new channels of outreach to schools that traditionally serve underprivileged and minority populations. And, as we come out of this pandemic, look for our return to our Hiring for Hydro and Think Tank programs that offer industry an opportunity to connect with some of the brightest talent within our national university systems.

We want to hear from you. The Hydropower Foundation was created to serve you, the industry, in ways that bring additional value through education and research and development. We continue to build on that mission and 2021 will be no different. We want to hear from you on how we can serve you better. If you have specific ideas, we want to hear them. You can contact us at any time and speak to any board member or staff.

We look for your continued support of the Foundation in 2021 through our membership program, sponsorship of our events, or simply registering to participate in our activities as the year unfolds. Remember the Foundation's mission is to support the industry in building a stronger and better future, but we can't do that alone, We need you!

LINDA CHURCH-CIOCCI
EXECUTIVE DIRECTOR
HYDROPOWER FOUNDATION

YOU TOO CAN BUILD THE FUTURE OF HYDROPOWER



- Make a Financial Contribution
- Become a Member
- Sponsor an Event - Hiring for Hydro, Fundraising and Career Building Events
- Join our Communications List
- Consider a Legacy Gift
- Donate to the Julie Keil Scholarship Fund
- Join the Board
- Host a Think Tank at your Utility
- Follow us on the Social Media Channel of your choice



Donations by mail
can be made to:
Hydropower Foundation
8200 Shaffer Pkwy #270585
Littleton, CO 80127

To learn more about how to plug into The Hydropower Foundation's effort to further the future of hydropower, contact Bree Mendlin at Bree@HydroFoundation.org