

Hypertherm Associates



HAPPENINGS

ANNUAL REPORT • JANUARY 1 – DECEMBER 31, 2024

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LETTER FROM THE PRESIDENT



Dear HOPE Friends,

As we closed out our last strategic plan at the end of 2024, we spent months asking our community and Associates two simple questions: “What do you need next? What can we do better?” While we acknowledge the positive impacts we’ve seen in the community, we remain committed to continuous improvement, which is true to one of our **Guiding Principles: We explore and seek innovation through continuous improvement. We imagine possibilities.**

We seek innovation: One of the most innovative aspects of our community and philanthropic work, initiated by our founder Barbara Couch, is empowering our Associates to make decisions. We trust teams of Associates to know how to best impact change through grants in their communities and trust each Associate to find their own best way to volunteer and serve their community. For example, we converted a meeting room in each of our major facilities into a mock teenage bedroom, filled with objects that are early signs of substance use and misuse. This initiative aims to generate parental awareness and confidence to intervene early. We will now help teach and fund other installations of this innovative prevention technique.

We prioritize continuous improvement: We constantly ask ourselves, “What’s next? What can we do better?” Over the last few years, we’ve evaluated our grants, asking these very questions. We have made hard decisions to focus our definitions of the changes we want to enable in our community, driving clarity for grantees and our Associates who make grant decisions. We now prioritize impacting youth, veterans, and those with varying abilities. For instance, we have redefined our broad grant focus area “Food/shelter” into two specific areas: “Food: support programs that ensure access to nutritious food and reduce food insecurity” and “Housing: support programs that keep families housed, including support for low-income housing and group interim housing crisis solutions.” Partners in the community who align closely with our grant definitions will receive more funding and may be considered for a 2-year grant.

We imagine possibilities: Our focus on learning about Positive Childhood Experiences (PCEs) as a community health antidote to Adverse Childhood Experiences (ACEs) exemplifies how we imagine possibilities. This reframing of how children can be strong, healthy, and resilient in the face of adversities they cannot control has shifted our thinking. As detailed in this report, we engaged an outside expert to help a group representing 20 non-profits reflect on how the community can incorporate this perspective into our collective work. As one attendee noted, “This ties directly into the work we do and gave us a great lens to work through.”

We know achieving our vision – that everyone can thrive in a community where our Associate owners live and work – can only be achieved if we all do our work a bit better every day and keep coming up with the next better idea. We welcome your ideas for innovation as we all imagine the bright possibilities for our communities. Thank you for your partnership and your support.

With hope, humility, and gratitude,

Jenny

Mission

Enriching our Associate owner communities as a catalyst for collaboration and compassion, inspiring solutions for sustainable positive change.

Vision

Everyone can thrive in a community where our Associate owners live and work.

Guiding principles

- We ground everything we do in our mission and values.
- We strive to generate measurable and sustainable positive change.
- We believe in telling our stories, leading by example and inspiring others.
- We empower Associate owners.
- We work with compassion, pride and joy.
- We treat our community partners with respect. Always.
- We harness the power and responsibility of the funds entrusted to us. Every dollar matters.
- We explore and seek innovation through continuous improvement. We imagine possibilities.
- We respect teamwork and collaboration, embracing equity, diversity, and inclusion.
- We multiply our impact by combining time and treasure.

New Board of Trustees

Andrea Borowiecki

Andrea is the Vice President, Charitable Giving and Community Engagement, at Rockland Trust. She has been appointed the Executive Director of the Rockland Trust Charitable Foundation. Andrea brings more than 20 years of experience in community investment, nonprofit program development, and communications to the board. Philanthropy is the heart of who Andrea is.



Lisa LaBombard, Retiree Liaison

Lisa joins the Board as a Retiree Liaison, bringing with her a 35-year career at Hypertherm Associates. Lisa was on the HOPE Team for six years, and a past Chair for the Substance Use Disorder Taskforce. She brings her retiree perspective to strengthen our connection to retirees and her knowledge of the Lebanon, NH area to enhance our knowledge of needs in our community.



Brandon Mason, Liaison (Prior HOPE Chair)

Brandon has been with Hypertherm Associates since 2013 and is the leader of the Advanced Manufacturing Team. He has served on the HOPE Team since 2019, contributing as Chair in 2023–2024. Brandon also led our STEM strategic subcommittee as chair from 2021–2023. Brandon joins the HOPE Foundation Board as the HOPE Team Liaison.



New HOPE Members

Jones Taliaferro

"Doing the good work has always been a goal in my life. Helping others by engaging in one's community is a gift that everyone can enjoy. Life can make it hard to give when it is difficult to just make ends meet. Hypertherm Associates' CST benefit made my goal of helping others a reality. I can support organizations that are doing the good work every day AND be supported while doing so. Not only that, but I get to choose which organizations best match my values along with what activities best match my skills. How cool is that?"

I grew up in the Upper Valley in a home with limited means, so I know first-hand the value of many of the organizations that Hypertherm Associates HOPE Foundation supports. Being invited to serve on the HOPE Team is an honor that supports me to give back to my community and keep doing the good work."



Daniela Schumacher

"Serving the community has always been my passion, as it gives me the opportunity to make a positive impact and create meaningful connections with those around me. Growing up in Honduras, I witnessed firsthand the power of community support and the difference it can make in people's lives. This experience fueled my passion for helping others and instilled in me a deep sense of responsibility to give back.

I am truly honored to join the HOPE Team and to collaborate with like-minded individuals who share the same vision of making a difference. I am excited to contribute my skills and dedication to help bring hope and support to our community."



Julia Stevenson

"Simply put, the work of the HOPE Team fuels my heart. While Hypertherm Associates' technologies can cut the thickest metal, its HOPE Team's careful investments can help to cut through the thickest social and economic barriers through its collaboration with local nonprofit partners.

It is a joy to work with others to "lift up" the spirit, capacity, and success of our families, friends, and neighbors. Together, we can strengthen our community to prepare for an even brighter and more sustainable future."



Departing Board of Trustees

John Vogel (2011–2024) John has been on the board since 2011. He has imparted wisdom and heart into everything he worked on and will be missed around the board table.



Travis LaHaye (2022–2025) Travis has been with Hypertherm Associates since 2007 and is an HR Business Partner. He joined the Board as the HOPE Team Liaison, serving as a critical connection and bringing important perspective to both groups.



Departing HOPE Team Members

Lisa LaBombard (2019–2024) Lisa worked at Hypertherm Associates for 35 years. She was an active member of the HOPE Team for 6 years and was the Chair of the Substance Use Disorder Task Force Chair from 2019–2020. Lisa was the ambassador to the Upper Valley Haven, which strengthened our partnership.



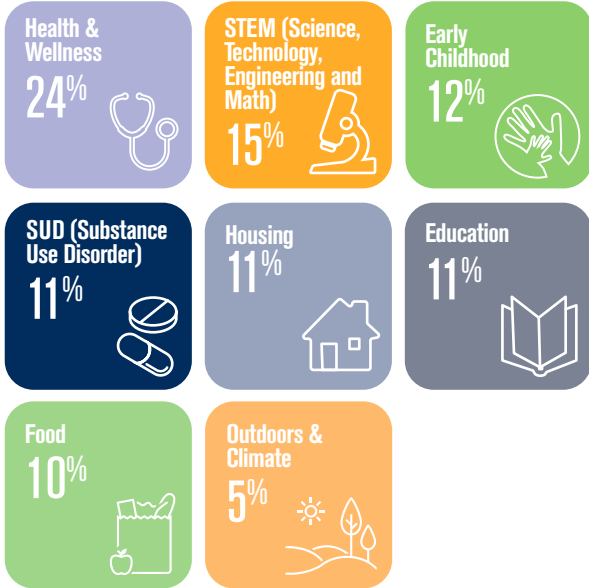
Travis LaHaye (2014–2024) We are grateful for Travis's 10 years of commitment to the HOPE Foundation. Travis has served on the HOPE team, served as the HOPE Chair, and was instrumental in co-founding the Substance Use Disorder Task Force. He has been a strong presence around the HOPE table, and the team appreciated his wise words and thoughts.

FOUNDATION HIGHLIGHTS

The HOPE Teams meet monthly to review grant requests from our valued community nonprofits. In 2024, we funded grants to 125 unique nonprofit organizations. The HOPE Foundation provided an additional funding match up to \$1,000 of individual Associate donations through our United Way campaign.

2024

Grant allocation by focus area



CST

Volunteer hours by Associate

Community Service Time

35,012 TOTAL HOURS

January 1–December 31, 2024

2024

HOPE Foundation revenue

\$695,936

HYPERTHERM

\$280,207

PUBLIC

HOPE Foundation is a public charity and one third of its funding needs to come from outside of Hypertherm Associates

2024

Giving dollars

\$824,120

UPPER VALLEY

\$86,000

REGIONAL

\$28,811

INTERNATIONAL



Upper Valley Strategic Plan Highlights

As we come to the end of our 2022–2024 HOPE Foundation strategic plan, we reflect on the many impacts we have had on the community through grant funding, Community Service Time volunteering, and utilizing our business expertise with engaged Associates.

All our strategic focus area subcommittees held listening sessions with nonprofits and Associates to learn about needs in the community and help inform our 2025–2027 Community Impact plan, which we will be excited to unveil later in Q1 2025.



Science Technology Engineering and Math (STEM):

Summary of our strategy: We aim to expose, excite, and engage youth in the Science, Technology, Engineering, and Math (STEM) fields of academic study and professional career paths (i.e., engineering, advanced manufacturing) in the regions where Hypertherm Associates live and work.

We expanded our internal STEM engagement by broadening our recruitment of STEM committee members and STEM hero volunteers for our school visitation and career exploration program. This included improving standard work and identifying opportunities to make a deeper impact on the students, such as through job shadows and Girls Technology Day. To verify that our programs align with real-life learning and will be effective for classrooms, we piloted including teachers from the Montshire Museum of Science and consulting with an elementary school teacher this year.

We improved our grant review process to ensure that we continue to fund strategically and meet our committee charter objectives. We also improved tracking of the metrics we gather for future grantmaking reviews and CST projects.

Strategic funding highlights include:

- Inspiring programs to engage students in aviation, robotics, and drones
- Summer STEM programs to promote Positive Childhood Experiences
- Science museums and institutes providing hands-on activities and programs for students and training for teachers to enhance their knowledge and future lesson plans

Substance Use Disorder (SUD):

Summary of our strategy: Focus on prevention education, increasing empathy, and removing stigma. We fund programs aimed at sustaining and supporting recovery.

In addition to recertifying as a NH Recovery Friendly Workplace, we also consulted on the creation of the National Recovery Friendly Workplace certification.



To continue supporting Associates and families seeking or in recovery, we created an internal online group to share SUD resources more effectively on a regular basis. Associates can follow the channel and take advantage of the free classes and meetings.

Our Associate Recovery Network continues to meet and strengthen their group to best meet the needs of participants. Recovery month was supported with table displays providing resources, Narcan and Deterra bags, and hosting a Drug Takeback Day at our largest NH facility.



Strategic funding highlights include:

- Supportive housing and food programs for community members to sustain recovery
- Supplementing uninsured and underinsured treatment programs
- To support our prevention pillar, we funded the Making Change middle school after-school program and Kindergarten Miss Kendra in-school program to help mitigate Adverse Childhood Experiences (ACEs) and support Healthy Outcomes from Positive Experiences

Early Childhood:

Summary of our strategy: We focus on prevention and addressing the root causes of future challenges. The effects of childhood trauma and ACEs throughout life stages are well known. We focus our funding and partnership on preventing those events, early intervention programs, and sustained mitigation in these three specific focus areas: childcare center quality, parental confidence, and youth resilience.

In New Hampshire, through collaboration we consulted with The Family Place and supported the Week of the Young Child activities. We also worked with our HR team to launch a 1-year pilot for Associates to be eligible for TOOTRiS childcare service and subsidies. The pilot results will provide valuable learnings to help inform future benefits.

Membership for our internal Parents and Caregivers Viva Engage group continues to grow as Associates are seeking the resources we share related to youth resilience and parental confidence.

A focus area has been researching family-friendly benefits and best practices, which will continue through our next Community Impact Plan.

Strategic funding highlights include:

- Funding of family resource centers
- Removing barriers for access to programs providing Positive Childhood Experiences to mitigate ACEs, including reading and after-school programs
- Enhancements to early childhood centers to improve quality childcare

Community Grants

Summary of our strategy: The HOPE Team collaborates to address community needs through CST and philanthropic grant funding. Our Community Grant investments focus on core impact areas that align with the community's greatest needs, our Associates' interests, and our business values. These core impact areas include Health and Wellness, Food, Housing, Education and Outdoors and Climate. We prioritize removing barriers to accessing resources, especially among our most vulnerable populations.

We dedicated significant time to examining our Community Grantmaking historical processes and asking ourselves challenging questions about what success looks like. Our goal was to refine our Community Grantmaking focus area definitions to achieve a deeper impact on the community.

Over the past few years, our Board and the Upper Valley HOPE team have redefined our target strategy through many thoughtful conversations. This process led to improved definitions that help us review grants and make more impactful funding decisions. In 2024, we implemented our newly defined strategy with the definitions noted below and will continue to fine-tune as needed to ensure our grant decisions support our strategy.

UPPER VALLEY HOPE TEAM

Our Community Grant funding focuses on the following categories, with our highest priority on the wellbeing of:

- youth • veterans • seniors • those with varying abilities •

The HOPE Foundation funds programs that target greatest need communities where a significant number of Associates live and work. Our giving philosophy supports great organizations with Community Service Time and HOPE Foundation grant funding.

Community Focus Area Definitions



Health & Wellness

Support general community wellness programs with additional focus on those that enhance the mental health of our community by reducing stigma and providing greater scalability, and emergency access.



Food

Support programs that ensure access to nutritious food and reduce food insecurity.



Housing

Support programs that keep families housed. Included is support for low-income housing and group interim housing crisis solutions.



Education

Support education programs to mitigate Adverse Childhood Experiences (ACEs) and increase access where fees are a barrier. Middle and high school exposure to career opportunities is a priority.



Outdoors & Climate

Support increasing community outdoor activities and addressing climate change through mitigation and adaptation projects.



Towns with significant density of Associates: Claremont, Canaan, Enfield, Grantham, Lebanon, Newport and West Lebanon, NH; and White River Junction, VT

Strategic funding highlights include:

In 2024, we are proud to have implemented 2-year grant funding for 10 organizations making significant impacts across the core focus areas of our general Community Grants.

Global Grants:

Summary of our strategy: To globalize our giving and our delegate philanthropy model to all regions of the world where we have a physical location. Through recruitment and training, we are working to build up our team decision-making. We successfully funded international grants through the HOPE Foundation through Associate decision making at the local level in Brazil, EMEIA, Italy, and Singapore. Associates in these regions are continuing to make connections to non-profits in their region for funding and volunteer opportunities.

GLOBAL HOPE TEAMS AND CST HIGHLIGHTS



All our global HOPE teams made impactful funding decisions this year in their various communities. Below are a few special spotlights. The teams focused on initiatives that support underserved families, youth in STEM, LGBTQIA, BIOPOC, Immigrants, and refugees. Our North America (NA) HOPE Team focused their budget on disaster relief to help the Hurricane devastation in North Carolina.

Singapore Team

In 2024 our regional Singapore Team, with an active and inspiring Associate champion, worked together to exceed their CST goals. The team served a total of 438 hours of CST, with 100% participation and 58% utilization of available hours. Five Singapore Team Associates are in the 100% club, using all their annually allotted 40 hours of CST each.

We are so proud of the impact they had in their community. To celebrate these achievements, they created a holiday event at the Care Community Services Society and engaged with seniors. The HOPE team funded a grant to the organization and the team engaged in hands-on activities and festivities with the seniors.



ESSE A, Italy Team

The ESSE A team has partnered with the FANEP Association at Sant'Orsola Hospital in Bologna. This partnership has included grant funding and Associates using their Community Service Time to support the organization.

Some of the volunteers have spent time playing and entertaining the children to make their hospital stay as pleasant as possible. They also provided support to parents by listening when they needed someone to talk with. For all the volunteers, this has proven to be a deeply touching experience. Our Associates have felt their presence provides both practical and emotional support for the children and their families. Through this volunteering our Associates identified the need for tablets, headphones, and games, which were purchased with a second grant from the HOPE Foundation.

FANEP also needed help creating a magazine to share their good work with others. So, in addition to spending time with the children and their families, two of our Associates used their Hypertherm Associates skills and helped collect content, write articles, and provide technical and graphics creation for the magazine. The first FANEP magazine was launched in May 2024.



GLOBAL HOPE TEAMS AND CST HIGHLIGHTS



Washington HOPE Team

The Washington HOPE team actively developed relationships in the community to build awareness of the HOPE Foundation and our interest in funding in the Kent, WA area. This transition has been slow but we can honestly say the word is out! We had more grants submitted than we could fund this year. It was inspiring to learn about many organizations that are doing great work in the Kent Community. It also engaged the team in challenging, thoughtful conversations regarding funding decisions and the impact of our funds for that community.

In addition, the team pulled together and collectively volunteered 2425 hours, which was a result of 59% participation and 45% utilization of the available hours. Their efforts were rewarded with an increase to the benefit of paid volunteer time, from 16 hours to 40 hours annually per Associate. We are excited to see the impact of this increased benefit on the community. Associates continued to support the City of Kent Adopt-a-Street program, performed beach cleanups, filled backpacks for kids, supported the food banks and community dinners, STEM events, Robotic teams, and many more organizations.

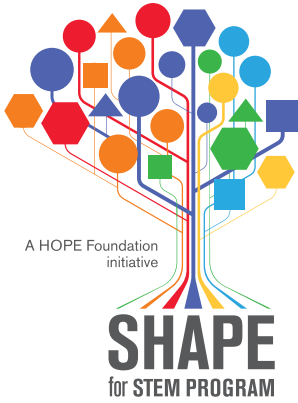


“ My nearly two years of volunteer work, even with just a few hours each time, makes me feel fulfilled. Helping children and their parents with small gestures like a smile brings joy to my heart. It also makes me appreciate my own health when I see children with lifelong problems. I wish more people could experience this and understand that sometimes a simple smile or companionship can bring immense joy to those in need. ”

—Ivan Rossi



STRATEGIC SPOTLIGHT – STEM



We are excited to share samples of our STEM engagement around the world.

In 2024, we hosted the FIRST LEGO Robotics Regional Qualifying competition at our NH facility. Thirty volunteers supported 100 students, coaches, parents, and siblings at a fun-filled inspiring STEM event. Our volunteers led the entire event from opening ceremonies, through competition, judging rounds, practice tables and award ceremonies celebrating the day. Our HOPE Foundation funds FIRST NH to support new and expanded NH teams.

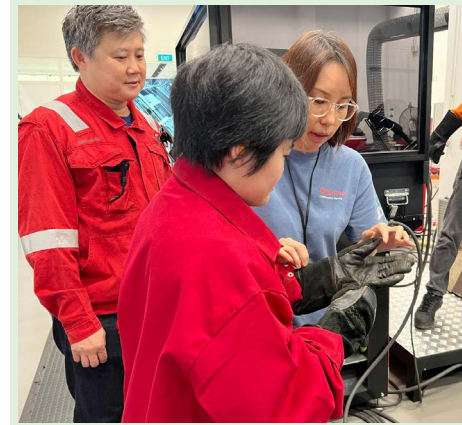


Our Washington HOPE team financially sponsored the community Space for All event. Hypertherm Associates from our Waterjet team volunteered at tables sharing our waterjet technology and how it connects to space exploration with thousands of students. Students learned from speaker Astronaut José Hernández about career exploration and were inspired to pursue their passions.



In Singapore, our team hosted local students to visit the customer lab and learn about plasma cutting technology and explore STEM careers. Our

Hypertherm Associates enjoyed engaging with the students in these interactive sessions and answering questions.



STRATEGIC SPOTLIGHT – EARLY CHILDHOOD AND SUD



Early Childhood

In response to a request from Early Childcare care center providers in the Upper Valley community, a group of engineers used their engineering expertise for skills-based volunteering. They designed, ordered appropriate materials, and built 24 music walls for various Early Childhood care centers in the Upper Valley so they could enhance their outdoor classroom learning experiences.



To help build parental confidence and awareness, our Upper Valley Early Childhood strategic committee created table displays at our NH buildings to share information and tools collected from area family resource centers and the Injury and Prevention Center at Dartmouth Health.



Substance Use Disorder

Our Substance Use Disorder (SUD) task force went bold on prevention this year and created Hidden in Plain Sight rooms onsite at our NH, MN, and WA locations. Hidden in Plain Sight, created by [Power to the Parent](#), is a tool to educate parents and caregivers on common alcohol and drug paraphernalia they may not be familiar with so that they may recognize the items if they show up in their home. Knowledge of these items and their uses empower parents to identify problematic behaviors early and have meaningful conversations with youth to prevent drug and alcohol use. It is critical that parents and caregivers learn the signs and how to talk with kids about substance use.

In honor of Recovery Month, our SUD taskforce set up resource tables to include Narcan, Mental Health supportive stickers, and various resources for Associates, family members or allies seeking or staying in recovery.



COMMUNITY SERVICE TIME

Hypertherm Associates Community Heroes

Every six months, the Community Service Time (CST) Committee and the HOPE Team present the Hypertherm Associates Community Hero Award. This distinction highlights the volunteer activity of our global Associates, who cheerfully and tirelessly support local charities and our communities.

The Community Hero Award recognizes a single Associate, nominated by a peer,

who models exemplary community service by:

- Promoting and taking part in CST
- Inspiring others to volunteer
- Volunteering beyond their annual, company-allotted 40 CST hours
- Making active contributions to nonprofits by regularly volunteering or serving on a committee or board



Spring 2024 Community Hero

Congratulations to our HOPE Community Hero — Gina Goodwin. Gina works as a Category Specialist on our Waterjet Procurement Team and is located at our New Brighton, Minnesota facility.

Gina has been an incredible inspiration to fellow Associates at our Minnesota facility, regularly sharing volunteer opportunities or offering to set up group CST events. She is always coming up with new ideas to support our community. As a member of the 100% club, Gina regularly encourages other Associates to use CST and make a positive impact. Gina supports various volunteering efforts including environment green up projects, Second Harvest Heartland, Farmaste

Animal Sanctuary, and many others. Her care and concern for others is felt throughout our Minnesota facility and the surrounding community.

Gina's passion and drive to support our communities does not stop at volunteering. During the winter holiday season Gina champions a Giving Tree Fundraiser to benefit the Haven Housing organization, which has now transitioned to People Serving People. She also supports various fundraisers helping community members with serious medical conditions and women's shelters.

On any given day you will see Gina helping our community in some capacity; she is very humble and often her work may go unrecognized.



Winter 2024 Community Hero



Congratulations to our newest HOPE Community Hero — Martha Barron. Martha works as a Staff Technical Content Developer on our Corporate Technical Content and Translations Team and is located at our Hanover, New Hampshire facility.

Martha has impacted our internal and external community in so many ways it's hard to list them all. As our Hypertherm Associates Community Garden champion since 2018, Martha has led the garden team in every aspect of the growing season, from preparation to wintering. The garden has grown and thrived under her leadership. Her creativity in adding an Annual Sunflower Contest has increased Associate engagement and awareness of the garden and raised funds for the HOPE Foundation. Her tie-dye shirt raffle for new volunteers also expanded our volunteer team.

As a member of the 100% club, Martha regularly encourages other Associates to use CST and make a positive impact. Martha supports various volunteering efforts including Meals on Wheels, our onsite blood drives, the Bradford, NH Area Community Center and she is an active Assistant Adjunct with the 29th infantry division of Associate Post 93.

Very quietly, she updates our internal community bulletin boards.

Martha's passion and drive to support our communities does not stop at volunteering though. In addition to raising funds for HOPE through the community garden, Martha helped to coordinate a 50/50 raffle for the Central Engineering Team at their annual holiday party. Recently she also started supporting the organization "Milk with Dignity" as they help improve working conditions in dairy supply chains.

Her care and concern for the community and our environment is her way of life. She is an incredibly dedicated member of the community and a good neighbor to all who meet her.

Thank you, Gina and Martha, for leading your fellow Associates by example and being true Hypertherm Community Heroes!

COMMUNITY SERVICE – LOCAL, REGIONAL, AND INTERNATIONAL

Hypertherm Associates use their 40 hours of paid CST to meet the diverse needs of our global communities.



125 UNIQUE ORGANIZATIONS RECEIVED GRANTS

All

Granite United Way
United Way regions through designation
Disaster Relief
MANNA FoodBank, Inc*
Save Our Allies*
Early Childhood
Baby Steps Family Assistance
Boys & Girls Clubs of Central and Northern NH
CASA of NH
Children's Literacy Foundation
Early Care and Education Association
Easter Seals Vermont
Good Beginnings, Inc.
Katie Bentley Memorial Charity
Magic Mountain Children's Center
Monadnock United Way
Orange County Parent Child Center
Postpartum Support International – NH Chapter
The Family Place
TLC Family Resource Center
Twin River Children's Center
Vermont Institute of Natural Science
Waypoint

Education

C895/KNHC Public Radio Association*
Careers CLiC
Carter Community Building Association
Center for the Arts Lake Sunapee Region
City of Lebanon
Cornish Community Initiative
Craft Studies
Fractured Atlas, Inc.
Claremont Opera House
Girls Dream Code*
High Tech Kids*
JAG Productions
John Hay Estate at The Fells
Junior Achievement Sao Paulo**
Lebanon Opera House
Minnesota Diversified Industries*
New London Barn Playhouse
Northern Stage
QUEERSPACE Collective*
Rainer Youth Choirs*
Saint-Gaudens Memorial
Seattle Universal Math Museum*
Special Needs Support Center
Sitchting Vrienden van Bamnanani**
The Urban Village*
Tuck's Rock Dojo [fiscal sponsor Catamount Film & Arts Co]
Turning Points Network *2*
Unmask the Invisible, Inc.
Upper Valley Music Center
Volunteer NH
WISE
Zack's Place
Environment and Transportation
Vital Communities

Food

Claremont Soup Kitchen
Emergency Food Network of Tacoma & Pierce County*
Grafton County Senior Citizens Council, Inc.
Hartford Community Coalition
Listen
Rotary Club of Kent, Backpack Buddies*
Second Harvest Heartland*
The Aliveness Project*
Upper Valley Haven, Inc.
Vermont Foodbank
Willing Hands
Health and Wellness
Alzheimer's Association
American Cancer Society
BarnArts Center for the Arts
Bradford Teen Center
Canaan Lions
Care Community Services Society**
Children's Hospital at Dartmouth (CHaD)
City of Lebanon
Consejo Counseling and Referral Service*
Dartmouth Cancer Center
David's House, Inc.
Enfield Community Nurse Project
FANEP**
Finding our Stride
Friends of Lebanon Recreation and Parks
Good Neighbor Health Clinic
Granite State Flash
Hanover High School All Night Party
Happy Hippo**
Hartford Community Coalition
Kent Youth and Family Services*
Lebanon Project Graduation
Mascoma Valley Regional School District
Mayhew
MoonRise Therapeutics
Muslim Association of Puget Sound – Muslim community Resource Center*
My Very Own Bed*
New Hampshire Association for the Blind dba/Future in Sight
New Hampshire Catholic Charities
Newport Senior Center, Inc.
Planned Parenthood of Northern New England
Positive Tracks
Real Steel Boxing Club
Roswell Park Alliance Foundation*
Skating Club at Dartmouth
Sleep in Heavenly Peace Inc*
Spark! Community Center
Special Needs Support Center
Special Olympics New Hampshire
Stitching Make-a-Wish**
Sullivan County Humane Society
The Barra School, Inc.
The Main Street Museum WRJ PRIDE Committee
The Thompson Senior Center

Tiger run 12K/5K
TLC Family Resource Center
United Way of Greater Niagara*
Upper Valley Aquatic Center
Upper Valley Trails Alliance
We R H.O.P.E.
West Central Behavioral Health

Housing and Shelter

Archdiocesan Housing Authority*
COVER Home Repair, Inc.
Friends of Veterans
Harbor Care
Multi-Service Center*
Refugee Women's Alliance*
Solid Ground Washington*
Twin Pines Housing Trust
Outdoors & Climate
Connecticut River Conservancy
Society for Protection of New Hampshire Forests

STEM

Communities of Rooted Brilliance*
Grantham Parent Teacher Group (GPTG)
Challenger Learning Ctr of Orleans, Niagara and Erie Counties*
Kent Community Foundation*
St. Paul School of Northern Lights*
Youth Mentoring Services of Niagara County, Inc.*
Aviation Museum of New Hampshire
Circle Program
First New Hampshire Robotics
Girl Scouts of the Green and White Mountains
Governor's Institutes of Vermont
Kearsarge Regional School District
LHS Fund for the Common Good
Montshire Museum of Science
River Valley Technical Center
Rogue Robots of 4H
The Space On Main, Inc.
The Town of Newport – Parlin Field
Vermont Aviation advisory Council (VAAC)
Vermont Center for Eco Studies

Substance Use Disorder

JSI Research & Training Conference
Valley Cities Behavioral Health Care*
Connecticut Valley Addiction Recovery
Dismas of Vermont Inc.
Headrest, Inc.
Second Growth, Inc.
Second Wind Foundation
TLC Family Resource Center
Upper Valley Haven, Inc.

*Regional non-Upper Valley grants designated with **
*International grants designated with ***

THE COUCH CIRCLE

HONORING CURRENT AND RETIRING ASSOCIATES DONATING TO THE HOPE FOUNDATION

The Couch Circle was created for Hypertherm Associates who want to give back to the community while working at Hypertherm and upon their retirement. Many seek to continue to be connected to the legacy of Barbara and Dick Couch and their overwhelming generosity to Hypertherm Associates and to the Community.



Barbara and Dick Couch



The Couch Circle welcomes and honors the following donations from Associates, current and retired:

- **Retired Associates:** One-time donations of any amount are meaningful and welcome from all. Donors will be a member of the Couch Circle the year of and the year following their donation. Retirees donating \$1,000 or more at any time will designate the retiree as a Lifetime member of the Couch Circle.
- **Current Associates** who donate any amount for three consecutive years will be a member of the Couch Circle in the third year. Donating \$1,000 or greater will designate the current Associate at the Leadership Level that year and the year following their donation.

Members of the Couch Circle are invited to:

- An annual Donor Appreciation lunch
- All funding round tables of the HOPE Team
- Join any HOPE Team subcommittee
- Be honored in our Foundation annual report
- Opt in or out of Community Service Time opportunity emails
- Be connected to nonprofits looking for Committee and/or Board participation
- Join Hypertherm Associates teams for community events, such as the Prouty team, CHaD Hero team, and others
- Receive a digital or physical copy of our Foundation annual report and any HOPE Foundation newsletters

GRATEFUL TO OUR DONORS

We appreciate all our Donors who made a financial gift from January 1–December 31, 2024.

Couch Circle Members (Retired)

Art and Jeannie Young^{1,3}
Barbara and Dick Couch^{1,3}
Beth Danyluk³
Betsy VanDuyne¹
Bob Gendron¹
Bob Murphy¹
Brad and Cathie Meyer^{1,3}
Bruce Altobelli¹
Carolyn Maloney^{1,3}
Cary and Melissa Chen
Endowment¹
Codie Rockwood¹
Craig Humphrey^{1,3}
Dave LaPrade¹
Eric Smith^{1,3}
Jay and Sandra Romano¹
Jeff Deckrow¹
Mary Birhle¹
Nick and Gail Sanders¹
Perry Seale^{1,3}
Pete Officer¹
Phil and Mae Winslow¹
Russell Edwards¹
Tim and Linda McCarville^{1,3}
Vict and Jennier Ying¹

Donations received during Fiscal Year 2024

Equal to or greater than \$10,000

Barbara and Dick Couch^{1,3}
Evan Smith^{2,3}
Hypertherm Associates –
Contributions through Annual
United Way Campaign
Richard and Darcy Lettieri

\$1,000 to \$9,999

Aaron Brandt^{2,3}
Andrew and Jabrina Robinson
Anonymous
Brad and Cathie Meyer^{1,3}
Brian Stumm²
Carolyn Maloney^{1,3}

Carolyn Stone²
Clayton Adams
Gail Gentes
Jennifer Riccio²
Jenny Levy^{2,3}
John and Christine Vogel
Julia Griffin
Micaela Bulich
Michael Foley
Michael Scheller²
Nan Stone
Rajeev Bhalla
Sean Healey^{2,3}
Lin Chu and Zheng Duan²
Mike Daly^{2,3}
Cash proceeds from golf
tournament

Under \$1,000

Alex Coombs
Allan's Vending
Art and Jeannie Young^{1,3}
Beth Danyluk³
Bill Sackett
BioXcell
Brandon Mason
Brian Burnett
Brian Cavanaugh
Cameron LaChance
Central Engineering
Chloe Richards
Chris Stearns
Daniel Drury
Daniela Schumacher
David Gauvin
David Kiser
DiscoverE
Ernie Horton
Ethan Brown
First New Hampshire Robotics
Garfield's Smokehouse, Inc.
Garrett Kelly
Gordon Ehret³
Gordon Snyder
Hannah Neidorf³

"I proudly donate to the HOPE Foundation every year because I believe in their mission to support organizations within our communities. I utilize my annual 40 hours of community service and contribute directly to the HOPE Foundation financially through my bi-weekly paycheck, thanks to the United Way campaign. By investing in the HOPE Foundation, I know my contributions are making a real difference in the lives of those around us. I also trust my fellow Associate-owners on our HOPE Foundation committees to ensure my donation has the greatest impact where it is needed most.

Carolyn Stone, Director, Talent Acquisition & HR People Operations



Harrison Cannon
Heather Roberts
Hudson Hagland
Hypertherm Community Garden
Hypertherm, Inc.
Institute for American
Apprenticeship/Vermont HITECH
Jacob Soho
James Mason
James Thompson
Jane Moss³
Jason Paronto
Jeff Daigle
Jeffrey Cornish³
Jennifer Johnson³
Jenny Levy^{2,3}
Jeremy Ouelette
Jim Morey
John and Christine Vogel
John Batten
John Doran
John Scott²
Johnnie Jones³
Jonathan Murphy
Josh Shumway
Ken Paquette
Ken Stithen
Kevin Herro
Kim Cooper³
Kim Smith
Kyle Gould
Ledyard National Bank
Lee Moulton
Logan Bergeron
Lori Shipulski
Louden Investments
Marc Beauchemin
Mark Fish
MaryKay Baldwin
Matt Bonaccorsi
Melina Hill Walker
Merrick Rocke
Michael Doran

Michael Hathaway
Michael Oeschger
Michael Sportsman³
Michael Tracy
Michael White
Michelle Carman
Mike Cook
Monty Curtis
Norman LeBlanc
Pat Thurston
Pat Vincenti
Pierce Mayhew
Rhonda Ballintyn
Rick Anderson
Robert Chorney
Robert Decato
Robert Kay³
Robin Tindall
Russell Fowler³
Ryan Ray³
Ryan Vilmain
Samantha Aubin
Sanjeev Srinivasan^{2,3}
Scott Hagland
Scott MacDonald
Scott Marsh
Sean and Alison Gorman
Shane Selmer
Shawn Morin
Simon Long
Stacey Chiochio³
Stephanie Read
Steve Monteverdi²
Tarun Sharma
Tim Harlow
Tony Provencher
Travis Hunt
Travis LaHaye³
Trenton Lowe
Wayne Lallo
Zac Kerin
Zach Aher

"Hypertherm Associates' triple bottom line balancing people, planet, and profit is one of the things that attracted my family and me to relocate to the Upper Valley and join the Hypertherm Associates family.

The Upper Valley, a collection of small communities, has diverse needs and opportunities to give back to the places we live and as Associates, we have multiple ways to contribute. By donating to the Hope Foundation, my contribution is pooled with other contributions to increase the impact and empower my co-owners on the HOPE Team to support our communities where resources are most needed.



Mike Scheller, General Manager, Heavy Industrial Plasma.

¹Lifetime Member (Retiree giving one time donation of \$1,000 or greater)

²Leadership Level (Current Associate giving gift of \$1,000 or more)

³Couch Circle Member (Current or retired Associate, see page 15)

EVENT SPOTLIGHTS

Positive Childhood Experiences (PCE) Nonprofit Event

In May the HOPE Foundation hosted an educational workshop sharing Healthy Outcomes from Positive Experiences (HOPE). This program combines a public health approach to preventing child abuse with a broader understanding of how children become strong, healthy, resilient adults. There were 29 external attendees representing 20 different non-profits. Experienced facilitator, Patrice Baker, provided a brief introduction, covering the research behind Positive Childhood Experiences (PCEs), and their mitigating effects on ACEs, the framework of the Four Building Blocks of HOPE, and the power of the brain to heal.

Topics included a brief introduction to the science of the Healthy Outcomes from Positive Experiences theory, interactive building blocks and barriers, how to deliver HOPEful screenings and assessments, and the philosophy for equity advancement. Participants were guided to create HOPEful Goals for their organization, and policy reviews.

In a reflective survey, the attendees shared that they appreciated the opportunity to connect and learn with other area non-profits on this important topic. Many agreed the topics tied directly to the work they do, providing them with new lenses and tools for improved engagement with children and families.



2024 Associate Golf Tournament to Benefit the HOPE Foundation

Thank you to all Associates who participated in the 2024 golf tournament to benefit the HOPE Foundation.

We were fortunate to have a spectacular day of sunshine and perfect golfing temperature for our 4th year of this event. It was a great tournament and raised \$6,910 for the HOPE Foundation to invest in the community.

Thank you to the Associate working group of Kim Cooper, Bill Sackett, Sandra Smith-Ordway, Samantha Hurley, Jamie Goodwin, Stephanie Read, Brittany Hathaway, and Stacey Chiocchio for their time and energy planning this event.

Stats of the tournament:

- 96 players on 24 teams
- Nearly \$1,500 raised from our tournament raffles and \$500 on the hole contest.
- Support from our event volunteers: **Michelle Carman, Paula and Tony Provencher, Bill Sackett, Daniela Schumacher, Angie Willett, Kim Cooper, Jenny Levy, and Stacey Chiocchio.**
- Special recognition to **Nick Cooper** who took outstanding photos.



- Thank you to Marsh Brothers Deli for participating as a team.

Tournament winners:

- 1st place with a score of 62: Scott Hagland, Hudson Hagland, Monty Curtis, Shawn Aubin
- 2nd place with a score of 62: Nick Sarantopoulos, Todd Trepas, Rambert Ramirez, David Barrette
- 3rd place with a score of 62: Mike Cook, Chris Stearns, Trent Lowe, Kyle Gould
- 4th place with a score of 65: Wayne Lallo, Pat Thurston, Shawn Morin, Jonathan Murphy
- Reverse Winners with the highest score of 85: John Scott, Mark Fish, Pierce Mayhew, Ethan Brown

The top four teams received greens fees for 4 at local golf courses. The reverse winners each received a pass to play mini golf at Fore U in West Lebanon.

Individual Contest Winners:

- Putting Green: Shawn Morin with a hole in one!
- Longest Drive: Stephanie Read and Hudson Hagland
- Closest to the pin (box of golf balls)
- Hole 5: Josh Richardson
- Hole 9: Gordon Snyder
- Hole 13: John Batten
- Hole 18: Harrison Cannon

Sponsors:

We are grateful for our hole sponsors: Allan's Vending, Berkshire Hathaway-Verani Realty, Bio X-Cell, Garfield's Smokehouse, Hilton Garden Inn Hanover/Lebanon, Institute for American Apprenticeships, JAS Autobody, Jennifer Johnson, Ledyard National Bank, Loudon Investment Management, Pro-Optical, Service Credit Union, and Stacey Chiocchio.

Special thanks to Crown Point Country Club for once again hosting the event and providing outstanding support and a beautiful course to play on.

With appreciation, we recognize donations from these companies and individuals for:

Super Raffle

- Co-op Food Store
- Farmway
- Hanover Inn, Pine Restaurant
- Owl's Nest
- Quechee Club
- Simon Pearce
- Newport Golf Club

Raffle

- Cantore's Pizza
- CCBA
- Marsh Brothers Deli
- Meyers Maple Lanes Bowling
- Putnam's Vineyard
- Service Credit Union
- Studio B Hair Salon
- The HIVE Designs
- Three Tomatoes
- Tip Top Pottery
- Wilson Tire

Prizes

- Crown Point Country Club
- Eastman
- Fore-U Golf
- Harpoon
- Lake Morey Resort and Country Club
- Montcalm
- Sandra Smith-Ordway
- Service Credit Union



EVENT SPOTLIGHTS

2024 Gary Gaudette Exemplary Service Award and HOPE Annual Donor Event

At the HOPE Foundation Annual Donor Appreciation Event, Evan Smith was honored as the 2024 Gary Gaudette Exemplary Service Award.

Gary Gaudette passed away on November 6, 2018, at age 55, following a five-year courageous battle with colon cancer. Our company and the community lost a remarkable human being defined by integrity, kindness, selflessness, intellect, and generosity. Barbara Couch chose to honor Gary's legacy by creating the Gary Gaudette Exemplary Service Award to be given out annually to a member of the broader HOPE community – a standout member of any part of our HOPE work. Gary's drive for service was exemplary.

Jenny Levy, President of the HOPE Foundation, honored Evan with these words:

While he's often forced out in front of a room or a group, I'm pretty sure he'd rather be in the back thinking through how to help, what to do next, and curating the perfect words to articulate it all. He uses all his community service time (CST) and more – not because it's a benefit we make available to people, and not because it's a way for leaders to "walk the talk," but because he deeply believes in serving with others and that there is a higher purpose and meaning to life.



Evan Smith – 2024 recipient of the Gary Gaudette Award with Jenny Levy

While Evan has never formally served on the HOPE Team, it is his enduring faith and admiration for the work of the Foundation that continues to fuel us, and it's his confidence and respect in the decision-making and process of the HOPE Team and Committee members that have never caused him to want to be more involved. He recognizes good work and knows how to get out of the way, while still supporting us personally and professionally. It's a buzzword that I personally roll my eyes at when people describe themselves as a "servant leader", often with false humility. In fact, I've never heard Evan describe himself with this moniker, but I have watched him for 20

years lead with service to our Associates, to our communities, and to others first, and never himself. By the way, just as Gary did. In addition to hands-on CST at COVER, Habitat for Humanity, and the Upper Valley Haven, he served on multiple boards, including the Granite United Way, Business and Industry Association, New Hampshire Humanities and now the Upper Valley Haven.

We couldn't let Evan sneak out of here into retirement at the end of the year without acknowledging the tremendous impact he has had on our community, and why we honor him in Gary Gaudette's name for exemplary service.

2024 Upper Valley HOPE Donor Event

This year's Annual Donor Appreciation Event was celebrated in person and honored our Associates, retirees, and donors for their ongoing commitment to giving back to the community both in volunteer

time and in donations to the HOPE Foundation. Guest speakers included Executive Directors Helen Hong from COVER Home Repair, Gabe Zoerheide from Willing Hands, and Sarah Jackson from Vital Communities.



Jenny Levy presented Evan Smith the Gary Gaudette Exemplary Service award, and Brandon Mason, Chair of the HOPE Team, closed out the meeting portion of the event.

Refreshments were enjoyed as Associates, both current and retired, HOPE Board trustees, HOPE Team members and community donors mingled and shared experiences and appreciation of each other and their connection to the HOPE Foundation. We are incredibly humbled and grateful to the ongoing support from all our donors so we can continue to have a robust impact supporting nonprofits who provide important services to our communities.



HOPE FACTS YOU MAY NOT KNOW



2024 HOPE Team and Staff: Matt Nelson, Brandon Mason, Matt Keener, Jennifer Johnson, Jim Reinbold, Michelle Carmen, Jennifer Riccio, Jean Bostock, Lisa LaBombard, HOPE President Jenny Levy, Soumya Mitra, Stacey Chiochio, and Jen T. Johnson. Missing from photo: Travis LaHaye

Who can donate to the HOPE Foundation and how?

Why contribute to HOPE?

Where do HOPE Foundation funds go?

- HOPE is a public charity. We welcome donations of any amount from any and everyone. Hypertherm Associates is a vital contributor, but as a public charity, one third of our donations must come from the public. Donations from Associates, retirees and grateful members of our community all qualify as public contribution. Your donation may also qualify as a tax deduction. [Visit our site for details.](#)
- Donations can be made in honor or memory of friends and family.
- Please see the Couch Circle information on *page 15* for giving recognition criteria.
- Grantmaking decisions are thoughtfully made by teams of Hypertherm Associates worldwide.
- Nearly 100 percent of your donation is given to the community annually because Hypertherm provides an in-kind donation of Associate time to support the Foundation's activities.
- Nonprofits in the communities where our Associates live and work are recipients of HOPE funding.
- Our funding areas consist of general community grants, disaster relief, and strategic funding areas of STEM, Substance Use Disorder (SUD), and Early Childhood.

Thank you on behalf of the HOPE Teams and Foundation Board for considering a donation to the HOPE Foundation!



Thank you to all our donors

The HOPE Foundation is a 501c3 public foundation and we welcome your financial support.

To learn more about our work visit www.hyperthermHOPEfoundation.org

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 Jeff Cornish
 Julia Griffin
 Travis LaHaye
 Jack Lee, Treasurer
 Jenny Levy, President
 Nan Stone
 John Vogel, Secretary
 Melina Hill Walker
 Jenny Williams

2024 HOPE Teams

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 Jen T. Johnson
 Jennifer Johnson
 Matt Autz Keener
 Lisa LaBombard
 Travis LaHaye
 Jenny Levy
 Brandon Mason*
 Soumya Mitra
 Matt Nelson
 Jean Bostock
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