

Hypertherm



# HAPPENINGS

ANNUAL REPORT • JULY 1, 2021–JUNE 30, 2022

Inside this issue:

Foundation highlights

Strategic plan and spotlight

Community Service time

Volunteer spotlights

FY 2022 Grants and Donors

Event spotlights



*Mascoma Preservation Society barn clean out project to save the barn from powder post beetle damage.*



# LETTER FROM THE PRESIDENT



Jenny Levy, President of the HOPE Foundation, participating in the Prouty

Dear HOPE Friends,

I am awed by our communities' resilience, compassion, and vision as our world works to keep its balance in these tumultuous times. Those with the least resources and power in our society continue to suffer the most. The work of the HOPE Foundation has grown to address these inequities and focus on what matters most to our community partners and our Associates.

**Resilience:** With COVID vaccines and a greater understanding of risks, we saw volunteering activity spark higher this year. Our Associates served 28,402 hours this fiscal year. We hosted an Upper Valley Volunteer Fair with 38 nonprofits sharing their evolved needs.

After almost two years of virtual connections, STEM students started flowing back through Hypertherm's doors. Our volunteers hosted a FIRST LEGO regional qualifier competition, a spring break middle school STEM camp, launched a new high school summer STEM camp, and school buses returned with class field trips.

**Compassion:** As a public foundation, we continue to be honored to steward the generous contributions from our donors to the greatest needs in our communities. We have increased diversity by adding the perspective of our night shift Associates who now also participate in grant review for funding decisions. When Russia invaded Ukraine and we saw a nation in turmoil, our donors and our HOPE Teams in New Hampshire and Europe burst into action. With money donated and matched, almost \$20,000 was donated to help those suffering. Associates living and working in neighboring countries rallied supplies and used their volunteer time to assist refugees in crisis.

In our role as a funder, we continue to work to equalize the power dynamics from the perspectives of our community partners. We hosted workshops on "Narrowing the Power Gap" with leaders of nonprofits and our partner PEAK Grantmaking to specifically educate on and break down inequities in grantee relationships. Our HOPE Team has reworked our processes to provide further flexibility to any nonprofit working with us so they spend less time on formalities that suit us as a funder.

**Vision:** We are working to intentionally reflect upon the lessons of these times and make ourselves an ever-stronger Foundation. We are expanding our vision for the future of the HOPE Foundation. I am proud to announce that most Hypertherm Associates now have 40 hours of paid volunteer time allocated to them annually, a goal we have been striving toward since first starting our program in 2001. It's exciting to see how each Associate wants to serve their community.

The HOPE Foundation has completed a new strategic plan. We listened to partners, organizations, individuals, and knowledgeable Associates impacting positive change in all our strategic focus areas to understand their evolved needs and how we can meet them. Our HOPE Teams are ever more diverse, and their vision for the work ahead over the next few years is inspiring. The HOPE Foundation Board of Trustees welcomed two new members each adding valued voices and perspectives to an already strong team.

As a reader of this report, you are part of the resilience, compassion, and vision for our community that the HOPE Foundation strives to enrich. I 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 Trustees

### Travis LaHaye

Travis has been with Hypertherm since 2007 and is currently an HR Business partner. He has served on the HOPE Team since 2015, co-founding the Substance Use Disorder Task force and contributing as Chair in 2019-2020. Travis joins the HOPE Foundation Board as the HOPE Team Liaison.

### Melina Hill Walker

Currently a program director at the Endowment for Health, Melina brings deep public expertise and enthusiasm to the work of health equity. Interacting with diverse people from various ethnicities, backgrounds and languages keeps her motivated. She is passionate about creating space for open dialogue where the best ideas are generated. Melina works to understand and appreciate differences among people she encounters and values the variety of approaches and views offered.

## New HOPE Team Members

### Michelle Carman

"I learned at an early age the joy of giving and believe helping others provides me with a renewed peace and zest for life. I appreciate the opportunities Hypertherm provides through Community Service. Each experience has allowed me to meet new people, learn about other organizations, and gain insights into the community. I sincerely feel there is no better feeling than helping others. I consider it an honor and privilege to participate in the HOPE team."

### Jen T. Johnson

"I am amazed and grateful to work for a company so committed to giving back to the communities they are part of. Serving on the Community Service Time team and the HOPE Foundation, I now realize just how significant an impact we have on so many different non-profits. However, just as impactful is the experiences we have while volunteering. The 40 hours given to us to serve in our communities in whatever capacity we choose, inspires, motivates, and rejuvenates us."

## Departing Board Trustee and HOPE Team Member

### Lori Hibner

We are grateful to Lori for her 8 years of incredible dedication, commitment and contributions to the HOPE Team and HOPE Foundation board. As the Liaison to the HOPE Foundation Board of Trustees she brought thoughtfulness to the Board meetings that inspired the other Trustees. Her leadership to launch the Early Childhood Committee was outstanding and we are thrilled she continues to participate as an active member of the committee. Thank you Lori!



# FOUNDATION HIGHLIGHTS

The HOPE Teams meet monthly to review grant requests from our valued community nonprofits. Last year 133 grants were made to community partners in addition to a match up to \$1,000 of individual Associate donations to the United Way.

## FY2022 HOPE Foundation revenue

\$566,700

**HYPERTHERM**

\$264,972

**PUBLIC**

Hope Foundation is a public charity and one third of its funding needs to come from outside of Hypertherm, Inc.

**CST**

Volunteer hours  
by Associate

**Community Service time**

**28,402** TOTAL HOURS

July 1, 2021–June 30, 2022

## FY2022 Grant allocation by focus area

Health & wellness

45%



Food & shelter

14%



Education

11%



Substance use disorder

10%



STEM

8%



Environment & transportation

5%



Early childhood

4%



Disaster relief

3%



# HOPE FOUNDATION STRATEGIC PLAN 2022–2024

Our bold vision for the future of our communities is defined and broken down by our strategic focus areas. Members of the HOPE Teams and committees, along with the HOPE Board, conducted a year-long process to formulate our strategic plan through 2024. We connected with and listened to our partners, community members, and Associates to define how best to address the greatest needs and measure our work.



## STEM

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

**Strategic Driver #1:** Expand our internal STEM engagement and participation to meet the growing opportunities in the community through targeted outreach and volunteer support tools.

**SD#2:** Recruit Associates to volunteer at our Partners' programs to expand real-world learning for classrooms and teachers. Be more than just a financial partner.

**SD#3:** Offer our ongoing lean manufacturing activities (3Ps, CI events, kaizens) to teachers and students exposing them to use of STEM in a real-world business environment.

**SD#4:** Leverage our learnings from the Junior Achievement Program to consider a time bound lesson plan STEM program.

**SD#5:** Ensure strategic funding of STEM grants meets our committee charter objectives with a sustainable metrics tracking system.



## Early Childhood

**Summary of 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.

**Strategic Driver #1:** Bring the programs and resources related to Early Childhood to enhance the skill sets of our Associates who are parents and caregivers.

**SD#2:** We will educate parents and caregivers on the root causes of Adverse Childhood Experiences and their impact on future life stages to recognize the importance of early intervention programs and mitigation techniques.

**SD#3:** To refine our funding framework and use volunteer capacity to provide childcare centers with the professional development and business resources they need.

**SD#4:** Provide a platform to convene employers and community partners to create a Family Friendly workplace community of practice enabling early childhood resilience and increasing parental confidence.

**SD#5:** Expand partnerships and programs targeting strengthened youth resilience.





## Substance Use Disorder

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

Strategic Driver #1: Continue our internal and external advocacy as a Recovery Friendly Workplace to support people in recovery, reduce stigma, and build sustainability through employment.

SD#2: Fund community programs providing recovery-friendly housing opportunities to help people sustain their recovery and housing.

SD#3: Utilize LADC and our highly engaged Associates to educate through testimonials, build a prevention toolkit, and reduce misuse.

## Community Grants

**Summary of strategy:** HOPE Team works together to meet community needs via CST and philanthropic grant funding. Our Community General Grant investments fall within a set of core impact areas that align the greatest needs in the community, the interests of our Associates, and the values of our business. The core impact areas are Education, Health and wellness, and Food/shelter access addressing the most marginalized and vulnerable populations.

Strategic Driver #1: Implement a plan to meet our 33% public funding requirements based on the expected increases in contribution from Hypertherm

SD#2: Improve feedback loop from nonprofits regarding how they measure success and impact of our funding

SD#3: Leverage a pipeline of diverse members to strengthen HOPE Team and committee chair succession plans

SD#4: Create, pilot, and expand a new funding process with greater efficiency and effectiveness for grantees and HOPE Team so greater proportion of time is spent on strategic conversations and focus areas

SD#5: Improve the grant process with greater ease and increased accuracy

SD#6: Create funding statements for non-strategic funding around core impact areas

## Global Strategic Drivers

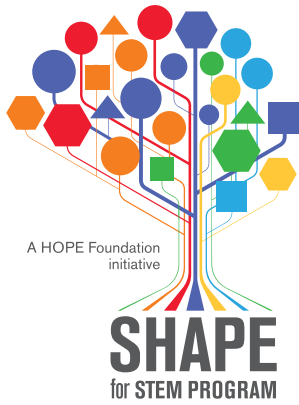
**Summary of strategy:** Globalize our giving and delegated philanthropy model to all regions of the world.

Strategic Driver #1: Replicate the HOPE Team model in all Hypertherm work locations long-term, six (6) locations by 2024

SD#2: Community Service Time participation levels are uniform across the globe by 2024

SD#3: Global HOPE Teams connect and share practices

# STRATEGIC SPOTLIGHT – STEM



The students are back!!! While we stayed engaged as we could through COVID, this past year, we increased in-person engagement with hundreds of students. In addition to regular school field trips where students have a hands-on experience through plasma cutting, tours of our factory, and hands-on activities, we also led some formal events. Some highlights include:



In the summer of 2021, we hosted job shadows through Hire Ability VT. This was a wonderful way to engage Associates from multiple business teams in various roles.

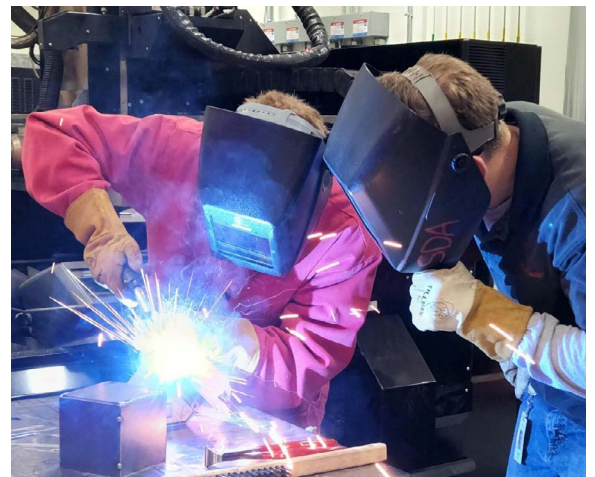
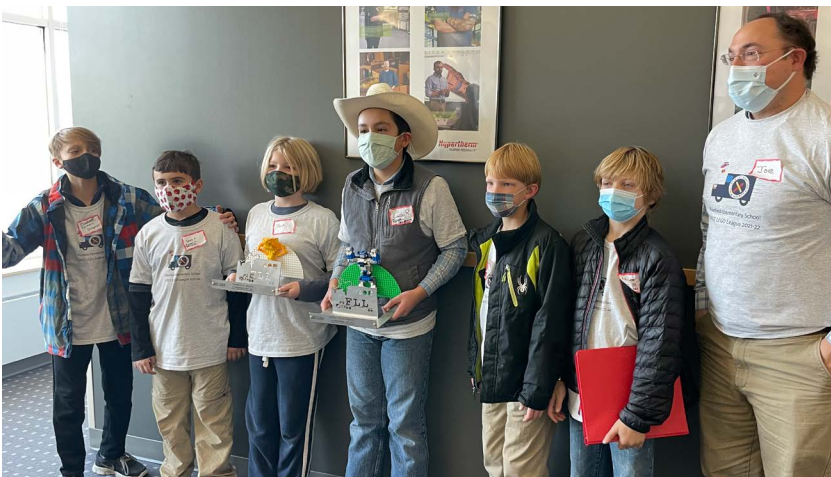
Along came November 2021, and we hosted a FIRST robotics regional qualifying tournament where three teams, coaches, parents, and 25 volunteers participated and celebrated all the student's hard work throughout their robotic season. Our Associate engineers, technicians, machine operators, and representatives from our learning and development team brought their enthusiasm and experience to the event and engaged with the students as volunteers and judges. We are already planning for Winter 2022.

In February 2022, we hosted a free week long Lebanon middle school vacation camp. The students learned a great deal and shared their enthusiasm through a heartfelt handwritten thank you note.

Hanover High students interested in engineering careers joined us in March 2022, and we hosted March Intensive, where our engineers shared their career journeys and project work.

We wrapped our fiscal year in June 2022, hosting our first free week long High School summer STEM camp, where students were invited in for a week of hands-on learning about manufacturing and technology while building career readiness skills.

Our internal STEM committee has strengthened our program by creating a STEM hero certification for all volunteers to achieve before interacting with students to ensure we have a high-quality, consistent STEM experience. We continue to grant funds to the community through our STEM strategic focus area lens. Check out our fun 3D thank you note from Dothan Brook School, as they are grateful for their new 3D printers.





# COMMUNITY SERVICE TIME

## Community Heroes

Twice each year the Community Service Time (CST) Committee, in conjunction with the HOPE Team, presents the **Hypertherm Community Hero Award**. The award highlights the volunteer activity of our global Associates, who go above and beyond in providing their support to local charities and the community.

**Bryan Richardson**, is a 3rd shift engineering technician on the Reliability team in New Hampshire.



The tragic loss of his son to a substance use disorder (SUD) fueled this Associate's passion and boundless energy to help his broader community.

He founded a nonprofit, [Stand up Newfound \(SUN\)](#), which is the Central New Hampshire Newfound Area Drug Awareness Coalition. SUN's mission

is to work as a community to help eliminate substance abuse and misuse by providing community resources about awareness, prevention, intervention, treatment, and recovery.

Our hero founded Friends of Newfound Football, which built and maintains the field, runs the press box and concession stand, and continues to ensure that football thrives at Newfound High.

**Gabrielle Lucke** is Program Manager of Organizational Effectiveness on the Learning and Development team in New Hampshire.

Gabe has always held a deep commitment to volunteering throughout her life and this personal value was one of the key reasons she joined Hypertherm three years ago. Naturally, she is a yearly member of the 100% Club. This



Community Hero uses her skills and her interests as an active and proud board member of [Dismas of Vermont](#), an organization building a supportive community for former prisoners transitioning from incarceration with transitional housing, and she works with the [Briggs Opera House Community Arts Center](#).

Gabe shares her skills in organizational effectiveness and Diversity, Equity and Inclusion, by facilitating workshops and giving educational talks to many nonprofits in our region. Whether she is leading a workshop on team effectiveness or helping organizations recognize implicit bias, Gabe's energy and excitement for her work and our community is infectious for all who engage with her.

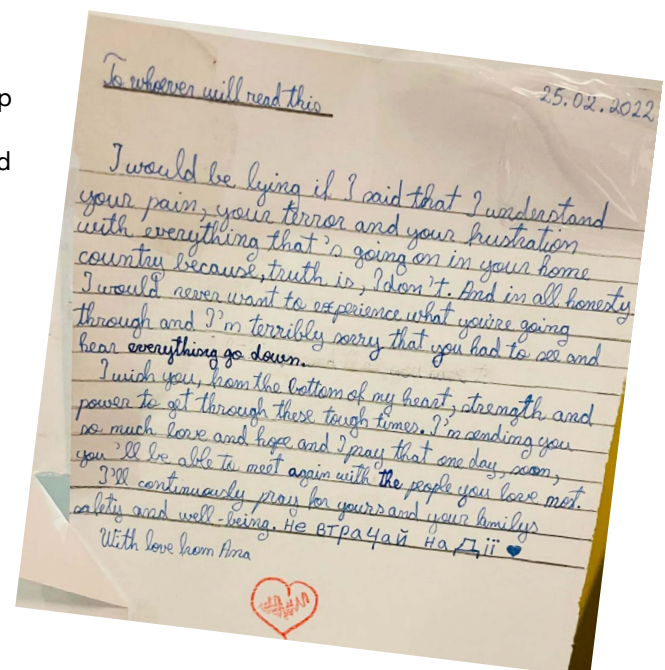
Thank you, Bryan and Gabrielle, for leading your fellow Associates by example, and for being true Hypertherm Community Heroes!

## Ukraine support

Associates around the world have used their Community Service Time to help support the Ukraine Humanitarian crisis. Special thanks to David Peake and Costin Ionescu who engaged Associates in their regions and went above and beyond to help support refugees in their local communities.

Associate **David Peake** (Manager, Technical Service), who lives in Poland near the Ukrainian border, collected three pallets of items donated at the Netherlands office. Items to help the refugees in need included clothes, shoes, bedding, strollers, toys, games, and diapers. This was on top of many donations David had already collected from family and friends in Australia and the UK.

Associate **Costin Ionescu** (Strategic Account Manager) lives in Romania and together with many volunteers is doing his utmost to bring not only people, but also their pets, to safety as they head to Poland. Romanian children are also giving their friends from Ukraine a heartwarming welcome with wonderful handwritten notes.





# COMMUNITY SERVICE TIME

## Volunteer Fair

The Upper Valley HOPE Team was thrilled to host an in-person Volunteer Fair. The fair was open to the public and we are grateful to the 38 nonprofits who participated for the day, sharing knowledge about their organizations, and providing prospective volunteers

with an understanding of the volunteer needs at each organization. It was a great way to reconnect our community.

Thank you to all who attended, we were happy to see Hypertherm Associates as well as employees from other area businesses and members of the community at large.





# COMMUNITY SERVICE TIME

## Photo Contest

The HOPE Foundation celebrated Hypertherm Associates 20 years of ownership with a Community Service Time Photo contest.

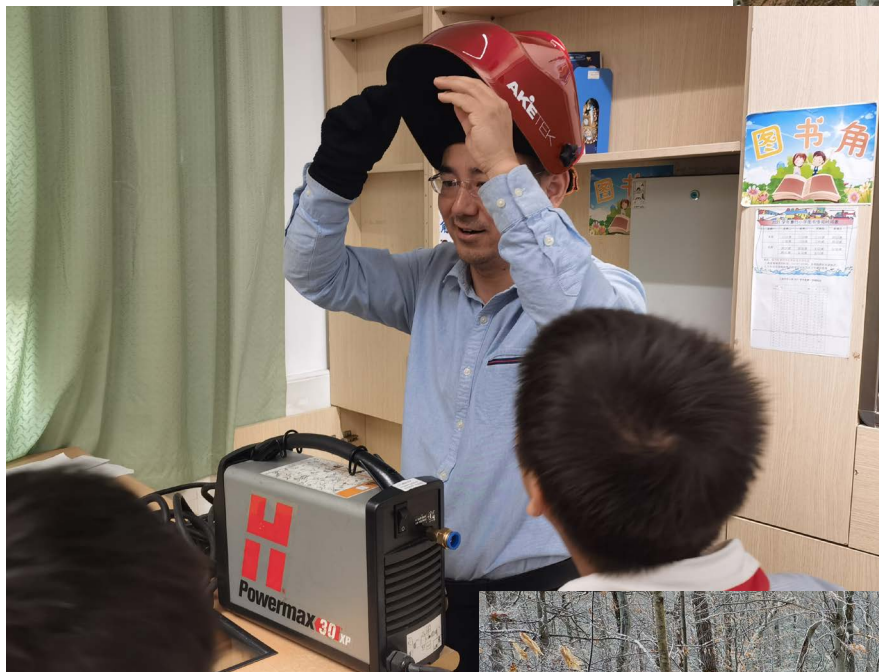
Ownership pride and our Core Value of Community leadership – caring for our Associates, our Community, and the Environment – is reflected through our Community Service Time volunteer program.

Our judging panel included members of the Ownership Team and the HOPE Communication Awareness Team. We had a very difficult time choosing the winners as every photo was great. The judges had so much fun experiencing these CST moments around the world through the photos.

Our 1st, 2nd, and 3rd place winners each received a \$500 HOPE Foundation good neighbor donation to a nonprofit organization of their choice.



**First place winner** was Xufeng Pan, a Packaging Engineer, who harvested potatoes at Willing hands in Vermont.



**Second place winner** was Henry Wang, a Production Application Engineer, who taught STEM in a classroom in China.

**Third place winner** was Michael Long, a Manufacturing Process Engineer. Michael's team helped build a trail at Moose Mountain in NH under the direction of the Upper Valley Trail Alliance.





# VOLUNTEER SPOTLIGHTS



We were very excited in January to announce Hypertherm's expanded Community Service Time (CST) benefit of 40 hours of CST to Hypertherm Associates worldwide. As the world slowly comes out of the pandemic, we are proud of our Associates who continued to include volunteering as part of their Associate ownership. It is evident, as this sample of photos depict, that our Associates appreciate the ability to choose a volunteer activity that is meaningful to them. This flexible guideline supports our dedication to inclusion and encourages all Associates worldwide to participate. In this past fiscal year our worldwide Associates recorded 28,402 hours of Community Service Time.





# FY 2022 GRANT ALLOCATIONS TO 112 LOCAL ORGANIZATIONS

## Disaster Relief

American Red Cross  
UNICEF  
Wags and Wiggles Rescue

## Early Childhood

Camerata New England  
CASA of NH  
Easter Seals Vermont  
Good Beginnings, Inc.  
Newport Montessori School  
The Family Place  
TLC Family Resource Center  
Vermont Institute of Natural Science  
Vermont Law School  
Waypoint

## Education

Artistree Community Arts Center  
Careers CLiC  
Cedar Circle Farm and Education  
Center for the Arts Lake Sunapee Region  
Community Partners with Youth  
Crossroads Academy  
Enfield Shaker Museum  
Global Campuses Foundation  
High Tech Kids  
JAG Productions  
John Hay Estate at The Fells  
Lebanon Opera House  
Northern Stage  
Norwich Historical Society  
Opera North  
PEAK Grantmaking  
Saint-Gaudens Memorial  
Special Needs Support Center  
Ticket to Dream Foundation  
Toddlers Morning Out  
Trumbull Hall Troupe Inc.  
Upper Valley Music Center  
Volunteer NH  
West Claremont Center for Music/Arts  
WISE  
Youth Mentoring Services  
of Niagara County, Inc.

## Environment and Transportation

NH FFA Foundation  
Upper Valley Trails Alliance  
Connecticut River Conservancy  
Society for the Protection of NH Forests  
Upper Valley Land Trust  
Vital Communities  
Zack's Place

## Food and Shelter

Claremont Soup Kitchen  
COVER Home Repair, Inc.  
Food Lifeline  
Friends of Veterans  
Grafton County Senior Citizens Council, Inc.  
Hartford Community Coalition  
Listen  
New Hampshire Food Bank  
Northwest Harvest EMM  
Twin Pines Housing Trust  
Upper Valley Haven, Inc.  
Vermont Affordable Housing Coalition  
Willing Hands

## Health and Wellness

Aging in Hartland  
American Heart Association  
BarnArts Center for the Arts  
Bring Back the Track  
Carter Community Building Association  
Children's Hospital at Dartmouth  
City of Lebanon  
DH Heart & Vascular Center  
David's House, Inc.  
Finding our Stride  
Friends of Norris Cotton Cancer Center  
Granite United Way  
Hanover Improvement Society  
Kent Youth and Family Services  
Lebanon Outing Club  
Lebanon Project Graduation  
Lucy Mackenzie Humane Society  
Main Street Museum WRJ Pride Event  
Make-A-Wish  
Marion Cross School

Mascoma Lake Skating Association  
Mascoma Valley Regional High School  
My Very Own Bed  
Planned Parenthood of NNE  
Positive Tracks  
Roswell Park Alliance Foundation  
Second Growth, Inc.  
Spark! Community Center  
Special Olympics New Hampshire  
Sullivan County Humane Society  
TLC Family Resource Center  
Upper Valley Aquatic Center  
Upper Valley Humane Society  
Upper Valley Programs for Parkinson's  
Upper Valley Trails Alliance  
UVGEAR  
We R H.O.P.E.  
Zack's Place

## STEM (Science, Technology, Engineering and Math)

Governor's Institutes of Vermont  
Grantham Parent Teacher Group  
JA Worldwide, Inc.  
Kearsarge Regional School District  
Keene State College  
Montshire Museum of Science  
Newport School District  
Parlin Field  
The Space On Main, Inc.  
Thetford Academy  
Vermont Center for Ecostudies  
Vermont Institute of Natural Science

## SUD (Substance Use Disorder)

Dismas of Vermont, Inc.  
Families Flourish Northeast  
Headrest, Inc.  
HIV/HCV Resource Center  
Millie's Place  
Second Wind Foundation  
TLC Family Resource Center  
Turning Points Network  
Upper Valley Haven, Inc.



# 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 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 July 1, 2021–June 30, 2022. Thank you to all Associates who contributed the value of their work anniversary milestone gift to the HOPE Foundation to use in the community.

## Couch Circle Members (Retired)

Bruce Altobelli<sup>1</sup>  
 Mary Bihle<sup>1</sup>  
 Carey and Melissa Chen  
 Endowment<sup>1</sup>  
 Dick and Barbara Couch<sup>1,3</sup>  
 Beth Danyluk<sup>3</sup>  
 Russell Edwards<sup>1</sup>  
 Bob Gendron<sup>1</sup>  
 Dave LaPrade<sup>1</sup>  
 Brad and Cathie Meyer<sup>1,3</sup>  
 Bob Murphy<sup>1</sup>  
 Pete Officer<sup>1</sup>  
 Codie Rockwood<sup>1</sup>  
 Nick and Gail Sanders<sup>1</sup>  
 Phil and Mae Winslow<sup>1</sup>  
 Vict and Jennifer Ying<sup>1</sup>  
 Art and Jeannie Young<sup>1</sup>

## Donations received during Fiscal Year 2022

### Equal to or greater than \$10,000

Dick and Barbara Couch<sup>1,3</sup>  
 Shane and Kate Galie  
 Hypertherm Associate  
 Contributions through Annual  
 United Way Campaign  
 Evan and Sam Smith<sup>2,3</sup>

### \$1,000 to \$9,999

Clay Adams  
 John Allen  
 Anonymous Donors  
 Micaela and Jimmy Bulich  
 Mike Daly<sup>2</sup>  
 Gail Gentes  
 Sean Healey<sup>2</sup>  
 Craig Humphrey<sup>2,3</sup>  
 Rich and Darcy Lettieri  
 Jenny Levy<sup>2,3</sup>  
 Brandon and Nicole Mason<sup>2,3</sup>  
 Rob Masson<sup>2,3</sup>  
 Brad and Cathie Meyer<sup>1,3</sup>  
 Jim and Susan Miller<sup>2,3</sup>  
 Hannah Neidorf<sup>2</sup>

Stephen Ucci<sup>2</sup>  
 John Vogel

### Under \$1,000

Mark Allard  
 Jon Ames  
 Rick Anderson  
 John Batten  
 Marc Beauchemin  
 Anthony Bednar  
 Robert Bennett  
 Jeanne Bostock  
 Chris Boyd  
 Aaron Brandt<sup>3</sup>  
 Brian Burnett  
 Maria Burrill  
 Caring Community Preschool  
 Anthony Castoldo  
 Brian Cavanaugh  
 Children's Hospital at Dartmouth  
 Stacey Chiocchio<sup>3</sup>  
 Lin Chu and Zheng Duan  
 Claremont Savings Bank  
 Kim Cooper<sup>3</sup>  
 Jeffrey Cornish<sup>3</sup>  
 Spencer Craig  
 Noah Crosby  
 Beth Danyluk<sup>3</sup>  
 Robert Decato  
 Donations via Amazon Smile  
 Elizabeth Donka  
 John Doran  
 Michael Doran  
 Pat Dunlap  
 Gordon Ehret<sup>3</sup>  
 FIRST NH Robotics  
 Rusty Fowler<sup>3</sup>  
 David Gauvin  
 Sean and Alison Gorman  
 Fred Green  
 Scott Hagland  
 Hermit Hill Farm Family Foundation  
 Ryan Hall  
 Patrick Henault  
 Deborah Herndon  
 Lori Hibner<sup>3</sup>

"We donate to the HOPE Foundation because we know the funds go to the most important needs in the communities in which we live and work, and we love that a team of committed Hypertherm Associates determines how best to use the resources for the greatest benefit of the community."

Jim (Hypertherm Associate) and Susan Miller



Melina Hill Walker  
 Eric Hilts  
 Caleb Holmberg  
 Ernie Horton  
 Travis Hunt  
 Hypertherm Central Engineering  
 Hypertherm Community Garden  
 Hypertherm Heavy Industrial  
 Systems  
 Jennifer Johnson  
 Melody Johnson  
 Johnnie Jones  
 Robert Kay  
 Matthew Keener  
 Garrett Kelly  
 Zachary Kerin  
 King Arthur Baking Co  
 Bob Kingman<sup>3</sup>  
 David Kiser  
 David Knapp<sup>3</sup>  
 Lisa LaBombard  
 Lionel LaFerrier  
 Travis LaHaye  
 Wayne Lallo  
 LaValley's Building Supply  
 Norman LeBlanc  
 Jack Lee  
 Paul Lembree  
 Leipold, Inc.  
 Jon Lindsay  
 Reese Madden  
 Carolyn Maloney  
 Marsh Brothers Deli  
 Mascoma Bank  
 Jim and Dayle Mason  
 John Mason  
 Matt McElreavy  
 Kevin McFarland  
 Ryan McPhee  
 Jim Morey  
 Jane Moss<sup>3</sup>  
 Lee Moulton  
 Stephen Nowlan  
 Micael and Elaine Oleniak

Peter Orzechowski<sup>3</sup>  
 Ed Osgood  
 Cade Paquette  
 Kenny Paquette  
 Tom Paquette  
 Jason Paronto  
 Graham Piper  
 Tony Provencher  
 Elijah Putnam  
 Robert Putnam  
 Saju Rajagopal  
 Rambert Ramirez  
 Russell Reed  
 James Reinbold  
 Timothy Renner  
 Chloe Richards  
 Chris Robertson  
 Ben Rogers  
 Bill Sackett  
 John Sands  
 Nick Sarantopolous  
 Tom Schones  
 Shane Selmer  
 Daniel Silver  
 Eric Smith  
 Sandra Smith-Ordway<sup>3</sup>  
 Jacob Soho  
 Mike Sportsman  
 Sanjeev Srinivasan  
 Mark Stephens  
 Ken Stithen  
 Nan Stone  
 Michael Sundstrom  
 Jerome Thomas  
 Pat Thurston  
 Robin Tindall  
 Top Stitch Embroidery, Inc  
 John Topolewski  
 Michael Tracy  
 Patrick Tufts  
 Jesse Tyler  
 Pat Vincenti  
 Michael White  
 Robert Whitney

"The willingness of Associates to volunteer their time to the HOPE Foundation creates a compelling philanthropic opportunity – without the imposition of an additional layer of administrative expenses, we find comfort that our contributions are dispersed to well-deserving nonprofit organizations that have been vetted. We are grateful for the Associates' efforts and appreciate their desire to make positive change in the community we love."



Shane and Kate Galie, Community Members

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

<sup>2</sup>Leadership Level (Current Associate giving gift of \$1000 or more)

<sup>3</sup>Couch Circle Member (Current or retired Associate, see page 13)



# EVENT SPOTLIGHTS

## Narrowing the Power Gap



The HOPE Foundation has continued our commitment to learn about the inequities that surround us and to inform our grantmaking practices. We have partnered with PEAK Grantmaking to help us with that journey. We invited our grantees to a workshop we designed with their CEO, Satonya Fair, JD, pictured above, to create a conversation around

equitable grantmaking, specifically understanding the power gap that exists between funders and grant seekers.

In post event survey results we asked what grantees found most valuable. Here are some comments we received:

*The workshop made me think a lot about right-sizing our fundraising strategy for our organization – matching the grant size and workload to our current needs and capacity as an organization. I feel like I came away from the workshop with a better lens through which to view potential funding opportunities and evaluate whether they are worth our time.*

*The Discussion of the concept of “sharing power vs sharing credit”, simplification of grant applications and shifting the overall power dynamic.*

*Insights into my work with other grantors and applying for other grants (specifically, the balance of what we are asked to submit vs the dollar amount of the grant).*

*Being able to spend some time with colleagues and share best practices was great. It's been too long.*

*Her candidness*

*It was helpful to take a step back and see how the current system of grantor-grantees may be working well or not. And to learn about what groups like PEAK are doing to shift the current dynamic and how we, as non-profit grantees, can try to shift that dynamic.*

## Golf tournament

A few of our manufacturing Associates approached us to ask if they could organize a golf tournament for the benefit of the HOPE Foundation. We are touched by their desire to support our community work and loved the opportunity to engage with 100 participants.

Thank you to all Associates and members of the community who participated in the golf tournament to benefit the HOPE Foundation. We had a great day and raised \$6,028 for the HOPE Foundation to grant to the community.

Here are the impressive results:

- 97 players on 25 teams
- We had 3 external teams from Marsh Brothers, Top Stitch Embroidery, and Claremont Savings Bank

- Thank you so much to volunteers Ben Rogers, Bill Sackett, Kim Cooper, Stacey Chiochio, Paula Provencher, Kim Rocke, Tony Provencher, and Jenny Levy

A fun time was had by all, and you are all winners to us. Special prize recognition goes to tournament winners:

- 1st place, with a score of 63, Top Stitch Embroidery: Cody Pelletier, Austin Pelletier, Travis Pelletier, and Hunter Marsh
- 2nd place, with a score of 64, Travis LaHaye, Mike White, John Batten, and Zac Kerin
- 3rd place, with a score of 65, Dave Gauvin, Ernie Horton, Chris Stearns, and Jacob Soho
- 4th place, with a score of 65, Rusty Fowler, Jon Lindsay, Spencer Craig, and Tom Schones
- Reverse winners score of 80, Travis Hunt, Pat Vincenti, Marc Beauchemin, and John Mason
- Putting green contest winner Ben Rogers
- Longest drive contest winner Rambert Ramirez
- Closest to the pin contest winners Jeremy Beliveau, Tim Harlow, Kevin McFarland, and Keith Cornish





# HOPE FACTS YOU MAY NOT KNOW



*HOPE Team and Staff 2021: Jennifer Johnson, Soumya Mitra, Jeff Ortakales, HOPE President, Jenny Levy, Lori Hibner, Kim Cooper, Brandon Mason, Lisa LaBombard, Jeff Cornish, Stacey Chiocchio, and Travis LaHaye. Missing from photo: Johnnie Jones, Jennifer Riccio, Ben Rogers, and Sarah Swift.*

## Who can donate to the HOPE Foundation and how?

- HOPE is a public charity. We welcome donations of any amount from any and everyone. Hypertherm, Inc. 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 13 for giving recognition criteria.

## Why contribute to HOPE?

- 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.

## Where do HOPE Foundation funds go?

- 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](http://www.hyperthermHOPEfoundation.org)

### 2022 HOPE Foundation Board Trustees

Clay Adams  
Gail Gentes  
Julia Griffin  
Travis LaHaye  
Jack Lee, Treasurer  
Jenny Levy, President  
Nini Meyer  
Nan Stone  
John Vogel, Secretary  
Melina Hill Walker

### 2022 HOPE Teams

Upper Valley  
Michelle Carman  
Jeff Cornish  
Jennifer Johnson  
Jennifer T. Johnson  
Johnnie Jones  
Lisa LaBombard  
Travis LaHaye  
Jenny Levy  
Brandon Mason  
Jeff Ortakales  
Jennifer Riccio  
Sarah Swift\*

### Asia

Amy Chong  
Ella Dong  
Rachel Zhang

### Brazil

Fabiana Alves  
de Andrade\*  
Fernanda Lemos

### CAM Software

Kim Boyle  
John Pobedinsky  
Nick Rosenberg\*

### EMEIA

Yotta Bourdakis  
Daniel Chakranarayan  
Judyta Gemza  
Yvette van der  
Linden-Leeflang\*

### North America

Ed Kiley  
Chris Merchant  
Dom Paradis  
Kenny Pulliam

### Waterjet

Caroline Lassche\*  
William Fox  
Steve Voerding

### Contributors

Stacey Chiocchio  
Kim Cooper  
Sandra Smith-Ordway

\*Chair

### Support Hypertherm Hope Foundation.

When you shop at [smile.amazon.com](http://smile.amazon.com),  
Amazon donates.

[Go to smile.amazon.com](http://Go to smile.amazon.com)

[amazon](http://amazon.com)smile

### Donate to the HOPE Foundation via Paypal

[Donate](#)