

Hypertherm Associates



HAPPENINGS

ANNUAL REPORT • JANUARY 1 – DECEMBER 31, 2025

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LETTER FROM THE PRESIDENT



Dear HOPE Friends,

Each year, *HOPE Happenings* offers a moment to pause and reflect on what is possible when people come together with compassion, curiosity, and a shared commitment to community. As I look back on this past year, I am deeply grateful for the countless ways our Associates, partners, and donors have shown up for one another and for the communities we are part of.

At the heart of the HOPE Foundation is a simple but powerful belief: **empowerment creates impact**. Our model of Associate led philanthropy continues to shape not only *what* we fund, but *how* we engage: listening closely to community voices, setting clear priorities, sharing decision making, and building trust through long term relationships. Across regions and focus areas, our HOPE Teams have brought care, insight, and accountability to every grant decision and volunteer effort. We set a record of 36,665 hours served in our communities globally.

Throughout these pages, you will see stories of service, generosity, and collaboration. You'll see Associates sharing their time and talents, nonprofits advancing meaningful work, and communities strengthened through collective effort. You'll see our STEM Heroes hosting a statewide robotics qualifier and presenting at a statewide expo to 800 students. You'll read about a cross-functional group of Associates collaborating on solutions for a childcare center in crisis. You'll also see the faces of distinguished recipients of our awards for their exceptional impacts and the standards they have set.

This year also marked a moment of transition and renewal as we embarked on our intentionally reframed **Community Impact Plan** for 2025–2027. As we concluded one strategic chapter and began shaping the next, we leaned into learning from nonprofits and Associates to define the positive impact we seek to see and enable. Those conversations reaffirmed our responsibility as a public foundation: to steward resources thoughtfully, to narrow power gaps where we can, and to stay grounded in the realities our communities face every day.

None of this happens without you. Whether you serve on a HOPE Team, volunteer through Community Service Time, partner with us, donate to HOPE, or champion this work in your own way, you are an essential part of HOPE.

Thank you for your trust, your engagement, and your belief that communities thrive when people are empowered to act with purpose. It is an honor to serve alongside you.

With gratitude and hope,
Jenny

A handwritten signature in blue ink that reads "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 Members

Liz Biron, Treasurer

Liz is the Manager, Financial Planning and Analysis, at Hypertherm Associates and the new Treasurer of the HOPE Foundation. She brings her 17-year career in finance to this role, including past experience at a public accounting firm. As a Hypertherm Associate, Liz has been on our HOPE Team Grant Review Committee and now is a member of our Early Childhood Committee.



Cathie and Brad Meyer, Retiree Liaisons

Cathie and Brad Meyer join the Board as Retiree Liaisons, bringing with them careers at Hypertherm Associates. Cathie Meyer was a Master Scheduler on our Heavy Industrial Business team. At the time of retirement, her tenure at Hypertherm Associates was nearly 32.5 years. Brad Meyer was an OEM Sales Manager in the field. At the time of retirement, his tenure at Hypertherm Associates was 13.2 years.

Cathie led our Hypertherm Associates Upper Valley Special Olympics management team for many years and created a great project plan for us to follow upon her retirement. That event still happens annually today thanks to Cathie's leadership years ago. The Meyers continue to support the community through volunteering and philanthropic donations. They are lifetime members of the HOPE Foundation Couch Circle.



New Upper Valley HOPE Team Members

Tim Renner

"Even after all these years at Hypertherm Associates, I'm still in awe that a for-profit organization not only allows but encourages community service. I've spent most of that time trying to find new ways to engage and excite students through STEM programs and activities. I'm proud to see that work pay off every day both with students who have ventured into the world, and a few that I get the pleasure of seeing regularly as part of the Hypertherm Associates family. The 'work within the work' of the STEM Committee and its STEM Heros is rewarding every time we see a student inspired to discover their passion and (hopefully) their path in life. I'm not sure if any of that would be possible without the HOPE Foundation. I'm humbled and honored to be a part of the HOPE team."



Derek Herro

"I'm genuinely grateful to work for a company that cares about the same things I do. Knowing that my values are reflected in the work we do – and the way we choose to show up in our communities – means a lot to me. Having the chance to serve through Community Service Time isn't just a perk; it's something that fills my cup and reminds me why I do what I do. It helps me stay connected to my purpose, both at work and beyond, and I truly appreciate being part of a place that encourages that kind of impact."



New HOPE Team support

Becca Bates

Becca has taken on the part-time support role of Assistant Treasurer, outside of her Hypertherm Associates full-time role as an Accountant on the Shared Services team. In this capacity, Becca collaborates with HOPE staff to maintain the day-to-day bank transactions and financial transaction recording for the foundation.



Departing Board of Trustees

Jack Lee (2012–2025)

We are grateful for Jack's 13 years on the HOPE Board and his diligent support as our treasurer. As a Hypertherm Associate, Jack served on the HOPE Team for 6 years, helped to create our first funding focus areas and led our Community Service Time Participation committee in the early days as the benefit grew from 16 to 24 hours. We appreciate you for your many years of service.

Jeff Cornish (2024–2025)

Thank you, Jeff, for your insights as Retiree Liaison, helping to inform ways we can improve our engagement with retirees to encourage them to stay connected to HOPE and participate in the Couch Circle.

Departing Upper Valley HOPE Team members

Jennifer Riccio (2020–2025)

We will miss Jen's knowledge of nonprofit operations, governance, and fundraising as this has truly helped our conversations around the HOPE table. During her tenure Jen led our Grant Review Committee and participated in our Measurable Outcome review committee, which had a significant impact on how we evaluate our grantmaking.

Jennifer Johnson (2021–2025)

Jennifer retired after 15 years at Hypertherm Associates as leader of the Technical Content and Translations team. We appreciate her many contributions to our HOPE work through leading the Grant Review Committee and as a strong voice around our HOPE table. In addition to her personal commitment to our community work, Jennifer has developed and encouraged team members who are HOPE subcommittee chairs.

FOUNDATION HIGHLIGHTS

The HOPE Teams meet monthly to review grant requests from our valued community nonprofits. In 2025, we funded grants to 162 unique nonprofit organizations. The HOPE Foundation provided an additional funding match up to \$1,000 of individual Associate donations through our United Way campaign and also contributed to the American Red Cross for Pacific Coastal Storms and Flood recovery.

2025

Grant Allocation by Focus Area



CST
Volunteer hours
by Associate

Community Service Time

36,665

Total hours
January 1–December 31, 2025

2025 HOPE Foundation Revenue

\$663,885

Hypertherm Associates

\$303,285

Public

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

2025 Granted dollars

\$805,142

Upper Valley

\$82,000

Regional

\$30,534

International



HOPE Community Impact Plans 2025–2027

In 2024 the HOPE Foundation concluded its 2022–2024 strategic plan and gathered community input to shape our new plan. We have renamed our new 2025-2027 plan from “Strategic Plan” to “Community Impact Plan.”

Our giving philosophy supports outstanding organizations through Community Service Time and HOPE Foundation grant funding. The HOPE Foundation funds programs that target communities with the greatest needs, where Associates live and work.

To inform our 2025–2027 Community Impact Plan, we reviewed our previous plans, conducted various community and Associate listening sessions, reviewed the Upper Valley Community Health Plan, and researched best practices.



Substance Use Disorder (SUD) strategy and tactics:

SUD Stigma Reduction/Education: We focus on education to increase empathy and eliminate stigma.

TACTICS:

- Adopt and educate on unique communication strategies to reduce stigma and support people in recovery, both within and outside of Hypertherm Associates.
- Enable allies to support recovery through information sharing.
- Promote internal training and external education and resources to help eliminate stigma.
- Engage with schools to identify opportunities for Associates to present testimonials.

Prevention: We aim to create a safe and welcoming environment by involving our Associates in addiction prevention and promoting recovery both within our organization and in the broader community.

TACTICS:

- Fund programs that build self-esteem and support positive childhood experiences.
- Continue expanding our Hidden in Plain Sight room education to external audiences.
- Education on social media effects for teens/SUD/mental health.

Sustaining Work: We seek to fund programs that sustain and support recovery

TACTICS:

- Maintain Hypertherm Associates’ Recovery Friendly Workplace (RFW) Initiatives and uphold our recertification in New Hampshire and nationally.
- Share lessons learned and best practices with other organizations.
- Strengthen our internal Recovery Resource Champion network.
- Continue and expand funding opportunities for strategic programs.



Early Childhood (EC) strategy and tactics:

Parental Confidence: All parents and caregivers need support. We seek to enhance parent and caregiver skills and normalize family-strengthening programs.

TACTICS:

- Promote resources and best practice policies for family-friendly workplaces internally.
- Continue external support of family resource centers and programs

Youth Resilience: All youth ages 0–7 can thrive beyond adversity when they have coping skills of resilience.

TACTICS:

- Support organizations and programs that foster positive childhood experiences and promote those programs to Associate parent/caregivers and the broader community.
- Raise awareness about how to identify and report child neglect and abuse.

Childcare Quality and Access: Safe professional, and enriching childcare is critical from newborn to school age.

TACTICS:

- Continue collaboration with and support for the Early Care and Education Association (ECEA) and seek ways to support removing access barriers.



Science, Technology, Engineering, and Math (STEM) strategy and tactics:

It is of great strategic importance to us that upcoming generations are engaged and capable in all areas of STEM. We aim to expose, excite, engage, and prepare youth in the STEM fields of academic study and professional career paths, through our SHAPE for STEM program (Students and Hypertherm Associates Partnering for Education), in the regions where our Associates live and work.

TACTICS:

- Enhance our student programs by recruiting and training more certified STEM Hero volunteers, to align with growing community opportunities.
- Inspire students to succeed in their studies and connect academic learning with potential career paths by adding relatable content and activities to our student visitation program.
- Provide job shadow opportunities to increase interest in STEM careers and support career exploration.
- Participate internally and externally to support career exploration by middle and high school students. This includes in-person panels, career fairs, and brief videos.
- Strategically allocate STEM grants to align with our strategic charter through a sustainable system for metric tracking to increase impact.

General Community Grants strategy and tactics:

In addition to our strategic focus areas, we support general community grants through the following definitions that help guide our decision making.

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.

Our core geographic focus in the Upper Valley are towns where we have identified a high density of Associates and the greatest need. Towns with significant density of Associates include Claremont, Canaan, Enfield, Grantham, Lebanon, Newport, West Lebanon, and White River Junction.

TACTICS:

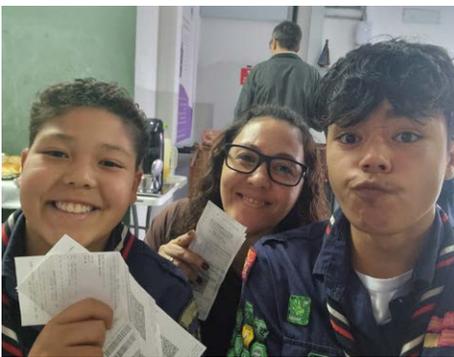
- **Enhancing grant management:** We are committed to continuously improving our standard grant management processes to achieve greater efficiency and effectiveness. By intentionally revising our grantmaking principles, we aim to minimize non-value-added work in both grant applications and follow-ups.
- **Inclusive grantmaking practices:** We will implement best practices in inclusive grantmaking through identified partners, funding both 3-year and 2-year grants. By building strong relationships, we conduct annual follow-ups with Associate Ambassadors from HOPE. The application evaluation rubric and rating system guide the Grant Review Committee in assessing the quality of work. Our goal is to have at least one partner organization in each region that closely aligns with our stated impact strategy.
- **Bullseye approach to core impacts:** Our bullseye strategy evaluates how closely a grant aligns with our community grant core strategy. The bullseye is divided into three rings: green (center), yellow (middle), and blue (outer). By categorizing nonprofit organizations into these rings, we can allocate more funding to core/center impacts, reduce funding to the outer ring, or decide to zero-fund those furthest from our core strategy.
- **Diversification of team members:** Continue to leverage a pipeline of diverse members to strengthen HOPE Team and committee chair succession plans.
- **Little Green Light:** Utilize our new donor stewardship platform to help plan to meet our 33% public funding requirements based on the expected increases in contributions from Hypertherm Associates.

GLOBAL HOPE TEAMS

Global HOPE Team Impact Plans

We have established HOPE teams at each of our business locations. We will strengthen our global teams by applying the best practices learned from our mature UV HOPE Team and fostering connections for sharing between HOPE team members worldwide. We seek to have a CST Champion at each location to coordinate and motivate local service opportunities.

- **Brazil:** Junior Achievement has been designated as the partner to receive funding, and Associates participate in volunteering at the high school level.
- **China:** China is our most challenging region due to complicated legal barriers to funding. Our goal is to increase CST usage throughout the Community Impact Plan period.
- **EMEIA:** Given the high tax rate in their country to cover social services, the team has always been drawn to smaller NGO's that assist less fortunate, critically ill, or disabled children and their families.
- **ESSE A, Italy:** In Italy, a partnership has been formed with FANEP, a local hospital. Grant funding combined with volunteering has led to many successful projects and enhanced patient care. This includes the development and publication of a magazine to raise awareness about the organization within the community.
- **Kent, WA:** We have been actively building relationships with the Kent community and funding grants that positively impact underserved children and families in Kent, WA. The community is very diverse, and our support has extended to help BIPOC, Muslim, Vietnamese, immigrants and refugees. In line with our business strength, we have also funded STEM-related programs.
- **Lockport, NY:** Funding in NY is divided between a Roswell Cancer Hospital, the United Way, and a STEM youth mentoring program. Our NY team is proactively reaching out to organizations to apply.
- **New Brighton, MN:** Our funding focuses on programs that support youth involved in STEM, LGBTQIA, adults with disabilities, and access to fresh food for all.
- **North America:** Our America's team, represented by Associates across the United States and Canada, has chosen to focus their funding on disaster relief due to their broad regional footprint. Additionally, they prioritize funding for food programs and children with critical illnesses.
- **Singapore:** In 2024 and 2025, the team chose one organization to fund with their budget. They combined their funding with a big holiday celebration that included arts and craft activities at a senior center. Last year, they allocated funds to an organization where they adopted a recurring monthly volunteer event for packing and delivering food. The team also supports various environmental activities through volunteering.



Hypertherm Associates HOPE Foundation Impact Plans

The HOPE Foundation Board governs the Hypertherm Associates HOPE Foundation and provides oversight of the work of the HOPE teams around the world. Trustees are external leaders and experts in public services, philanthropy, and community impact and serve governed terms.

Our Mission:

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

Our Vision:

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

Our guiding principles are:

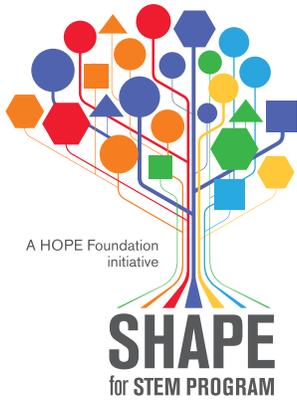
We:

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

The tactics to support the unique approach of our Foundation:

- **Foundation governance:** we rely on our terms schedule and board profile matrix to fill open board positions as needed, ensuring we address gaps in expertise and bring in talent that adds a vital perspective to our work.
- **Programmatic approach:** Oversight of the HOPE Team strategy and practices.
- **Development:** Iterate plans to meet our 33% public funding requirements.
 - Donor outreach to retirees from Hypertherm Associates,
 - Develop funding partnerships for unique HOPE programs,
 - Through our donor stewardship tool, we will strengthen our approach to donor engagement and how we track prospects.
 - Continue to find ways to increase revenue from our annual HOPE golf fundraiser.
- **DEI:** We recruit board members, through our nomination process, who bring unique talent and diverse backgrounds. We intentionally combine current and retired Associates, as well as external expertise from inside and outside the Upper Valley.

STRATEGIC SPOTLIGHT – STEM



In 2025, our STEM engagement continued to thrive with various events and activities.

Our Washinton HOPE team was a sponsor of the Aerospace and Manufacturing Roundtable. In addition to financial sponsorship, the team organized a booth to engage directly with students and talk about manufacturing and technical careers. The event brought together 800 students from 26 high schools, 25 manufacturing companies, and 15 colleges for an inspiring day of exploration and connection. The goal was to spark interest in manufacturing careers and show students the exciting possibilities in technology, innovation, and skilled trades.

In New Hampshire we hosted the FIRST LEGO Robotics Regional Qualifying competition, where hundreds of students, parents, coaches, and siblings enjoyed a fun and inspiring STEM event. Thirty-five volunteers supported 8 participating teams through opening and closing ceremonies, practice, competition, and judging. We are proud to financially grant funds to FIRST NH



in support of new and expanding teams. On any given day, there may be a school group or individual students touring our factory and participating in hands-on activities or job

shadows. Additionally, our Technology Day in May brought together students from 9 different High Schools for an inspiring day of career exploration.



STRATEGIC SPOTLIGHT – SUD AND EARLY CHILDHOOD



Substance Use Disorder

To honor Recovery Month, our Recovery Friendly Committee (formerly the Substance Use Disorder Taskforce) set up resource tables offering information and support for Associates, their families, and allies. Resources included Narcan, mental health support stickers, parent handbooks, and various facts and information from social service organizations to support our continued focus on reducing stigma.



Early Childhood

Our Early Childhood strategic committee continues to build parental confidence by sharing information and tools gathered from family resource centers and the Injury and Prevention Center at Dartmouth Health. Parents and caregivers of all ages benefit from these resources, as information spans birth to teens.

One area of importance was improving the atmosphere of that Center. To meet this need, our team granted funding for paint and third-shift Hypertherm Associates gave the place a new look by painting all the rooms at the center during the night so staff and children could enjoy the new space in the morning.



GLOBAL HOPE TEAMS AND CST HIGHLIGHTS

Brazil Team

In Brazil, the team funded Junior Achievement São Paulo and used their Community Service Time to engage with 70 students in career exploration. Associates visited classrooms to share their work and career experiences, helping students envision future possibilities.

Italy Team

The ESSE A HOPE team remains actively engaged with FANEP, a Non-Governmental Organization focused on child neuropsychiatry. Through directed HOPE funds, they provided financial support and contributed personally through their Community Service Time. Associates applied their skills to create newsletters, support children at Sant'Orsola Hospital in Bologna who arrived from Gaza and participate in FANEP fundraising events.

North America Team

The North America HOPE Team dedicated all funding to organizations addressing food insecurity. Associates used their Community Service Time to volunteer at food banks, schools, and social service organizations within their local communities across the US and Canada.



Singapore Team

The Singapore team continues to make a deep impact in their community. This year, they allocated their budget to support disaster relief efforts following the devastating Myanmar earthquake and aftershocks. They also exceeded their Community Service Time goals by volunteering throughout the year at social service organizations assisting children, families, and seniors. As shown in the photo, they created a joyful and meaningful experience for seniors at the Care Community Services Society.



EMEIA Team

Our Associates in EMEIA span many countries and communities. Each August, the Netherlands office team participates in the Boskalis Beach Cleanup Tour – this year at Brouwersdam, The Netherlands – removing 150.5 kg of waste from the beach during their green-up efforts.

COMMUNITY SERVICE – LOCAL, REGIONAL, AND INTERNATIONAL

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



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.

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



Spring 2025 Community Hero

Congratulations to our HOPE Community Hero, Mark Knox-Ova. Mark works as a Business Analyst on our Corporate Information Technology team and is located at our New Brighton, Minnesota facility.

Mark consistently goes above and beyond to support our communities. He actively seeks out new organizations to partner with, conducts thoughtful research to understand their needs, and identifies how we can best support them. Thanks to his efforts, many new CST opportunities have been introduced, and he's been instrumental in recruiting Associates to get involved.

As an engaged member of the Owners with Pride Resource Group and Chair of the Ownership Team, Mark is always finding



creative ways to connect CST efforts across various groups. He's also been a valuable bridge between nonprofits and our MN HOPE

Team. Some of the organizations close to Mark's heart include Gay4Good, The Aliveness Project, Queerspace Collective, Second Harvest, and Operation Joy at the Mounds View Community Center.

Mark's impact doesn't stop there — he's organized numerous green-up projects at Hansen Park in New Brighton and throughout the neighborhood. He's also developed an internal CST sign-up process in MN that's helped boost Associates' participation in local volunteer efforts. Beyond Hypertherm Associates, Mark serves on the board of a local charter school, further demonstrating his commitment to the community.

Mark truly embodies what it means to be a Hypertherm Associates owner through his leadership, collaboration, and unwavering dedication to service.

Winter 2025 Community Hero



Congratulations to our newest HOPE Community Hero, Amy Chong, Office Manager on the Asia regional team based

in our Singapore location. Amy has been an outstanding Community Service Time (CST) champion since stepping into the role in 2015. For the past 10 years, Amy has set the standard for excellence and impact.

Under her leadership, the Singapore office has dramatically increased CST participation — achieving 100% team participation and surpassing utilization targets with 56% usage. In 2025, multiple team members joined the 100% Club, and by October, the team had already logged over 400 CST hours!

These incredible results stem from the strong foundation Amy built to support Associates on their CST journey. Her intranet resources will continue to serve Associates and future CST champions. By partnering with non-governmental organizations (NGOs) across the region, she has created a mix of recurring and one-time opportunities, as well as large team events. The Singapore team has received multiple recognition certificates and

plaques from NGOs with whom they use CST. Amy has also been instrumental in guiding HOPE Funding annually to organizations in the region.

Amy fosters a more engaged team culture through CST by actively recruiting Associates for activities and encouraging participation. Her monthly updates keep everyone informed about progress toward goals, and her storytelling brings CST to life. Amy's posts and videos showcasing CST in action are loved by Associates worldwide and inspire us all.

Through her ownership spirit and meaningful community support, Amy's dedication truly reflects our cultural principles of Care, Trust, Commitment, and Teamwork.

Thank you, Amy and Mark, for leading your fellow Associates by example and being true Hypertherm Associates Heros.

162 UNIQUE ORGANIZATIONS RECEIVED GRANTS

EARLY CHILDHOOD

Baby Steps Family Assistance
Carter Community Building Association
CASA of NH
Children's Literacy Foundation
Early Care and Education Association
Easter Seals Vermont
Good Beginnings, Inc.
Grantham School District SAU 75
Green Mountain Children's Center
LIFE Prep School*
Magic Mountain Children's Center
The Child Care Center in Norwich
The Family Place
TLC Family Resource Center
Twin River Children's Center
Vermont Institute of Natural Science
Waypoint

EDUCATION

African Foundation of Wonder**
C895/KNHC Public Radio Association*
Camp Exclamation Point, Inc.
Careers CLIC
Consejo Counseling and Referral Service*
Crossroads Academy
Everybody Wins! Vermont
Friends of Mascoma Foundation
Junior Achievement São Paulo**
Lebanon Opera House
Northern Stage
Open Doors for Multicultural Families*
Opera North
Puget Sound Skills Center*
Rainier Youth Choirs*
Spark! Community Center
The Community Campus
Toddler's Morning Out
Treehouse*
Turning Points Network
Unmask the Invisible, Inc.
Upper Valley Music Center
Vermont Energy Education Program/New Hampshire
Energy Education Project
Volunteer NH
Windsor County Partners Mentors for Youth
WISE
Workshops for Warriors*
Zack's Place

FOOD

Claremont Soup Kitchen
Cornerstone Community Center
Emergency Food Network of Tacoma & Pierce County*
Feeding America*
FeedMore WNY*
Food Bank Canada*
Grafton County Senior Citizens Council, Inc.
Hartford Community Coalition
Rotary Club of Kent, Backpack Buddies*
Second Harvest Heartland*
The Aliveness Project*
Upper Valley Haven, Inc.
Willing Hands

DISASTER RELIEF

American Red Cross*
Singapore Red Cross Society**

HEALTH AND WELLNESS

Alzheimer's Association
American Cancer Society
Angel Foundation*
Archdiocesan Housing Authority*
BarnArts Center for the Arts
Benedictine Living Community New Brighton*
Canaan Lions
Center for the Arts Lake Sunapee Region
Children's Hospital at Dartmouth (CHaD)
City of Lebanon
Claremont Youth Baseball & Softball Association
Community Nurse Connection
Connor's Climb Foundation
Dartmouth Cancer Center
David's House, Inc.
FANEP**
Finding our Stride
Friends of Aine
Good Neighbor Health Clinic
Granite State Flash
Hartford Community Coalition
High Horses Therapeutic Riding Program
Kent Youth and Family Services*
Lebanon Outing Club
Lebanon Project Graduation
Marine Toys for Tots Foundation*
Mascoma Valley Regional School District
Mayhew
Maynard House
MoonRise Therapeutics
My Very Own Bed*
New England Healing Sports Association
New Hampshire Association for the Blind dba/Future
In Sight
Outright Vermont
Planned Parenthood of Northern New England
Positive Tracks
Safe Haven Foster Shoppe*
Special Olympics New Hampshire
Stevens High School Alumni Association
Stichting Happy Hippo**
Stichting Make a Wish Nederland**
Stichting Wensabulance Wish En Care**
Sullivan County Humane Society
The Main Street Museum on behalf of the WRJ PRIDE
Committee
The Tool Library*
Tiger Run 12K/5K – Fiscal Agent Royal Athletic
Boosters
TLC Family Resource Center
Upper Valley Aquatic Center
Upper Valley Mountain Biking Association
Upper Valley Trails Alliance
Wags and Wiggles Rescue
We R H.O.P.E.
West Central Behavioral Health
YWCA of the Niagara Frontier Inc*

HOUSING

COVER Home Repair, Inc.
DAWN Domestic Abuse Women's Network*
Digital Aid Seattle*
Friends of Veterans
Harbor Care
Listen
Multi-Service Center*
New Hampshire Catholic Charities
Refugee Women's Alliance*
Solid Ground Washington*
Special Needs Support Center
Twin Pines Housing Trust
Upper Valley Habitat for Humanity
Visions for Creative Housing Solutions
Vital Communities
Warm Welcome Shelter

STEM

Circle Program
FIRST New Hampshire Robotics
Girls Dream Code*
Governor's Institutes of Vermont
High Tech Kids*
Kearsarge Regional School District
Keene State College
Kentridge High School Booster Club / Charger
Robotics*
Montshire Museum of Science
Pacific Northwest Aerospace Alliance*
River Valley Technical Center
Rogue Robots of 4H
Seattle Universal Math Museum*
Shoreline Robotics Society*
Town of Newport
TwinState MakerSpaces, Inc.
Vermont Aviation Advisory Council (VAAC)
Vermont Center for Ecostudies
Vermont Institute of Natural Science
Washington Alliance for Better Schools*
Youth Mentoring Services of Niagara County, Inc.*

OUTDOOR AND CLIMATE

Connecticut River Conservancy
Cedar Circle Farm and Education Center Inc.
NH Sustainable Energy Association (NHSEA)
Society for the Protection of New Hampshire Forests
Sustainable Woodstock
Upper Valley Land Trust
Vermont Parks Forever

SUBSTANCE USE DISORDER

Connecticut Valley Addiction Recovery
Dismas of Vermont, Inc.
Headrest, Inc.
Second Growth, Inc.
Second Wind Foundation
Step Up Parents
TLC Family Resource Center
Upper Valley Haven, Inc.

UNITED WAY

Granite United Way

*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.

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

- One-time donations of any amount are meaningful and welcomed by all **Retired Associates**. All donors will be members of the Couch Circle that year and the year following their donation. 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 \$1000 or greater will designate the current Associate at the Leadership Level that year and the year following their donation.
- For donations greater than \$25,000 we are happy to discuss more specific allocations that align with the scope of the Foundation. For donors interested in funding an endowment, the Melissa and Carey Chen Endowment Fund welcome all contributions.



Barbara and Dick Couch

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

All retirees are invited to join the Couch Circle with a donation or pledge that is meaningful to you.

GRATEFUL TO OUR DONORS

We appreciate all our Donors who made a financial gift from January 1–December 31, 2025

Couch Circle Members (Retired)

Art and Jeannie Young ^{1,3}
 Barbara and Dick Couch ^{1,3}
 Beth Danyluk ³
 Betsy VanDuyne ¹
 Bob Murphy ¹
 Brad and Cathie Meyer ^{1,3}
 Bruce Altobelli ¹
 Carolyn Maloney ^{1,3}
 Carey and Melissa Chen Endowment ¹
 Codie Rockwood ¹
 Craig Humphrey ¹
 Dave LaPrade ¹
 Eric Smith ¹
 Jay and Sandra Romano ¹
 Jeff Deckrow ¹
 Jeffrey Cornish ³
 Jennifer Johnson ³
 Lin Chu ^{1,3}
 Mary Birlhe ¹
 Nick and Gail Sanders ¹
 Perry Seale ¹
 Pete Officer ¹
 Phil and Mae Winslow ¹
 Ronald Wider ³
 Russell Edwards ¹
 Tim and Linda McCarville ¹
 Vict and Jennfier Ying ¹

Jennifer Riccio ^{2,3}
 Jenny Levy ^{2,3}
 Julia Griffin
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 Michael Foley
 Mike Daly ^{2,3}
 Nan Stone
 Stan and Jenny Williams
 Rhonda and Nic Ballintyn
 Richard and Darcy Lettieri
 Steve Monteverdi ²
 Stonehedge Indoor Golf
 Zheng Duan and Lin Chu ^{2,3}
 Cash proceeds from Golf
 Tournament

Under \$1,000

802 Credit Union
 Aaron Damren
 AFS Wealth Management
 Alex Coombs
 Allan's Vending
 Andrea Borowiecki
 Andy Buc
 Art and Jeannie Young
 Barrfriend, LLC dba Cantore's Pizza
 Ben Morcom
 Beth Danyluk ³
 Brian Burnett
 Brian Cavanaugh
 Caiden Skakalski
 Cameron LaChance
 Carl Tracy
 Carlos E Valentim
 Carolyn Maloney ^{1,3}
 Chloe Richards
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 Coop Hanover Consumer
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 Daniel Drury
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 Daren Dolley
 David Kiser
 Dixie Hibner
 Ernie Horton
 F.W. Webb Company
 Gabrielle Lucke
 Garrett Kelly

Donations received during Fiscal Year 2025

Equal to or greater than \$10,000

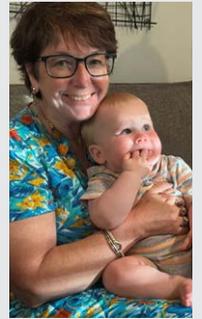
Barbara and Dick Couch ^{1,3}
 Evan and Sae-Im Smith ^{1,3}
 Hypertherm Associates – Granite
 United Way

\$1000 to \$9,999

Aaron Brandt ^{2,3}
 Andrew and Jabrina Robinson
 Brad and Cathie Meyer ^{1,3}
 Brandon and Nicole Mason ^{2,3}
 Brian Stumm ^{2,3}
 Carolyn Stone ^{2,3}
 Clayton Adams
 Craig Thayer ^{2,3}
 Gail Gentes

"As a Retiree of Hypertherm Associates, I am thrilled to remain connected to this wonderful Company. The HOPE Foundation focus is Community and Family. Since I left Hypertherm Associates, a lot of my focus has been on Family and Community. I want to make sure I contribute to organizations that match my focus areas. The great memories of working at Hypertherm Associates remain with me, and the support of the HOPE Foundation is just one of these memories that will continue for a long time through contributions."

Carolyn Maloney, Retired Treasurer



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 Gordon Ehret ³
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 Helen's Place
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"I am proud to support the work of the HOPE Foundation, through participation on the HOPE Early Childhood Committee, utilization of our Community Service Time benefit, and as a donor. The HOPE team has worked to develop such a deep understanding of the needs of the Upper Valley (and beyond), strong collaborative relationships with key non-profits, and a thoughtful structured process for reviewing and awarding grants. When I give to the HOPE Foundation, I know that my donation will go to the places that need it most and where it can have a meaningful impact in our community."



Kim Smith, Manager,
Commercial Training

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 16)

EVENT SPOTLIGHTS

2025 Gary Gaudette Exemplary Service Award and HOPE Donor Events

At the HOPE Foundation Annual Donor Appreciation Event, Brandon Mason was honored as the 2025 Gary Gaudette Exemplary Service Award recipient.

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 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 Brandon with these words:

Brandon exemplifies the same intellect, selflessness, and unwavering commitment to HOPE that Gary so powerfully embodied. If you've ever been in a meeting with Brandon, you know he's always "all in." He brings a mindset of continuous improvement, uplifts his peers, and never misses a chance to recognize others. And of course, we all know the familiar chant: "What does the data tell us?"



Brandon Mason – 2025 recipient of the Gary Gaudette Award with Jenny Levy

Brandon brings energy, skill, and heart to all that he does. His CST has included a variety of projects to include leading a fence-building project for a daycare center to help them maintain their insurance, assembling stairs at a COVER project so the homeowner could safely access their home, and harvesting a mountain of butternut squash going to a food bank. As a STEM Hero, Brandon has led countless tours and hands-on exercises with visiting school kids and has reshaped and strengthened our career exploration events. All the while saying, "it's no big deal, anyone would do it."

Brandon serves as the Team Leader of the Advanced Manufacturing Team. We were fortunate to welcome Brandon to the STEM Committee in 2018, followed by the HOPE

Team in 2019. Brandon became a passionate advocate for improving our processes – always with the goal of deepening our impact on the community.

Beyond work, Brandon lives our community values. He dedicates his personal time to coaching youth sports, ensuring kids have positive and enriching childhood experiences, and he's a volunteer firefighter in Grantham, NH.

2025 HOPE Appreciation Event

Every year, we come together to celebrate and connect with those who support the HOPE Foundation in a variety of meaningful ways. We are deeply grateful to our HOPE Team and Committee members, our HOPE Board, our retirees and Couch Circle members, our donors and supporters, and our community partners. This important work is only possible because we all work together. This year's events

centered around the theme: "Hear from Our Decision Makers."

Jen T. Johnson, Chair of the Upper Valley HOPE Team, shared insights into our inclusive decision-making model. We've learned from other funders that this approach is considered a best practice – one that many aspire to. Associates from around the world, each bringing unique lived experiences, come together to thoughtfully and collaboratively



make funding decisions for our grants. Our Upper Valley HOPE Team strategic committee chairs shared a brief highlight and then guests were able to walk around the room and ask questions to learn more.

This year we hosted an in-person event as well as a second virtual event for those who were unable to join us in person. It provided a great way for us to connect and engage with our friends of HOPE wherever they may be.



EVENT SPOTLIGHTS

2025 Associate Golf Tournament to Benefit the HOPE Foundation



We were fortunate to experience near ideal conditions for the HOPE Foundation's Fifth Annual Golf Tournament! We had pleasant temperatures and minimal interruption from rain (which held off for most of the day). Thanks to all involved in the tournament, 88 players on 22 teams raised over \$8,500 for the HOPE Foundation to invest back in the community.

Thank you to: Nick Cooper, Maryssa Carman, Jamie Goodwin, Jamie Jasinski, Jenny Levy, Steve Monteverdi, Sandra Smith-Ordway, Paula Provencher, Tony Provencher, Daniela Schumacher, Angie Willets, Brandon Mason, Travis LaHaye, Michelle Carman, and Stacey Chiocchio for their time and energy planning this event. Thank you for the time you invested in the tournament, whether reaching out to contacts for prizes or raffles, coordinating the events, taking photos, and volunteering at this event!

Tournament winners:

- 1st place with a score of 60 – Kyle Gould, Kalem Taft, Chris Stearns, and Mike Cook
- 2nd place with a score of 61 – Scott Hagland, Hudson Hagland, Monty Curtis, and Shawn Aubin
- 3rd place with a score of 63 – Mike Oeschger, Steve Robers, Logan Bergeron, and Joshua Goodwin



- Reverse Winners with the highest score of 83 – Shane Selmer, Joshua Eben, Connor Joyce, and Scott Eshleman

The top three teams received greens fees to local golf courses: Lake Morey, Woodstock Inn and Resorts, and Lake St. Catherine. The reverse winners each received a pass to play mini golf at Fore U in West Lebanon.



Individual Contest Winners:

Putting Green: We had 3 holes in one at this hole! To determine the final winner, there was a putt off between Matthew Bonacorsi, Joshua Shumway, and Sal Preston. The final winner was Matthew Bonacorsi!

Longest Drive: Kevin McFarland

Closest to the pin: Hole 5: Bud Marsh (15' 10"), Hole 9: Mike Cook (5' 7"), Hole 13: Jason Gramling (20' 2"), Hole 18: Joe Roberts (46")

Marshmallow Putt: Bud Marsh (138')

Thank you to our sponsors!!

We are grateful for our sponsors. With appreciation, we recognize donations from these companies and individuals for:

Hole Sponsors:

Allan's Vending, Cantores Pizza, Hilton Garden Inn Hanover/Lebanon, JAS Autobody, Helen's Place, Jake's Market and Deli, Job Forward, King Arthur Baking Company, the Legal Team, Loudon Investment Management, Service Credit Union, and 802 Credit Union.

Snack Bag Sponsors:

Allan's Vending and Co-op Foodstore

Lunch Sponsors:

F.W. Webb, Job Forward, and Service Credit Union

Raffle:

CCBA, Crown Point Country Club, the Hive Designs, Jake's Market and Deli, JC's Pro Shop, Katie's Cookies, Lake Morey Resort, Marsh Brothers Deli, Meyer Maple Lanes, PINE Restaurant, Schell Family Dentistry, Service Credit Union, Simon Pearce, Three Tomatoes Restaurant, and Tip Top Pottery

Prizes:

Crown Point Country Club, Harpoon Brewery, Lake St. Catherine, and Woodstock Inn and Resorts

We are grateful to all supporters for making this event a success!

Indoor Golf Tournament

Additionally, in 2025, Associate Kalem Taft led an Indoor Golf Tournament for the benefit of the HOPE Foundation. We are grateful to Kalem for his time organizing this event and appreciate the financial donations.



HOPE FACTS YOU MAY NOT KNOW



2025 HOPE Team and Staff: Jennifer Johnson, Jim Reinbold, Julia Stevenson, Matt Nelson, Jennifer Riccio, Jones Taliaferro, Jen T. Johnson, Jean Bostock, Soumya Mitra, Brandon Mason, HOPE President Jenny Levy, Stacey Chiochio, Michelle Carman, Daniela Schumacher.

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 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 16](#) for giving recognition criteria.

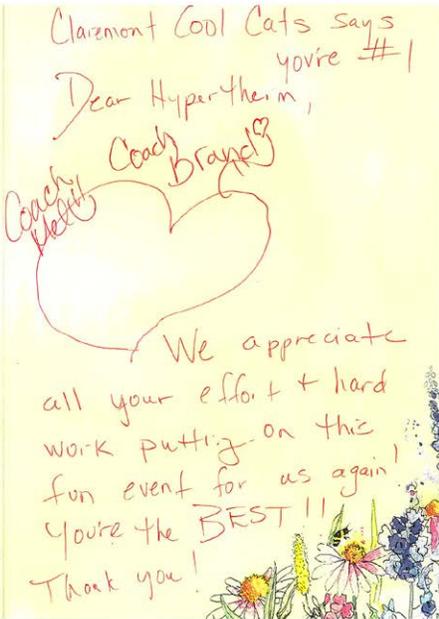
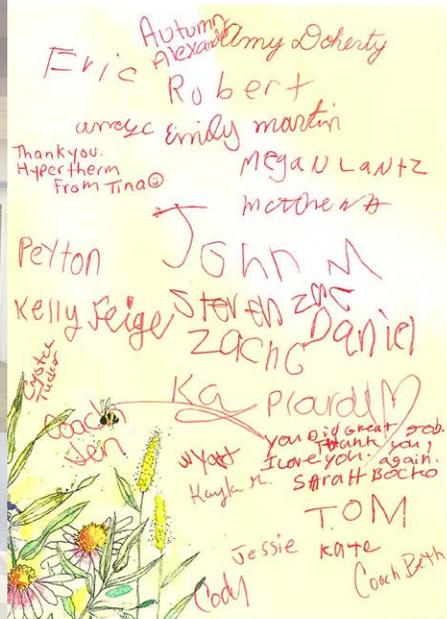
Why contribute to HOPE?

- 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

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 Andrea Borowiecki
 Jeff Cornish
 Julia Griffin
 Lisa LaBombard
 Jack Lee, Treasurer
 Brandon Mason
 Jenny Levy, President
 Nan Stone
 Melina Hill Walker
 Jenny Williams

2025 HOPE Teams

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Jean Bostock
 Jen T. Johnson*
 Jennifer Johnson
 Jenny Levy
 Brandon Mason
 Soumya Mitra
 Matt Nelson
 Jim Reinbold
 Jennifer Riccio
 Daniela Schumacher
 Julia Stevenson
 Jones Taliaferro

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 Michelle Carman
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 *Chair

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