

Hypertherm



HAPPENINGS

ANNUAL REPORT • JULY 1, 2019–JUNE 30, 2020

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Day of Caring at The Family Place, December 2019

LETTER FROM THE PRESIDENT

Dear HOPE Friends,

Most of us will always remember where we were and who we were with when the world shut down due to the pandemic. I know I will. I was traveling with my family as we had come together from different parts of the country to celebrate a milestone family birthday. Days into our celebration, life changed dramatically. Our celebratory spirits shifted to concerns for getting home and for the wellbeing of others not with us. While waiting for travel plans to unfold, it became abundantly clear that the HOPE Foundation could help. During that third week in March, worry and despair were replaced with purpose and hope as we shifted to action. Listed here are several early steps taken by the HOPE Foundation. We share this list with humility realizing we came to this crisis from a position of privilege and knowing today so many are still deeply in need of help and are hurting.

First, as a public charity, we set up a COVID relief fund and invited others to contribute. We raised \$150,000.00 within days. We reached out to all our grantees throughout the Upper Valley region of New Hampshire and Vermont, where we are headquartered, with a letter stating, "we stand with you and are here to help." We backed up that statement with the following specific actions.

- We honored all event sponsorships that would need to be cancelled.
- We distributed unsolicited dollars to those serving the front lines and our most vulnerable populations, dollars above and beyond annual grants.

- We streamlined our application process so those seeking COVID relief funds could do so easily and quickly.
- We allowed all grants to be directed to operating income and project grants, received prior to March, to be switched to operating income.
- We allowed annual grants to be requested earlier in the grant cycle calendar.
- We committed to meet monthly rather than quarterly to respond to grant requests in a timely manner.

We felt fortunate in our ability to get unsolicited and unrestricted grants out quickly to where they were needed most and to be able to waive reporting requirements while government and other foundations required more time to make funding decisions. Turning our despair to purpose proved to be a solidifying move for the Foundation and sent a signal of hope to the communities we serve.

I would like to reflect on more recent world events and their impact on the HOPE Foundation. We stand together in sorrow and solidarity as we mourn racial inequities and injustices. The HOPE Foundation faces a call to action to upend the systems that perpetuate racism. We issued a statement committing to the following:

- We commit to learning about the racial inequities and injustices that surround us. Black lives matter.
- We commit to listening with empathy and to learn from people across our communities, especially those who have been marginalized, and from our nonprofit partners who are closest to this work.

- We will use what we learn to inform our grantmaking, volunteerism, communications, and practices.
- We recognize that we come from a place of advantage as a philanthropic organization and we will approach our work with humility, compassion, and an openness to learn and change.
- We will hold ourselves accountable and will convey our impacts in next year's Annual Report.

Finally, I will close on a note of progress. The HOPE Foundation took great strides in 2020 to further sharpen its strategic focus on the education and wellbeing of young children. We have identified three pillars we will support through grants, volunteerism, and programming. We are eager to begin this strategic and significant journey.

- Youth Resilience
- Parental Confidence
- Quality Childcare

During these uncertain times, the HOPE Foundation stands committed to its purpose more than ever. We have an incredible Board and Team of Associates for which I am so deeply grateful. And we thank you for standing with us. Your support is deeply appreciated.

With endless gratitude,
Barbara J. Couch

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.

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.

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.



Dick and Barbara Couch



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

- Donations of any amount are meaningful and welcome from all **retired Associates and current Associates**; all donors will be a member of the Couch Circle the year in which they give.
- Retired Associates donating \$1,000 or more at any time will earn Lifetime membership.
- Current Associates donating \$1,000 or more will be honored at Leadership level that year.

Members of the Couch Circle are invited to:

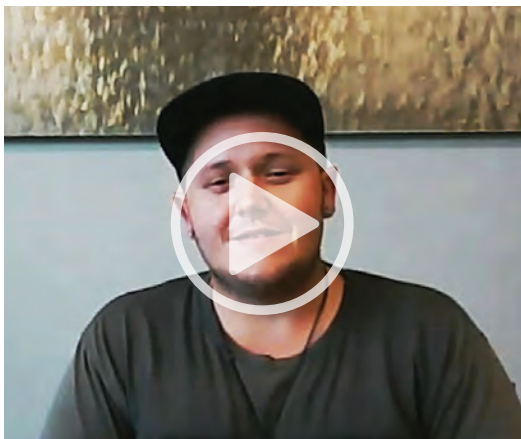
- An annual Donor Appreciation lunch
- All funding roundtables of the HOPE Team
- Join any HOPE Team subcommittee
- Be honored in our Foundation annual report
- Opt in or out of Community Service Time opportunity emails
- Be connected to nonprofits looking for Committee and/or Board participation
- Join 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

2020 DONOR APPRECIATION EVENT

The annual Donor Appreciation Lunch celebrates the contributions and generous gifts of time, dollars, and mindshare to the HOPE Foundation. This year we were unable to celebrate together but still wanted to share our gratitude as personally as we could. We recorded the presentation of the Gary Gaudette Exemplary Service Award and the stories of two community members who have been beneficiaries of services from organizations funded by HOPE. While our Foundation grants to these great organizations are relatively small in relation to their overall budget, the work that they do in serving our community is enormous. We thought you would appreciate hearing about the good work of these organizations through the voices of those who have been supported by or connected to them. We thank our speakers for sharing their personal stories. Please enjoy our virtual celebration.



Headrest helps those affected by substance use disorder, experiencing a crisis, or in need of support, by providing effective programs and treatments.



Guest speaker Karl Coleman



NCCC combines advanced cancer research with innovative, personalized, and compassionate patient-centered cancer care at DHMC. NCCC strives to prevent and cure cancer, enhance survivorship and to promote cancer health equity through its pioneering interdisciplinary research.



Guest speaker Sharon Brown

2020 GARY GAUDETTE EXEMPLARY SERVICE AWARD

Gary Gaudette was a long-time Hypertherm Associate who passed away in 2018 following a five-year courageous battle with colon cancer. Gary was our hero. Our company and the community at large lost a remarkable human being defined by integrity, kindness, selflessness, intellect, and generosity. We chose to honor Gary's legacy by creating the Gary Gaudette Exemplary Service Award to recognize exemplary service within the HOPE Foundation.



The HOPE Foundation proudly presented the 2020 Gary Gaudette Exemplary Service Award to Jack Lee, Corporate Development Manager at Hypertherm.

During the past 17 years, many people have been instrumental in building, shaping, and enhancing all that HOPE has become. This year we are delighted to honor someone from those early years, a true builder and shaper of HOPE, Jack Lee.

Shortly after joining Hypertherm in 2004, Jack was elected to the HOPE Team and served a full six-year term. He was a member of the Steering Committee and Chaired the first Community Service Time (CST) Committee which he grew to include 15 Associates. Jack served three years as Chair of CST, making it his mission to increase Community Service time utilization. The committee under his leadership successfully tripled usage by Associates, further rooting this practice into the company culture.

Jack was named Chair of the HOPE Team during the last year of his term. Before stepping down as Chair, he presented the case to the Management Team for an additional day of CST which was approved. We went from two to three days of CST in 2012.

Upon his departure from the HOPE Team, Jack was asked to assume the role of Treasurer for the HOPE Foundation Board and was elected as a Trustee. Jack has served in these roles for the last eight years and continues today. The Treasurer position is a heavy lift as a volunteer, yet Jack positively embraces this work even as it becomes more complex every year.

But the story does not end there. Shortly after starting his job at Hypertherm, Jack made a strong connection with the Friends of Norris Cotton Cancer Center. He and his family have participated in the center's premier fundraising event, the Prouty, since 2004. Jack joined the

Norris Cotton Center board in 2005 and has since served as Vice Chair and as a member of multiple committees.

He was also a member of the Board of Directors for the Hanover Parks and Recreation Department for four years, including running the town's Fourth of July parade, supporting Family Day at Occom Pond, and coordinating relief efforts for Hurricane Katrina.

Most recently, Jack is the Chair of the Board of VINS, a HOPE Partner organization, and the source of many volunteer activities for Hypertherm's Associates. Congratulations Jack on receiving the 2020 Gary Gaudette Exemplary Service Award!

SO GRATEFUL TO OUR DONORS

We are grateful to all our Donors who made a financial gift from July 1, 2019– June 30, 2020.

This year's donor listing:

Couch Circle Members (Retired)

Bruce Altobelli¹
Carey and Melissa Chen Endowment¹
Beth Danyluk^{3,4}
Jeff Deckrow³
Russell Edwards¹
Wayne Elliott³
Dave LaPrade¹
Brad Meyer¹
Peter A. Officer¹
Codie Rockwood¹
Nick Sanders¹
Phil and Mae Winslow¹
Vict and Jennifer Ying¹
Art Young¹

Donations Equal to or Greater than \$10,000

Carey and Melissa Chen Endowment¹
Richard and Barbara Couch^{2, 3, 4}
Hypertherm Associate Contributions to the United Way Campaign
Richard and Darcy Lettieri⁴
Evan Smith^{2,3,4}
Bayne and Jeannie Stevenson⁴

Donations between \$1000 - \$9999

Clayton Adams
Enterprise Holdings Foundation
Fidelity Bank
Gail Gentes
Sean Healey^{2,3}
Craig E Humphrey^{2,3}
Jennifer Levy^{2,3,4}
Rob Masson^{2,3}
Matthew McKenney^{2,3}
Brad Meyer¹
Nini Meyer⁴
Jim Miller^{2,3,4}
Evan Smith^{2,3,4}
Julia Griffin and John Steidl⁴
John Vogel

Donations less than \$1000

Aaron Brandt^{3,4}
Robert Burnham³
Stacey Chiocchio⁴
Lin Chu³
Kim Cooper³
Jeffrey Cornish³
Beth Danyluk^{3,4}
Jeff Deckrow³
Zheng Duan³
Gordon Ehret³
Wayne Elliott³
FIRST Robotics Lego League Regional Tournament Fees
Rain Flanagan³
Paula Flanders³
Rusty Fowler³
Gina Goodwin³
Lori Hibner³
Hypertherm Community Garden Donations
Hypertherm Light Industrial Team
Hypertherm Reusable Bag Contest
Hypertherm Sunflower Contest
Hannah Jensen³
Bethany Johnson³
Rob Kay³
Bob Kingman³
Dave Knapp³
Peggy LaPlante³
Jack Lee³
Liepold (Supplier)
Brandon Mason^{3,4}
Jane Mason⁴
Melanie Matulonis
Jane Moss^{3,4}
NHADA (Bi-State EV)
Gordon Rice^{3,4}
Chloe Richards
Bryan Richardson³
Dave Riggie³
Anthony Santoro³
Richard Sweet³
Thomas Velders³
Chris Whitcomb³
C. Anthony Williams³

"I give to Hypertherm HOPE Foundation because they focus on giving back to the Upper Valley – to the communities where the Hypertherm Associates live."

Beth Danyluk, Retired Associate



"Donating to the Hypertherm HOPE Foundation ensures continuity in support of our communities, creating impact and purpose."

Brad Meyer, Retired Associate

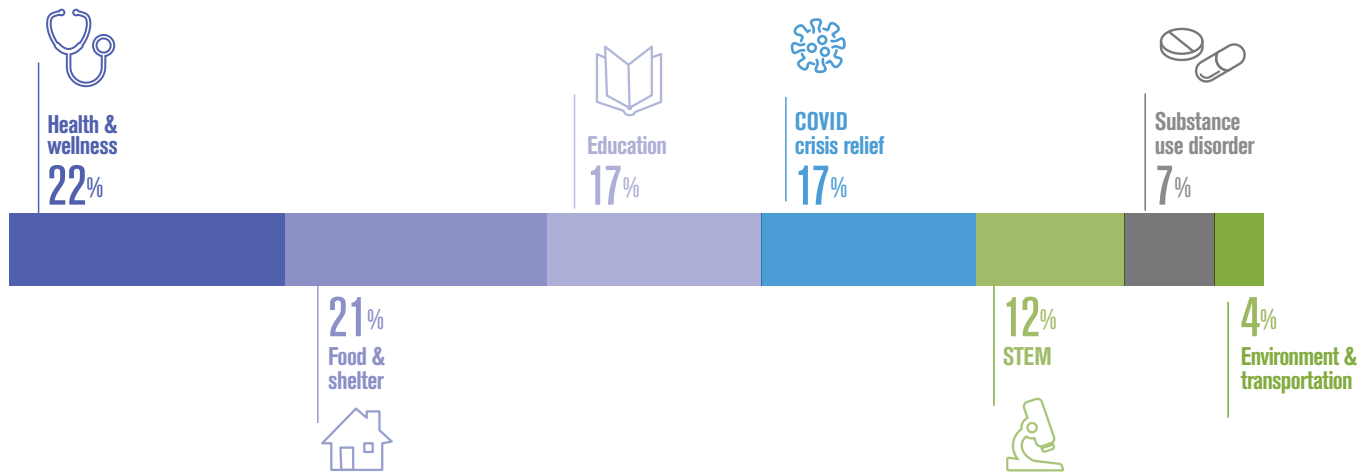


¹Lifetime Member (Retiree giving one-time gift of \$1000 or more)
²Leadership Level (Current Associate giving gift of \$1000 or more)
³Couch Circle Member (Current or retired Associate)
⁴Donation to the Community Crisis Fund

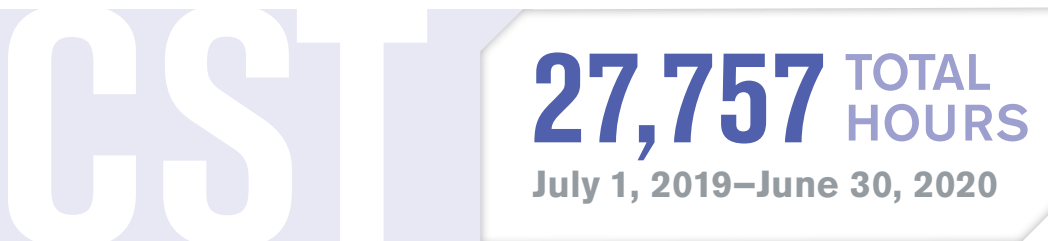
GRANT HIGHLIGHTS

The HOPE Team meets monthly to review grant requests from our valued community nonprofits. Last year 134 grants were made to community partners in addition to a match up to \$1,000 of individual Associate donations to the United Way.

FY2020 Grant allocation by focus area



Community Service Time (volunteer hours by Associates)



FY2020 HOPE Foundation revenue

Hypertherm – \$489,700

Public – \$415,765

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

FISCAL YEAR 2020 DONATIONS TO 93 LOCAL ORGANIZATIONS

Community Relief (COVID-19)

American Red Cross
Carter Community Building Association
CASA of NH
Claremont Soup Kitchen
Community Access Television, Inc.
COVER Home Repair, Inc.
Dismas of Vermont Inc.
Easter Seals Vermont
Feeding America
FeedMore WNY
Full Circle Farm Therapeutic Horsemanship
Girl Scouts of the Green and White Mountains
Good Neighbor Health Clinic
Grafton County Senior Citizens Council, Inc.
Headrest, Inc.
Kearsarge Regional School District
Lebanon Opera House
Listen
Mascoma Community Healthcare, Inc.
Mayhew
Metro Meals on Wheels
NH Food Bank
Northern Stage
Planned Parenthood of Northern New England
Second Harvest Hartland
Special Needs Support Center
Springfield Community Players
Sullivan County Humane Society
The Family Place
TLC Family Resource Center
Turning Points Network
United Way of Greater Niagara
Upper Valley Haven, Inc.
Upper Valley Humane Society
Vermont Disaster Animal Response Team
Vermont Foodbank
Visions for Creative Housing Solutions
Waypoint
West Central Behavioral Health
Willing Hands
YMCA Camp Coniston

Education

Careers CLiC
Deployed – Fiscal Agent Lebanon Opera House
Elkins Fish & Game Club
Girl Scouts of the Green and White Mountains

Food and Shelter

Claremont Soup Kitchen
COVER Home Repair, Inc.
Easter Seals Vermont
Friends of Veterans
Grafton County Senior Citizens Council, Inc.
Hanover Street School Friday Food Program
Hartford Community Coalition
Listen
NH Food Bank
Turning Points Network
Twin Pines Housing Trust
Two Rivers-Ottauquechee Regional Foundation
Upper Valley Habitat for Humanity
Upper Valley Haven, Inc.
Vermont Foodbank

Health and Wellness

Alice Peck Day Memorial Hospital
American Cancer Society
BarnArts Center for the Arts
CASA of NH
Children's Hospital at Dartmouth (CHaD)
David's House, Inc.
Finding our Stride
Friends of Norris Cotton Cancer Center
Good Neighbor Health Clinic
Granite United Way
Inheritance of Hope
JDRF Minnesota Chapter
Maynard House
Planned Parenthood of Northern New England
Positive Tracks
Public Health Council
Spark! Community Center
Special Olympics New Hampshire
United Way of Greater Niagara
Upper Valley Aquatic Center

Upper Valley Trails Alliance
Vermont Disaster Animal Response Team
Volunteers in Action
West Central Behavioral Health
Windsor County Partners Mentors for Youth
Woodstock Area Adult Day Services, Inc.
Zack's Place

STEM (Science, Technology, Engineering and Math)

Fall Mountain School District
Global Campuses Foundation
Good Beginnings, Inc.
Lebanon Opera House
Ledyard Charter School
Mayhew
Northern Stage
Norwich Historical Society
Opera North
Revels North
Special Needs Support Center
The Wilmot Learning Place
Upper Valley Music Center
Windsor Central Supervisory Union
WISE

Environment and Transportation

Connecticut River Conservancy
Society for the Protection of NH Forests
Sullivan County Humane Society
Upper Valley Land Trust
Vital Communities
Kearsarge Regional School District
Keene State College
Montshire Museum of Science
New Hampshire Academy of Science
Thetford Academy
Vermont Aviation Advisory Council
Vermont Institute of Natural Science

SUD (Substance Use Disorder)

Headrest Inc.
Second Growth Inc.
Upper Valley Haven Inc.
West Central Behavioral Health

HOPE FACTS YOU MAY NOT KNOW



Hypertherm Family Team at the CHaD Hero event

Who can donate to the HOPE Foundation and how?

- HOPE is a public charity so anyone can donate: Associates, retirees, grateful members of the communities where Associates live and work, extended family members, our Board and more.
- Donations can easily be made anytime [using this link on our site](#).
- Donations can be made in honor or in memory of friends and family.
- Retired Associates who donate any dollar amount will receive membership into the Couch Circle. A one-time gift of \$1,000 or more will provide Lifetime membership into the Circle.
- Current Associates who donate will receive membership into the Couch Circle. A gift of \$1000 or more will be designated at the Leadership level that year.
- Please see the Couch Circle information on page 3 of this report for more details.

Why contribute to HOPE?

- Because YOU can make a difference. The HOPE Team is well versed in the needs of our communities and makes certain we address those needs. The HOPE Board and Team are extraordinary stewards of your donations which make a positive difference in the lives of many.
- The HOPE Foundation is owned and managed by Hypertherm Associates. It is our Foundation and we should support it.
- Nearly one hundred percent of donations to the Foundation are allocated to the community and are granted to the community in the year they are given.
- As a public foundation, one third of the funding must come from the public. That includes Associates, retirees, and grateful members of our communities.
- Your donation is tax deductible.

Where do HOPE Foundation funds go?

- The HOPE Foundation funds many nonprofits primarily in the Upper Valley, but it is designed to serve all communities where our Associates live and work. All grants are reviewed and approved by a team of Hypertherm Associates throughout our company.
- We have several strategic and focused areas within the HOPE Foundation. Our STEM strategy is for programs that engage and excite students about STEM. The Substance Use Disorder strategy is for programs that reduce the stigma that surrounds addiction and supports those in recovery. Most recently, we created an Early Childhood strategy focused on ages 0-8 addressing quality childcare centers, parental confidence, and youth resilience.
- In the spring, we established a COVID Community Relief Fund of \$150,000 comprised completely of donations from Associates and friends of Hypertherm to help organizations serving the most vulnerable populations.

Thank you on behalf of the HOPE Team and Foundation Board for your consideration of a donation to the HOPE Foundation!

VOLUNTEER SPOTLIGHTS

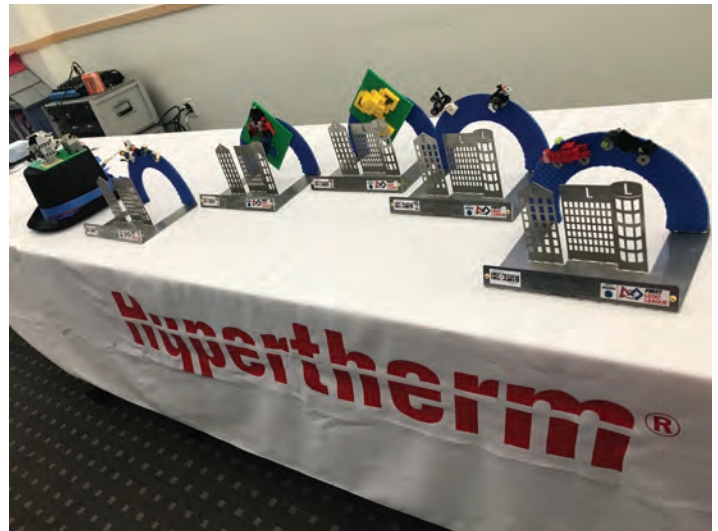
On any given day, Hypertherm Associates are volunteering somewhere around the world. Community engagement is part of our DNA. Associates on every shift and in every location find ways to volunteer. While our volunteering slowed down due to COVID-19, we were able to find ways to volunteer virtually and to do projects safely isolated from others. We look forward to the day when we can come together again and volunteer in the communities we love and call home.

Early in our Foundation's fiscal year, Associates pictured below are spending time together helping with projects at the Upper Valley Haven, COVER, Whaleback Mountain, Source to Sea, and the Family Place.



STRATEGIC HIGHLIGHT – STEM

Our commitment to engaging with students and inspiring interest in Science, Technology, Engineering, and Math (STEM) continues. Our Associate led STEM committee continues to review grants supporting STEM programs in and out of the classroom. A year ago, in November of 2019, we hosted the City Shaper Challenge, a FIRST LEGO League qualifying tournament. It was held at Hypertherm's Heater Road facility in Lebanon, New Hampshire and supported by volunteers from Hypertherm, the Thayer School of Engineering at Dartmouth and area businesses. Three hundred students and families attended the entire day of fun-filled robotics competitions.



STRATEGIC HIGHLIGHT SUBSTANCE USE DISORDERS



Our Substance Use Disorder (SUD) Taskforce continued to review grants of programs focused on supporting those in recovery and helping to reduce the stigma that surrounds addiction. The “Headrest Opportunity to Work” (HOW) program, funded by the HOPE Foundation, continues to connect those in recovery with supportive employment. With funding from a Community Development Finance Authority Recovery Friendly Workplace program, we collaborated with Headrest to expand this program throughout the state of New Hampshire.

As a designated Recovery Friendly Workplace, we regularly implement changes to how we approach the challenge of supporting Associates in recovery. In 2019 we initiated a pilot bringing in a Master Licensed Alcohol and Drug Counselor (MLADAC) on-site at Hypertherm to support Associates with SUD needs. We aim to affect the greatest positive change by working with our partners and learning from others.





THANK YOU

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

Donate to the HOPE Foundation via Paypal

Donate

2020 HOPE Foundation Board Trustees

Clay Adams	Jack Lee, Treasurer
Barbara Couch, President	Nini Meyer
Dick Couch	Nan Stone
Gail Gentes	John Vogel, Secretary
Julia Griffin	
Lori Hibner	

2020 HOPE Team Members

Upper Valley HOPE Team

Jeff Cornish
Barbara Couch
Nick Hamilton
Lori Hibner
Johnnie Jones
Lisa LaBombard
Travis, LaHaye, Chair
Brandon Mason
Matt McKenney
Jeff Ortakales
Jennifer Riccio
Sara Swift
Liz Toppin

CAM Software

Kim Boyle
John Pobedinsky
Nick Rosenberg

North America

Gregg Hinton
Craig Humphrey
Mike Pollack
Ralph Rudnick
Vince Tucker

Waterjet

Billy Fox
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Steve Voerding

Contributors

Stacey Chiocchio
Kim Cooper
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