

# HAPPENINGS

ANNUAL REPORT • JANUARY 1 – DECEMBER 31, 2023

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*Tukwila food bank – new OMAX CST event attended by Manufacturing Associates*

# LETTER FROM THE PRESIDENT



Jenny Levy, President of the HOPE Foundation, helps prepare a meal at David's House.

*“The primary reason we choose to spend most of our donation dollars with the Hope Team is because of the initiatives that they identify that are extremely important in the community today, how they work through applications for request for funds, and how they hold folks and organizations accountable... I thank the team and the hard work that you do. It's time consuming. I know it's not easy. I trust you.”*

*—Hypertherm retiree's speech*

Dear HOPE Friends,

Our Foundation is guided by nine Principles. 2023 highlights the unique nature of how we approach Philanthropy within the Hypertherm HOPE Foundation. For me, this is why it is inspiring to work within HOPE and why I believe our work creates compelling outcomes.

**Guiding Principle: We empower Associate owners.**

**Empowerment in philanthropy:** Teams of Associates from our 100% employee-owned company, in all types of jobs and from all forms of life experiences vote on every grant request we receive. These fundamental decisions are not hoarded by a few people. We empower HOPE Teams around the world – in New Hampshire at our Headquarters and in our locations in New York, Minnesota, Washington, home-based Americas Associates, Italy, Netherlands, Singapore, China, and Brazil. The volunteer members of these distributed HOPE Teams are empowered to connect with the greatest needs of their communities, pair those with their capabilities to help, and apply their own decision-making on grant making. In 2023 we formed our newest HOPE Team within our Waterjet business, headquartered in Washington state. We feel this giving model is true empowerment.

A Hypertherm retiree returned to our NH facilities for our annual Donor Appreciation event in the Fall and in her speech to the room she shared the enduring power of this model. Our retirees choose to donate to HOPE because of our empowerment model.

**Empowerment in volunteering:** Each Associate can choose how and when they want to serve in their community. We don't have a single day or a single cause we serve. We empower each Associate to make this choice for themselves and as a result we see diverse volunteering such as weekly commitments in senior centers, week-long affordable-home building projects, seasonal trail maintenance, or monthly nonprofit Board participation. 1,367 Associates served a record 33,662 hours in their communities in 2023. Our volunteers are empowered to find their best way to serve.

Our two 2023 Community Heroes personify this volunteer empowerment model. Carolyn probably walked hundreds of miles in various community fundraising events during her career here and she served hundreds of hours on the boards of many nonprofits applying her finance and governance expertise. Lloyd rallied a group of Associates to form a team to deliver weekly meals to homebound adults after seeing his own parents need the help. When volunteers are empowered with choices they go above and beyond.

**Empowerment in partnership:** Each HOPE Team member also volunteers to be a “HOPE ambassador” to our closest nonprofit organization partners. They represent our Foundation to those organizations. This relationship opens a two-way understanding of each other's challenges, opportunities, needs, and resources. We heard a greater interest in how to better connect with members of the LGBTQ+ community, both inside organizations and out in the community. Our own team and larger organization had been learning from those with lived experience and changing how we connect with others. This is why in 2023 we hosted our annual HOPE nonprofit workshop on “Building belonging and community with the LGBTQ+ community through action.” We hosted a fully subscribed workshop in which we learned from a bold set of panelists and each organization created a customized action plan.

We believe achieving our vision that everyone can thrive in a community where our Associate owners live and work can only be achieved through the empowerment of our people. Thank you for joining us in this work and 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

### Jeff Cornish, Retiree Liaison

Jeff will be joining the Board as the inaugural Retiree Liaison, bringing his 16 plus years of experience as Manufacturing Process engineer at Hypertherm to the table. Jeff also served on the HOPE Team and as chair of the Community Service Committee. Recipient of the 2023 Gary Gaudette Exemplary Service Award, Jeff will bring the lens of current Hypertherm Associates and help inform how to better engage with Associates planning to retire or recently retired.



### Jenny Williams

Jenny has been a Joint Venture Partner with Norwich Partners, a hotel development firm with properties in the Northeast and Florida, since 2003. She is the Founder and Executive Director of Finding Our Stride, a school-based running program building fitness, resilience, and self-esteem in Upper Valley youth. Her non-profit board service includes WISE; the Children's Literacy Foundation; the Hopkins Center at Dartmouth College; the Montshire Museum of Science; the New Hampshire Charitable Foundation; Let's Grow Kids and Lebanon Opera House.



## New HOPE Team Members

### Matt Keener

"When first applying to work at Hypertherm, I was impressed by the organization's engagement with the community. But this was just the tip of the iceberg! It seems every day I learn of another way Hypertherm Associates are cultivating positive change. The breadth of Hypertherm's impact on our communities and the environment is profound! I couldn't be more honored and grateful for the opportunity to serve on the HOPE Team. I recognize how special the HOPE Foundation is and will do my very best to embody its core values."



### Matt Nelson

"I am honored and grateful for this opportunity to join the HOPE team. Since serving on the HOPE off shift grant committee, I have become to truly understand the level of commitment Hypertherm Associates have in giving back. I am looking forward to working as a member of the HOPE team and to being engaged in our continuing effort to give back to our local nonprofit organizations. I am also very proud to work for a company that gives us 40 hours of community service time to volunteer in our communities."



## Departing Board Trustees

### Gail Gentes (2015 – 2023) and Nini Meyer (2015 – 2023)

We are forever grateful to both Gail and Nini for their combined 18 years serving on the HOPE Foundation board. Gail's contributions in governance and bringing the higher-education lens were invaluable to the growth of the HOPE Foundation. Nini's expertise in philanthropy, marketing, communications and leadership in the nonprofit sphere will be missed. We wish them both the best as they navigate the next chapter in their lives.



## Departing HOPE Team Members

### Sarah Swift, HOPE Team 2017 – 2023, Chair 2021 – 2022

Sarah brought her analytical and data-driven mindset to improving the Communications Awareness team, and then to leading the HOPE Team first as vice-chair, then Chair. Her thoughtful consideration of grants, modeling accountability and adherence to our budget along with her visibility into the associate base will be greatly missed.



### Jeff Cornish, HOPE Team 2018 – 2023

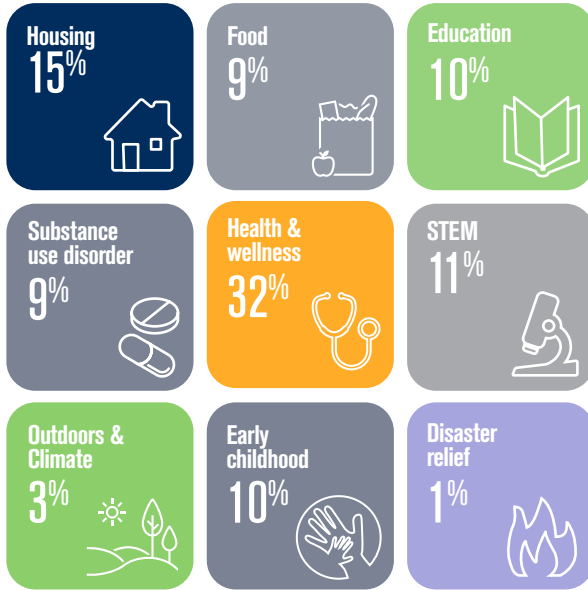
Jeff's contributions to the Community Service Time Team include introducing strong metrics to track activity, guiding Associates to the right volunteering activity and encouraging teams participating together on larger projects. His skills in connecting people, tools, physical strength and engineering know-how impacted many bridges, paths, kiosks and trails in the upper valley. His impact will continue to be felt as Jeff joins the HOPE Foundation as a trustee.



# FOUNDATION HIGHLIGHTS

The HOPE Teams meet monthly to review grant requests from our valued community nonprofits. In 2023, a total of 158 grants to 135 unique nonprofit organizations were made to community partners in addition to a match up to \$1,000 of individual Associate donations to the United Way.

## 2023 Grant allocation by focus area



**CST**

Volunteer hours  
by Associate

**Community Service time**

**33,662** TOTAL HOURS

January 1–December 31, 2023

## 2023 HOPE Foundation revenue

**\$631,704**

**HYPERTHERM**

**\$323,215**

**PUBLIC**

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





## Strategic Plan highlights

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.

Our funding highlights related to our strategic driver to inspire and excite middle and high school students include:

- Supported STEM programs brought to students in various schools. This includes train the teacher programs to strengthen teacher led STEM classes.
- We are excited to fund upfit of a Youth Innovation Lab STEM program for afterschool and summer and school vacations.
- We always fund programs geared towards bringing more girls to STEM programs.
- New this year was our funding of a program on energy and climate education for youth in the Upper Valley of NH/VT.

Hosted a FIRST Lego robotics regional qualifier competition at Hypertherm in Lebanon, NH. With the support of nearly 40 volunteers, we hosted hundreds of student participants, coaches, and parents at our largest facility in NH. The building was bustling with energy and excitement from the practice room, to the competition space, to the project displays and judging panels. The culmination of the event took place as we brought everyone together and distributed awards to teams who moved forward to state competition.

Hundreds of students from throughout New Hampshire and Vermont tour our LEED Gold manufacturing facility and experience hands on activities to include torch assembly, robotic arms, and plasma cutting in our lab. An important aspect of these visits is also engaging with our Hypertherm Associates through career exploration panels.



## 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.

Our funding highlights related to our strategic drivers include:

- Programs to provide supports and strengthen parental confidence and remove the stigma associated with asking for help.
- Court Appointed advocates for youth in New Hampshire and Vermont to provide a voice for youth who have experienced abuse.

- Mentoring and anti-bullying programs which help to mitigate Adverse Childhood Experiences (ACE).
- In an effort to help the workforce shortage of childcare workers we provided funding for computers.

As part of our commitment to be a family friendly workplace:

- The Early Childhood committee worked together with Facilities to create Nurturing Nooks as private spaces outfitted with equipment and supplies for nursing Associates.
- To remove barriers for caregivers and parents we created a Microsoft office Yammer channel where anyone can easily post a resource.



## Substance Use Disorder

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

Our funding highlights related to our strategic drivers include:

- Pilot related to our Substance Use Disorder (SUD) prevention strategic driver: Lebanon New Hampshire school system will create opportunities to share the Chris Herren story video to middle school and high school students. The first day film shares stories of struggle and strength from students and is focused on the beginning of the journey of substance use, other harmful behaviors, and mental wellness.
- We funded supportive housing for community members in recovery.
- We recognize the importance of continuing education for those who work in the SUD field so we supported an upgrade to the system offering necessary trainings.

In Support of our Recovery Friendly Workplace strategic driver we:

- Hosted onsite drug takeback Day.
- Promoted Recovery month sharing recovery information inside and outside of Hypertherm Associates.
- Presented on external panels sharing recovery friendly workplace practices.

## Community Grants

**Summary of strategy:** The HOPE Team works together to meet community needs via CST and philanthropic grant funding. Our community grant investments fall within 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, Food, Health and Wellness, Housing, and Outdoors and Climate. The HOPE Team, with input from the HOPE Board Trustees, are working to strengthen the focus of these core impact areas and define the desired impacts that align with the HOPE Foundation's mission. Inclusive grant-making principles drive the Team's current work to ensure funding decisions are thoughtful and support non profits doing the work to move the needle forward in our communities.

# REGIONAL AND INTERNATIONAL HOPE TEAMS AND CST HIGHLIGHTS

## Regional funding through the HOPE Foundation and CST highlights

Our US regional offices outside of New Hampshire:

### OMAX HOPE Team

The newly launched OMAX HOPE Team is excited to share their first funding decisions as a HOPE team. They are proud to fund programs supporting youth in the Kent, WA. area. This included backpack food programs, all aspects of family support social services, and holiday toy distribution. As they are connecting with their local community the team is looking forward to strengthening their learning of the community needs.

They exceeded their Community Service Time goals and engaged with their community through paid volunteered time, many continuing to volunteer on their own time.

- Many Associates have begun exploring new ways to volunteer.
- Their adopt a street multiple green ups on 72nd Ave. have cleaned up the community for all to appreciate.

### North America sales regional HOPE team

The NA Sales regional HOPE team made impactful voting decisions of funding nationwide and Canadian food programs and to fight hatred through an organization that supports justice and fair treatment for all.

### CAM HOPE team

The CAM HOPE Team supported organizations providing STEM programs to youth as well as a new to us organization that provides a tool library to help keep bicycles on the road.

### MN HOPE Team

The MN HOPE team funding covered many important community needs this year. They funded programs supporting youth in STEM, access to dental care, a program to reduce food insecurity for patients with AIDS/HIV and supported a work program for adults with disabilities.

In addition to their other funding and many hours of volunteering at many organizations in the community they prioritized recurring volunteering at a food bank. As a team they financially supported and held an onsite volunteer project to build bunk beds for children who do not have beds. This onsite project sparked additional volunteering with this same organization at their warehouse location.





# REGIONAL AND INTERNATIONAL HOPE TEAMS AND CST HIGHLIGHTS

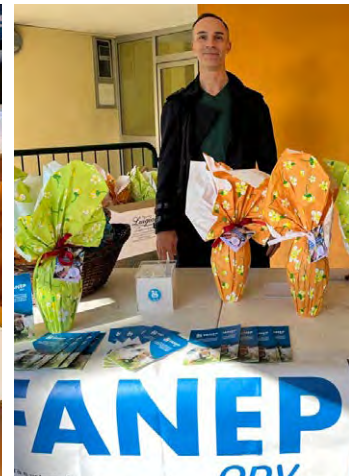
## EMEIA HOPE Team

The Europe Middle East India Africa (EMEIA) HOPE team voted to fund an animal shelter, an organization that brings terminally ill people to a place they request seeing one last time, an organization that takes people with intellection and physical disabilities on a vacation as well as an organization to help children celebrate birthdays in school.



## Brazil HOPE Team

The Brazil region focused their funding and volunteering by hosting the Sao Paulo High Schools, talking with the students in a hands-on visit to the Hypertherm Brazil customer center and by trying out our products, they learned about various career opportunities. Additionally, many Associates participated in individual CST moments.



## Asia HOPE teams

The China team had a great full team volunteer event celebrating International Children's Day at an organization supporting children with Autism and Hyperactivity. The day was filled with lots of happiness and fun as our volunteers helped children enjoy hands on craft activities.

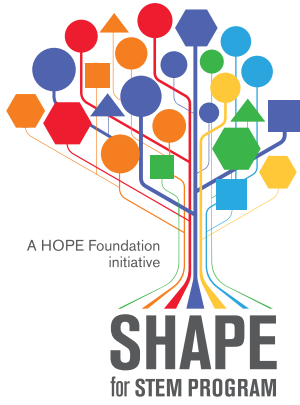


The Singapore team strengthened their commitment to their community through increased community service at organizations providing food at a pantry and through home delivery. As a team, they participated in a community wide cleanup. Their funding was designated to an organization where they have a recurring volunteer commitment. This organization, Shan You, presented our Singapore team with an award of recognition for their extensive volunteer time and ongoing commitment.

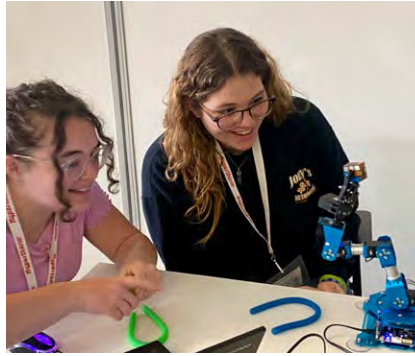




# STRATEGIC SPOTLIGHT – STEM



Our ongoing commitment to providing STEM education included nearly 500 student visitors from local schools and hosting of Girl's Technology Day. We hosted the FIRST Lego Robotics qualifying competition in November. Thank you to our volunteers who planned, emceed, judged, created awards, and otherwise supported the teams and families participating this year.





# STRATEGIC SPOTLIGHT – SUBSTANCE USE DISORDER (SUD)



Activities supporting Substance Use Disorder (SUD) awareness and education this past year included:

- hosting a table during the International Overdose Awareness Vigil in White River Junction to commemorate the lives lost and families impacted,
- providing informational resources to Associates during recovery month,
- participating in an Owner-to-Owner podcast on the impact of being a Recovery Friendly Workplace as an ESOP,
- providing Associates a way to dispose of unwanted or expired drugs during Ownership month by hosting a Drug Take Back day in partnership with All Together,
- and hosting both in person and virtual Mental Health First Aid Training workshop for leaders.





# COMMUNITY SERVICE TIME

## Community Heroes

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

The Community Hero Award recognizes a single Associate, nominated by a peer, who models exemplary community service by:

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

**Mariah Whitcomb** (Fall 2022) works as a Leader of the Talent Management and Development team in New Hampshire.



Many community members in the Upper Valley benefit from the important, impactful volunteer work being performed by Mariah on any given day. As a volunteer deputy chief of the Thetford Fire Department, she works as a first responder to calls, and she uses her teaching skills to train EMTs, AEMTs, first responders, fire fighters, and volunteers. Over the past couple of years, she has also been planning and staffing COVID vaccine sites.

To say Mariah goes above and beyond is an understatement.

In addition to being a yearly member of the 100% Club, Mariah encourages and enables her team to use all their CST hours each year.

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**Carolyn Maloney** (Spring 2023) was our Corporate Treasurer in New Hampshire until her retirement in June 2023.



Carolyn exemplified Community Service Time leadership. She was always encouraging Associates on the Treasury team to find ways to serve the community in ways that would be meaningful to them. Over her 33 years at Hypertherm, Carolyn volunteered at multiple Upper Valley organizations by cooking with her team and participating in walking fundraising events. But of course, her enormous strength was her drive for improved governance and the financial acumen she brought to nonprofit board work. Twin Pines Housing Trust, Granite United Way, and the Enfield Shaker Museum were among a few organizations that benefited from Carolyn's financial leadership.

In addition to being a yearly member of the 100% Club, Carolyn always encouraged Associates she interacted with to use all their CST hours each year.

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Congratulations to our most recent HOPE Community Hero — **Lloyd Miles** (Fall 2023). Lloyd works on our administrative team to support marketing operations and is in New Hampshire. As Lloyd is a longtime Associate at Hypertherm, he is known and appreciated by many Hypertherm Associates.



Lloyd has always helped with nonprofit mailings. Many years ago, Lloyd reached out to Stacey Chiochio and was very insistent that she find him something he could do regularly to be in the 100% club. This is when the Meals on Wheels (MOW) team approach was born. A team of Associates, all background checked and trained, take turns volunteering in pairs. One Associate drives, and one delivers the meal to the seniors' door. Anyone who knows Lloyd, already knows he must be the driver!! At some point, everyone on the team has had the pleasure of partnering with Lloyd and delivering food. Lloyd exemplifies Community Service Time inspiration and is always the first person to step up when someone has an unexpected urgent conflict, and we need a fill-in Meals on Wheels volunteer.



As a member of the 100% Club, Lloyd encourages other Associates to use CST as he often shares his pride as a MOW volunteer.

Thank you, Carolyn, Mariah, and Lloyd, for leading your fellow Associates by example, and for being true Hypertherm Community Heroes!



# COMMUNITY SERVICE - LOCAL, REGIONAL, AND INTERNATIONAL

Opportunities to serve the community are too numerous to list....





# COMMUNITY SERVICE - LOCAL, REGIONAL, AND INTERNATIONAL





# 135 UNIQUE ORGANIZATIONS RECEIVED GRANTS

## All

Granite United Way  
United Way regions through designation

## Disaster Relief

Unicef\*  
Upper Valley Strong

## Early Childhood

Baby Steps Family Assistance  
CASA of NH  
Children's Literacy Foundation  
Cornerstone Community Center  
Early Care and Education Association  
Easter Seals Vermont  
Good Beginnings, Inc.  
John Hay Estate at The Fells  
Kimball Wellness Association  
Newport Montessori School  
The Family Place  
TLC Family Resource Center  
Vermont Institute of Natural Science  
Vermont Law School  
Waypoint  
Windsor County Partners Mentors for Youth

## Education

Anti-Defamation League \*  
Bugbee Senior Center  
Careers CLiC  
Carter Community Building Association  
City of Lebanon  
Claremont Opera House  
Crossroads Academy  
Enfield Shaker Museum  
FTC Robotics Team Spontaneous Construction\*  
Girls Dream Code\*  
Hanover Lions Charitable Foundation  
High Tech Kids\*  
Junior Achievement, Sao Paolo\*\*  
Koasek of Turtle Island, Inc.  
Latham Memorial Library  
Lebanon Opera House  
Ledyard Charter School  
Minnesota Diversified Industries\*  
NH Future Farmers of America Foundation, Inc.  
Northern Stage  
Norwich Historical Society  
Saint-Gaudens Memorial  
Springfield Community Players  
Toddlers Morning Out  
Turning Points Network  
Upper Valley Circus Camp, LLC

Upper Valley Music Center  
Volunteer NH  
VT/NH Energy Education Program

## Food

Claremont Soup Kitchen  
Feeding America\*  
FoodBank of Canada\*  
Grafton County Senior Citizens Council, Inc.  
Hanover Street School Friday Food Program  
Hartford Community Coalition  
Listen  
Rotary Club of Kent, Backpack Buddies\*  
The Aliveness Project\*  
Upper Valley Haven, Inc.  
Vermont Foodbank  
Willing Hands

## Health and Wellness

American Cancer Society  
Association for Individual Development  
BarnArts Center for the Arts  
Children's Hospital at Dartmouth (CHaD)  
David's House, Inc.  
Enfield Community Nurse Project  
Finding our Stride  
Friends of Norris Cotton Cancer Center  
GLBT National Help Center, Inc.  
Good Neighbor Health Clinic  
Granite United Way  
Hanover High School  
Kandelina\*  
Kent Youth and Family Services\*  
Lebanon Project Graduation  
Marine Toys for Tots Foundation\*  
Mayhew  
Mount Ascutney School District  
National Multiple Sclerosis Society\*  
New England Healing Sports Association  
New Hampshire Catholic Charities  
Piermont Village School Playground Committee  
Planned Parenthood of Northern New England  
Positive Tracks  
Project Healthy Smile\*  
Railyard Recreation  
Sleep in Heavenly Peace, Inc.\*  
Spark! Community Center  
Special Needs Support Center  
Special Olympics New Hampshire  
Stichting WensAmbulance\*\*  
Sullivan County Humane Society  
Sundodgers Sports\*  
The Main Street Museum WRJ PRIDE Committee

The Tool Library\*  
The Trevor Project  
Tiger Run 12K/5K  
Town of Newport  
Upper Valley Aquatic Center  
Upper Valley Humane Society  
Upper Valley Trails Alliance  
VSI LESE\*\*  
We R H.O.P.E.  
WISE  
Woodstock Area Adult Day Services, Inc.  
Zack's Place

## Housing

COVER Home Repair, Inc.  
Friends of Veterans  
Safeline, Inc.  
Stichting Steunfonds\*\*  
Twin Pines Housing Trust  
Upper Valley Haven, Inc.  
Visions for Creative Housing Solutions  
Vital Communities

## Outdoors & Climate

Connecticut River Conservancy  
Hanover Conservancy  
New London Conservation Commission  
Society for the Protection of NH Forests

## STEM

American Precision Museum  
Challenger Learning Ctr of Orleans, Niagara and Erie Counties\*  
Circle Program  
Governor's Institutes of Vermont  
Keene State College  
Montshire Museum of Science  
River Valley Technical Center  
The Space On Main, Inc.  
Vermont Center for Ecostudies  
Windsor Central Supervisory Union

## Substance Use Disorder

Connecticut Valley Addiction Recovery  
Dismas of Vermont, Inc.  
Half Shell Production, LLC  
Headrest, Inc.  
Lebanon School District  
NHADACA  
Second Growth, Inc.  
Second Wind Foundation

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

*International grants designated with \*\**



# THE COUCH CIRCLE

## HONORING CURRENT AND RETIRING ASSOCIATES DONATING TO THE HOPE FOUNDATION

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



Barbara and Dick Couch



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

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

Members of the Couch Circle are invited to:

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



# GRATEFUL TO OUR DONORS

We appreciate all our Donors who made a financial gift from January 1–December 31, 2023.

## Couch Circle Members (Retired)

Bruce Altobelli<sup>1</sup>  
Mary Birlhe<sup>1</sup>  
Carey and Melissa Chen  
Endowment<sup>1</sup>  
Dick and Barbara Couch<sup>1,3</sup>  
Beth Danyluk<sup>3</sup>  
Craig Humphrey<sup>1,3</sup>  
Dave LaPrade<sup>1</sup>  
Carolyn Maloney<sup>1,3</sup>  
Tim and Linda McCarville<sup>1,3</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>  
Perry Seale<sup>1,3</sup>  
Eric Smith<sup>1,3</sup>  
Phil and Mae Winslow<sup>1</sup>  
Art Young<sup>1,3</sup>

## Donations received during Fiscal Year 2023

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

Dick and Barbara Couch<sup>1,3</sup>  
Extu  
Hypertherm Associate  
Contributions through Annual  
United Way Campaign  
Darcy and Richard Lettieri  
Evan and Sam Smith<sup>2,3</sup>

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

2023 Golf Tournament Players  
Clayton Adams  
Anonymous Donors  
Aquarion Water Company of NH  
Rhonda and Nic Ballintyn  
Rajeev Bhalla  
Aaron Brandt<sup>2,3</sup>  
Micaela and Jimmy Bulich  
Mike Daly<sup>2,3</sup>  
Michael Foley  
Gail Gentes  
Catherine Harrison  
Sean Healey<sup>2,3</sup>  
Hermit Hill Farm Family Fund  
Craig Humphrey<sup>1,3</sup>  
Jenny Levy<sup>2,3</sup>

Carolyn Maloney<sup>1,3</sup>  
Brandon and Nicole Mason<sup>2,3</sup>  
Tim and Linda McCarville<sup>1,3</sup>  
Brad and Cathie Meyer<sup>1,3</sup>  
Steve Monteverdi<sup>2,3</sup>  
Andrew and Jabrina Robinson  
John Scott<sup>2</sup>  
Perry Seale<sup>1,3</sup>  
Eric Smith<sup>1,3</sup>  
Carolyn Stone<sup>2</sup>  
Nan Stone  
Brian Stumm<sup>2</sup>  
Stephen Ucci<sup>2,3</sup>  
John and Christine Vogel

### Under \$1,000

Jon Ames  
Rick Anderson  
MaryKay Baldwin  
John Batten  
Anthony Bednar<sup>3</sup>  
Larene Benson  
Logan Bergeron  
BioXCell  
Steve Bly  
Jamie Bourne  
Chris Boyd<sup>3</sup>  
Thomas Cantlin  
Maryssa Carman  
Todd Caruso  
Brian Cavanaugh  
Stacey Chiocchio<sup>3</sup>  
Lin Chu  
Claremont Savings Bank  
Kim Cooper<sup>2,3</sup>  
Jeffrey Cornish<sup>3</sup>  
Keith Cornish  
Beth Danyluk<sup>3</sup>  
Daren Dolley  
Donations via Amazon Smile  
John Doran<sup>3</sup>  
Michael Doran<sup>3</sup>  
Shawn Douglas  
Gordon Ehret<sup>3</sup>  
Mark Fish  
Russell Fowler<sup>3</sup>  
Brian Gaudette  
Macin Gaudette  
David Gauvin

"We contribute to the HOPE Foundation because we strongly believe in the importance of community engagement, and particularly in supporting organizations in which Hypertherm Associates are actively involved. In so many ways Hypertherm Associates is a model for what a for-profit business should be to responsibly fulfill its obligations to Associate shareholders, the communities in which they live and work, and the planet on which we all live. We are proud to play a small role in that endeavor."

Rich and Darcy Lettieri, Hypertherm Associates Board



Jamie Goodwin  
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Kyle Gould  
Jason Gramling  
Jamie Green  
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Tim Harlow  
Michael Hathaway  
Lori Hibner<sup>3</sup>  
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Jane Moss<sup>3</sup>  
Lee Moulton<sup>3</sup>  
Jonathan Murphy  
Hannah Neidorf<sup>2,3</sup>  
Matt Nelson

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Salt Hill Pub  
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Craig Thayer  
Cody Thornton  
Pat Thurston<sup>3</sup>  
Megan Tompkins  
Top Stitch Embroidery, Inc.  
John Topolewski  
Hidde Van Hoeven  
Ryan Vilman  
David Waller  
Michael White  
Zach White  
Art and Jeannie Young<sup>1,3</sup>  
Trevyr Young

"I strongly believe that we all should try and have an impact in our local communities in whatever capacity we can, either through volunteering our time and talents or by financially supporting organizations that help in our community. Donating to the HOPE Foundation enables me to address needs in our community that I may not be aware of through an organization that aligns with my personal values."



Brian Stumm, Senior Director, Engineering

<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 \$1,000 or more)

<sup>3</sup>Couch Circle Member (Current or retired Associate, see page 15)



# EVENT SPOTLIGHTS

## LGBTQIA+: Building Belonging and Community through Action

Our annual workshop was attended by 45 people from 28 nonprofits, generated 125 action items and provided the space for our panelists who shared their lived experience. This facilitated workshop, the first of its kind in our region, brought together the voices of those living the experience in the LGBTQIA+ community and nonprofits who employ, support, and fund the community. Participants boldly committed to implementing at least one action item generated, and over half of the workshop attendees joined a follow up zoom session to review progress and ask further questions.



## 2023 Associate Golf Tournament to Benefit HOPE Foundation

Many Associates participated in the 2023 golf tournament to benefit the HOPE Foundation. Despite some intermittent rain showers, we had a great tournament and raised \$7,505 for the HOPE Foundation.

### Stats of the tournament:

- 100 Players on 25 teams
- Two external teams: Marsh Brothers Deli and Top Stitch Embroidery
- Support from our volunteers: Angie Willett, Daniela Schumacher, Jamie Goodwin, Maryssa Carman, Michelle Carman, Paula Provencher, Samantha Hurley, and Sandra Smith-Ordway
- Over \$1,500 raised from our first tournament raffle

### Tournament winners:

- 1st place with a score of 58: Chris Stearns, Dave Gauvin, Kalem Taft, Kyle Gould (Dave and Chris finished 3rd last year)
- 2nd place with a score of 59: Jonathon Murphy, Kevin McFarland, Mike Sundstrom, and Pat Thurston
- 3rd place with a score of 64: John Batton, Mike White, Travis LaHaye, and Zac Kerin
- 4th place with a score of 64: Bill

Sackett, Eric Hilts, Jason Gramling, and Tony Provencher

- Reverse Winners with a score of 85: Annette Jewell, Bonnie Smith, and Chris and Jennifer Boyd

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

### Individual Contest Winners (prizes):

- Putting Green: Mike Oeschger (\$50 GC from Harpoon)
- Longest Drive: Beth Pitkin and Chris Stearns (box golf balls and a hat)
- Closest to the pin (box of golf balls)
- Hole 5: Brandon Mason
- Hole 9: Travis Pelletier
- Hole 13: Scott Haglund
- Hole 18: Jonathan Murphy

### Sponsors:

We are grateful for our hole sponsors: BioXcell, Claremont Savings Bank, Hilton Garden, Institute for American Apprenticeships (Vermont HITEC, Inc.), Ledyard National Bank, Mascoma



Bank, NorthEast Outdoor Adventures, Rum Brook Market, Salt hill Pub, and Service Credit Union.

Special thanks to internal financial sponsor support from Associates Kim Cooper, Jennifer Johnson, Stacey Chiochio, and Steve Ucci.

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

### Super Raffle

- Farrell Distributing
- Omni Mt Washington Resort
- PINE Restaurant at Hanover Inn
- Service Credit Union
- Simon Pearce
- Travis LaHaye
- Raffle
- Farmway

- Farrell Distributing
- Hanover Inn
- Marsh Brothers Deli
- Rum Brook Market
- Salt hill Pub
- Sandra Ordway
- Service Credit Union
- Simon Pearce
- Uptown Bakery – Claremont
- Prizes
- Ben Rogers
- Bill Sackett
- Crown Point Country Club
- Eastman Golf Links
- Fore-U Golf
- Golf & Ski Warehouse
- Harpoon Brewery
- Lake Morey Resort
- Montcalm Country Club
- Service Credit Union

### Swag bag donations

- Sterns Produce
- Co-op Food Stores
- Allan's Vending



# EVENT SPOTLIGHTS

## 2023 Gary Gaudette Award Recipient

Gary Gaudette passed away on November 6, 2018, at 55 following a five-year courageous battle with colon cancer. 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 be given out annually to a member of the broader HOPE community – a stand out member of our HOPE Team, our committees, our task forces, or any part of our work.

Gary could not help but think of others before himself. Even as he experienced pain and faced uncertainty for his own future when undergoing cancer treatments, Gary wanted to know how others were doing and what he could do to help them.

Gary's drive for service was exemplary. The first award in his name was given in April 2019 to Stacey Chiocchio, then to Jack Lee in 2020, and to Barbara and Dick Couch in 2021 and last year Lori Hibner was honored.

This year's recipient exudes the same kindness and generosity that Gary embodied. You just need to be lucky enough to sit next to, or run into him in the hallway, or work with him on a CST project and you know what a kind and selfless person he is.

Jeff Cornish joined Hypertherm 16 years ago and is a manufacturing process engineer on the Advanced Manufacturing Team – for those of you who don't work here this is the

central team that is called upon to solve the trickiest challenges or needs and Jeff is known as the go-to for all things machining, CNC equipment, tooling, and fixtures. Jeff joined HOPE in 2018 and has served in many roles including the CST Champion for the UV Trails Alliance, UV Land Trust, and the CST Committee chair. He can't help but apply his engineering skills and mindset to the betterment of the community as he did by designing and building hand washing stations for Willing Hands during COVID so they could safely process food out in the community, or the outdoor waiting space at the HAVEN, or as he did by designing interactive bat boxes for the VINS education program, or the countless trail



Jeff Cornish – 2023 recipient of the Gary Gaudette Award

kiosks, picnic tables, bridges, and participating in a barn restoration.

Jeff also applied his analytical mind to developing a company-wide metrics dashboard for CST. Jeff demonstrates his down to earth approach through his thoughtful funding decisions and shares his love for

the outdoors, hunting and fishing – not just with his grandchildren, but also by pulling teams together to serve with him outdoors.

Jeff Cornish is truly an exemplary member of the HOPE community and is so deserving of this award in Gary's name.



Gary Gaudette – 2018



Stacey Chiocchio (center) – 2019



Jack Lee – 2020



Dick & Barbara Couch – 2021



Lori Hibner – 2022



# EVENT SPOTLIGHTS

## 2023 HOPE Donor Event

This year's Annual Donor Appreciation Event was celebrated in person and honored our retirees for their ongoing commitment to giving back to the community both in volunteer time and in donations to the HOPE Foundation. We were honored to highlight retiree speakers David Agan, Brad and Cathie Meyer, Sue McDonald, and Art Young. Chair of the HOPE Team, Brandon Mason, spoke about his volunteering and philanthropy, inspired by Dick and Barbara Couch. Refreshments were enjoyed as Associates, both current and retired, HOPE Board trustees, and HOPE Team members mingled and caught up with each other. We are incredibly humbled and grateful to the ongoing support in the community from our Associates and the standard that our retirees continue to hold up.



*Retirees who gathered at the event: Brad Meyer, Cathie Meyer, Dave Agan, Carolyn Maloney, Sue McDonald, Bob Murphy, and Art Young*





# HOPE FACTS YOU MAY NOT KNOW



2023 HOPE Team and Staff: Brandon Mason, Sarah Swift, Michelle Carmen, Lisa LaBombard, HOPE President Jenny Levy, Jennifer T. Johnson, Jennifer Johnson, Jeff Cornish, Jim Reinbold, Stacey Chiochio, Soumya Mitra, and Ben Rogers. Missing from photo: Travis LaHaye

## 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 15 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)

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

### 2023 HOPE Teams Upper Valley

Michelle Carman  
Jeff Cornish  
Jennifer Johnson  
Jennifer T. Johnson  
Lisa LaBombard  
Travis LaHaye  
Jenny Levy  
Brandon Mason\*  
Soumya Mitra  
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