

2019 REPORT

SALTCHUK COMPANIES

CHARITABLE GIVING



SALTCHUK
FAMILY OF COMPANIES



2019 REPORT

Giving Back is at the heart of what it means to be a Saltchuk company. Over the last decade, Saltchuk companies have given an average of \$3.5 million each year, totaling more than \$30M in cash and in-kind support to communities in which we operate.

In 2019 our companies provided more than \$4M in financial, in-kind and volunteer support to more than 450 community building organizations.

OUR GUIDING PRINCIPLES:

- We believe in supporting the communities in which we work and where our employees live.
- We strive to be excellent corporate citizens, ever mindful of our commitment to integrity, job safety, environmental stewardship, and giving back to the communities we serve.
- We encourage cross-group collaboration and share information about our charitable donations and practices throughout our organization and with our customers and partners.



SALTCHUK LEADERSHIP TEAM (L-R) MARK TABBUTT, COLLEEN ROSAS, STEVE GIESE AND ANNE PRESTON TAKING THE AFTERNOON TO VOLUNTEER AT BREAD OF LIFE MISSION IN DOWNTOWN SEATTLE.

HOW WE GIVE BACK

In 2019 Saltchuk companies contributed more than **\$4M** to the communities we live and work in. Gifts included cash grants, employee matched giving, in-kind services and volunteer support.

259 CASH GRANTS WERE MADE IN
2019, EQUALING:

\$1.8M

CASH GRANTS

Saltchuk companies work together to make cash grants supporting Youth Development and Post Secondary Education through Regional Giving Committees in Washington, Alaska, Hawaii and the Caribbean. In addition to Regional Committees, operating companies support a wide variety of organizations in their communities.

145 EMPLOYEE AND SHAREHOLDER
GIFTS WERE MATCHED IN 2019,
EQUALING:

\$141,0000

MATCHED GIVING & VOLUNTEER PROGRAMS

Our companies encourage employees to be active participants in their communities. Volunteerism and charitable giving is encouraged at all levels within our organization.

43 IN-KIND DONATIONS WERE
RECORDED IN 2019 EQUALING:

\$2.2M

IN-KIND SERVICES

Our companies support their communities with non-cash items, such as freight transportation, using similar criteria as cash donations.

GIVING ACROSS THE US

\$2.8M | ALASKA

Alaska Petroleum Distributing, Carlile, Cook Inlet Tug & Barge, Delta Western, Foss, Inlet Petroleum, Northern Air Cargo (NAC), Northern Air Maintenance Services (NAMS), TOTE Maritime

\$386K | WA/PACIFIC NW

AmNav, Delta Western, Foss, Northern Aviation Services, NorthStar Energy, TOTE Maritime

\$267K | HAWAII

Hawaii Petroleum companies (HFN, Minit Stop, Ohana Fuels), Young Brothers, Aloha Air Cargo

\$155K | NATIONWIDE

\$529K | FL/CARIBBEAN

TOTE Maritime, Shoreside Logistics, StratAir, Tropical Shipping

The Saltchuk family of companies provides critical cargo transportation services for customers and communities throughout North America.

We are family owned and operated with a long-standing commitment to the communities in which we live, work and serve. In addition to the significant community support directed through our operating companies, in 2014 Saltchuk established giving committees in the regions where our operations most heavily overlap: Alaska, Washington, Hawaii and the Caribbean. These committees bring together Company leaders from operating companies in each region to provide grants to organizations in their communities dedicated to youth development and post-secondary education.

WHAT WE SUPPORT



IN-KIND

OF THE MORE THAN \$2.2M OF IN-KIND CONTRIBUTIONS MADE IN 2019 TOP AREAS OF GIVING WERE:

- 71% ENVIRONMENTAL
- 8% SOCIAL SERVICE
- 8% ARTS

GRANTS

OF THE NEARLY \$2M CASH CONTRIBUTIONS MADE IN 2019 TOP AREAS OF GIVING WERE:

- 28% EDUCATION
- 28% YOUTH DEVELOPMENT
- 8% SOCIAL SERVICES
- 7% HEALTH RELATED



ALASKA



\$1,000,000 +

Alaskans for Litter Prevention and Recycling

\$175,000- \$200,000

Anchorage Concert Association

Food Bank of Alaska

\$60,000 - \$70,000

Girl Scouts

\$50,000 - \$59,999

Alaska School Activities

Covenant House Alaska

\$40,000 - \$49,999

Boy Scouts of America

UA Foundation

\$30,000 - \$39,999

University of Alaska

\$20,000 - \$29,999

Alaska Community Foundation

Alaska Resource Education

Health Alaska Native

Junior Achievement of Alaska

Northwestern Alaska Career and Technical Center (NACTEC)

Providence Hospital Foundation

Seward Bike Park

\$10,000 - \$19,999

Alaska Aviation Heritage Museum

Alaska Business Week

Alaska Children's Trust

Alaska Shriners

American Heart Association

American Red Cross

Anchorage Museum

Bean's Cafe- The Children's Lunchbox

Challenge Alaska

CVRF - Ciuneq Program

Gulf of Alaska Keeper

Kids Kupboard

Salvation Army

Seven Sherpas

Special Olympics

United Way

Waterfall Foundation

\$5,000 - \$9,999

10 Chefs For A Cause

Alaska Humanities Forum

Anchorage School District

Arctic Slope Community

Armed Services of YMCA

Beacon Hill

Downtown Association of Fairbanks

Fairbanks Kiwanis

Fairbanks Summer Arts

Kenai River Sportfishing Assoc

Mayor's Charity Ball

Red Cross of Alaska

Seward Assn for the Advancement of Sealife

Sitka Whalefest

Tanana Chiefs Conference

Tanana Valley State Fair

\$2,500 - \$4,499

Abused Women's Aid in Crisis

Alaska Healing Hearts

Alaska SCTP-YESS

Alaska Songbird Institute

Alaska State Fair

American Cancer Society

American Foundation For Suicide Prevention

Arc of Anchorage

Calypso Farm & Garden

Camp Fire Alaska

First Alaskans Institute

Outer Coast Summer Seminar

Rural Veterinary Association

Standing Together Against Rape- STAR

Sydney Hawk

Taylor Young Memorial Foundation

The Petroleum Club

\$1,000 - \$2,499

Air Force Ball Committee

Alyeska Ski Club

Anchorage Christian Schools

Arctic Education Foundation

Barrow High School

Cystic Fibrosis Lost Lake Run

Fairbanks Youth Advocates

Friends of Canines

Japanese American Citizens League

Joy Lutheran Church/BSA Troop 219

Kenai Peninsula Food Bank

Kenai Watershed/Adopt A Stream

King Salmon Fisheries Expo

Lifeline Outreach

Neighbor Works

Sitka Sportsman's Assoc

The American Heart Association

\$500 - \$999

Air Force Ball Committee

Alyeska Ski Club

Anchorage Christian Schools

Arctic Education Foundation

Barrow High School

Cystic Fibrosis Lost Lake Run

Fairbanks Youth Advocates

Friends of Canines

Japanese American Citizens League

Joy Lutheran Church/BSA Troop 219

Kenai Peninsula Food Bank

Kenai Watershed/Adopt A Stream

King Salmon Fisheries Expo

Lifeline Outreach

Neighbor Works

Sitka Sportsman's Assoc

The American Heart Association



ALASKA

Alaska Native Tribal Health Consortium
Alaska Regional Hospital
Alaskans Own
American Diabetes Association
Big Brothers Big Sisters
JGC Juneau Trap Team
Kbbi Radio- Donation
Koahnic Broadcast Corporation
Nome School District
Saint John United Methodist
Sitka Shore Shots Mi
Southwest Region School District
UAF Scholarship
Unalaskans Against Sexual Assault & Family
Violence

Up to \$500

Alaska Youth Basketball
American Lung Association
Anchorage Baptist Temple
Evangelical Covenant Church
Glacier Bear Lodge
Monroe Foundation
Mountain View Elementary School
North Pole HS Girls Volleyball Booster Club
Three Bears - Matsu



HOODIES FOR STUDENT OF MOUNTAINVIEW ELEMENTARY

Each year for the past 15 years, Carlile has sponsored Mountainview Elementary School in Anchorage to provide a warm winter hooded sweatshirt to each student and staff. The sweatshirts are welcomed, as is the message of safety and community representatives of the company bring each year.

ALASKA



ALASKANS FOR LITTER PREVENTION & RECYCLING (ALPAR)

Alaskans for Litter Prevention and Recycling (ALPAR) is a privately funded, non-profit organization dedicated to eliminating litter and increasing economically-viable recycling in Alaska.

Recyclables are collected throughout rural Alaska then flown to Anchorage where they are sorted. Once sorted, they are sent to the Lower 48 on TOTE Maritime Alaska or another participating water carrier for processing.

As the program's primary air carrier, NAC contributed more than \$17,000 in air freight in 2019. TOTE Maritime Alaska donated more than \$1.5M in water freight in 2019 to ensure recycling programs are offered throughout the state of Alaska.

1

Northwestern Alaska Career and Technical Center (NACTEC) was designed to provide Bering Strait School District and Nome Public School students with the necessary resources and skills for employment opportunities, the pursuit of postsecondary education, and independent living skills.

2

Fairbanks Summer Arts Festival sent guest artists to under-served regions of Alaska including Delta, Healy, Trapper Creek, Cantwell, Kenny Lake and Glennallen promoting community wellness and the healing power of the arts for families and youth.

3

Outer Coast, an education-focused nonprofit in Sitka, Alaska provides an intensive, college-level academic summer program - or Summer Seminar - for high school students across Alaska and beyond. The students engage in college level courses in humanities, social services, and in Tlingit language and indigenous studies.

4

The Children's Lunchbox (TCL) - a program of Bean's Cafe - feeds hungry, food insecure children in Anchorage in safe community settings through summer meals and weekend food program.

5

Coastal Villages Region Fund operates a college access and leadership program called Ciuneq - which refers to the "future" in the Yup'ik language - on the western coast of Alaska. The program identifies high performing youth from CVRF's communities and provides experiential learning opportunities to help develop leaders who will be able to contribute to local economic growth in the future.

ALASKA



HAWAII



\$75,000 +

Shidler College of Business Distance EMBA program

\$20,000

Teach For America

\$10,000 - \$19,999

Big Brothers Big Sisters
Book Trust
Boys & Girls Clubs
Friends of Children's Justice Center of Maui
Hawaii Mother's Milk Program
Hawaiian Kamali/Hawaiian Canoe Club
Pacific American Foundation/NALU
Path - People's Advocacy for Trails Hawaii
Project Vision

\$5,000 - \$9,999

Agricultural Leadership Foundation of Hawaii
Boy Scouts of America
Grow Some Good
Hawaii Farm Bureau
Special Olympics
Ulu A'e Learning Center

\$1,000 - \$4,999

Bath United Football Club
Education Assistance Scholarships
K1 Britannia Foundation
Nevis Education Assistance Scholarships
Reef It
Rotary Club of Dominica Annual Literacy Program
St Christopher Children's Home

Up to \$999

Alzheimer's Association
Department of Parks and Recreation - Mayor's
Memorial Day Ceremony
Hawaii Bicycling League
Nature Conservancy



UNIVERSITY OF HAWAII SHIDLER SCHOOL OF BUSINESS SCHOLARSHIP DISTANCE LEARNING EXECUTIVE MBA

Since 2006 Saltchuk Hawaii companies have been proud to fund scholarships for neighbor-island students earning their Executive MBA through the University of Hawaii Shidler School of Business distance learning program.

The program's design allows students on the neighbor islands to pursue a graduate degree while continuing to live and work in their place of residence.

From 2006-2019, Saltchuk Hawaii Companies contributed \$835,000 in scholarship funds.

1

Boys & Girls Club of Hawai'i Ho'omau Hui Positive Youth Development Project provides after school care for Kauai children and teens that combine activities that encourage academic achievement with opportunities to explore and participate in Hawaiian culture.

2

Grow Some Good is dedicated to creating hands-on, outdoor learning experiences that cultivate curiosity about natural life cycles, connect students to their food sources, and inspire better nutrition choices. In addition to helping establish food gardens and living science labs in local schools, we provide resources and curriculum support through community partnerships in agriculture, science, food education, and nutrition.

3

Hawaiian Kamali/Hawaiian Canoe Club's keiki programs have expanded over the years and now provide our youth with paddling trips to Lana'i, Kaho'olawe, and Moloka'i, paddle making programs, and other experiences that teach Hawaiian values like lokahi or "working together as one".

4

Ulu A'e Learning Center provides after school care and enrichment activities for elementary and middle-school aged children in the Kopolei, Makakilo and 'Ewa regions. The curriculum is based on mo'oleo (storytelling) and kuleana (stewardship).

5

The Friends of the Children's Justice Center of Maui (FCJC) is concerned with the social welfare of children and families who have been traumatized by abuse and severe neglect. The Enhancement Program helps build self esteem and character for children victimized and traumatized by abuse.

HAWAII



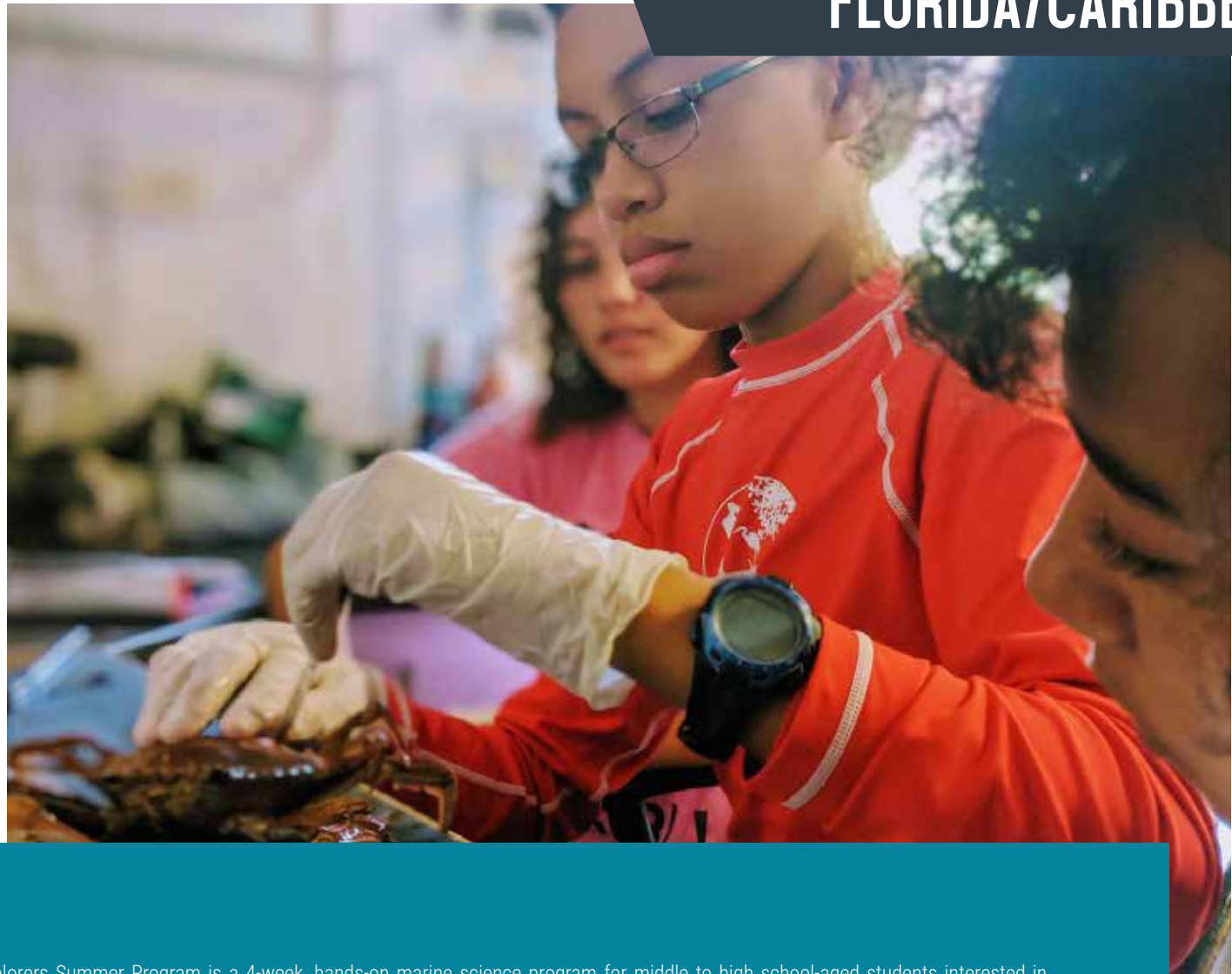
HAWAII



TEACH FOR AMERICA

Since 2006, Teach for America Hawai'i has worked in partnership with schools and communities to support our vision that one day, all children in this nation will have the opportunity to attain an excellent education.

Saltchuk Hawaii companies have supported Teach for America on the Big Island of Hawaii since 2015, contributing a total of \$100,000 to the program.



YOUTH OCEAN EXPLORERS

The Youth Ocean Explorers Summer Program is a 4-week, hands-on marine science program for middle to high school-aged students interested in studying coastal, marine & environmental science, natural resource management, and conservation. The program which provides a broad overview of a variety of marine career opportunities including oceanography, watershed resource management, marine biology, larval ecology, fisheries science, robotics science, and DNA engineering seeks as a primary goal to encourage more local young people to gain interest in and pursue STEM careers.

FLORIDA/CARIBBEAN



SHORESIDE
LOGISTICS

STRATAIR

TOTE
Maritime

Tropical
SHIPPING

\$75,000

Boys & Girls Club (Puerto Rico, St. Thomas)

\$50,000 - \$74,999

Dreams Come True

\$25,000 - \$49,999

Grupo Guayacan

\$20,000 - \$24,999

Instituto Nueva Escuela Inc.

Tom Coughlin Jay Fund

Youth Ocean Explorers

\$10,000 - \$19,999

Congressional Black Caucus Foundation

Corporacion La Fondita De Jesu

Enactus of Puerto Rico

Florida Caribbean Cruise Association (FCCA)

Museo De Arte De Ponce

Programa De Educacion Comunal

Puerto Rico (Southeastern) -P.E.C.E.S.

Queen Louise Orphanage

Riviera Beach Boys & Girls Club

Seafarers International House

Urban Youth Impact

VOY Foundation (Voluntariado de Obras

Comunitarias)

World Ocean School

Youth Entrepreneur Academy (West Palm)

\$5,000 - \$9,999

Bahama National Emergency Management
Agency

Casa De Ninos Manuel Fernandez

Dominica World Creole Festival

Hogar Ruth Inc.

Jericho School

Juvenile Diabetes Research Foundation

La Perla Del Gran Precio

Museo De Las Americas

Museo Del Mar Inc.

Our Lady of the Apostles Catholic

Para La Naturaleza

Rotary Club of Central Port of Spain

Safe Harbor Boys Home

Scuba Dogs Society

\$2,500 - \$4,999

A Taste of St. Croix

American Red Cross

Angeles Vivientes Inc.

Arawak Port Music Festival

Asociacion De Navieros De Puer

Diabetes Research Institute Foundation

Guyana-Council of Organizations for Persons
with Disabilities

Kinesis Inc.

Mark E Curry Family Foundation

PPB Seafarers' Center

Riviera Beach Youth Recreational Association

St Croix Foundation

\$1,000 - \$2,499

Black Swans Swim Squad

Casa Protegida Julia De Burgos

Coast Guard Foundation

Coro De Ninos De San Juan Inc..

Dash for Independence Color Run

Florida Hornets

Fundacion Infantil Ronald McDonald

Heal Foundation

Ladies of Futurity, Inc.

Muscular Distrophy Association

Sincere 2000 Foundation

St. Vincent Rotary Club Yes program

The Jericho School

University of North Florida

World Pediatric Project

Up to \$999

Asociacion Productos De Puerto

Christ Fellowship Church, Inc..

Friend Smith And Co Inc.

House of Hoops and Dreams

IPM Transport And Logistics

New Self-Help Foundation

Peggy Adams Animal Rescue

Proyecto Peces Inc.

St.Joseph Convent Secondary School

TedX Youth Grand Bahama

Walk for the Cure- CIBC First Bank

1

TOTE Maritime is a proud sponsor of Dreams Come True, the First Coast's only local non-profit organization dedicated to granting the dreams of children with life-threatening illnesses.

2

Grupo Guayacan joins private grants from places like the Saltchuk family of companies with a series of programs aimed at developing, strengthening and advancing Puerto Rico's entrepreneurial ecosystem.

3

Shoreside Logistics' team volunteers at the Mt. Herman Prom, a dance for emotional, physical or Intellectual disabled kids at the Mount Herman Exceptional Student Center in Jacksonville. The team has taken part in the Center's special olympics as well.

4

Saltchuk companies support V.O.Y. Foundation Dominican Republic (Voluntariado de Obras Comunitarias). The funds purchased English books for remotely located and very poor schools, and to buy basic school supplies for children in the Dominican Republic..

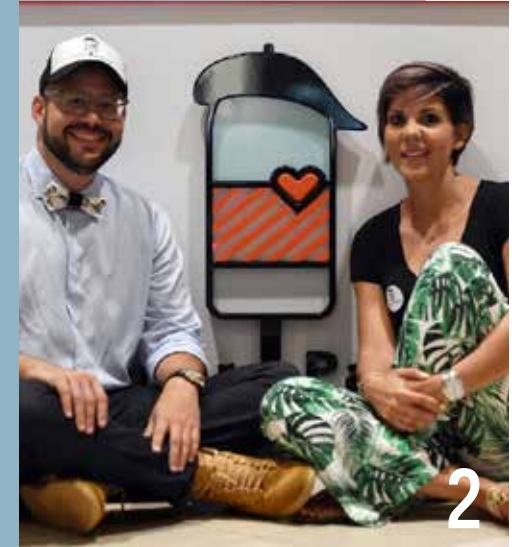
5

TOTE Maritime has been a strong annual supporter of the BGCP's Youth of the Year Program, "At Boys & Girls Clubs of Puerto Rico we provide opportunities and tools for children and young people to develop to their full potential. The participants of our Youth of the Year Program represent the potential of our youth. Today we celebrate their achievements, but also their obstacles and challenges," said Olga Ramos Carrasquillo, President of BGCP.

FLORIDA/CARIBBEAN



1



2



3



4



5

WASHINGTON/PNW



\$50,000 +

Boys & Girls Clubs of South Puget Sound

\$20,000 - \$25,000

Atlantic Street Center
MultiCare Health Foundation
Permission To Start Dreaming
Point Defiance Zoo
UW Foster School of Business
UWT Milgard School of Business

\$10,000 - \$19,999

Emergency Food Network
Long Live The Kings
North Creek Presbyterian Church
Western Rivers Conservancy

\$5,000 - \$9,999

Arboretum Foundation
Boy Scouts of America
Charles Wright Academy
Communities In Schools Federal Way
Foss Waterway Seaport- Science on the Sea
Governors Industrial Safety Conference
Planned Parenthood
Seattle Church of Christ
Tacoma Art Museum
Tacoma Pierce County Business Alliance PAC
United Way
University of Washington
Village Theatre

YMTA Norm Manley Scholarship / Puget Sound
Historical Society

\$2,500 - \$4,999

American Heart Association
Bonita Valley Girls USA Softball
Fusion Friends United Shelter
Lakeside School
MultiService Center
One Generation Alliance Inc.
Rebuilding Together South Sound
Ronald McDonald House
South Bay Classic
Washington State University
Western Washington University

\$1,000 - \$2,499

Bread of Life Mission
California Maritime Academy Foundation, Inc.
Chemeketa Community College
Domestic Abuse Women's Network
Eastern Washington University
Fred Hutchinson Cancer Research Center
Hamlin Robinson School
Hedgebrook
KUOW - Puget Sound Public Radio
Leukemia & Lymphoma Society
Monroe Foundation
Seafarers International House
Seattle Junior Hockey

South Sound YMCA
St. Thomas School
Walla Walla Community College
Washington Grizzlies Wrestling
Whidbey Island Center
YWCA

Up to \$999

501 Commons
Alaska Resource Education
Amargosa Conservancy
American Cancer Society
American Lung Association
Bibles for America
Cascadia School
Catholic Community Services
Cedarwood PTA
Children's Museum of Tacoma
Claremont McKenna College
Classroom in Bloom
Copper Canyon Press
Earth Economics
Earthjustice
Family Renewal Shelter
Girl Scouts
Goodtimes Project
Highline Community College
Hope Link
John Ritter Foundation
Louisa Boren Stem
Methow Conservancy

Methow Interpretive Center
Methow Recycles
Methow Valley Citizen Council
Methow Valley Community Center
Methow Valley Interpretive Center
Movember Foundation
Muscular Dystrophy Association
National Federation of The Blind
North Central WA Audubon Chapter
Northwest Fisheries Assoc
O'Dea High School
Okanagon Land Trust
Okanogan Highlands Alliance
One Eighty Foundation
Oregon Rail Heritage Foundation
Partnership for a Sustainable Methow
Pasado's Safe Haven
Past Presidents Propeller Club of Tacoma
Public School Funding Alliance
Rainier Scholars
Renton Civic Theatre
Residence XII
Room One
Safe Crossing Foundation
Seattle Children's Hospital
Seattle's Union Gospel Mission
Semper Fi Fund
Somerset Elementary PTSA
South Sound Maritime Heritage
St Jude Children's Research Hospital
Tacoma Pierce County Humane Society

The Noah Center
The San Diego Foundation
WAIF
Whatcom Community College Scholarship for
Alyssa Nunn
YMCA of Greater Seattle
Young Audiences of Oregon Inc.
Wedgewood PTA
Wreaths Across America
YWCA



MOTHER EARTH FARM, EMERGENCY FOOD NETWORK

TOTE Maritime maintained three rows of beautiful scarlet kale plants as part of Emergency Food Network's Mother Earth Farm's Adopt-a-Row program. Their efforts resulted in the distribution of 120 crates of organically grown kale to food pantry partners and families in need.

The Farm Manager, Jesse said, "this boisterous group has grown a beautiful crop of scarlet kale at EFN's Mother Earth Farm. They have harvested 2,400 pounds of organically grown kale for food pantry partners. They represent truly what it means to be a community farm by bringing their family, friends, and co-workers to volunteer with them."

TOTE Invoicing Specialist and Mother Earth Farm volunteer, Joy Mizushima, wrote this poem in reflection of their time at the farm:

*It has always been TOTE's practice to help those in need,
Through EFN we grew kale from a tiny seed,*

*By understanding the hardships and how to work through strife,
Our volunteers reaped the benefits learning the true meaning of life,*

*We thank EFN for their patience from March to September,
Making the last few months an event to remember.*

NATIONWIDE

\$25,000

United Seamen's Service

\$10,000 - \$24,999

Crohn's & Colitis Foundation

Seaman's Church Institute

The Home Depot Foundation

\$5,000 - \$9,999

Coast Guard Foundation

Engineers Without Borders

Lundberg Maryland Seamanship School

Middlebury College

Seafarers International House

University of Michigan

\$2,500 - \$4,999

Christian Congregation of Jehovah Witnesses

Fish & Chip Foundation

Idaho State University

Rotary International Foundation

United Way

University of Idaho

University of New Orleans

Virginia Mason Foundation

\$1,000 - \$2,499

Arizona State University

Ducks Unlimited

Ennis Senior Center I

Humane Society of the USA

Juvenile Diabetes Research Foundation

Madison Valley Med Center Foundation

Montana State University

North Idaho College

Ruby Habitat Foundation

St. Jude's Children's Hospital

St. Peter School

Trinity Christian Community

University of Virginia

Way Back Inn Foundation

Up to \$999

Best Friends Animal Society

Faith & Hope Foundation Inc.

Harbor to the Bay, Inc.

International Anti-Poaching Foundation

Madison Valley Women's Club

Organization for Transformative Work

Pan Massachusetts Challenge

Penn State Scholarship for Emily Hoke

People for the Ethical Treatment of Animals

Salish Kootenai College Scholarship for Madison

De Soto

St Jude Children's Research Hospital

St. Josephs Indian School

Sunshine Acres Children's Home

University of Massachusetts

Watchtower Bible & Tract Society



UNITED SEAMEN'S SERVICE

Saltchuk companies are proud supporters of the United Seamen's Service.

United Seamen's Service promotes the welfare of American seafarers and their dependents, seafarers of all nations, US government military and civilian personnel, and other persons engaged in the maritime industry.

American Merchant Marine Library Association is affiliated with USS and operates as a non-profit, non-sectarian organization that works to supply "seagoing libraries" to the American Merchant Marine, the U.S. Navy and Coast Guard, and seafarers of allied nations.

1

Saltchuk companies provided scholarships at the University of Washington Milgard and Foster Schools of Business to support undergraduate and graduate level students working to overcome financial barriers to education.

2

Point Defiance Zoo & Aquarium (PDZA) is the only combined zoo and aquarium in the Pacific Northwest. TOTE employees participated in a variety of events to support community access.

3

Through matched giving, Saltchuk helped support youth scholarships to The Village Theatre in Issaquah, WA's youth education programming.

4

Saltchuk companies supported the Youth Marine Training Association (YMTA) scholarships for students pursuing maritime training and education in community colleges, technical and vocational programs, colleges, universities, maritime academies or other educational institutions.

5

Every month during 2019, volunteers from Saltchuk companies located in 450 Alaskan served lunch at The Bread of Life Mission and Union Gospel Mission in downtown Seattle. In addition to volunteer hours, the companies coordinated personal care packages at the holidays.

WASHINGTON/PNW



1



2



3



4



5

SALTCHUK

450 ALASKAN WAY SOUTH, STE 708

SEATTLE, WA 98104

206.652.1111

WWW.SALTCHUK.COM