



# 2021 COMMUNITY ENGAGEMENT REPORT

  
**SALTCHUK**  
FAMILY OF COMPANIES

# FROM OUR SHAREHOLDERS



## 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.

*Giving time, talent, and treasure to the communities that support our employees and businesses is a value the founding members of Saltchuk shared and has become a cornerstone of our family business.*

*Saltchuk companies provided almost \$5M million in grants, in-kind freight transportation, and employee-matched contributions to our communities in 2021.*

*In 2021, Saltchuk matched employee donations of \$231,000 and gave another \$2.2 million in cash grants through individual operating companies and Saltchuk Regional Giving Committees in Alaska, Hawaii, Washington, and Florida/the Caribbean.*

*Our Regional Giving Program largely returned to its historical focus on youth development and post-secondary education programs after shifting in 2020 to focus on emergent needs such as food security, housing, and healthcare resulting from the COVID-19 crisis.*

*Our companies provided \$2.5 million in in-kind transportation for emergency supplies, recycling, food bank donations, and other community programs. Whether focused on health, environment, social services, arts, youth, and education, Saltchuk companies intend for their gifts to build capacity and resiliency in our communities.*

*As shareholders, we set a minimum target for community giving to ensure consistency and accountability to our value of giving back. As we reflect on the last year, we want to express our appreciation and gratitude to the communities and employees who support our family of companies. We hope this report provides a sense of ownership and pride, reflecting the values we share and the commitment we as shareholders feel to our communities.*

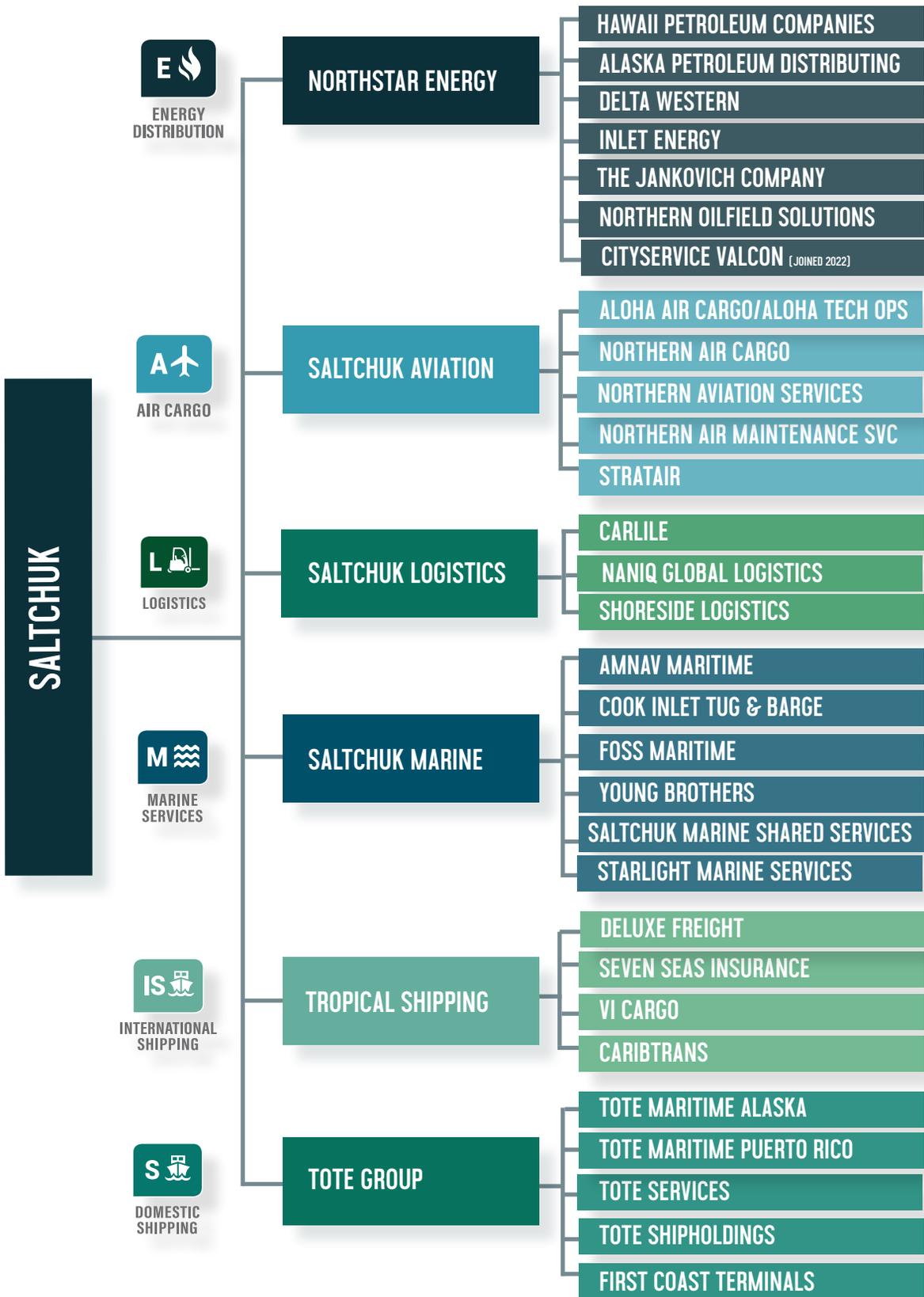
*– saltchuk shareholders*

On the cover: TOTE has supported the Boys and Girls Club of Puerto Rico, providing \$387,500 in grants since 2015 through the Saltchuk Regional Giving committee. In addition to grants, TOTE provides volunteer leadership to the organization in support of youth development and educational support. TOTE is particularly passionate about the Youth of the Year program, which recognizes leadership of youth highlighted by their contribution to their family, school, community, and club, as well as personal challenges faced and the obstacles that were conquered.

Learn more about Saltchuk



# OUR FAMILY OF COMPANIES



# HOW WE GIVE BACK

In 2021 Saltchuk companies contributed **\$4.9M** to the communities in which we live and work.

Gifts included cash grants, employee matched giving, in-kind services and volunteer support.

237 CASH GRANTS  
WERE MADE IN 2021,  
EQUALING:

**\$2.2M**

190 EMPLOYEE AND  
SHAREHOLDER GIFTS  
WERE MATCHED IN  
2021, EQUALING:

**\$231K**

411 IN-KIND  
DONATIONS  
RECORDED 2021:

**\$2.5M**

## 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.

## 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.

## IN-KIND CARGO TRANSPORTATION SERVICES

Our companies support their communities with in-kind freight transportation using similar criteria as cash donations.

# WHAT WE SUPPORT



## IN-KIND

OF THE MORE THAN \$2.5M OF IN-KIND CONTRIBUTIONS MADE IN 2021, TOP AREAS OF GIVING WERE:

- 61% ENVIRONMENTAL
- 23% SOCIAL SERVICE
- 13% COMMUNITY

## GRANTS

OF THE \$2.2M CASH CONTRIBUTIONS MADE IN 2021, TOP AREAS OF GIVING WERE:

- 47% EDUCATION
- 16% YOUTH DEVELOPMENT
- 13% COMMUNITY
- 12% SOCIAL SERVICES



# 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

## \$1.15M | NATIONWIDE

## \$0.5M | WASHINGTON/PNW

AmNav, Delta Western, Foss Maritime, Northern Aviation Services, NorthStar Energy, Saltchuk Corporate Home, Saltchuk Marine, Saltchuk Marine Shared Services, TOTE Maritime

## \$0.3M | HAWAII

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

## \$0.9 | FLORIDA/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.

# ALASKA

1

Saltchuk companies have supported **Alaska Children's Trust** since 2015. 2021 was the second year of a three-year grant for ACT's Youth Peer-to-Peer Mental Health Outreach and Support program, expanding the Mental Health Advocacy Through Storytelling (MHATS) program statewide. The program works to reduce stigma, connect youth to services, and train caregivers.



2

2021 was the final year of a three-year \$75,000 total commitment to **ANTCH - Healthy Alaska Natives Foundation's** campaign to build an Education and Development Center to provide Tribal Community Health Providers a place to learn, collaborate and find empowerment and opportunity. The Center's goal is to strengthen the foundation for rural Alaskan care and be a key to a brighter, healthier, future and Alaska Native people.



3

Providing \$130,000 in support since 2015, Saltchuk companies are

in the second year of a three-year commitment to **Northwestern Alaska Career and Technical Center (NACTEC)** which helps students along the Bering Strait receive access to 25+ career and technical education training programs aligned with Alaska's priority industries. NACTEC has been recognized by the U.S. Department of Education for Dropout Prevention in Rural America.



4

**University of Alaska's Saltchuk Global Logistics Scholarship** was established in 2020 for students enrolled in UAA's College of Business and Public Policy pursuing a degree in Global Logistics and Supply Chain Management. The courses were designed in collaboration with industry to meet the real-life needs of domestic and international businesses. Faculty are engaged in cutting-edge research and scholarship as well as professional consultation throughout Alaska and the world.

5

**Junior Achievement of Alaska** provides statewide K-12 financial literacy, workforce readiness, and entrepreneurship programs to 16,000 students annually

in more than 32 rural villages and communities along the road system. Studies show that JA students earn 20% higher incomes, are more likely to graduate from high school on time, and are 143% more likely to become entrepreneurs. Saltchuk's Alaska Regional Giving committee has supported JA eight of the last nine years with \$130,000 in grants.



# ALASKA - \$2.8M

## \$1,000,000 +

Alaskans for Litter Prevention and Recycling

## \$300,000

Food Bank of Alaska

## \$60,000 - \$70,000

Alaska Children's Trust

Alaska Christian College

Alaska State Fair Holiday Light Display

## \$30,000 - \$59,999

Anchorage Museum Association

Bethel Friends of Canines

Covenant House Alaska

Girl Scouts of America

Junior Achievement

Providence Alaska Foundation

## \$20,000 - \$29,999

Alaska Community Foundation

Alaska Native Rural Veterinary, Inc.

Alaska Resource Education

ANTCH - Healthy Alaska Natives Foundation

ASAA Alaska School Activities Association

Bean's Cafe

Fairbanks Kiwanis Club

PAWS of Nome

University of Alaska Foundation

University of Alaska Seawolves Hockey

## \$10,000 - \$19,999

Alaska Airmen Association

Alaska Public Media - AK at Work

Alaska Sporting Clays Association

Alaska's Healing Hearts

American Heart Association

American Red Cross

Armed Services YMCA of Alaska

Bethel Community Services Foundation

Boy Scouts of America - Troop 219

Boy Scouts of America - Great Alaska Council/Midnight Sun Council BSA

Chapel of The Cross Church of The Nazarene

Gulf of Alaska Keeper

King Tech High School

Northwestern Alaska Career And Technical Center (NACTEC)

Salvation Army

The Waterfall Foundation

UAF - RAHI Program

US Coast Guard Foundation - Youth Camp Scholarships

## \$5,000 - \$9,999

Alaska Federation of Natives

Alaska Humanities Forum

Alaska Salmon Alliance

Alaska Songbird Institute

Alaska State Traumatic & Acquired Brain Injury Council & The Alaska Brain Injury Network

Arctic Slope Community Foundation

Center For Alaskan Coastal

Downtown Association of Fairbanks

Kenai Peninsula Food Bank

Kids Kupboard

Nenana Fire Department

Outer Coast Seminar

Prince William Sound Science Center (PWSSC)

Rodeo Alaska

Sitka Whalefest

Special Olympics Alaska

Tri-Valley Volunteer Fire Department

University of Alaska Anchorage - Saltchuk Global Logistics Scholarship

Wilderness Emergency Medical Education

## \$2,500 - \$4,499

Alaska School Activities Association

Alaska SCTP-YESS

First Book

Loving Companions Animal Rescue

Monroe Foundation

Skiku

Volunteers of America Alaska

## Up to \$2,499

Alaska Heritage Center

Alaska Pacific University

Alyeska Ski Club

Anchorage Community Mental Health Services

Anchorage Waldorf Education Association

Arctic Education Foundation

AVTEC

Baxter Road Bible Church

Boy Scouts of America - Midnight Sun Council

Bristol Bay Chamber of Commerce

Children's Hospital of Alaska - Red Nose Society

Evangelical Covenant Church Unalakleet

First Alaskan's Institute

Fraternal Order of Alaska State Troopers Charity Corporation

Girl Scouts of America - Farthest North Council



Carlile's safety program with Mountain View Elementary in Anchorage dates back more than 30 years. Each year, more than 400 students and teachers receive a warm hoodie and a safety message from Carlile.

- Homer Cycling Club
- Lifeline Outreach
- National Tribal Emergency Management
- Nome Chamber of Commerce
- Nordic Skiing Association of Anchorage
- North Star Dance Foundation
- Northern Lights Swim Club Boosters
- Seward Association
- Singletrack Advocates
- Teamsters Local #959 Charity
- Unalaskans Against Sexual Assault and Family Violence-Usafv
- Victims For Justice
- Wasilla Area Seniors Association



Each year TOTE provides in-kind transportation to the Lower 48 for recycling

**Alaskans for Litter Prevention and Recycling (ALPAR)** supports recycling in railbelt communities (Anchorage, Kenai, Mat-Su Valley and Fairbanks) through agreements with various businesses and municipalities to backhaul recyclables to markets outside of Alaska. The materials are transported to Anchorage by rail, road, and air by partners including Northern Air Cargo and the "Flying Cans" program. Once in Anchorage, materials are transported on to the Lower 48 for recycling by ocean carriers like TOTE, all who donate transportation.



NAC was honored by ALPAR for its support of the Flying Cans Program

Northern Air Cargo was awarded **ALPAR's** Board of Director's *Joe Gully Outstanding Leadership Award* in 2021 for expanding its support of the Flying Cans program to Barrow (aka Utqiaqvik). The funds from the cans collected assist the Alaska Eskimo Whaling Commission as a nonprofit representing 11 whaling communities along the North Slope, while helping it meet its objective to protect and preserve marine resources, the local habitat and subsistence way of life.

This is just one example of the donated services NAC provides to ALPAR – their involvement is integral to the success of ALPAR's Flying Cans and Flying Bottles program. It is through their hubs in Anchorage and Fairbanks that nearly 12 tons of aluminum cans and nearly 1,000 bags of plastic beverage bottles from remote communities throughout Alaska were kept out of local landfills and moved on to recycling last year.

# TOTE COMMUNITY RELATIONS PROGRAM MANAGER WORKS TO GIVE BACK TO ALASKANS

## *Making 'waves' with the First Book project*

A large part of Milena Sevigny's role at TOTE is to manage in-kind donation shipments that come up to Alaska.

"People call and say, 'Hey. I want to ship this to Alaska. How do I get it there,'" Sevigny explained. "That's where I come in. I always ask a lot of questions. The Transportation Institute contacted me to help a nonprofit, First Book, ship a container load of children's books, and they wanted to know if we'd donate the shipping to get it up here."

The answer is almost always, "of course," Sevigny said. Still, she kept asking questions and found out the shipment was part of a project called Book Waves, a partnership between many different logistics companies to get books in the hands of readers in remote locations. First Book had already worked with TOTE in Puerto Rico to ship books to the island.

"Normally, they'd fly folks up who are experts in sorting the books," she said. "They didn't know how hard it is to get stuff out to the villages. Like, you can't just send any box...it has to be a certain size, it has to be covered in plastic to protect it from the elements. There's so much to consider."

After explaining the lack of traditional access to Alaska's villages, Sevigny stepped in and volunteered to lead the entire project in Alaska. She helped the nonprofit secure partnerships with Northern Air Cargo and Ryan Air to fly the books to rural Alaskan villages.

Then COVID hit.

"We had all the books delivered to the Alaska Communications Warehouse, and all the details and volunteers were lined up. The books were shipped in October of 2020, and just as they got to the warehouse, the governor shut down the state," she said. "It was unfortunate knowing all the kids on lock down in their villages who needed books to read."

Sevigny approached the team at TOTE for help.



*Sevigny with TOTE Maritime  
Alaska President Alex  
Hoefling sort books*

A majority of books were relocated to one of the outbuildings

at the Port of Alaska in Anchorage. For four months, on Saturdays and after work, TOTE employees and their families signed up to sort the 30,000 books delivered into age groups and reading levels.

"We went through all the protocols to keep it safe; one family or household unit at a time came in to volunteer," said Sevigny. "Our first set of boxes went to Bethel last month, and we've begun taking more boxes over to NAC to deliver to other villages."

Sevigny said that in addition to sorting by age groups, the books must also be grouped by village.

"The books we send are very specifically based on how many kids are in each village at each grade level," she said.

Sevigny used a list of every school in Alaska that showed how many students were in each grade. She then researched their reading level and how many were on free or reduced lunch to prioritize which villages would benefit from receiving the books. The state average number of students reading at grade level is 46 percent. Most villages accessible only by air were at 10 percent or below.

"Some villages are on the road, and some are off the road. For this project, the team decided to focus on villages off the road system."

Sevigny said the clock was ticking to get the books delivered by mid-March.

"When the Iditarod happens, NAC needs to get the dogs in and out."

In addition to the TOTE and NAC employees who've made the project possible, Sevigny said she's indebted to a man named Gerry Dunegan from the Anchorage Independent Longshore Union (AILU) Teamsters.

"He's such an angel," she said. "The space where the books are being stored is where the guys usually take their union breaks. For months, he's spent many lunch hours sorting books and even come in after work. I've heard he's even had other team members come over to help – he's gotten the union involved. He's been instrumental to the success of the project."

In addition to the First Book project, Sevigny said there's been a major increase in the company's in-kind asks for both shipment over the water and refrigerated container loans.

"A lot of the increase comes from people in Alaska losing their jobs and needing food assistance," she said. "There's a lot more food being donated to Alaska right now."

Sevigny pointed to a 75-percent increase in donation trailer loads TOTE has shipping up to the Food Bank of Alaska at the peak of the pandemic.

Beans Café in Anchorage cooks meals for the city's homeless population. Since the pandemic began, the café has offered up 500,000 individual meals – all needing to be individually packaged as buffets are currently considered unsafe.

"We've also seen an increase in pandemic-related shipment donations, like PPE, hand sanitizer, bleach, and cleaning supplies," she said. "We've had to step out of the idea of 'in-kind' and just work on building positive relationships with our community partners," she said.

Beans Café, for example, Sevigny said, has a problem with clients being hit and killed outside its location where meals are served three times every day.

"It's a busy road, and often it's dark. People drive fast."

Three years ago, Sevigny helped start a program that distributes safety vests to Beans clients.

"I met with the Executive Director of Beans, and we came up with a strategy for folks to wear safety vests, and at the same time partnered with nurses and mental health groups. Basically, when they come in to have their meal, they get a vest to wear, and they learn about



some of the other benefits they can take advantage of to keep themselves safe."

TOTE buys the non-branded vests for the Safety Vest Distribution Initiative, and employees show up to distribute them. They also apply reflective tape on wheelchairs, walkers, backpacks, and clothes to increase their visibility during the long dark winters.

Sevigny also manages a series of partnerships and projects related to nonprofit groups working on teaching youth about career opportunities in the maritime industries and has a vast garden where she grows hundreds of pounds of produce every year to donate to soup kitchens.

"I've been able to utilize the relationships I've developed at TOTE and strengthen them through my personal initiatives," Sevigny said. "I think in this role, I have a really beautiful opportunity to build on my personal desire to give back to the community."

Without Dunegan's help, Sevigny said, there's no way the volunteers could complete the project on time.

"And that's really the crux of what I love about this role," she said. "It's not TOTE in a bubble."

**Enactus Puerto Rico**

leads university students to use their talents to develop projects that empower people in need to create tangible solutions. TOTE has partnered with Enactus for six years through the Caribbean Regional Giving committee, providing \$128,000 in grants to strengthen and expand their programs promoting socio-economic development on the island.



1



2

The **World Ocean School** St. Croix maritime career awareness initiative has been a recipient of Tropical Shipping/Saltchuk Caribbean Giving Program since 2015, providing \$112,500 in support. Programs operate aboard Schooner Roseway, a 95-year old U.S. National Historic Landmark. Using the tall ship as a truly unique learning platform, our experiential education programs at sea provide young people with hands-on learning opportunities that cultivate 21st Century skills, compassion, agency and optimism for a better future.



3

**Safe Harbor Boys Home**

is a residential program for at-risk adolescent boys in Jacksonville, FL, based in maritime traditions where boys live, work and learn aboard vessels of all sizes. Through our Regional Giving Committee, TOTE and Shoreside Logistics have partnered with Safe Harbor Boys Home for six of the last seven years, providing a total of \$95,000 in support for projects ranging from facility upgrades to new uniforms for the students.



4

**Monique Burr Foundation's**

research-based, primary prevention programs educate and empower students and adults with information and strategies to prevent, recognize, and respond appropriately to bullying, cyberbullying, digital dangers, and all types of child abuse and exploitation. Through Saltchuk's regional giving program, Shoreside Logistics began a partnership with the organization in 2021 to build capacity and expand programming to more Florida schools.



5

For five years StratAir and Tropical Shipping have partnered with **Voluntariado de Obras Comunitarias (VOY)**, providing \$72,500 in grants to improve the quality of

early childhood education in low-income communities in the north mountainous region of the Dominican Republic, providing students with materials and school supplies.



**300,000 +**

Step Up For Students

**\$60,000 +**

American Caribbean Maritime Foundation

**\$30,000 - \$59,999**

Boys & Girls Club of Puerto Rico  
Cdema & Nemo St. Vincent Volcano Relief  
Dreams Come True  
Enactus Puerto Rico

**\$20,000 - \$29,999**

Boys & Girls of Palm Beach Max Fisher Club  
Tom Coughlin Jay Fund  
United Seamen's Service

**\$10,000 - \$19,999**

Alaska Airmen Association  
Boys and Girls Club of VI  
I Am a Girl  
Instituto Nueva Escuela Inc  
Monique Burr Foundation  
Para La Naturaleza  
PECES  
Queen Louise Home For Children  
Safe Harbor Boys Home  
Urban Youth Impact  
VOY  
World Ocean School

**\$5,000 - \$9,999**

Big Brothers Big Sisters of Northeast Florida  
Corporacion La Fondita De Jesus  
Fundacion Cap Inc  
JDRF Foundation  
Museo De Las Americas  
Nana Baby House- St Thomas  
Our Lady of the Apostles Catholic Church  
Scuba Dogs Society  
Sociedad Pro Hospital Del Nino  
Susan G. Komen Foundation  
Women's Center of Jacksonville

**\$2,500 - \$4,499**

American Red Cross  
Boys & Girls Club of Palm Beach County - Max Fisher Club Riviera Beach  
Cancer Support for the VI  
Carib Swim Team Association - St. Maarten  
Children's Safe Passage  
Hubbard House Inc  
Jacksonville Country Day School  
K-1 Britannia Foundation - St. Maarten  
Lauderdale Yacht Club Sailing Foundation  
North Palm Beach Chamber of Commerce  
Port of Palm Beach Seafarers Center  
Propeller Club of The US - Port of Jacksonville  
St. John's Housing Partnership

St. Kitts 2021 Annual Scholarship Award  
University of Puerto Rico

**Up to \$2,499**

Alpha Kapa Sorority - Mu Gamma Omega Chapter, St. Croix  
Association De Navieros De Puerto Rico  
Baptist Jax Foundation  
Bequia Threadworks Community Sewing Program  
Big Brothers Big Sisters of America  
Cape Coral Animal Shelter  
Christ Fellowship Church  
Diocese of St. Augustine  
Feeding South Florida  
Gilda's Club of South Florida  
Jacksonville Marine Charities  
K9s for Warriors  
Liberty Pines Academy  
Northeast Florida Safety Council, Inc  
Peggy Adams Animal Rescue  
Proyecto Peces Inc.  
Redeemer Primary School - Guyana  
Round Lake Charter  
Safe Harbor Haven  
Save The Manatee Club  
Sophia Primary School  
University of North Florida Continuing Education  
Wolfson Children's Hospital  
World Pediatric Program



**Urban Youth Impact** serves nearly 400 inner-city youth every week, providing increased opportunity to impact in the community, especially that of the City of Riviera Beach, where Tropical Shipping is located.

# CARIBBEAN

## TOTE SVP HONORED BY AMERICAN CARIBBEAN MARITIME FOUNDATION

The ACMF recognizes that the maritime industry has a critical and unique role to play in reducing poverty, addressing equality, and spurring economic growth in the Caribbean. Its core activities focus on raising funds for scholarships, equipment, facilities, and infrastructure, and supporting the development of the maritime communities within the Caribbean region.

"I commend the ACMF for its tireless commitment to helping transform the lives of young people in the Caribbean through maritime education and community development and am honored to be recognized with this year's Anchor Award," said Alyse Lisk, TOTE Senior Vice President of Technology & Operational Excellence. "The work that the ACMF does – its support of scholarships, classrooms, facilities, infrastructure and education – is vital to sustaining economic opportunity and the next generation of maritime leaders in Caribbean."

ACMF collaborates with maritime educational institutions including the Caribbean Maritime University (Jamaica), University of Trinidad and Tobago, and the LJM Maritime Academy (Bahamas) to provide scholarships, as well as



The TOTE Group and its sister companies within the Saltchuk family of companies have a shared commitment to education, training and entrepreneurship – seeing these efforts as a way to create long-term careers and family wage jobs that will have a meaningful and long-lasting impact on individuals, families and communities within the markets they serve.

critically needed educational resources, to enable aspiring seafarers and mariners the opportunity to realize their dreams and uplift local communities.

"I've proudly worked in the maritime industry for more than 25 years and know very well how critically important shipping, logistics and the supply chain industry is to the economic security of Latin America and the Caribbean, concluded Lisk. "Countless people gave me opportunities to grow and learn throughout my career and I hope that through our work with the ACMF that we can do the same for the next generation."



**Nana Baby Children's Home** provides 24-hour crisis care for children as well as transitional housing for children, after school tutoring, skill-building groups, personnel training, kids community project, mentoring, home improvement, and parenting classes/groups. The organization also provides comprehensive training to all personnel to enhance trauma-informed care as it fosters an environment of love and lifelong relationships built on consistent support, appropriate attachments.

## WE ARE STEPPING UP FOR STUDENTS



For the second year, Saltchuk and its Florida-based companies TOTE, Tropical Shipping, Shoreside Logistics, and StratAir, supported Step Up For Students, helping Florida schoolchildren attend the K-12 school that best fits their learning needs.

Saltchuk's more than \$500,000 in contributions fund K-12 scholarships through the Florida Tax Credit Scholarship Program, which serves lower-income children in Florida.

"Giving back is at the heart of what it means to be a Saltchuk company,"

said Rick Murrell, President & CEO of Saltchuk Logistics. "We believe in supporting the communities in which we work and where our employees live, and we are proud to partner with Step Up For Students and its mission to help Florida schoolchildren find the learning environment that works best for them."

Step Up For Students is a nonprofit organization that helps manage the income-based Florida Tax Credit Scholarship Program. The program is funded by corporations with tax-credited donations and gives lower-income children the opportunity to attend a

private or out-of-district school..

Step Up for Students served 85,510 students in 2,048 private schools throughout the state during the 2021-22 school year, and the mix is truly eclectic. The schools that have chosen to join the cause of helping underprivileged students run the gamut – everything from the six-student Walden Middle School in Gulfport to the 1,512-student Archbishop Edward A. McCarthy High School in Fort Lauderdale. The average school has 56 scholarship students.

"We are grateful for companies like Saltchuk and their generosity and commitment to giving back to their community," said Doug Tuthill, Step Up For Students president in 2020. "We are proud to have Saltchuk companies as partners in our mission to help lower-income Florida families access schools that best fit their children's needs."

**Send your child to a private school with the help of a Step Up scholarship.**

Learn more at [SUFS.org](https://SUFS.org)



**Book Trust** empowers kids from low-income communities to choose and buy their own books, all through the school year. The focus on book choice and ownership is no accident. Studies show that children are much more likely to read books that they choose, and having books at home brings proven benefits. Hawaii companies have supported Book Trust since 2015, totaling \$90,000 in grants.

1



2

**Hawai'i FIRST Robotics (HFR) and Kauai Robotics Alliance** coordinates robotics teams, tournaments, and expos for teams of students ages 6 through 18

in Hawai'i. HFR works to "motivate young people to pursue education and career opportunities in science, technology, engineering, and math (STEM), while building self-confidence, knowledge, and life skills." In addition to financial support in 2021, leadership from Young Brothers and Aloha Air Cargo provided volunteer service at the Hawaii Robots final on 'Oahu.



3



Since 1973, **Maui Hui Mālama** has

helped youth in Maui overcome personal challenges and barriers to educational success. The organization has supported more than 26,000 young people find purpose, complete educational milestones, gain employment, and find pathways to healthy, productive lives.

4

**Teach for America** has

partnered with Hawaii public schools since 2006 to enhance educational opportunities for under-served communities on 'Oahu and The Big Island. Saltchuk companies have provided program grants for Teach for America through our Regional Giving Program since 2015, totaling more than \$150,000. There are about 450 people directly associated with Teach for America in Hawaii, including Corp members, alumni, staff, and board members.

5



Our Hawaii companies have supported **Ulu A'e After School Program** for the last four of five years with \$24,000 in grants. The program transports students from

schools in Kapolei, 'Ewa and Nānākuli to their learning center in Kalaeloa. Homework help, hana nō'au enrichment lessons, and stewardship visits are provided. Ulu A'e Learning Center uses a high touch, personalized approach in growing the hearts and minds of children during the out of school time through storytelling, Native Hawaiian practices and stewardship experiences.

**\$100,000 +**

University of Hawaii Foundation - Shidler College of Business Distance EMBA

**\$40,000 +**

Teach For America

**\$14,000 - \$39,999**

Book Trust

First Robotics

Hui Malama Learning Center

The Friends of The Children's Justice Center

**\$5,000 - \$13,999**

Kauai Robotics Alliance Inc.

Maui Economic Opportunity

Seabury Hall

Ulu A`E After School Program

**\$2,000 - \$4,999**

Girl Scouts of Hawaii

Japanese Chamber of Commerce & Industry of Hawaii

Kauai Independent Food Bank

Punahou O Men's Club

The Nature Conservancy

**up to \$1,999**

Albion SC Hawaii

American Cancer Society

American Lung Association

Boy Scouts of America - Aloha Council

Church On The Go

District 50 Lions Club

Feed the Hungry

Habitat For Humanity Maui

Haiku School PTA

Hawaii Mother's Milk

Hawaii Rush Soccer Club

Hawaii Wildlife Center

HP Baldwin High School Project Graduation

IAO School Renaissance Foundation

Imua Family Services

Ka Lima O Maui

Kamehameha Schools Maui Campus

Kapiolani Health Foundation

Kauakoko Foundation

Kaunakakai Elementary School

Kihei Dolphins Football Association

King Kekaulike PTSA

Kula Elementary School PTA

Little Big Tots Foundation

Living Pono Project

Make a Wish Foundation

Malama Kauai

Maui High School Foundation

Maui Hotel & Lodging Association

Maui Nurses Scholarship Foundation

Maui Trailer Boat Club

Molokai Land Trust

PAWS of Hawaii

Save Maui Cats

Special Olympics Hawaii

Special Olympics Maui

St. Anthony School

Sustainable Coastlines Hawaii

The Food Basket

The Maui Farm

The Reorganized Olowalu Cultural Reserve

Upcountry Strong, Inc.

Women Helping Women



At the end of 2021, Young Brothers partnered with **Partners In Care** to support their Oahu Housing Now (OHN) program, which helps families experiencing homelessness get into housing - reaching 641 individuals as of November 2021. In support of their critical mission, YB donated three containers to safely store items like beds and linens so that the participating households have what they need to begin their housing stabilization journey

## SALTCHUK HAWAI'I BOOSTS ISLAND PROFESSIONALS TO NEW HEIGHTS THROUGH DISTANCE MBA PROGRAM

The University of Hawai'i at Manoa is located in Hawai'i's capital city of Honolulu on Oahu's south shore. Shidler College of Business Dean Vance Roley started the Neighbor Island MBA program as a strategic initiative of the College.

"We have the only AACSB accredited MBA program in the State of Hawai'i, so we thought it was important to offer an MBA program to the Neighbor Islands," Roley said. "(But) the first design of the program as the Neighbor Island MBA (didn't work) well. We were broadcasting classes from our regular evening MBA classes on our campus. We were having challenges with the technology, and the program took three years instead of the traditional 21 months to complete. Our Neighbor Island students were on the verge of dropping out until we went to Glenn Hong at Young Brothers for some scholarship support. The first round of Saltchuk scholarships actually saved the program."

Roley said Young Brothers agreed to provide scholarship support for the program, and the students finished. The College took a year to redesign the program and, in 2012, began offering the EMBA, a 22-month course for students with a bachelor's degree and five years of work experience.

"It's been a success ever since," Roley said. "This is a hybrid program with an in-person residence week and once a month Saturday classes on Oahu. The rest of the program is delivered online to the Neighbor Islands. The scholarships have been a crucial part of the program. Our Neighbor Island students often cannot pay for an EMBA degree as readily as our Oahu students. The scholarships have made the program affordable. The students are working adults in Hawai'i who are studying to develop professionally in their careers in Hawai'i. The program is designed as an evening and weekend program, so these students continue their jobs in Hawai'i while pursuing their degrees. This is a great investment in the State of Hawai'i, particularly the Neighbor Islands. It is not an overstatement to say that this program would not have been a success without the support of Saltchuk and its Hawai'i companies."



*Since 2012 Saltchuk companies in Hawaii have offered scholarships to working professionals pursuing graduate degrees that might be otherwise unattainable, allowing them to continue pursuing their careers in-state.*

"As a family of companies we have been proud to partner with UH on this program for many years," echoed Kimo Haynes, president of Hawaii Petroleum. "Since our companies came together in 2014 to provide grants, we have made \$465,000 in scholarship funds available to students on the neighbor islands working toward their MBA. These scholarships are an investment in our community and it's awesome to see the impacts these students are making."



*Megan Blazak*

Megan Blazak grew up in New Jersey, completing her bachelor's degree in English and Women's Studies at Rutgers University.

My parents always told me, 'Whatever you do for work, do what you love because you will spend a lot of time at work in your life.'

Blazak currently works for a nonprofit organization called The Kohala Center (TKC), located on the Island of Hawai'i, as the Center's Rural Economic Development Supervisor.

"We offer pro bono technical assistance to farmers, ranchers, and cooperatives across the islands to strengthen community-based food systems. In addition to project management, I primarily work as a development coach and help businesses, industry associations, and agricultural education organizations apply for federal grant programs."

"I am very fortunate and grateful to receive a scholarship from the Saltchuk Family of Companies"

Blazak said she hopes to stay and work in the state long-term. She and her partner recently opened a small business called Hawai'i Hardwood Services, a logging and wood milling operation that sells premium local hardwoods. Blazak also volunteers as the Treasurer of the Hilo County Farm Bureau.



*Yosef Ben Gershom*

Yosef Ben Gershom moved to Maui when he was 11.

After working in IT for six years, Ben Gershom felt like his career was

stagnating, and he wanted to move on to something new and different. So he applied and was accepted to the engineering bachelor's program at the University of Hawai'i at Mānoa.

"During my senior year, I worked with the Hawaii Space Flight Laboratory (HSFL) for my senior capstone design project, and after graduating, I was hired as a summer intern and eventually became a full-time employee.

Ben Gershom's participation in the EMBA program was "without a doubt" dependent on financial assistance from scholarships and grants.

"I am extremely grateful and feel very fortunate to have received a generous scholarship from the Saltchuk Hawai'i Companies and James P.D. Thropp, as well as a graduate fellowship grant from the Hawai'i Space Grant Consortium."



*Brialyn Onodera*

Brialyn Onodera was born and raised in the town of Hilo, Hawai'i, on the Big Island. She works as a mechanical engineer for the National Science Foundation's Daniel K. Inouye Solar Telescope, the most powerful solar telescope in the world.

Onodera applied to the EMBA program to expand her skills outside of the scope of engineering. She chose the distance program specifically because the schedule was synchronous with her work schedule.

"I am most proud of how I have managed to stay within Hawai'i as a student and professional, and in doing so, I was able to form connections with various mentors and peers within the community.

When I envision my future, I think of myself with the Inouye Solar Telescope or another telescope in Hawai'i. The work I've done with the telescope is very engaging, and I love working for the observatories and contributing to the scientific community in that way. Hawai'i is my home, and I would not consider a career anywhere else unless absolutely necessary."

In 2021 Saltchuk companies committed to a two-year, \$100,000 grant to support

**Rainier Scholars**

**Tacoma**, a partnership between Seattle-based Rainier Scholars and Tacoma Public Schools (TPS).

1



The partnership supports Tacoma students of color on a path to college graduation and a lifetime of choices.

Rainier Scholars seeks to support students most underrepresented on college campuses: Multi-Generational African American, African immigrant, Hispanic/Latinx, first-generation Asian, Pacific Islander and Native American students who have the greatest number of barriers to achieving a college degree.

Approximately 90% of program participants are from families who qualify as low-income.

90% of program participants are from households without a four-year college degree.

Rainier Scholars program is a proven 12-year model that combines academic preparation, career and leadership development, and personalized, comprehensive support. The Tacoma chapter will tailor its program offerings to the South Sound community, and seeks to engage learners outside of the 12-year cohort.

The first cohort of TPS fifth graders to participate in the program was selected during the 2021-22 school year, with programming beginning summer 2022.



2

Saltchuk companies located at 450 Alaskan building in Seattle participate in quarterly charitable giving activities, each year supporting **Food Lifeline** with a food and fund drive, which Saltchuk matched dollar for dollar.

Food Lifeline distributed 88,145,730 pounds of food and an average if 282,518 meals per day to residents of Western Washington in 2021.



3

TOTE, a long-time partner of **Emergency Food Network** continued to support the organization in 2021. EFN distributed 677,000 pounds of food through home delivery programs in 2021, serving 630 families. In total, the organization, through it's partner food pantry network, distributed 15.5 million pounds of food to more than 1.4 million people in Pierce County.



4

Foss Maritime has been a long-time supporter of the **Youth Marine Training Association** Norm Manly Maritime Education Scholarship for graduating seniors looking to pursue maritime education.

**\$100,000 +**

Global Citizen USA  
Maritime High School

**\$50,000**

Rainier Scholars Tacoma Chapter

**\$20,000 - \$49,999**

Multicare Health Foundation  
Point Defiance Zoological Society  
Virginia Mason Foundation

**\$10,000 - \$19,999**

Good Hope Church of God in Christ Inc  
Making a Difference Foundation  
North Creek Presbyterian Church  
Planned Parenthood  
University of Washington Foundation

**\$5,000 - \$9,999**

Emergency Food Network  
Forterra NW  
Humane Society for Seattle-King County  
Long Live The Kings  
Northwest Maritime Center  
Onward - Economic Development Board of Tacoma-Pierce County  
Permission to Start Dreaming  
Puget Sound Maritime Historical Society  
Rwanda Girls Initiative  
Seattle Church of Christ

(continued page 23)

# FOSS, TOTE, NORTHSTAR ENERGY GIFT \$500,000 TO NEW MARITIME HIGH SCHOOL

Photo credit Jeremy Johnson



*The school attracted 35 students in its first year, with plans to grow to 400 students by year four.*

Saltchuk companies Foss Maritime, TOTE, and NorthStar Energy have together pledged \$500,000 to support the launch and ongoing sustainability of Maritime High School, an innovative, project-based learning school within the Highline Public School District. In addition, Saltchuk company co-founder Mike Garvey pledged an additional \$50,000.

Maritime High School opened its doors this fall to a class of 35 students. The money will support start-up

costs for the first four years of the school and allow the school to grow to 400 students by 2025. Graduates will be equally prepared to enter the maritime workforce or continue their education at a two or four-year college.

“It is critical that we begin to pivot our attention, as an industry, to developing the next generation of workers,” said Jason Childs, President & CEO of Saltchuk Marine.

# WASHINGTON/PNW

“For me as a leader, I’m a strong believer that education and awareness are key to young people creating their futures. I’m from Minnesota. I didn’t even see the ocean until I was 16 or 17. We have kids here who have never been out on the water, who don’t understand how crucial logistics are to our country and our economy—especially here on the West Coast. Maritime is core. It’s our hope that students develop a passion for maritime and an understanding of the excellent career opportunities that are available at Saltchuk Marine companies and in the maritime industry.”

Saltchuk’s strong endorsement of the high school mirrors its belief that exposure and education work to address workforce shortages, the aging population of the workforce, and increasing overall diversity in maritime, as its sister school, Highline’s Aviation High School, works to address similar challenges in the aviation industry.

“I think that today, many students are given a binary choice: go to college and have a successful career, or don’t go to college and be a failure—that’s a false choice,” Childs said. “There are a variety of jobs that don’t require a college degree that pay six figures. So, it’s exciting to show students a path to an exciting life out on the water that also pays well, a career path you can work your way up, and where there are a lot of opportunities for people who don’t necessarily view themselves as lifelong students.”

And those students are thriving, explained Jake Beattie, executive director at the Northwest Maritime Center.



*Students perform hands-on science experiments aboard the Admiral Jack training vessel.* Photo credit: Northwest Maritime Center & the Admiral Jack

“Beyond the powerful education, support from pillars of the industry like Saltchuk and Lake Union Drydock Company are bellwether signs to the current and future students—and families—of Maritime High School that their learning is seen and valued by the industry waiting to welcome them as they graduate.”

“Saltchuk as a company really values people,” Childs concluded. “We’re investing in the next generation of employees. Whether they want to work for us or other employers, we’re excited to support kids who want to excel in this industry.”





Many Saltchuk companies based in Seattle have generous and well-utilized employee matched giving programs, driving the bulk of the gifts in the state.

Between workplace drives, matched personal giving, volunteer hours, and "Dollars for Doers" programs, the Saltchuk Corporate Home and other Washington-based companies Foss Maritime, Northern Aviation Services, NorthStar Energy, Saltchuk Marine, Saltchuk Marine Shared Services, and TOTE Maritime support programs employees are passionate about.

## WASHINGTON/PNW - \$.5M (CONTINUED)

### \$2,500- \$4,999

American Heart Association  
 Bibles For America  
 Boy Scouts of America  
 Boys & Girls Club  
 Boys And Girls Club of Puget Sound  
 Businesses Ending Slavery and Trafficking  
 Children's Museum of Tacoma  
 HopeSparks  
 Lupus Foundation of America  
 One Generation Alliance  
 Swedish Medical Center  
 Tacoma Art Museum  
 Village Theatre

Compass Center Housing Development  
 Eastside Baby Corner  
 Federal Way Lions Club  
 Flying House Productions  
 Food Lifeline  
 Fred Hutchinson Cancer Research Center  
 Fusion Friends United to Shelter Indigent  
 Grub  
 Hamlin Robinson School  
 Humane Society of Skagit Valley  
 KCTS9  
 KUOW  
 Leukemia And Lymphoma Society  
 Little Star School Montessori

Oakbrook Cat Rescue  
 Okanogan Highlands Alliance  
 Okanogan Land Trust  
 Paralyzed Veterans of America  
 Pike Place Market Foundation  
 Progressive Animal Welfare Society  
 Public School Funding Alliance  
 Rainier Valley Corps  
 Room One  
 Salvation Army  
 Seafarers International  
 Seattle's Union Gospel Mission  
 Sound Experience  
 South Kitsap Helpline

### Up to \$2,500

Accounting Career Awareness  
 Alzheimer Society of Washington  
 American Lung Association  
 American Red Cross  
 ASPCA  
 Bellevue High School PTSA  
 Boy Scouts of America - Friends of Troop 361  
 C6 Forest to Farm  
 Catholic Community Services  
 Classroom In Bloom

Mercer Island Schools Foundation  
 Methow Conservancy  
 Methow Valley Citizens Council  
 Methow Valley Community Center  
 Misspits Rescue  
 Movember Foundation  
 Nevada County Cultural Preservation Trust  
 North Central WA Audubon Society  
 Northwest Harvest  
 Northwood Elementary Parent Teacher Association

South Sound YMCA  
 Tacoma Community College Foundation  
 The Goodtimes Project  
 The Nature Conservancy  
 The Tears Foundation  
 Washington Trails Association  
 Way Back Inn Foundation  
 Wenatchee Community Foundation  
 West Seattle Food Bank  
 Whidbey Island Center  
 Youth Maritime Training Association

# NATIONWIDE

## TOTE TAKES ON THE SCI MOUNTAIN CHALLENGE

Taking place on land and water, the SCI Mountain Challenge parallels many of the hardships mariners face on a daily basis: the elements (facing northern New England's notoriously unpredictable weather), isolation (teams of three work self-sufficiently on the mountain and water race courses) and physically demanding work (participants ascend approximately 3,000 feet each day). Congratulations TOTE team members to Jesse Carlstrom, Chris Rye, Tim Diaz, Kate McKenzie, Ben Christian, and Peter Santiago,



*In addition to the outdoor elements, competitors participate in the "Philanthropy Challenge" to raise funds and awareness for the Seamen's Church Institute (SCI) and its mariner support services.*



## ARIANA FLAWAU: US COAST GUARD SCHOLAR



The Coast Guard Foundation awarded 158 new scholarships in 2021, totaling \$345,500 in support for the 2021-2022 academic year. "When Coast Guard kids receive Coast Guard Foundation scholarships, they incur less debt and deepen their engagement with their communities by volunteering, working, and interning in their chosen fields of study," said Susan Ludwig, president, Coast Guard Foundation.

Since the program's inception in 1990, the Foundation has awarded more than \$6 million in scholarships ensuring-Coast Guard children have the opportunity to build strong futures through a college education or technical school training.

*"I would like to share my sincere gratitude for selecting me as the recipient as the 2021 Coast Guard Foundation Saltchuk Scholar. I greatly appreciate your contribution towards my post high school educational journey. This award will help pave the way towards my Engineering degree." -*

*- Ariana Flawau, University of Washington*

# NATIONWIDE - \$.15M

## \$50,000

Hispanic Federation Inc

## \$25,000- \$49,999

Seamen's Church Institute

US Coast Guard Foundation

## \$15,000- \$24,999

Home Depot Foundation

Feed the Children

## \$10,000- \$14,999

American Heart Association

Seafarers International

St. Jude Children's Hospital

United Seamen's Service

US Merchant Marine Academy

## \$10,000- \$14,999

Hollandstrong Community Foundation

University of Michigan

## \$2,000- \$4,999

American Red Cross

JDRF Foundation

Marine Maritime Academy -Mid Atlantic  
Student Scholarship Fund

Marine Toys For Tots

Southbrook Community Church

St. Peter School

Suny Maritime College

Trinity Christian Community

Watchtower Bible & Tract Society

## Up to \$1,999

American Kidney Fund

Blinknow

Central Methodist University

Cornell University

Defenders of Wildlife

Ennis Senior Center

Feeding America

Friends of Buenos Aires

Groton School

Holt International

House Rabbit Network

Ikron Corporation

Love The Hungry

Madison Valley Caring & Sharing

Madison Valley Women's Club

Malaria Consortium

Montana State University

Natural Resources Defense Council

Pack The Place in Pink

Pan Massachusetts Challenge

PSC Partners Seeking a Cure

Ruby Habitat Research

St. Joseph's Indian School

St. Judes Ranch For Children

St. Thomas School

Sulphur Christian Community Coalition

Susan G. Komen Foundation

United Nations Foundation

United States Fund For UNICEF

United Way of St. John Canada

University of Massachusetts

Xaverian Brothers High School

Young Audiences of Oregon

## HOLLANDSTRONG FOUNDATION



The mission of the Hollandstrong Community Foundation is to honor the legacy of Michael Holland, who was tragically lost at sea aboard the SS El Faro in October 2015, by giving back to the communities that supported his family after their loss. The foundation has provided scholarships the last three years to graduating seniors pursuing higher education from the three Maine school districts near the family.

*The foundation awards scholarships to graduating seniors in Maine.*



## WE ARE VALUES DRIVEN

*"A place where we would all be proud for our children to work."*

As part of our commitment to our communities, we take pride in being good corporate citizens. We intend to be an economic and social asset in every community we touch.

  
**SALTCHUK**  
FAMILY OF COMPANIES