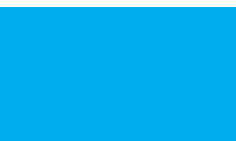




2024



SALTCHUK  
FAMILY OF COMPANIES

Giving

# SALTCHUK *Giving*

FAMILY OF COMPANIES

The Saltchuk family of companies is strongly committed to supporting our communities.

We believe that empowering the next generation strengthens the areas where we live and work.



A student learns to weld at Tacoma Public School's Maritime Skills Center

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# We Are Saltchuk

Saltchuk companies do more than just move goods; we connect and empower communities through essential freight transportation, marine services, and energy distribution networks that form the backbone of regional commerce and daily life.

## SALTCHUK LINES OF BUSINESS



DOMESTIC SHIPPING



INTERNATIONAL SHIPPING



ENERGY SHIPPING



AIR CARGO

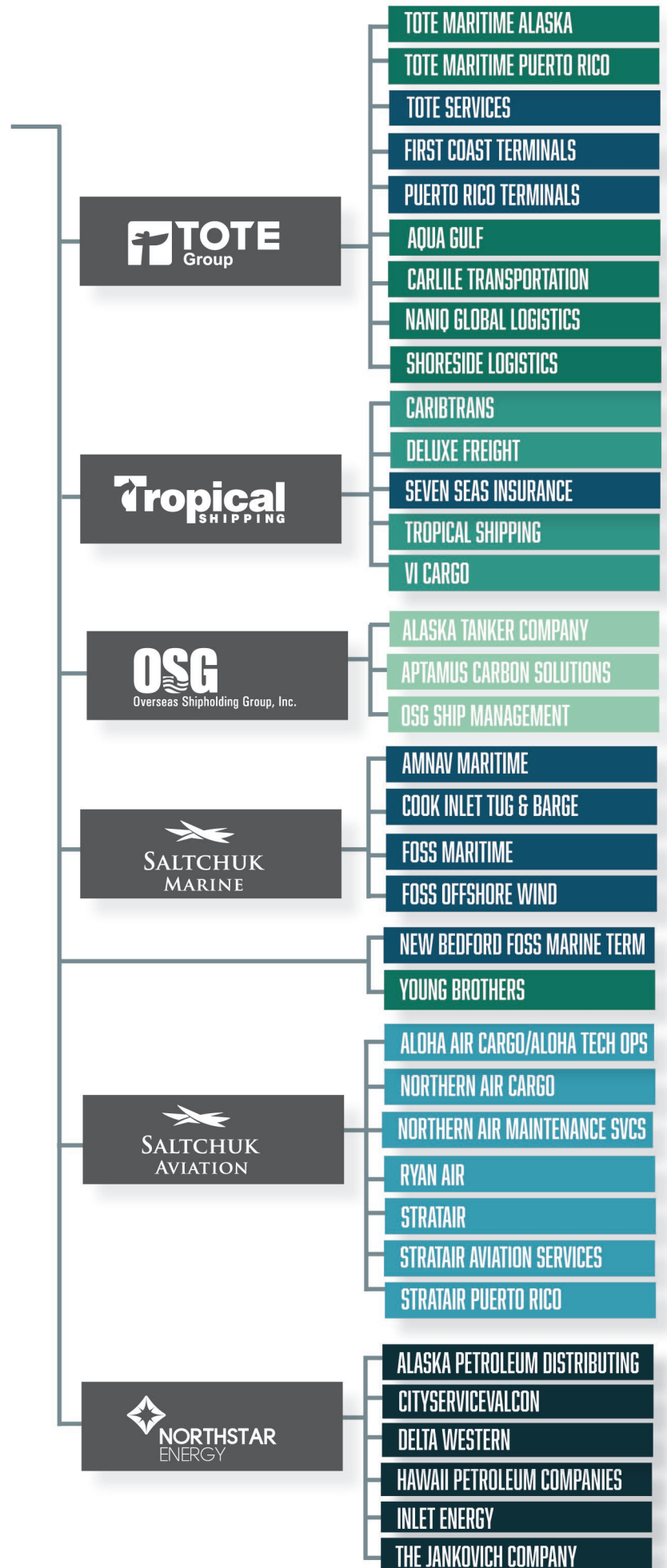


MARINE SERVICES



ENERGY DISTRIBUTION

Behind every journey we undertake and every delivery we make is a promise of safety, reliability, and commitment—to our employees, our customers, and the regions we serve.





# SALTCHUK

FAMILY OF COMPANIES

# Giving

## ALASKA

\$0.89M GRANTS  
\$2.57M IN-KIND



## WESTERN U.S.

\$0.74M GRANTS  
\$0.03M IN-KIND



## NATIONWIDE

\$0.44M GRANTS  
\$0.01M IN-KIND



## HAWAII

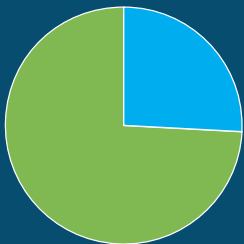
\$0.55M GRANTS  
\$0.25M IN-KIND



## FLORIDA, THE CARIBBEAN, AND PUERTO RICO

\$1.55M GRANTS  
\$0.01M IN-KIND

Our Companies Provide a Combination of Cash Grants and In-Kind Services to Support Their Communities



ALASKA



FLORIDA, PUERTO RICO, & THE CARIBBEAN



HAWAII



NATIONWIDE



WESTERN U.S.



IN-KIND SERVICES



CASH GRANTS

# Investing in Tomorrow's Leaders

For Saltchuk, investing in education isn't just philanthropy—it's a strategic imperative that addresses critical industry-wide talent challenges while creating pathways to meaningful careers. With funding for initiatives from elementary classrooms to graduate programs, Saltchuk companies are committed to creating jobs and career opportunities with lasting impact.

## Addressing the Maritime Talent Gap

The maritime industry faces complex talent challenges—an aging workforce creating significant mariner shortages, technological advancements requiring new skill sets, and increasing competition for qualified candidates. Saltchuk addresses these issues through a comprehensive educational strategy, starting with early exposure to maritime careers.

## Creating Early Pathways to Maritime Careers

Saltchuk supports programs that introduce young people to maritime and logistics opportunities nationwide. In Washington, a five-year, \$500,000 pledge helped launch Maritime High School, which prepares students through project-based learning. The World Ocean School in St. Croix and Youth Ocean Explorers in the U.S. Virgin Islands create similar pathways by sparking interest in ocean-related careers.

## Breaking Barriers Through Strategic Scholarships

The commitment extends to post-secondary education through strategic scholarship programs designed to reduce barriers to maritime education.

Overseas Shipholding Group has invested \$270,000 since 2022 to support women entering the maritime sector. TOTE and Tropical fund students in the Caribbean, while TOTE partners with state naval academies, prioritizing students from gateway cities and first-generation college attendees.



## Maritime High School

Project-based learning

Maritime High School students pick from three education pathways: Marine Construction, Vessel Operations, or Marine Resources. Each pathway ensures college credit or certification to allow students to pursue higher education or enter the workforce after graduation.

## Puerto Rico: Building Regional Excellence

Saltchuk's most ambitious educational investment is taking shape in Puerto Rico, where the company has operated for over 35 years. A new ten-year partnership with the University of Puerto Rico at Mayagüez will launch the Caribbean's first *Center of Excellence for Transportation and Logistics* in the Fall of 2025, offering graduate programs and conducting research in critical areas like disaster resilience and cold chain logistics.

Simultaneously, an agreement with the Polytechnic University of Puerto Rico will enhance technical training through associate degree programs, internships, certifications, and apprenticeships.

These initiatives address Puerto Rico's critical talent retention challenges—the island ranks fifth globally in difficulty recruiting and retaining talent due to professionals leaving for mainland opportunities.

"Puerto Rico has a unique environment for freight logistics," notes Mark Tabbutt, Saltchuk Chairman. "Having local talent focused on improving and optimizing the network is attractive. We want to see the island become a strong regional hub."

As technology transforms maritime operations, Saltchuk companies will continue developing talent to meet both current needs and future challenges.



## American Caribbean Maritime

Sea term scholarships

The American Caribbean Maritime Foundation develops future maritime professionals in the Caribbean through scholarships and educational resources. Saltchuk companies have invested \$271,800 since 2021, including \$81,800 in 2024 for scholarships.

# SALTCHUK *Giving*

FAMILY OF COMPANIES

## 2024 Impacts

# \$7.1M

Includes cash grants, employee match giving, and in-kind services

### Local Giving

Saltchuk's more than 32 operating companies support community organizations with cash grants and in-kind services.

### Regional Giving Initiative

Through Regional Giving Committees serving Washington, Alaska, Hawaii, and Florida, the Caribbean and Puerto Rico, Saltchuk companies pool funds and collaborate to support youth development and post secondary education initiatives.

## Cash Grants

Saltchuk sets aside a portion of prior year earnings for cash grants. Half is pooled and distributed through our Regional Giving Initiative, and the other half through local giving efforts.

## Employee Match

Saltchuk companies are encouraged to offer programs that match employee personal giving.

Included is a PAC-to-Charity Match program Saltchuk introduced in 2024 that provided \$126,000 to 79 charities.

# \$3.9M

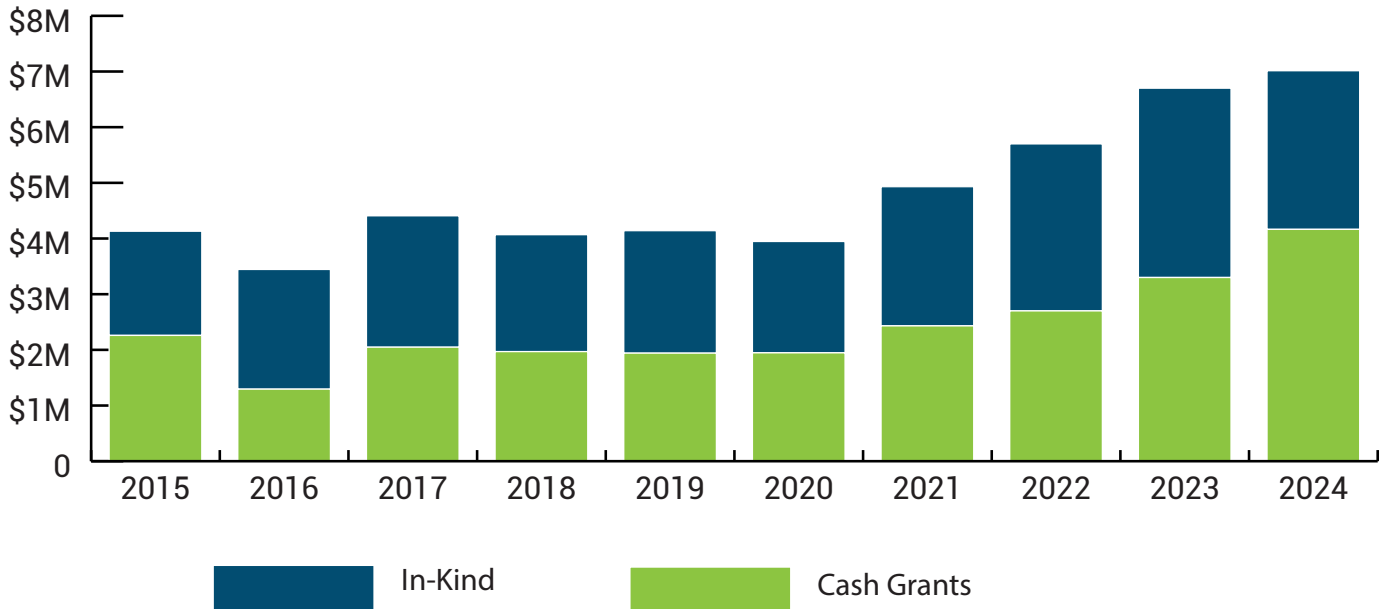
cash grants  
332 organizations  
supported

# \$0.3M

employee match  
187 organizations  
supported

## 10 Year Giving Trends

As Saltchuk grows, so does our support of the communities we serve.



## Volunteerism

Saltchuk companies support community engagement through various employee events. Some Saltchuk companies offer paid time off for volunteering, while others provide “Dollars for Doers” programs that make cash donations to organizations where employees volunteer.

## In-Kind Services

Our companies support nonprofit organizations in their communities with generous in-kind freight transportation programs.

In Alaska and the Caribbean, significant in-kind transportation is provided for the transportation of recyclables (page 8).

**\$2.9M**

**in-kind services  
83 organizations  
supported**



A Ryan Air plane waiting to be loaded with crushed cans for the trip back to Anchorage



Tropical Shipping's Dominica team at work during a beach clean up



In 2024, Tropical moved 2,980 metric tons or 6.5 million pounds of recyclable products, including paper, plastics, glass, and e-waste

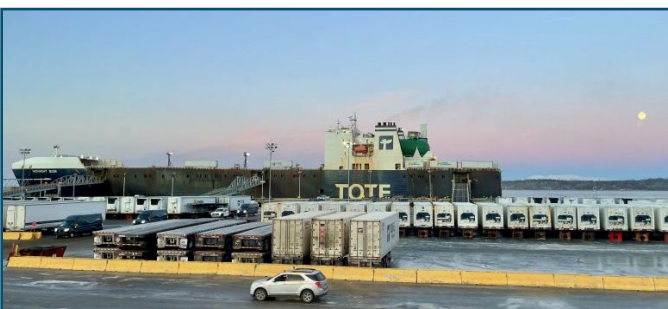
# The Vital Link: How Shipping Companies Bridge the Recycling Gap in Remote Communities

Remote regions face recycling challenges unknown to most Americans. In Alaska's isolated communities, residents must either store waste locally or navigate the logistical complexity of transporting materials across vast wilderness to distant recycling facilities. Similarly, Caribbean islands struggle with limited land for waste disposal while being surrounded by ocean, making the transport of recyclables both costly and logistically challenging.

Traditional recycling models simply don't work in these regions. Alaska's immense size makes transportation prohibitively expensive, while remote communities often rely on environmentally vulnerable unlined Class III landfills. With regional recycling rates below 4%, Caribbean islands contend with severely overfilled sites like St. Maarten's "mountain landfill." Without assistance, valuable recyclables remain trapped, creating environmental hazards and wasting precious resources.

## Industry Partners Step Up in Alaska

Shipping companies provide the essential connection these communities need. In 2024, Saltchuk companies—TOTE Maritime Alaska, Carlile Transportation, Ryan Air, and Northern Air Cargo—contributed \$1.5 million in in-kind transportation to Alaskans for Litter Prevention and Recycling (ALPAR). These contributions power ALPAR's Recycling



TOTE and fellow Alaska maritime carriers bring recyclable materials to Tacoma on their return trip

Backhaul program, efficiently moving recyclables from Alaska to markets in the lower 48 states.

The impact has been remarkable: ALPAR's Flying Cans program transported 19,000 pounds of aluminum cans and nearly 2,000 bags of plastic bottles in 2024 alone.

## Tropical Shipping's Impact in the Caribbean

In the Caribbean, Tropical Shipping has become the backbone of regional recycling efforts. Last year, we transported nearly 3,000 metric tons (6.5 million pounds) of recyclable materials—including paper, plastics, glass, and electronic waste—back to the U.S. for proper recycling.

Beyond marine transport, our Tropical teams actively participate in community cleanup initiatives. This past year, Tropical's Trinidad team cleaned Chacachacare Island, collecting over 700 bottles during an international coastal cleanup event. Our team in St. Maarten partnered with the Green Dream Projects Foundation, joining other local businesses and student volunteers to gather and ship over 100 bags of sorted plastics off-island for recycling.

Since 2017, Tropical Shipping partnerships have successfully removed an impressive 27.5 million pounds of waste from Caribbean communities.

## The Critical Role of Backhaul Programs

These backhaul programs—utilizing returning ships, planes, and trucks to transport recyclables—represent crucial environmental innovation. Without industry partners helping to move recyclables and hazardous waste to proper facilities, remote communities would have no viable alternatives to environmentally damaging disposal methods. Our partnerships deliver more than just recycling options—they provide essential infrastructure for environmental protection and sustainable community development, demonstrating Saltchuk's ongoing commitment to the regions we serve.

# SALTCHUK ALASKA *Giving*



## Alaska Resource Education

High School & Career Exploration Programs

Alaska Resource Education provides K-12 students with hands-on exposure to careers in natural resources, including minerals, energy, renewables, and forestry. A partner since 2014, Saltchuk companies have contributed \$207,500, with a \$30,000 grant in 2024 expanding high school programs and career exploration.



## Bright Lights Book Project

State-wide access to literature

Bright Lights Book Project ensures access to literature across Alaska, serving villages, correctional facilities, and homeless shelters. Since 2022, Saltchuk companies have provided \$75,000 in support, including a \$25,000 grant in 2024 for operations, deliveries, and literacy programs.



## Denali Community School

After school programming

Denali Community School offers affordable before and after school programs in downtown Anchorage, enriching students through language instruction, arts, and outdoor activities. Saltchuk companies provided a \$10,000 grant in 2024 to support these accessible educational programs.



## University of Alaska

Scholarship programs

Since 2014, Saltchuk companies have contributed \$150,000 to the University of Alaska Foundation to fund UAA's Saltchuk Global Logistics Scholarship, UAA's Excellence in Logistics Fund, UAS's Ketchikan Marine Transportation Program, UAF's Community and Technical College Support Fund for aviation technology, and other workforce programs.

# SALTCHUK ALASKA Giving

We are proud to support the following organizations through grants, in-kind, and matched giving:

## **\$1,500,000+**

Alaskans for Litter Prevention and Recycling (ALPAR)

## **\$250,000+**

Food Bank of Alaska

## **\$100,000+**

Girl Scouts of Alaska

## **\$50,000 - \$99,999**

Alaska State Fair  
Anchorage Museum Association  
Fairbanks Library Foundation  
Fountainhead Museum Foundation  
University of Alaska Foundation

## **\$30,000 - \$49,999**

Alaska Children's Trust  
Alaska Resource Education  
Alaska School Activities Association  
Anchorage Concert Association  
Arctic Winter Games  
Beans Cafe  
Bethel Friends of Canines  
Covenant House Alaska  
Denali Borough  
Junior Achievement of Alaska  
Remote Area Medical Volunteer Corps

## **\$10,000 - \$29,999**

Alaska Airmen's Association Scholarship Fund  
Alaska Excel  
Alaska Native Charter School  
Alaska Native Heritage Center  
Alaska Performing Arts Center  
Alaska Public Media  
Alaska SCTP  
Alaska SeaLife Center  
Alaska Shriners  
American Cancer Society  
Anchorage Mushing District  
Armed Services YMCA of Alaska  
Bright Light Books Project  
Camp Fire Alaska

Curry Ridge Riders

Denali Community School  
Downtown Association of Fairbanks  
Equine Assisted Therapy  
Fairbanks Children's Museum  
Fairbanks Concert Association  
Friends of the Municipality of Anchorage Public Libraries - Beyond the Stacks  
Greater Anchorage  
Hilltop Ski Area  
KAWERAK, Inc. on behalf of Taiguaguruguy - We Read  
Kiwanis Club of Fairbanks  
Mat Su 2024 Arctic Winter Games Host Society  
Northstar Community Foundation - Healing Music & Dance  
Outer Coast  
Pacific Northern Academy  
Paws of Nome  
Prince William Sound Science Center  
Providence Alaska Foundation  
Southcentral Foundation  
The 98 Fund  
The Waterfall Foundation  
University of Alaska Foundation - Auto Diesel Program

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

10 Chefs Inc.  
Abused Women's Aid in Crisis (AWAIC)  
Alaska Federation of Natives  
Alaska Songbird Institute  
Alaska's Healing Hearts  
American Red Cross - Alaska  
Anchorage Mayor Charity Ball  
Anchorage Opera House  
Boys & Girls Club  
Hope Community Resources  
Ice Alaska  
Red Cross of Alaska  
Rodeo Alaska  
Straw for Dogs  
Toys for Tots  
Unalakleet Covenant Church

## **\$1,000 - \$4,999**

773 FSS/MWR Fund  
Alaska Native Justice Center  
Alaska Native Rural Vet  
Alaska Regional Hospital  
Alaska Support Industry Alliance  
Alaska Trucking Association  
American Foundation for Suicide Prevention  
American Heart Association  
American Trucking Association, Inc.  
Anchorage Police And Fire Chaplains  
Big Brothers Big Sisters of Alaska  
Boy Scout Troop 219  
Boys & Girls Clubs of the Kenai Peninsula  
Challenge Alaska  
Cook Inlet Harbor Safety Committee  
First Alaskans Institute  
Kenai River Sportfishing Association  
Resource Development Council  
Taylor Young Memorial Foundation  
The Workshop  
Tundra Health Initiative  
Victims for Justice

## **up to \$999**

Alaska State Special Education Conference  
Alaska Aviation Heritage Museum  
Alaska Aviation Museum Endowment  
Alaska Center For Resource Families  
Alaska Center For The Blind Seeing With Our Hearts  
Alaska PTA  
Anchorage 4<sup>th</sup> Ave Mushing District Inc.  
Anchorage Hockey Association  
Anchorage Pickleball Club  
Anchorage Symphony  
Anchorage Waldorf School  
Association of Village Council Presidents  
Aurora Baptist Church  
Barnette Magnet PTA  
Bering Strait School District - Savoonga Annual Basketball Tournament  
Bering Strait School District - Unalakleet Youth Wrestling



## Alaska Airmen

### Scholarship Program

The Alaska Airmen's Association advances general aviation in Alaska through advocacy, workforce development, and community outreach. Since 2023, Saltchuk companies have provided \$20,000 in support, including a \$10,000 grant in 2024 for aviation scholarships and career development programs.



## Alaska Native Charter School

### Building Project

Alaska Native Charter School Friends supports the Alaska Native Cultural Charter School, Anchorage's only Title I charter school integrating Native languages and traditions into Pre-K through eighth-grade education. Saltchuk companies provided a \$25,000 grant in 2024 to secure a permanent space for the school's cultural and educational programs.

#### up to \$999 (continued)

Catholic Social Services  
Cook Inletkeeper  
Fairbanks Community Foobank  
Fairbanks North Star District  
First Presbyterian Church  
Friends of ANCCS

Golden Heart Waste Management LLC  
Hillcrest Children's Center  
Hockey Club Fairbanks, Inc.  
Kashunamiut School District - Chevak  
School Cross Country Team Fundraiser  
Kuskokwim Educational Foundation  
Kuspuk School District (Aniak Schools)

Nome Public Schools  
Seward Association for the Advancement of Marine Science  
Seward Seahawks Athletics  
South Wrestling Booster Club Inc.  
The Angeltrax Foundation

# SALTCHUK CARIBBEAN Giving

## Voluntariado de Obras Comunitarias (VOY)

Education access in rural Dominican Republic schools

VOY strengthens early childhood education in low-income Dominican Republic communities through school supplies and transportation support. Since 2017, Saltchuk companies have invested \$116,500, including a \$23,000 grant in 2024 to improve educational access in rural schools.



## Supreme Counseling Barbados

Project Rescue

Supreme Counselling offers crisis intervention and mentoring for at-risk youth in Barbados through "Project Rescue," focusing on self-development and bullying prevention. Saltchuk companies provided a \$12,800 grant in 2024 to expand services in secondary schools.



## I Am A Girl

Confidence & resilience building programs

I Am A Girl empowers at-risk girls in Barbados through mentorship, leadership training, and mental health support. Since 2020, Saltchuk companies have contributed \$51,450, including a \$16,500 grant in 2024 for confidence and resilience-building programs.



## Rehaciendo Comunidades Con Esperanza (REHACE)

Supporting vulnerable communities with access to essential human services

REHACE provides emergency relief, education access, food security, and community support across Puerto Rico. Saltchuk companies contributed a \$12,800 grant in 2024 to serve vulnerable communities in over 25 municipalities.





We are proud to support the following organizations through grants, in-kind, and matched giving:

**\$300,000+**

Step Up for Students

University of the Virgin Islands - Summer Youth Ocean Explorers Program

University Of North Florida Continuing Education

Will of Iron Golf Foundation

**\$80,000 - \$125,000**

American Caribbean Maritime Foundation  
New Worlds Reading Initiative, University of Florida Lastinger Center for Learning

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

Boy Scouts of America - Puerto Rico Council

Church at Chets Creek Inc.

Hogares Rafaela Ybarra

Junior Baseball League - Nassau

Kate Amato Foundation

Lauderdale Yacht Club Sailing Foundation

Lutheran Social Services of the Virgin Islands - Queen Louise Home for Children

Nana Baby Home

Our Lady of the Apostles Catholic Church

Our Lady Star of the Sea Catholic Church

Palm Beach North Educational Foundation

Promise Project Youth Center

Rotary Club of Georgetown

Sister Parish Ministry Inc.

Sociedad Pro Hospital Del Nino

Suits for High School Seniors

Susan G. Komen Cancer Research

**\$1,000 - \$2,499**

758 Sports Club

Christopher's Message Corporation

Family Resource Center

Florida College

Full Circle Performance Baseball Camp

Grenada Sports & Wellbeing Foundation

Liberty Pines Academy

Lord of Life Lutheran Church

Marlin Sailing School Regatta

Museo De Las Americas

Nevis Association of South Florida

St. Christopher Children's Home

St. Croix Elmo Plaskett Little League

St. Thomas PBO Youth Development

Basketball

St. Vincent and the Grenadines

Environment Fund

St. Vincent In-House Educational

Scholarship Assistance Program

St. Vincent Rotary Club

Sunshine State Towing Association

Tampa Bay Charities

World Pediatrics Annual Free Medical Services

**\$30,000 - \$79,999**

Boys & Girls Club of Palm Beach County

Boys & Girls Club of Puerto Rico

Dreams Come True

Tom Coughlin Jay Fund

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

Bright Minds

Enactus Puerto Rico

Grupo Guayacan

Instituto Del Desarrollo De La Juventud

Monique Burr Foundation

PACE Center for Girls

Safe Harbor Boys Home

Voluntariado de Obras Comunitarias

(VOY)

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

American Red Cross

Baha Mar Foundation

Blessings in a Backpack Inc.

Boys & Girls Club St. Thomas & St. John

Catholic Charities Of The Diocese of Palm Beach

Corporacion La Fondita De Jesus

Daniel Memorial (Daniel's Kids)

Hugs Across the County Inc.

I Am A Girl

Instituto Nueva Escuela Inc.

Jacksonville Country Day School

Junior Achievement of North Florida

P.E.C.E.S.

Para La Naturaleza

Port of Palm Beach Seafarer's Center

Propeller Club of the U.S. - Port of Jacksonville

Proyectos Alegría, Inc.

Rehaciendo Comunidades Con Esperanza (REHACE)

Supreme Counseling for Personal Development - A Youth Counseling Program

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

4-H Clubs of Dominica

Alianza De Autismo De Pr Inc.

American National Red Cross

Central Palm Beach Hispanic Chamber - Triunfo Scholarship Gala

Diocese of St. Augustine

Dominica Chess Federation

Hands Across the Sea

Hubbard House Inc.

Jacksonville Marine Charities

Ladies of Fruity Annual High School

College Prep Scholarship

Mission House

Model United Nations - Rotary Club of Central Port of Spain

Nutriendo PR

Riviera Beach Firefighters Fundraising Event

Safe Harbor Haven

St. Kitts Annual In-House Scholarship Program

St. Lucia Tropical In-House Scholarship Program

The San Juan Children's Choir

Triple Threat Organization

**up to \$999**

Aces Travel Sports

Beanfield Comprehensive High School

Divine Mercy Ministries, Inc.

Florida Urgent Rescue Inc.

Human Collective Foundation, Jacksonville

Palm Valley Academy Pto

Regional Food Bank of Northeast Florida

St. Michael Catholic Church

St. Barts Grade School - Sainte Maria

St. Barts High School - Mireille Choisy

The District Church

Zoo Miami Foundation Inc.

# SALTCHUK HAWAII Giving

We are proud to support the following organizations through grants, in-kind, and matched giving:

## \$150,000+

University of Hawaii Foundation—*Shidler College of Business Distance Learning EMBA, HCC Aviation Mechanics Program, School of Engineering*

## \$50,000 - \$70,000

American Heart Association

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

Good Cat Network  
 Friends of the Children's Justice Center  
 Hawaii Foodbank  
 Hawaiian Kamalii Program  
 Na Kama Kai  
 Re-use Hawaii  
 Teach for America  
 University of Hawaii Foundation

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

Book Trust  
 Boys & Girls Club of Hawaii – Hilo  
 Boys & Girls Club of Hawaii – Maui  
 Boys & Girls Club of Hawaii – Oahu & Kauai

Civil Air Patrol  
 Council for Native Hawaiian Advancement  
 Gift Foundation of Hawaii  
 Hawaii First Robotics  
 Hawaii Public Television  
 People for Active Transportation  
 Seabury Hall

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

Aloha Angels  
 Aloha Independent Living  
 Aloha United Way  
 ARC of Hilo  
 Hawaii State Department of Education  
 Ka Hale O Ke Ola  
 Kahanemoku Voyaging Society  
 La'akea Foundation  
 Lahaina Restoration Foundation  
 Makai Foundation  
 Maui Family YMCA  
 Molokai Affordable Housing Alliance - Kapuna Foundation  
 Nalu Studies  
 P.A.R.E.N.T.S.

West Side Hawaii Little League  
 Women Helping Women

## \$1,000 - \$4,999

Aha Kukui O Molokai  
 Alzheimer's Association  
 American Cancer Society  
 American Red Cross  
 Boys Scouts of America - Aloha Council  
 Center for Tomorrow's Leaders  
 Habitat for Humanity  
 Hawaii 4H  
 Hawaii Big Game Fishing Club  
 Hawaii Ocean Safety Team  
 Hawaii Rise Foundation  
 Hawaii Saddle Club  
 Hawaii Soccer Federation  
 Hawaii State Bar Foundation  
 Historic Hawaii Foundation  
 Kids Hurt Too  
 Ma'o Farms  
 Maui Economic Opportunity  
 Maui Hotel & Lodging Association  
 Maui Sports Foundation



## Book Trust

Books for elementary students

Book Trust fosters literacy by providing Pre-K through fifth-grade students with books of their own. Since 2015, Saltchuk companies have contributed \$135,000, including a \$15,000 grant in 2024 to distribute free books to elementary schools statewide.



## Civil Air Patrol

Cadet training camps

The Civil Air Patrol's cadet program develops young leaders through aerospace education, STEM learning, and character building. Saltchuk companies have contributed \$20,000 since 2023, including a \$10,000 gift in 2024 for cadet training camps.



**\$1,000 - \$4,999 (continued)**

Maui Trailer Boat Club  
Maui United Way  
Epic Swim Maui  
Montessori School of Maui  
Pacific Cancer Foundation  
Punahou O Men  
Sustainable Coastlines Hawaii  
The Coalition for a Drug-Free Hawaii  
Veterans Movement Foundation

**up to \$999**

A Keiki's Aloha Foundation, Inc.  
Albion SC Hawaii  
Alii Community Care  
All Pono  
Aloha House  
B.R.A.V.E Hawaii  
Big Island Substance Abuse Council  
Christ the King Church  
Classic Baseball Hawaii  
ClimbHI  
Consortium for Hawaii Ecological  
Engineering Education

Construction Industry of Maui  
Goodwill Industries of Hawaii  
Haiku School PTA  
Hamakua Cougars  
Hawaii All-Stars Rainbow Fund  
Hawaii Bicycling League  
Hawaii Community Foundation  
Hawaii Farm Bureau  
Hawaii Mother's Milk  
Hawaii Transportation Association  
Hawaii Youth Rodeo Ohana  
Hawaiian Lifeguard Association  
Hoops 4 Hawaii  
HP Baldwin High School  
Hulu Halau O Ka Ua Kani Lehua  
Iao School Renaissance Foundation  
Kaiser Permanente Lactation Center  
Kalanikahua Hou Congregational Church  
Kalihi Palama Health Center  
Kamehameha Schools  
Kihei Youth Center  
King Kekaulike High School PTSA  
Kula Catholic Community  
Kula Elementary School PTA

Lydia8  
Makawao Orioles Baseball  
Make-A-Wish Foundation  
Na Leo Pulama O Maui Inc.  
Na Moku Aupuni O Koolau Hui  
New Hope Hui Malama  
Paepae O Heeia  
Performing Arts Center of Kapolei  
Pu'u Kukui Elementary School PTSA  
Pukalani Elementary School PTA  
Recovery of Hawaii  
Seventh Day Adventist Church - Kahului  
Sjogrens & Lupus Foundation of Hawaii  
Special Olympics Hawaii  
St. John's Episcopal Church  
Tamura's Charitable Foundation  
The Food Pantry  
The Lanai High and Elementary School  
Foundation  
Toys for Tots  
Young Life Aloha



## Friends of the Children's Justice Center

Protecting Maui's most vulnerable children

FCJC of Maui supports abused and neglected children while advancing prevention and provider training. A partner since 2015, Saltchuk companies have contributed \$175,000, including a \$30,000 grant in 2024 for direct services and prevention programs.



## Hawaii First Robotics

Program expansion

Hawaii FIRST Robotics inspires STEM careers through robotics tournaments and expos for students ages 6-18. Since 2021, Saltchuk companies have provided \$59,800 in support, including a \$15,000 grant in 2024 to expand educational and competitive programs.

# SALTCHUK WESTERN U.S. Giving

We are proud to support the following organizations through grants, in-kind, and matched giving:

## **\$180,000+**

Northwest Maritime Center—*Maritime High School, Admiral Jack ship repair*

## **\$50,000 - \$75,000**

Multicultural Child and Family Hope Center

Rainier Scholars

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

Boy Scouts of America

Spirit of Propeller

Women Offshore Foundation

## **\$10,000 - \$24,999**

Awaken Church

California Maritime Academy Foundation

Friends of the Port

Maritime 253

Maritime Blue - Youth Maritime Internship Programs

Multicare Health Foundation

North Creek Presbyterian Church

Permission To Start Dreaming

Puget Sound Estuarium

Seattle Church of Christ

Seattle Preparatory School

Washington Policy Center

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

American Heart Association

Big Brothers Big Sisters of the Inland Northwest

Care Net of Puget Sound

Celebrity Waiters Luncheon

Children's Dance Theater Foundation

Cristo Rey Seattle High School

Elevate Booster Club

Ethan's Smile Foundation

Fred Hutchinson Cancer Center

Good Hope Church of God In Christ

One Generation Alliance

Point Defiance Zoological Society

Propeller Club of the US- Port of Tacoma

Puget Sound Maritime Historical Society

Ronald McDonald House

Rwanda Girls Initiative

Seattle Art Museum

Village Theatre

Washington Alaskan Malamute Adoption League

YMCA of Pierce and Kitsap Counties

Youth Marine Foundation

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

Boys & Girls Clubs of South Puget Sound

Emergency Food Network

Foss Waterway Seaport

Gonzaga University

Life Center Church of Tacoma

Madison Valley Medical Center Foundation

Sea Sisters

Seattle Youth Maritime Foundation

Shipmates Tacoma Yacht Club

South Sound YMCA

Swedish Medical Center

VECA Foundation

WA Trust for Historic Preservation

Way Back Inn Foundation

Western Rivers Conservancy

Youth Maritime Training Association

Youth Outdoors Unlimited

## **\$1,000 - \$1,999**

Bandits Breer Fastpitch

Boise State University

Camp Korey

Colorado State University

Ennis Senior Center Inc.

Evergreen State College Foundation

Families Inspiring Leaders Academy

Goodtimes Project

Grub

Highline Maritime High School

Humane Society

Jewish Federation of Greater Seattle

Leukemia & Lymphoma Society

Madison Valley Caring & Sharing

North Helpline

Northwest Harvest

Northwest Impact

Pack the Place in Pink

Rainier Valley Food Bank

Real Life Church

Ruby Habitat Research

SPSCC Foundation

Thurston County Food Bank

Trevor Project

United Way of King County

United Way of Pierce County

University of Washington

## **up to \$999**

Accounting Career Awareness

Arbor Heights PTSA

Believers Fellowship

Cancer Pathways

Chief Kanim Middle School PTSA

Clark County Food Bank

Easter Seals Washington

Elevations - A Children's Therapy Resources Foundation

Evergreen Goodwill

Federal Way Lions Foundation

Friends of KEXP

Friends of the Seattle Public Library

Greater Metro Parks Foundation

Highline Schools Foundation for Excellence

Hui O Nani Hawaii at Seattle University

KCTS9

KUOW

Lawton Elementary PTA

Madison Valley Women's Club

Make-A-Wish Foundation

Mary's Place

Misspitts Rescue

Mount Rainier Futbol Club

Movember Foundation

New Phoebe House Association

Nordic Skiing Association

Old Dog Haven

Oregon Rail Heritage Foundation

Pacific Science Center

Partners Inland Northwest

Pasado's Safe Haven

Pondera Healthcare Foundation

Puyallup Animal Rescue

Refugee Womens Alliance

Road Runners Club of America

Royal Family Kid's Camp-Issaquah

Scholarship Fund For Rainier Scholars

**AmNav**

*Carlisle*

**CityServiceValcon**



## Maritime 253

Maritime Skills Center

The Maritime Skills Center prepares students for maritime careers through specialized training in technology, welding, and related fields. Saltchuk companies provided a \$22,000 grant in 2024 to develop curriculum and workforce training programs with Tacoma Public Schools.



## Spirit of Propeller

On-the-water programming access

Spirit of Propeller advances youth maritime programs through the Waterway 18 dock, home to the Sea Scouts' vessel YTB Propeller. Saltchuk companies provided a \$25,000 grant in 2024 to build a modern, environmentally friendly dock for future maritime students.

### up to \$999 (continued)

- Seattle Children's Hospital
- Seattle Police Foundation
- Silverwood School
- South Sound Maritime Heritage Association
- Spokane Hearing Oral Program of Excellence (HOPE) St. James Cathedral
- St. Vincent De Paul School
- Tacoma Community House
- Tacoma Little Theatre and Drama League
- Tacoma Urban League
- Team Read
- The Navigators
- The Rescue Mission
- Timber Ridge Elementary PTSA
- Treehouse
- Washington Grizzlies Wrestling
- Wellspring Family Services
- West Seattle Food Bank
- Westgate Parent Staff Organization
- Zero Waste Washington



## Puget Sound Estuarium

On-the-water science programming

Puget Sound Estuarium provides hands-on estuary education and conservation programs. Since 2023, Saltchuk companies have contributed \$45,000, including a \$20,000 grant in 2024 to expand On The Water field experiences with Tacoma Youth Marine Center.

# SALTCHUK NATIONWIDE Giving

We are proud to support the following organizations through grants and matched giving:

## **\$50,000 - \$75,000**

Hudson Institute  
United Seamen's Church Institute

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

Hispanic Federation

## **\$10,000 - \$29,999**

Coast Guard Foundation  
Home Depot Foundation  
Lundeberg Maryland School of Seamanship  
Navy League of The United States  
New Bedford After School Work Program  
Sunny Maritime Foundation  
The Home Depot Foundation

## **\$2,500 - \$9,999**

BlinkNow Foundation  
Breakthrough T1D  
Crohns & Colitis Foundation of America  
Eyes of Freedom  
Folds of Honor  
Maine Maritime Academy  
Massachusetts Maritime Academy  
Medicine for All People  
MPC Community Fund Saint Joseph's University  
Seafarers International House  
St. Joseph's on Capitol Hill  
St. Jude Children's Research Hospital

The Foundation for North America Wild Sheep  
The Gathering Place  
The University of Arizona  
Trustees of Tufts College  
United States Merchant Marine Academy Alumni Association and Foundation  
Utah State University

## **\$1,000 - \$2,499**

American Diabetes Association Inc.  
Gonzaga College High School  
Juvenile Diabetes Research Foundation  
Malaria Consortium  
St. Jude's Ranch for Children  
United Negro College Fund  
University of Nevada

## **up to \$999**

Alzheimers and Dementia Society  
American Foundation for Suicide Prevention  
American Heart Association  
American Lung Association  
Best Friends Animal Society  
Canines for Disabled Kids  
Charity Golf International  
Children's Miracle Hospital  
College Possible  
Cradles to Crayons Inc.

Defenders of Wildlife  
Fundacion Save A Sato  
Gary Sinise Foundation  
Humane Society  
Joliet Catholic Academy  
Leukemia & Lymphoma Society  
Lyngblomsten Foundation  
Marine Preservation Association  
National MS Society  
North Texas Food Bank  
One for Israel  
PETA  
Share Our Strength  
Special Olympics  
Standup For Kids  
Stephen Siller Tunnel to Towers Foundation  
The ALS Association  
Water Org Inc.  
World Central Kitchen  
World Wildlife Fund

## Maritime Blue

Youth Accelerator and Career Launch Programs

Maritime Blue prepares students for maritime careers through hands-on training programs. In 2024, Saltchuk companies provided a \$22,000 grant to expand the Youth Maritime Accelerator Project and Career Launch internship programs.





## Bread of Life Mission

Saltchuk companies at 450 Alaskan Give Back

Employees of Saltchuk Corporate Home, NorthStar Energy, Saltchuk Aviation, Foss Maritime, and Saltchuk Marine have partnered with Bread of Life Mission in downtown Seattle's Pioneer Square for the last seven years, volunteering monthly to prepare and serve a hot meal for those in need in our community.

Bread of Life offers emergency care as well as a residential program that works to improve a person's physical, mental, spiritual, emotional, and social well-being.



## Teach for America

Teacher training and early literacy

Teach For America Hawaii expands educational opportunities through educator recruitment, training, and development. Since 2015, Saltchuk companies have contributed \$190,000, including a \$20,000 grant in 2024 for teacher training and early literacy programs in Hawaii.



## Home Depot Foundation

Serving veterans and training skilled tradespeople to meet community needs

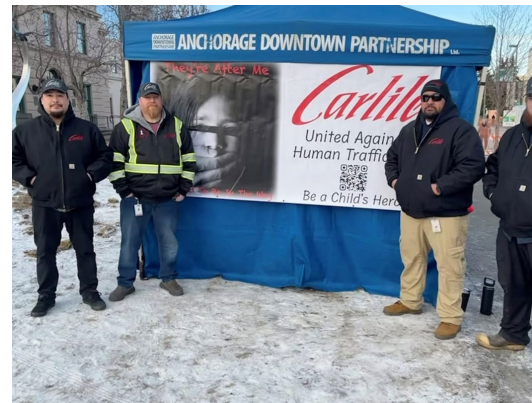
The Home Depot Foundation works to improve the homes and lives of U.S. veterans, train skilled tradespeople to fill the labor gap and support communities impacted by natural disasters.



# SALTCHUK

FAMILY OF COMPANIES

## Giving



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