



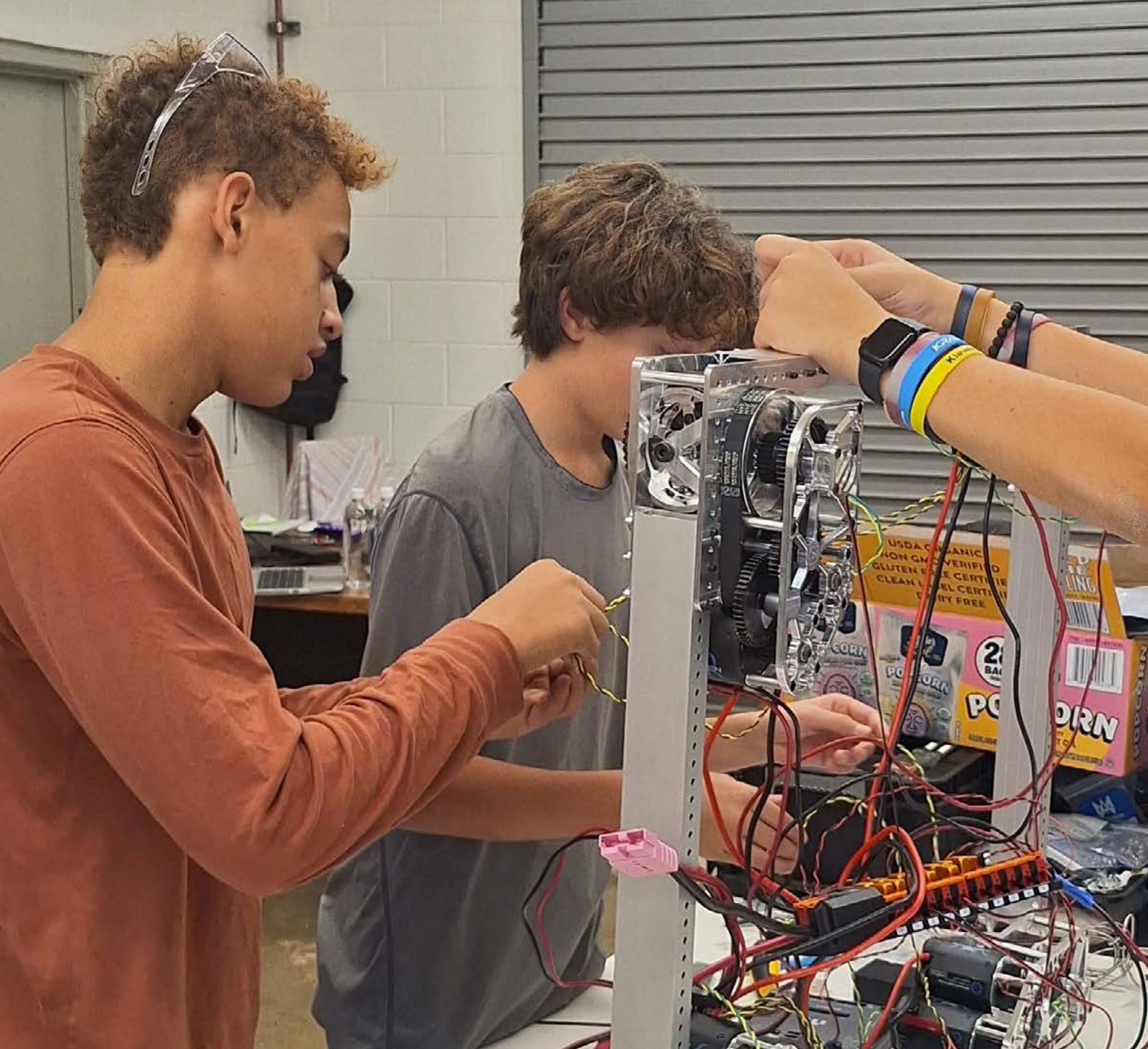
SALTCHUK

FAMILY OF COMPANIES

*Giving*

2025 REPORT

Giving back is at the **heart** of what it means to be a Saltchuk company.



## OUR GUIDING PRINCIPLES

1. We believe in **supporting the communities** where we work and where our employees live.
2. 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.
3. We **encourage cross-group collaboration** and share information about charitable donations and practices throughout our organization and with our customers and partners.



 Giving Back



# SALTCHUK

FAMILY OF COMPANIES

## Giving

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



### TABLE OF CONTENTS

**2025 Summary, Saltchuk Overview**

Pages 4-6

**Our Primary Focus: Youth & Education**

Pages 7

**Building Puerto Rico's Logistics Future**

Pages 8-9

**Alaska**

Pages 10-13

**Florida, Puerto Rico, and the Caribbean**

Pages 14-15

**Hawaii**

Pages 16-17

**Western U.S.**

Pages 18-20

**Nationwide**

Pages 20-21

**Maritime Education**

Pages 22-23

# SALTCHUK FAMILY OF COMPANIES *Giving* 2025

# \$8.8M TOTAL

## CASH GRANTS: \$4.8M

Saltchuk sets aside a portion of prior year earnings for cash grants. Half is pooled and distributed through our Regional Giving Committees to support youth development and post secondary education. The other half is distributed directly through our companies to a wide variety of initiatives, from health, social services, to arts, and community. Saltchuk companies supported 366 organizations with cash grants in 2025.

## MATCHED GIFTS: \$0.3M

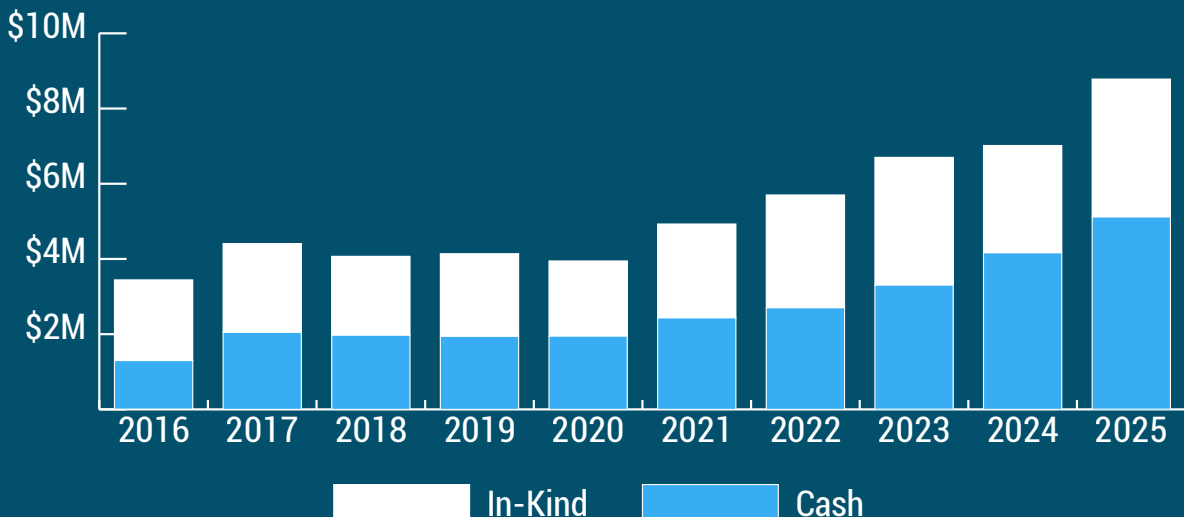
Saltchuk companies are encouraged to offer programs that match employee personal giving. Included is a PAC-to-Charity Match program Saltchuk introduced that provided \$140,000 to 82 charities. In total Saltchuk companies provided 240 grants to match employee gifts.

## IN-KIND GIFTS: \$3.7M

In 2025, our companies supported more than 80 nonprofit organizations with generous in-kind support, moving cargo and providing goods and services to support communities. In Alaska and Hawaii, significant in-kind giving helps nonprofit organizations move critical resources in support of causes ranging from environmental stewardship, animal welfare, disaster response, and the arts.

### 10 YEAR GIVING TREND

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



## TOP AREAS OF GIVING BY REGION INCLUDE:

**Florida, Puerto Rico, & the Caribbean:** Higher education, trade/skills training, and youth health & wellness.

**Alaska:** Environment, social services, and community.

**Hawaii:** Youth after-school programs, K-12 education, and social services.

**Western U.S.:** K-12 education, community, and higher education.

**Nationwide:** Higher education, trade/skills education, and community.



**ALASKA**  
\$4.4M




**WESTERN U.S.**  
\$0.7M



**NATIONWIDE**  
\$0.9M



**HAWAII**  
\$0.6M



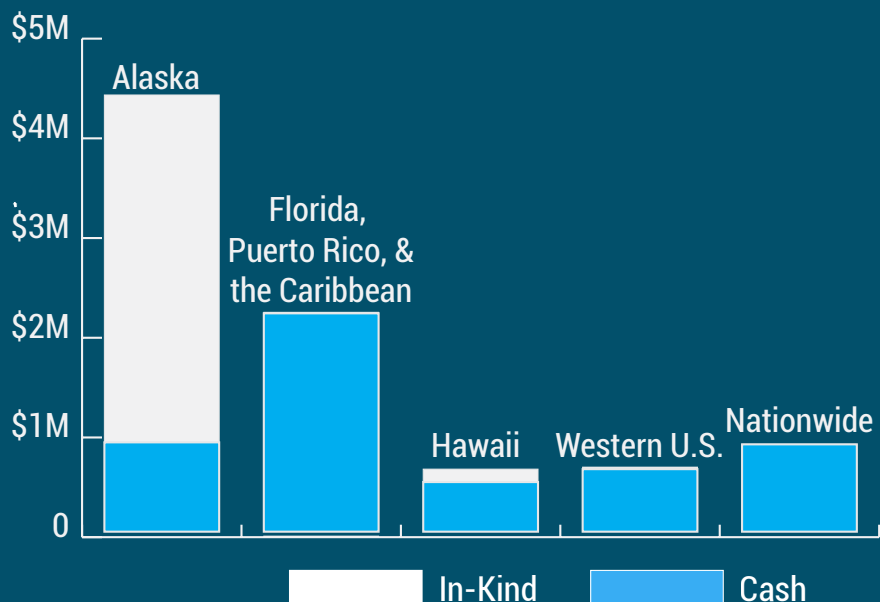
**FLORIDA,  
PUERTO RICO &  
THE CARIBBEAN**  
\$2.2M

## BEYOND THE BOTTOM LINE:

Cash and in-kind giving across the regions we serve.

Saltchuk companies contribute far more than financial support.

In-kind giving includes transportation services, equipment, and goods — allowing us to put our operational expertise to work for the communities we serve.





**SALTCHUK LINES OF BUSINESS**

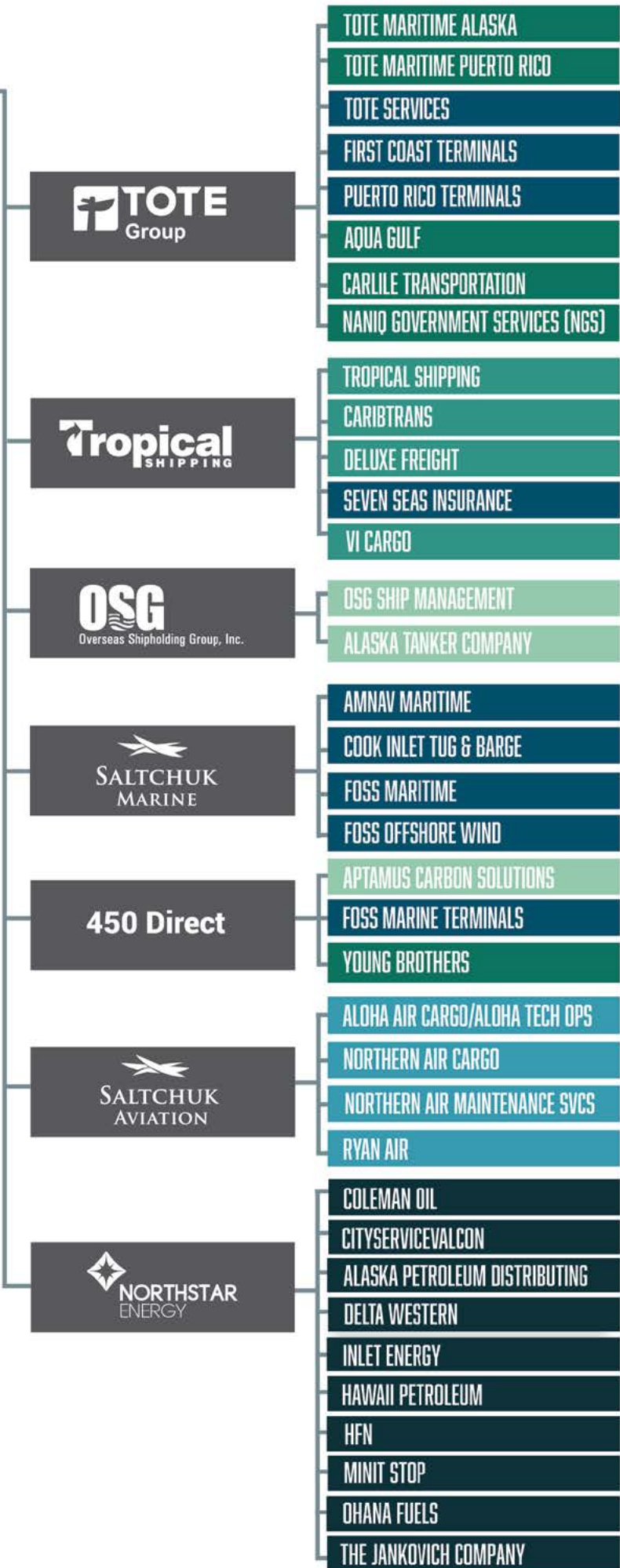


Saltchuk companies are committed to supporting our communities.

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



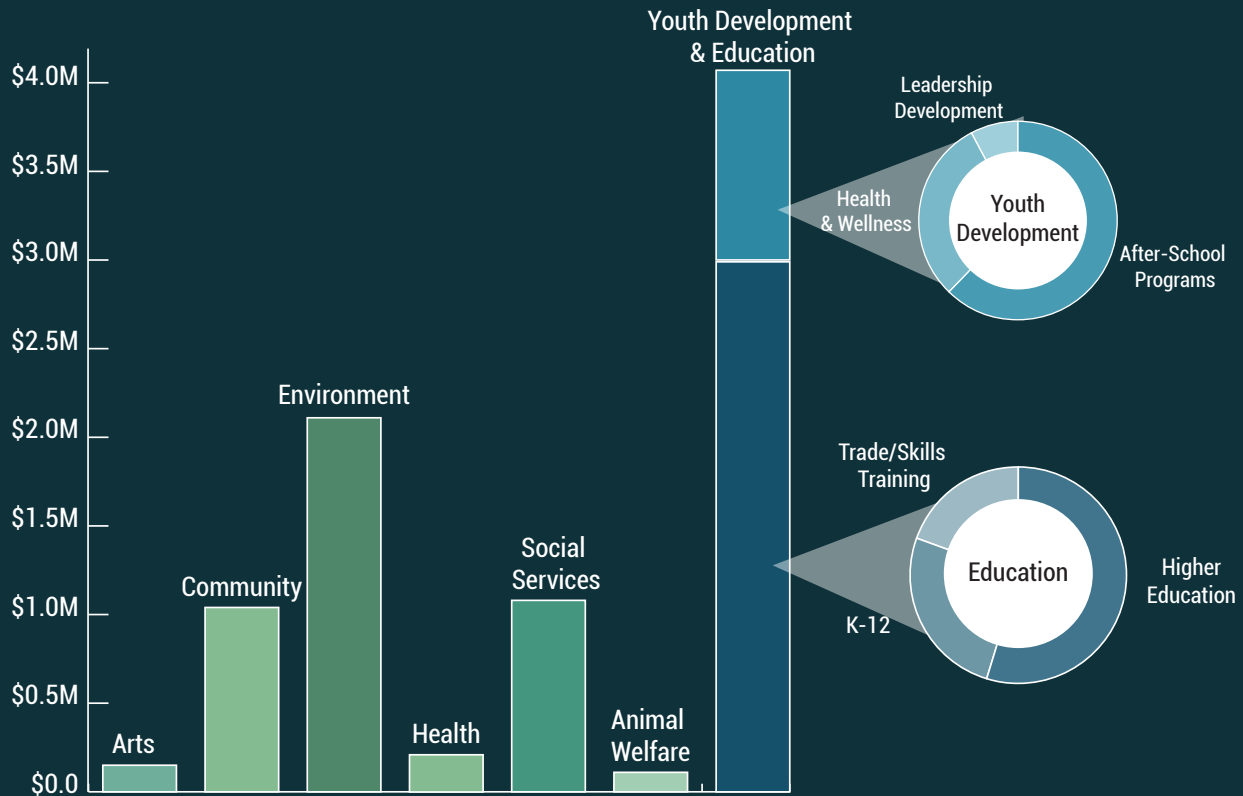
A Family That Delivers



# Our Primary Focus: Youth Development and Education

In 2012, Saltchuk began focused giving across our companies to support Youth Development and Post-Secondary Education.

**In 2025, 46% of total giving, and 77% of cash contributions were made to organizations and institutions developing our nation's next generation of leaders.**



In 2025, education and youth programs represented the most significant area of investment across Saltchuk,

From the classroom to the job site, Saltchuk companies recognize that meaningful community investment means meeting young people where they are. In 2025 we provided more than \$4M in K-12 education, higher education, workforce training, after-school programs, youth health and wellness, and leadership development.

- Higher Education led all categories at nearly \$1.6M, supporting colleges, universities, and scholarship programs that open doors for students across Alaska, Hawaii, Florida, Puerto Rico, the Caribbean, and Western United States.
- K-12 Education followed at more than \$768,000, funding programs that lay the foundation for lifelong learning in the communities our companies call home.

- Workforce development remains a particular area of focus. Nearly \$585,000 was directed toward trade and skills training programs — an intentional investment in the specialized talent pipelines that industries like maritime, aviation, energy, and logistics depend on to thrive. For Saltchuk, supporting these programs isn't simply philanthropy; it's a commitment to building the workforce that will sustain our industries for decades to come.

- Youth programming beyond the classroom also saw robust support, with more than \$663,000 invested in after-school programs and nearly \$325,000 in youth health and wellness initiatives — recognizing that a young person's success depends on far more than academics alone.

Across every region where Saltchuk companies operate, investment in education and youth development reflects a shared conviction: that the strong companies and communities of tomorrow are built by the people we invest in today.

# Building Puerto Rico's Logistics Future: Increasing Access and Expanding Opportunities



Ribbon cutting for the CETL inauguration in September 2025 was attended by more than 100 local leaders, University of Puerto Rico Mayagüez students, leadership, and representatives from the Saltchuk family of companies.

## Puerto Rico's Workforce Challenge

For decades, Puerto Rico's brightest engineering graduates followed the same path: earn a degree, then leave for the mainland to pursue advanced education. Recent grads and young professionals left for opportunities that didn't exist at home, creating a workforce gap that hindered economic growth.

Saltchuk is helping change that pattern through strategic partnerships with two Puerto Rican universities, creating pathways for students to build world-class careers without leaving the island.

In 2025, Saltchuk renewed its \$1.2M annual investment to advance education and opportunity in Puerto Rico.

## Two Programs, One Mission

### Polytechnic University of Puerto Rico: Talent Development Program

Through a 10-year agreement, Saltchuk partnered with Polytechnic University of Puerto Rico (UPRR)—the only institution on the island offering an associate degree in Supply Chain and Logistics—to create pathways for both new students and working professionals to advance in the industry.

The program launched strong. In its first year, it exceeded expectations across student outreach, applications, and certifications, while building partnerships with industry leaders. Students now have access to internships, co-ops, and hands-on training that directly prepare them for careers in Puerto Rico's logistics sector.

### University of Puerto Rico – Mayagüez: Center of Excellence for Transportation and Logistics (CETL)

On September 30, 2025, UPRR inaugurated the Caribbean's first Center of Excellence for Transportation and Logistics.

Under Dr. Héctor J. Carlo's direction, the CETL develops talent through hands-on academic programs, applied research in supply chain resilience, and direct industry partnerships. In its first year, the Center reached students at every level—from high schoolers exploring career options to graduate students pursuing advanced degrees—building a pipeline of logistics professionals who can address Puerto Rico's unique supply chain challenges.

## Creating Real-World Opportunities

"Through this collaboration, we aim to empower a new generation of professionals in transportation and logistics, creating pathways for education and career development that will benefit individuals, businesses, and economic development in Puerto Rico," said Saltchuk Chairman, Mark Tabbutt.

Both programs connect students with Saltchuk's family of companies in Puerto Rico—including TOTE Maritime, Tropical Shipping, Aqua Gulf, and Puerto Rico Terminals—for internships, co-ops, and career pathways. Industry advisory boards align education with workforce needs, ensuring graduates have the skills employers are seeking.



Dr. Carlo (left) and a group of Center of Excellence for Transportation and Logistics (CETL) students tour Tropical Shipping's operation at the Port of San Juan.

## Jennifer Dominguez Vega: Choosing to Stay



Dominguez Vega created scale models of ships, trucks, and containers as gifts for the Center's inauguration.

Two years ago, Jennifer Dominguez Vega would have been another statistic—a top engineering graduate leaving Puerto Rico for advanced education at MIT or Georgia Tech.

With a perfect GPA and applications ready, she was following the expected path.

Then Center of Excellence for Transportation and Logistics (CETL) at University of Puerto Rico – Mayagüez opened, and everything changed.

"I saw so many opportunities and things that we could do for Puerto Rico," she said. "I never saw the same opportunities here before."

After Hurricane Maria left her hometown of Isabela without electricity for six months, Dominguez Vega understood how critical logistics is to island life. The CETL gave her the chance to work on those problems at home. January 2026, she begins her master's degree at UPRM, focusing on transportation and logistics unique to island economies.

"I knew deep down that I wanted to do something impactful... something where I can directly impact Puerto Rico and leave a mark," she said. "I saw it within CETL."

## By the Numbers

**1,800+** Students engaged across UPRM and PUPR

**21** Internships connecting students to Puerto Rican employers

**76** Certifications and scholarships awarded to support career development

**1<sup>st</sup>** Center of Excellence for transportation and logistics in the Caribbean

# SALTCHUK ALASKA Giving



## Healing Through Dance and Music - North Star Community Foundation

Healing through Music and Dance brings world-class musicians, such as harmonica virtuoso Mike Stevens, up to 15 Alaskan villages annually. This program teaches youth to play instruments, create music, and express emotions safely, helping to prevent suicide and promote healing. Saltchuk's support covers artist fees, travel, and instruments, enabling this unique program to reach remote communities where live music is rare.



## Alaska Public Media

Saltchuk is proud to support Alaska Public Media's (AKPM) workforce development efforts. Through the Jobs Explained - Transportation initiative, AKPM creates engaging social media content to connect Alaska's youth with high-demand transportation careers. By partnering with local businesses and organizations, AKPM helps students discover real career pathways and training opportunities, empowering the next generation for success.



## Alaska Children's Trust (ACT)

We are honored to support Alaska Children's Trust (ACT) for the 9th year. As Alaska's only statewide nonprofit focused on the prevention of child abuse and neglect, ACT addresses youth mental health needs across the state, with a focus on rural communities. Saltchuk's investments support three key projects: Strengthening and Growing Alaska Cultural Camps, Youth Mental Health First Aid training, and Positive Indigenous Parenting. We're proud to help ACT create safer, healthier futures for Alaska's children and families.



## Prince William Sound Science Center

Prince William Sound Science Center's mission is to provide free, high-quality STEM education across Alaska. Saltchuk Alaska companies' support helps fund classroom programs, public education, and hands-on field experiences for both youth and adults. Saltchuk companies have provided \$40,000 in support, including \$10,000 in 2025.





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

**\$2,000,000+**

Alaskans for Litter Prevention and Recycling (ALPAR)

**\$675,000+**

Food Bank of Alaska

**\$100,000 - \$200,000**

Alaska State Fair  
UAF Troth Yedha Indigenous Studies Initiative

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

Anchorage Museum Association  
Anchorage Parks Foundation  
Fountainhead Museum Foundation  
Girl Scouts of Alaska  
Greater Fairbanks Community Hospital Foundation

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

Alaska Children's Trust  
Alaska Resource Education Fund  
Alaska School Activities Association  
Anchorage Concert Association  
Anchorage Mushing District  
Bethel Friends of Canines  
Covenant House Alaska  
Junior Achievement of Alaska  
University of Alaska Foundation

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

Alaska Airmen's Association  
Alaska Aviation Heritage Museum - Adventures Education  
Alaska Native Charter School  
Alaska Native Rural Veterinary  
Alaska Public Media - AK At Work  
Alaska Sealife Center

Alaska Shriners  
Anchorage Community Theater  
Anchorage School Business Partnership  
Anchorage Symphony Orchestra  
Armed Services YMCA of Alaska  
Beacon Hill  
Bean's Café  
Bear Creek Volunteer Fire Department  
Bethel Community Services Foundation - Teggaanerkput Youth Fund  
Bridges Community Resource Network Inc  
Bright Lights Book Project  
Cade's Corner  
Chugiak Aquatics Club  
Covenant Youth of Alaska  
Fairbanks Children's Museum  
Friends of The Anchorage Library  
Great Alaska Council, Scouting America  
Greater Anchorage, Inc.  
Iditarod Education Program  
Kawerak, Inc. On Behalf Of Taiguaguruguy (We Read)  
Kenai River Sportfishing Association  
Kiwanis Club of Fairbanks  
Kuuk Water  
Northstar Community Foundation - Healing Music & Dance  
PAWS of Nome  
Prince William Sound Regional Citizens' Advisory Council (PWSRCAC)  
Prince William Sound Science Center (PWSSC)  
Providence Alaska Foundation  
Rodeo Alaska  
Seward Association for the Advancement of Marine Science (Alaska Sealife Center)  
Straw For Dogs

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

10 Chefs Inc.  
Alaska Medical Missions  
Alaska's Healing Hearts  
Anchorage Mayor Charity Ball

Calypto Farm and Ecology Center  
Catholic Community Service  
Gamers Baseball Alaska  
KMTA (Kenai Mountains-Turnagain Arm National Heritage Area)  
North Star Imagination Library  
Red Cross of Alaska Home Fire Campaign Partnership  
Singletrack Advocates  
Sitka Whalefest  
Unalakleet Evangelical Covenant Church

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

Alaska Aviation Museum  
Alaska Center for The Performing Arts, Inc.  
Alaska Rural Veterinary Outreach  
Alaska SCTP Inc  
Anchorage Opera House  
Booster Club, Inc  
Boys & Girls Clubs of The Kenai Peninsula  
Catholic Social Services  
Challenge Alaska  
Cook Inlet Harbor Safety Committee  
Hilltop Ski Area  
Hope Community Resources Inc  
Kenai Peninsula Food Bank  
Nome Pre-School Association Inc  
Petersville Community Non-Profit Corp  
Sitka Trail Works  
Taylar Young Memorial Foundation  
The Waterfall Foundation  
Tigaraha Pet Resources  
Toys For Tots  
Tundra Health Initiative

**Up to \$999**

Alaska Humanities Forum  
Alaska Air Carriers Association  
Alaska Center For Resource Families  
Alaska Community Foundation  
Alaska Missions

# SALTCHUK ALASKA Giving



## Up to \$999 (continued)

Alaska PTA  
Anchorage Fur Rendezvous  
Anchorage Hockey Association  
Anchorage Waldorf Education Association  
Baranof Ballers  
Bering Strait School District - Unalakleet Youth Wrestling  
Bird Treatment & Learning Center  
Chugach Educational Corporation  
Cook Inletkeeper

Emmonak Women's Shelter  
Farthest North Girl Scout Council  
First Alaskans Institute  
Hillcrest Children's Center  
Hugss Drive School Supplies- Anchorage School District  
Interior Girl's Softball Association  
Jeremiah Ditullio Movember Fundraiser - Distinguished Gentleman's Ride  
Kashunamiut School District  
Kuskokwim Education Foundation

Little League Baseball Inc. Abbott-O-Rabbit Little League  
Meals On Wheels  
Native Village of Brevig Mission  
Sitka Fastpitch Softball Club  
Smokehouse Collective  
St. Teresa Catholic Church Fundraiser  
Unalakleet High School Wrestling  
Unalakleet Youth Wrestling Sponsorship  
Yukon River Drainage Fisheries Association  
Yuut Basketball Association

## Alaska Sealife Center

Alaska Sealife Center's Ocean Explorers Day Camp offers youth and families the chance to explore Alaska's marine animals, ecosystems, and native cultures through hands-on games, crafts, and activities. Saltchuk is honored to make the camp's educational experiences focused on inclusion, conservation, and diversity accessible. Saltchuk companies have contributed \$76,500 in support, including \$10,000 in 2025.



## Friends of the Anchorage Library

Saltchuk supported Beyond the Stacks, the Anchorage Public Library's annual fundraising event celebrating reading, learning, and community. In recognition of Saltchuk's enduring encouragement and financial support, a 1917 edition of John Muir's *Travels in Alaska* will be placed on the Alaska Collection shelves, featuring a custom bookplate in the company's honor.



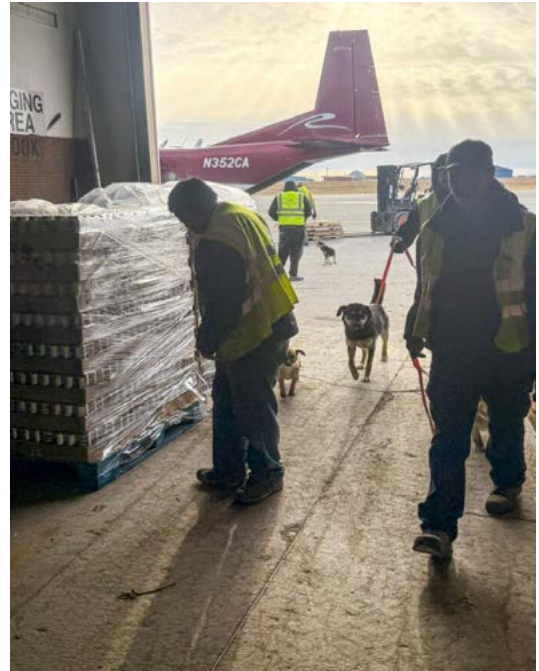
# Connecting Communities in Crisis

The Saltchuk companies treat their presence in remote communities as a responsibility, including a commitment to act as partners in first response when disaster strikes.

In October 2025, Typhoon Halong tore through Western Alaska's Yukon-Kuskokwim Delta, displacing over 1,500 people and damaging 90% of structures in some villages. For communities accessible only by air or water, the window for meaningful aid was narrow.

Delta Western kept fuel moving to remote villages through brutal winter conditions, supporting state contractors and heating clinics across the region. Northern Air Cargo flew over 60 flights, delivering more than two million pounds of relief supplies. Ryan Air transported critical goods to 34 communities, contributing nearly \$300,000 in combined support. Carlile donated approximately \$300,000 in boots and moved truckloads of water to evacuation centers. TOTE provided free shipping for emergency food and water.

It's the kind of response that's only possible because our companies aren't outside observers to these communities — they're part of them.



NAC and Ryan Air transported hundreds of animals stranded in affected rural communities to Anchorage where they received medical care and were either reunited with their families or placed with adoptive homes.

## More Than a Village Agent



Dennis Davis, Ryan Air's village agent in Shishmaref, does far more than handle cargo in his barrier island community of 600 residents.

After Typhoon Halong, he immediately coordinated emergency water distribution while Ryan Air and Northern Air Cargo delivered relief pallets within 48 hours.

Known across rural Alaska as the "Eskimo Fixer," Dennis also serves as a coordinator for Kuuk Water, an Indigenous-owned nonprofit that used Saltchuk's \$10,000 donation to provide water to hard-hit villages including Nightmute, Chefornak, and Kwigillingok.

# SALTCHUK CARIBBEAN Giving



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

## \$1,000,000+

Recinto Universitario De Mayagüez -  
Center of Excellence for Transportation and  
Logistics

University of Virgin Islands: Youth Ocean  
Explorers  
World Ocean School

Guyana Rotary Club Literacy Program  
HUGS St. Johns  
Isaiah 117 House

## \$130,000 to \$250,000

American Caribbean Maritime Foundation  
Universidad Politecnica De Puerto Rico -  
Talent Development Program

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

Boys & Girls Club of St. Thomas  
Cathedral of Saint Ignatius Loyola  
Corporacion La Fondita De Jesus  
Extra Bases Inc  
Hugs Across the County  
Instituto Nueva Escuela Inc  
Monique Burr Foundation  
Palm Beach North Educational Foundation  
Ponte Vedra Riptide Lacrosse  
Port of Palm Beach Seafarers Center  
Programa De Educacion Comunal De  
Entrega Y Servicio Aka Peces  
Tampa Bay Watch Inc  
Tug Valour

Jovenes De Puerto Rico En Riesgo (JPRR)  
Junior Achievement of North Florida  
Kinesis Puerto Rico  
Lauderdale Yacht Club Sailing Foundation  
Mentes Puertoriquenas En Accion (MPA)  
Propeller Club of the U.S./Port of  
Jacksonville  
Riviera Beach Community Redevelopment  
Agency  
Safety Council of Palm Beach County  
St. Thomas VI Department of Planning And  
Natural Resources  
Suits For High School Seniors  
Susan G. Komen For The Cure  
The District Church  
The Junior Baseball League of Nassau  
Voluntariado de Obras Comunitarias (VOY)

## \$30,000 to \$75,000

Boys & Girls Club of Puerto Rico  
Dreams Come True  
Instituto Del Desarrollo De La Juventud  
New Worlds Reading Initiative UF Lastinger  
Center for Learning  
Tom Coughlin Jay Fund

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

Baha Mar Foundation - The Links  
Blessings In A Backpack  
Enactus Puerto Rico  
Florida Atlantic University  
Grupo Guayacan  
One More Child  
Pace Center For Girls

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

Boys & Girls Club of Broward County  
Caribbean Media Exchange (CMEX)  
Church at Chets Creek Inc  
Combined Federal Campaign Foundation  
Grenada Educational Scholarship Fund

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

Alianza De Autismo  
American National Red Cross  
Antigua Rotary Youth Leadership Program  
Colegio San Jose



### Boys & Girls Club of St. Thomas and St. John

The Boys & Girls Club of St. Thomas and St. John provide high-quality after-school and summer programming for youth in the U.S. Virgin Islands. Aligned with Boys & Girls Clubs of America, their programs support academic success, character development, and healthy lifestyles.



### Enactus Puerto Rico

Enactus Puerto Rico is a nonprofit that empowers more than 600 university students across 40 campuses to drive entrepreneurial projects with social impact. Saltchuk companies provided a grant to support the expansion of the NextUS program's training, mentorship, and international opportunities. This support will scale the program's reach and strengthen its capacity to engage more students across Puerto Rico.



### \$2,500 - \$4,999 (continued)

Diocese Of St. Augustine  
 Dominica Aspirers Athletic Club  
 Dominica St. Paul Football Academy  
 Fundacion Ayudar, Inc.  
 Fundacion Ferries Del Caribe  
 Hubbard House Inc  
 Iniciativa Comunitaria De Investigacion Inc  
 Jacksonville Marine Charities  
 Kate Amato Foundation  
 Ladies of Futurity College Prep Scholarship  
 Mission House  
 Operation Triple Threat  
 Our Lady Star of The Sea - Palmer Catholic Academy  
 Para La Naturaleza  
 Port of Spain Rotary Club  
 Proyecto P.E.C.E.S., Inc  
 Safe Harbor Haven Inc  
 Sociedad Pro Hospital Del Nino  
 St. John School of The Arts  
 The Ashley Lashley Foundation  
 Tortola Unite BVI Foundation

U.S. Hands Across The Sea  
 United Way Maritimes  
 Will of Iron Golf Foundation  
 Zakers Affinity Causes

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

Barbados Boys Scout Association  
 Colegio San Ignacio De Loyola  
 Coral Reef Academy  
 Cultural Development Foundation (CDF)  
 St. Lucia  
 Eddie Ortiz Annual Three Kings Tradition  
 Elevate Wi  
 Elmo Plaskett Little League - St. Croix Lady Lions  
 Empower Me Academy Vi  
 Hero's Pantastic Music Academy  
 Liberty Pines Academy Parent Teacher Organization Inc  
 North Volleyball Puerto Rico  
 Our Lady Star Of The Sea Catholic Church  
 Patric Young Foundation  
 Puerto Rico Council of Boy Scouts of America

Society Of Saint Pius X Jacksonville Florida  
 Spanish Honor Society, St. Croix  
 St. Christopher Children's Home  
 St. Maarten Little League Association  
 St. Maarten Rotary Club  
 St. Maarten Science Fair Foundation  
 St. Vincent World Pediatrics  
 Tampa Bay Maritime Scholarship Foundation  
 The San Juan Children's Choir  
 V For Victory

### Up to \$999

Big Dog Ranch Rescue Inc  
 Fundacion Save A Sato Inc  
 Heartstrings Violin Academy  
 La Fondita De Jesús  
 Pickett Elementary School Supplies  
 Regional Food Bank of Northeast Florida  
 Sulzbacher Center For The Homeless  
 West Church Family, Inc



## HUGS St. Johns

HUGS St. Johns works closely with school counselors, social workers, and partner agencies to provide necessities to thousands of St. Johns County kids-in-need every year. They restock school-based pantries at 20 St. Johns County public schools and the Boys & Girls Club for children who face food insecurity. Saltchuk companies provided a \$9,000 grant in 2025 to children facing food insecurity.



## Junior Achievement of North Florida

Junior Achievement empowers young people with skills in financial literacy, career readiness, STEM, and entrepreneurship. For the third year, Saltchuk companies gave to JA of North Florida to introduce students to careers in the maritime, transportation, and logistics sectors. This year, awareness of maritime, transportation, and logistics industries was brought to middle and high school students.

# SALTCHUK HAWAI'I Giving



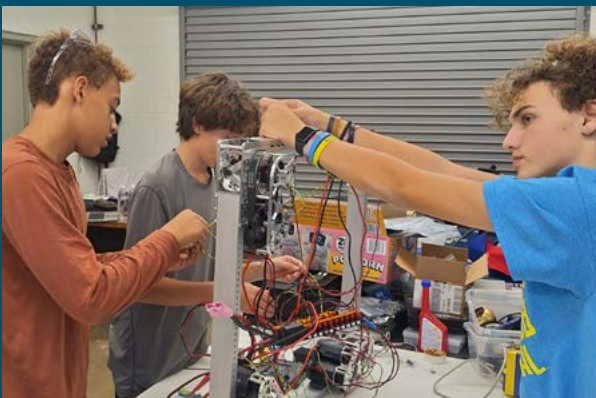
## UH Foundation

Saltchuk companies are longtime supporters of the Shidler College of Business EL MBA program at University of Hawaii. That support has grown over the years to include endowed scholarships for the HCC Aviation Mechanics Program and the School of Engineering. Over the last 10 years, Saltchuk companies have provided more than \$900,000 in scholarships through the UH Foundation to enhance Hawaii's workforce.



## NALU Studies - Pacific American Foundation

NALU Studies redirects at-risk Hawaii youth through hands-on environmental science rooted in traditional Hawaiian practices. Students from across the islands work with science agencies and cultural mentors on marine projects, earning academic credits while connecting to their heritage. Many return as mentors. Over the last 10 years, Saltchuk companies have provided \$70,000, including \$15,000 in 2025.



## Kauai Robotics Alliance, Inc.

Kauai Robotics Alliance brings hands-on engineering education to middle and high school students across Kauai through competitive robotics. Working alongside skilled engineers and adult volunteer mentors, students learn to build, code, test, and improve competition-ready robots for FIRST Robotics tournaments. Saltchuk's support helps fund the team's 2026 competition season, including the regional tournament in Honolulu.



## Children's Discovery Center

The Children's Discovery Center is Hawaii's only hands-on learning museum for children. Through its School Group Discovery Visit Program, the Center provides immersive, hands-on learning experiences year-round for Hawaiian students, with a special focus on Title I schools. In 2025, Saltchuk companies contributed \$15,000 to help ensure equitable access to these high-quality educational opportunities.



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

**\$80,000+**

University of Hawaii Foundation - *Endowed scholarships for the HCC Aviation Mechanics Program, Shidler College of Business ELMBA Program, and School of Engineering*

**\$20,000 - \$50,000**

American Heart Association  
Boys & Girls Club of Hawaii- Oahu/ Kauai  
Friends of The Children's Justice Center of Maui  
Hawaii Food Bank  
Hawaii High School Rodeo Association *Hawaii District, Jr High Kauai District, and Oahu District*  
Teach For America

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

Book Trust  
Boys & Girls Club of Maui  
Children's Discovery Center  
Hawaii Ag & Culinary Alliance  
Hawaii First Robotics  
Hawaii Nature Center  
Hawaii Public Television Foundation  
Hawaiian Kamali'i, Canoe Club  
Hoola Na Pua - Pearl Haven  
Maui United Way  
Pacific American Foundation - NALU Studies  
Pacific Whale Foundation  
People For Active Transportation (PATH)  
Reuse Hawaii

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

Family Support Services West Hawaii  
Hawaii High School Rodeo Association - Jr High Maui District  
Hawaii High School Rodeo Association - Maui District  
Hawaii Island Adult Care  
Historic Hawaii Foundation  
Ho'Oikaika Partnership  
J. Walter Cameron Center  
Kauai Robotics Alliance  
Maui Cancer Resource  
Maui Economic Opportunity  
Parents Inc  
Project Hawaii

Seabury Hall  
Teran JY Foundation  
University of Hawaii Foundation - Hawaii Institute Marine Biology

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

Alzheimer's Association  
Family Promise Hawaii  
Hawaii 4-H Foundation  
Hawaii Bicycling League  
Hawaii Rangeland Stewardship Foundation  
Hawaii Saddle Club  
Healthy Mothers Healthy Babies Coalition of Hawaii  
Hilo Rotary Club  
Japanese Chamber of Commerce & Industry of Hawaii  
Kamehameha Schools Maui Campus Ohana  
King Kekaulike High School  
Maui Arts and Cultural Center Maui Calls  
Maui Farm Bureau Foundation  
Maui Food Bank  
Maui Strikers  
Montessori School of Maui  
Na Kama Kai  
Pacific Cancer Foundation  
Scouting America - Aloha Chapter  
The Food Pantry  
The Punahou O-Mens Club  
University of Hawaii Foundation  
WMPA Scholarship Foundation

**Up to \$999**

Albion SC Hawaii  
Alexander Academy Performing Company  
All Pono  
Aloha United Way  
ALS Network  
Big Island Substance Abuse Council  
Central Maui Little League  
Christ The King Church  
Climbhi  
D.A.R.E. Hawaii  
Goodwill Industries Of Hawaii Inc  
Grants Central Station  
H.P. Baldwin High School  
Halau O Ka Hanu Lehua  
Halau O Ka Ua Kani Lehua

Hale Mua Cultural Group  
Haleakala Conservancy  
Hawaii Bicycling League  
Hawaii Community Foundation  
Hawaii Mothers Milk  
Hawaii Youth Livestock Association  
Hawaiian Lifeguard Association  
Iao School Renaissance Foundation  
Imua Family Services  
In His House Of Restoration Church  
Kahului Elementary School  
Kamalii Elementary School PTA  
Kamehameha Schools Parent Teacher Ohana  
Kawaihae Canoe Club  
Keiki's Aloha Foundation  
Kekaulike High School Foundation  
Kids Hurt Too Hawaii  
Kings Cathedral  
Kiwani's Club Shop With A Cop  
KSMC PTSO  
Kula Elementary School  
Kulamalu Cowboys Peewee Football  
Lae'Ula O Kai  
Lahaina Intermediate School  
Lahaina Restoration Foundation  
Lihikai Elementary Doe  
Make-A-Wish Foundation  
Maui Age Group Swimming Association  
Maui High School PTSA  
Maui Rotary Club of Lahaina  
Maui Sports Foundation, Inc.  
Maui Youth and Family Services Inc.  
Molokai Affordable Housing  
Molokai Foundation  
Na Koa Manu Conservation  
Na Leo Pulama O Maui  
National Kidney Foundation of HI  
North Kohala Community Resource Center  
Palama Settlement  
Petfix Spay and Neuter  
Prince Dance Company  
Rotary Club of Hilo  
Services for Seniors, Inc.  
Sjogrens and Lupus Foundation of Hawaii  
Sparks Maui Basketball  
Special Olympics Hawaii  
Toys For Tots  
Wailuku Cowboys Peewee Football

# SALTCHUK WESTERN U.S. Giving



## American Heart Association

The American Heart Association is the nation's oldest and largest voluntary organization dedicated to fighting cardiovascular disease and stroke. For the second year, Saltchuk companies are funding 12 schools with CPR and First Aid Training Kits, helping students and educators learn lifesaving skills such as CPR, AED use, and choking relief. These kits will train hundreds of individuals, building stronger, safer communities through greater emergency preparedness.



## Rainier Scholars

Saltchuk has been a proud supporter of Rainier Scholars – Tacoma since its launch in 2022, cultivating the academic and leadership potential of undeserved students. Our commitment provides essential funding for program operations, helping scholars access transformative educational and career opportunities. Through comprehensive support for students and their families, Rainier Scholars increases college graduation rates and empowers a new generation of community leaders.



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

### \$180,000+

Northwest Maritime Center- Maritime High School

### \$50,000 - \$100,000

Rainier Scholars Tacoma Chapter  
Snohomish County YMCA - Camp Casey Science Lab

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

Cristo Rey Jesuit High School  
Oceanconnect  
Tacoma Public Schools - Maritime|253  
University of Washington - Milgard School of Business scholarships

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

American Heart Association  
Awaken Church  
Cal Maritime  
Emergency Food Network  
Foss Waterway Seaport  
Multicare Health Foundation  
North Creek Presbyterian Church  
Propeller Club of the U.S./Port Of Tacoma  
Raisbeck Aviation High School  
Ronald McDonald House  
Seattle Church of Christ  
Seattle Nativity School  
Seattle Preparatory School  
The Spirit of Propeller  
Washington Policy Center

Washington Roundtable Partnership For Learning

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

American Friends of The Ocean Cleanup Foundation  
Eastridge Church  
Ethan's Smile Foundation  
Fountainhead Development  
Fred Hutchinson Cancer Center  
Good Hope Church of God In Christ  
Hood River Soaring  
Kingdom Home  
Marine Exchange of Puget Sound  
Nourish Pierce County  
One Generation Alliance Inc



### **\$5,000 - \$9,999 (continued)**

Permission to Start Dreaming  
 Portland State University  
 Puget Sound Maritime Historical Society  
 Rwanda Girls Initiative  
 Southbay Youth Maritime Foundation  
 Tacoma Boat Builders  
 Washington Alaskan Malamute Adoption League

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

American Red Cross  
 Ballard Food Bank  
 Boise Rescue Mission  
 Boise State University  
 Boys & Girls Club  
 Boys & Girls Clubs of South Puget Sound  
 Children's Dance Theater Foundation  
 Coastal Interpretive Center  
 Elevate Hooks NW  
 Evergreen State College Foundation  
 Gonzaga College High School  
 Gonzaga University  
 Goodtimes Project  
 HopeSparks  
 Jewish Federation of Greater Seattle  
 Saving Great Animals  
 Seattle University  
 Swedish Medical Center  
 United Way of Pierce County  
 University of Nevada, Reno  
 Vashon Island Public Schools Foundation  
 Village Theatre  
 Vision House  
 WA Trust for Historic Preservation  
 Washington State University  
 Youth Marine Foundation  
 Youth Outdoors Unlimited

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

Ali's Prom Project  
 Base Ministry  
 Boys & Girls Clubs of Skagit County  
 Camp Korey  
 Ennis Senior Center Inc.  
 Families Inspiring Leaders Academy  
 Friends of KEXP  
 Gig Harbor Lacrosse Association  
 Grub  
 Life Center Church of Tacoma  
 Northwest Harvest  
 Northwest Impact  
 Pack the Place in Pink  
 RMH Holiday Cruise  
 Ruby Habitat Research  
 Seattle Celebrity Waiters  
 South Sound YMCA  
 SPSCC Foundation  
 Thurston County Food Bank  
 University of California Los Angeles (UCLA)  
 University of Southern California  
 University of Washington  
 Vetsboats  
 Western Rivers Conservancy

### **Up to \$999**

Accounting Career Awareness  
 Arbor Heights PTSA  
 ArtsFund  
 Benjiproject.org  
 Chief Kanim Middle School PTSA  
 Clark County Food Bank  
 East Grays Harbor Food Bank  
 Evergreen Goodwill of Northwest Washington  
 Food Lifeline  
 Fort Bragg Girls Softball Association  
 Gig Harbor Grizzlies Wrestling Club  
 Holy Names Academy  
 Inglemoor Lacrosse Club  
 Kidvantage

Kings Schools  
 KUOW  
 Madison Valley Women's Club  
 Mama's Hands  
 Miss Washington Scholarship Fund Organization  
 Misspitts Rescue  
 Mount Rainier Futbol Club  
 Movember Foundation  
 Mt. Si Senior Center  
 New Phoebe House Association  
 Nordic Skiing Association  
 North Tacoma Cooperative Preschool  
 Northwest Battle Buddies  
 Northwest Trail Alliance  
 Olddog Haven  
 Olympia Harbor Days Festival  
 Open Doors International U.S.A.  
 Operation Warm Heart  
 Partners Inland Northwest  
 Pasadena Humane  
 Pasados Safe Haven  
 Royal Family Kids Camp - Issaquah  
 Safe Crossings Foundation  
 Seattle Children's Hospital  
 Seattle Jazz Fellowship  
 Sound Experience  
 St. Labre Indian School  
 St. Vincent De Paul School  
 Tacoma Community House  
 Tacoma Pierce County Humane Society  
 Tacoma Sunrise Rotary Foundation  
 Tacoma Urban League  
 The Rescue Mission  
 Timber Ridge Elementary PTSA  
 Toys For Tots  
 Westgate Parent Staff Organization  
 World Central Kitchen  
 YMCA Of Greater Seattle  
 Youth Experiential Training Institute  
 Zero Waste Washington

## Cristo Rey Jesuit Seattle High School

Cristo Rey provides a unique college-preparatory education in South Seattle, combining rigorous academics, professional work experience, and faith development for students with financial need. Through its work-study program, students gain real-world skills and help fund their education.



## The Spirit of Propeller

The Propeller Club of Seattle provides equipment, facilities, and mentors to support youth maritime organizations, like Sea Scouts, in training the next generation of maritime professionals. The grant provided by Saltchuk companies will help replace the Propeller's main engine, ensuring safe and reliable operations for years to come and supporting the organization's mission to develop young leaders in the maritime community.



## Washington Roundtable Partnership for Learning

Partnership for Learning, the education foundation of the Washington Roundtable, works to strengthen education-to-career pathways and increase postsecondary credential attainment across Washington state. They focus on improving K-12 preparation, increasing enrollment in postsecondary education and training programs, and supporting persistence and credential completion. In 2025, Saltchuk companies contributed \$10,000 to support this work.



## Seamen's Church Institute

Seamen's Church Institute is on call 24/7 to respond to the urgent needs of mariners along the nation's inland waterways and river systems with a corps of highly trained chaplains skilled in critical incident stress management and suicide intervention. In addition, SCI maintains two campuses providing continuing maritime education



## U.S. Coast Guard Foundation

Saltchuk companies support the U.S. Coast Guard Foundation with funds for programs that support U.S. Coast Guard members and their families, focusing on education, emergency assistance, and morale. Key areas funded include scholarships for service members and children, disaster relief, and wellness initiatives.

# SALTCHUK NATIONWIDE Giving



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

## \$100,000 to \$150,000

Massachusetts Maritime Academy

## \$75,000 to \$99,999

Coast Guard Foundation

## \$30,000 - \$74,000

Seamen's Church Institute  
SUNY Maritime

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

American Cancer Society  
American Red Cross  
Hispanic Federation Inc  
Home Depot Foundation  
Lundeberg Maryland School of Seamanship  
Maine Maritime Academy  
Maritime College Alumni Association  
Scholarship America, Inc.  
United Seamen's Service  
Women Offshore Foundation

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

American Foundation for Suicide Prevention  
American Heart Association  
Blinknow Foundation  
Boston College Trustees  
Crohns & Colitis Foundation of America  
First Chance Foundation  
Folds of Honor  
Hollandstrong Annual Ice Fishing Derby  
New Life for Haiti

Saint Joseph's University

The Foundation for North America Wild Sheep

Trustees of Princeton University

Trustees of Tufts College

United States Merchant Marine Academy Alumni Association and Foundation

Utah State University

Xavier High School Corporation of Middletown

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

American Diabetes Association  
Boy Scout Troop 219  
Capitol Hill Day School  
Catholic Charities  
Community Servings  
Cradles To Crayons  
Foodbank, Inc  
Harvard University  
Humane World for Animals  
Lyngblomsten Foundation  
Malaria Consortium  
Mothers Milk Bank Northeast  
Move For Hunger  
National Aphasia Association Inc  
Share Our Strength Inc  
St. Jude Children's Research Hospital  
St. Jude's Ranch For Children  
Trinity College  
United States Holocaust Memorial Museum  
United Way of Greater Knoxville  
University of Maine Foundation

## Up to \$999

Alzheimer's Research And Prevention Foundation

American Civil Liberties Union

American Family Association Inc

Animal Welfare Institute

Austin Pets Alive

Charity:Water

Children's Hospital Corporation

Defenders of Wildlife

First Presbyterian Church

Gary Sinise Foundation

Inspired By Giving

National Audubon Society Inc

New Israel Fund

Operation Smile

Special Olympics Inc

Standup For Kids

The ALS Association

The Leukemia & Lymphoma Society

The Navigators

Tunnel to Towers Foundation

Unicef U.S.A.

World Central Kitchen

Wreaths Across America

Young Life

Zeta Tau Alpha Foundation

## Scholarship America - Saltchuk Marine Family Scholarship Fund

Through tuition aid, tuition reimbursement, seminars and the Saltchuk Marine Scholarship Program, Saltchuk Marine has enabled its employees and their dependent children to continue the learning process. The Saltchuk Marine Scholarship Program was established to provide scholarships to assist employees' children who plan to pursue postsecondary education in college and vocational programs. In 2025, six students from Hawaii received scholarships totaling nearly \$20,000.





## Women Offshore Foundation Scholarship Recipient Madison Selby Finds Her Place in OSG's Tanker Fleet

Madison Selby's love of ships began in her Dundalk, Maryland living room, watching *Titanic* with her mother. Inspired by her Coast Guard uncle's 20-year career, she went on to become the first in her family to attend a maritime academy — gaining hands-on experience as a cadet aboard the *Overseas Cascade*.

Selby represents a generation of women changing the face of an industry where female mariners still account for just over 7% of the U.S. shipborne workforce. Interest is rising, but financial barriers remain real obstacles for many students pursuing Academy admission.

That's why OSG established a three-year, \$91,500 partnership with the Women Offshore Foundation, awarding annual scholarships to four female maritime cadets through 2026. The funding helps cover sea-term training costs — the hands-on shipboard experience required to earn professional deck or engine officer credentials.

For Selby, the scholarship was more than financial relief. "It gave me a huge boost of confidence," she said.



READ FULL ARTICLE

# Paving the way for students to achieve

Across the Saltchuk family of companies, we support scholarships and training programs that create pathways into maritime careers — from high school students to cadets completing their final sea time training.



## Maritime|253

Maritime|253 is set to open an innovative skills center within Tacoma Public Schools in Fall 2026. Saltchuk Western U.S. companies are providing funding to support curriculum development and framework alignment for the center, which prepares Tacoma students for high-demand careers in maritime trades, transportation, and logistics. Representatives from Saltchuk companies also contribute direct industry expertise to help shape the program, ensuring students are connected to meaningful maritime careers in their own port city.



## American Caribbean Maritime Foundation

The American Caribbean Maritime Foundation (ACMF) works to advance maritime education and training throughout the Caribbean by providing scholarships, resources, and opportunities to the next generation of maritime professionals. In 2025, Saltchuk companies provided \$99,000 to support ACMF's sea time initiative, which helps graduating cadets complete the critical final component of their training.



## Cal Poly Maritime Academy

Cal Poly Maritime prepares future maritime professionals through rigorous academics and hands-on training at sea. Cadets gain real-world navigation experience aboard the Academy's training vessels, operating in demanding, real-time conditions. In 2025, Saltchuk companies contributed \$22,000 to fund an Electronic Chart Display and Information System (ECDIS) aboard a training vessel, expanding access to advanced navigation training beyond the limited summer sea term.



## Massachusetts Maritime Academy

Massachusetts Maritime Academy prepares future mariners through rigorous academics, a regimented campus environment, and sea-term training aboard the state-of-the-art training vessel *Patriot State*. In 2025, TOTE announced a new three-year, \$90,000 scholarship commitment supporting 18 MMA cadets, with a focus on students from Puerto Rico, gateway communities, first-generation college students, and those with financial need.



Boys & Girls Club of St. Thomas & St. John

