ANNUAL REPORT

Fiscal Year 2020-21
FIVE YEAR PLAN*

THE WPPF VISION
A vigorous and enterprising organization of member companies, alumni and friends centered at the University of Washington (UW) and creating competitive advantage for the pulp, paper and bioresource industries through focused and dedicated graduates of the Bioresource Science and Engineering (BSE) program.

THE WPPF MISSION
To provide the pulp, paper and bioresource industries with outstanding, dedicated graduates in BSE from the UW who have breadth and depth of knowledge, make immediate contributions, are future leaders and are grounded in the principles of teamwork, sustainability, stewardship and economic vitality.

The Core Values which guide the WPPF Vision and Mission are:

Open Communication • Cooperation • Commitment

Success requires balanced attention among students, member companies, and supporters (alumni, friends, faculty and staff).

Objective 1
Assist faculty in developing graduates of the Program who are highly attractive to employers.

Objective 2
Assist students in providing opportunities for significant co-op and internship employment.

Objective 3
Provide a solid resource financial base to support the Program.

Objective 4
Evaluate and update the Program to meet current and future Industry needs.

Objective 5
Grow and improve involvement of alumni and friends in the WPPF and the Program.

Objective 6
Promote and engage Industry and UW leadership in the Program.

* Due to the pandemic, the next Five Year Plan will be established in FY 2022-23.
FROM THE PAST PRESIDENT, PRESIDENT & EXEC DIRECTOR

To our Members, Alumni, Faculty & Friends,

SUMMARY
The executive committee was anchored by Ken Blankenship, BASF, with Kristi Kobetic, Columbia Pulp and Port Townsend Paper Corp., Craig Anneberg, NORPAC, and Adam Tonzi, Kemira, filling out the group as Vice President. Because of the challenges of dealing with the pandemic, we do not expect the officers to move up until May 2022. This has and will provide leadership stability through a challenging time.

The pandemic challenged operation in many ways, notably the cancellation of the annual meeting and the request by several members to “pause” their renewal donations. While the opportunity to get together and celebrate our graduates was missed, the Foundation continued to meet all of its objectives for student support. We graduated 19 seniors into a tightening job market. We continue to see our graduates accept positions outside of the PNW and in firms more heavily oriented towards the bio economy.

An agreement was reached with the School of Environmental and Forest Sciences (SEFS) to utilize endowments held by SEFS that are specifically designated for BSE scholarship support. This had the impact of reducing the amount used directly from WPPF funds allowing no reduction in scholarships awarded. It is expected this agreement will help scholarship support in the future and fund increased support of the Wollenberg Paper and Bioresource Science Laboratory while maintaining neutral cash flow.

Financial Summary
The year ended with positive cash flow despite the complications of membership renewal in the face of the pandemic. Membership renewals were approximately 50% of the peak in FY 2019, the year of our 50th anniversary, but were buttressed by a generous alumni donation. We were able to place an additional $130,000 into the Consolidated Endowment Fund. The value of endowments managed by the Foundation for the benefit of our students increased to approximately $4,000,000. Common Fund principal increased to approximately $1,160,000. Careful management of other expenses, e.g. travel, bank fees, reduced those expenditures by more than 50%.

Curriculum
The year ended with a major change in instruction because of the emergence of the pandemic. The programs emphasis on communication and hands-on experience was severely impacted as the faculty worked tirelessly to provide quality instruction to our students. While the curriculum looked the same if you only read course titles, the delivery was by necessity challenging. Despite these issues, Dr. Gough’s environmental courses and Dr. DiChiara’s materials emphasis were effectively integrated into the curriculum.

Membership
While the number of members increased slightly, a significant fraction asked to “pause” or substantially reduce their membership renewals. This impacted membership donations substantially. Business uncertainty associated with the onset of the pandemic was the major reason for membership hesitancy. The offer of a new membership rate of $1000/year for two years has helped increase membership but has reduced the giving per member. There are signs that membership renewals will increase in the next fiscal year. The additional effort put into recruiting new members from outside the core pulp and paper industry has yet to make a substantial difference.
Recruiting/Scholarship Support

The student population decreased as a result of large graduating class in the prior year. Recruitment of students did not offset graduation. The introduction of the Direct to College (DTC) engineering program eliminated Direct First-Year Admissions (DFA) and complicated recruiting of students. An unpredicted effect of the DTC was the large number of students selecting Computer Science and Engineering (CSE). Students who did not get into CSE often left the UW to pursue the degree elsewhere and did not consider other engineering disciplines. Several other engineering programs fell short of their expected enrollment. The ability for students to enter the University and the College of the Environment and then select BSE did not yield additional students. Added to these challenges was the emergence of the pandemic and cessation of virtually all face-to-face recruiting efforts. Instructors in high schools and community colleges were overwhelmed with the need to conduct classes online and found it difficult to host additional sessions. When Zoom introductory sessions were held, they were far less effective than face-to-face meetings.

Scholarship spending from the WPPF accounts was moderated by the application of funds from endowments held by the School of Environmental and Forest Sciences (SEFS) for the benefit of BSE students. Clarification of how these funds would be used for BSE scholarships has greatly enhanced our ability to meet our scholarship commitments. This process also makes BSE students eligible for scholarship funding from general SEFS endowments.

Thank you for your support of the Foundation and our students.

Kenneth W. Blankenship II
Past President

Kristi J. Kobetich
President

Michael A. Roberts
Executive Director
## FOUNDATION OFFICERS

<table>
<thead>
<tr>
<th>Role</th>
<th>Name and Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Kristi Kobetich, Port Townsend Paper Corporation</td>
</tr>
<tr>
<td>Executive Vice President</td>
<td>Craig Anneberg, North Pacific Paper Company</td>
</tr>
<tr>
<td>Vice President</td>
<td>Adam Tonzi, Kemira</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Ann Sarna, UW</td>
</tr>
<tr>
<td>Past President</td>
<td>Kenneth Blankenship, BASF</td>
</tr>
<tr>
<td>Faculty Members</td>
<td>Richard Gustafson, UW</td>
</tr>
<tr>
<td>Executive Director</td>
<td>William McKeon, UW</td>
</tr>
<tr>
<td></td>
<td>Michael Roberts, WPPF</td>
</tr>
</tbody>
</table>

## BOARD OF DIRECTORS

<table>
<thead>
<tr>
<th>Name</th>
<th>Company and Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Craig Anneberg</td>
<td>North Pacific Paper Company</td>
</tr>
<tr>
<td>Graham Bailey</td>
<td>Nippon Dynawave Packaging Company</td>
</tr>
<tr>
<td>Tom Blake</td>
<td>Sonoco</td>
</tr>
<tr>
<td>Kenneth Blankenship</td>
<td>BASF Corporation</td>
</tr>
<tr>
<td>Dan Bloom</td>
<td>Lundberg</td>
</tr>
<tr>
<td>Todd Brooks</td>
<td>Pacific Section of TAPPI</td>
</tr>
<tr>
<td>John Carpenter</td>
<td>Nippon Dynawave Packaging Company</td>
</tr>
<tr>
<td>Marc Elliott</td>
<td>Eaton Corporation</td>
</tr>
<tr>
<td>Jared Fraisure</td>
<td>Ascensus Specialties</td>
</tr>
<tr>
<td>Thomas Friberg</td>
<td>Retired - Weyerhaeuser Company</td>
</tr>
<tr>
<td>Richard Gustafson</td>
<td>University of Washington</td>
</tr>
<tr>
<td>J. J. Haebe</td>
<td>Nalco Company</td>
</tr>
<tr>
<td>John Hanby - Emeritus</td>
<td>Retired - Potlatch and WPPF</td>
</tr>
<tr>
<td>Daniel Hickey</td>
<td>Retired - Georgia-Pacific Corporation</td>
</tr>
<tr>
<td>Wes Hill</td>
<td>Georgia-Pacific Corporation</td>
</tr>
<tr>
<td>Randall Hinton</td>
<td>Harris Group</td>
</tr>
<tr>
<td>Vincent Hochanadel</td>
<td>Enzymatic Deinking Technologies</td>
</tr>
<tr>
<td>Seth Jorgensen</td>
<td>Clearwater Paper Corporation</td>
</tr>
<tr>
<td>Kevin Kent</td>
<td>Ingredion Incorporated</td>
</tr>
<tr>
<td>Kristi Kobetich</td>
<td>Port Townsend Paper Corporation</td>
</tr>
<tr>
<td>Steve Latham</td>
<td>MAIQ</td>
</tr>
<tr>
<td>Mark Lewis</td>
<td>Sustainable Fiber Technologies</td>
</tr>
<tr>
<td>Paul Machtolf</td>
<td>Retired - Ponderay Newsprint Company</td>
</tr>
<tr>
<td>John Michael Marsh</td>
<td>WestRock</td>
</tr>
<tr>
<td>Wes Martz</td>
<td>Kadant Inc.</td>
</tr>
<tr>
<td>William McKeen</td>
<td>University of Washington</td>
</tr>
<tr>
<td>Michael Onustock</td>
<td>Retired - Weyerhaeuser Company</td>
</tr>
<tr>
<td>Benjamin Ponto</td>
<td>University of Washington</td>
</tr>
<tr>
<td>Michael Roberts</td>
<td>WPPF</td>
</tr>
<tr>
<td>Donald Root - Emeritus</td>
<td>Retired - Weyerhaeuser and WPPF</td>
</tr>
<tr>
<td>Adam Ropp</td>
<td>Buckman</td>
</tr>
<tr>
<td>Jeff Ross</td>
<td>Harris Group</td>
</tr>
<tr>
<td>Ann Sarna</td>
<td>University of Washington</td>
</tr>
<tr>
<td>Daniel Smith</td>
<td>BTG-Capstone</td>
</tr>
<tr>
<td>Jim Smith (Interim)</td>
<td>Cosmo Specialty Fibers Inc.</td>
</tr>
<tr>
<td>Kurt Thorne</td>
<td>Packaging Corporation of America</td>
</tr>
<tr>
<td>Adam Tonzi</td>
<td>Kemira Pulp and Paper</td>
</tr>
<tr>
<td>Craig Walley</td>
<td>WestRock</td>
</tr>
<tr>
<td>Hugh West</td>
<td>International Paper Company</td>
</tr>
<tr>
<td>Thomas Wolford</td>
<td>Retired - Graphic Pkg International, Inc.</td>
</tr>
</tbody>
</table>
# UW STUDENT TAPPI OFFICERS

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Theo Lanz (‘21)</td>
</tr>
<tr>
<td>Vice President</td>
<td>Ryan Setera (‘22)</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Jackie Kobal (‘21)</td>
</tr>
<tr>
<td>Secretary</td>
<td>Gregory Moore (‘22)</td>
</tr>
<tr>
<td>Public Relations</td>
<td>Chanya Charoenlerattavee (‘22)</td>
</tr>
<tr>
<td>Student TAPPI Advisor</td>
<td>Kurt Haunreiter</td>
</tr>
</tbody>
</table>

# MEMBERS

### GOLD ($6,000+)
- Clearwater Paper Corporation
- International Paper
- Kemira (June 2020)
- Solenis (June 2020)

### SILVER ($3,000+)
- Ascensus Specialties LLC
- Eaton Corporation
- MAIQ Inc.
- Pacific Nano Products
- Packaging Corporation of America
- Sonoco
- WestRock

### MEMBER ($2,160+)
- Columbia River Carbonates

### CUSTOM (< $1,200+)
- Acrowood
- Georgia-Pacific Corporation - Wauna
- Graphic Packaging International, Inc.
- NORPAC
- OCOchem
- Phaidra (June 2020)
- Roberts Associates, LLC
- Sustainable Fiber Technologies LLC
- United Initiators

# ALUMNI & FRIENDS MEMBERS

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas Blake</td>
<td>Wes Hill</td>
<td>Joelle Scheldorf</td>
</tr>
<tr>
<td>Todd Brooks</td>
<td>Alexander Josephson</td>
<td>Shruthi Thandri</td>
</tr>
<tr>
<td>Edward Draper</td>
<td>Paul Machtolf</td>
<td>Kailee Wood</td>
</tr>
<tr>
<td>Sydney Fry</td>
<td>John Michael Marsh</td>
<td>Jay Worth</td>
</tr>
<tr>
<td>Daniel Hickey</td>
<td>Barb Roberts</td>
<td>Emily Yates</td>
</tr>
<tr>
<td>Miles Hewitt</td>
<td>Adam Ropp</td>
<td></td>
</tr>
</tbody>
</table>
## GRANTS & GIFTS

### ORGANIZATION GRANTS & GIFTS
The Wollenberg Foundation added to the Richard P. Wollenberg Endowment, $100,000

### INDIVIDUAL GIFTS TO ENDOWMENTS
A donor added to the William McKean Endowment, $150

### CONSOLIDATED ENDOWMENT FUND MATCHING PROGRAM DONORS

<table>
<thead>
<tr>
<th>ORGANIZATIONS</th>
<th>INDIVIDUALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pacific Section of TAPPI</td>
<td>Todd Brooks</td>
</tr>
<tr>
<td>The Schuh Group</td>
<td></td>
</tr>
</tbody>
</table>

### GIFTS TO SCHOLARSHIP FUND

**ALUMNI & FRIENDS**
- Teresa Aziz
- Brenda Gale Arnold
- Charles N. Beckert
- Daniel Bloom
- Edward Draper
- David Durocher
- Gene Fioretti
- Thomas S. Friberg
- Daniel Hickey
- Carol Hudson
- Gary & Karleen Jergensen
- Harold Paul Mottet
- Michael Onustock
- Lanse Richardson
- Loogyam Ripplinger
- Michael Roberts
- Craig Rogers
- Philip Schnell
- Andre Smith
- Austin Strader
- Sheldon Townsend
- David Trzil
- Jay Worth

**COMPANY EMPLOYEE MATCHES**
- Clearwater Paper Corporation
- EcoLab
- WestRock

### 2020-2021 ACADEMIC YEAR SCHOLARSHIP RECIPIENTS

#### Seniors
- Danny Daily
- Wei-Yan Fu
- Jackie Kobal
- Nahom Tikabo

#### Juniors
- Samantha Burrell
- Matthew Higa
- Rachael Johnson
- Nicole Kuokka
- Alexandrea Maerz*
- Gregory Moore
- Cian Scheer
- Ryan Setera

#### Sophomores
- Babita Giri
- Catherine Ta

* Boeing Scholarship Awardee
Alumni Scholarship, BSE Alumni  
Open  

Noah H. Anderson, Wollenberg Foundation  
Open  

Ashland Hercules Water Technologies  
Wei-Yan Fu  

Betz Laboratories, Ashland Hercules Water Technologies  
Wei-Yan Fu  

Asea Brown Boveri  
Ryan Setera  

William W. Clarke, Wollenberg Foundation  
Open  

Foundation Endowment, Friends / Associates  
Open  

Thomas S. Friborg  
Rachael Johnson  

Howard S. Gardner, TAPPI  
Babita Giri  

Al Graef, Harris Group  
Nahom Tikabo  

Robert Guide, Wollenberg Foundation  
Matthew Higa  

Ernst Haindl, Port Townsend Paper Corporation  
Open  

David W. Harris, ECONO, Inc.  
William Kusnadi  

Robert & Louise Harris, Harris Group  
Nahom Tikabo  

Jan & Bjorn F. Hrutfiord, Family / Friends / Associates  
Open  

J.O. Julson, Weyerhaeuser Foundation  
Open  

Kimberly-Clark Corporation  
Cian Scheer  

John W. Klein, Wollenberg Foundation  
Open  

George E. Lamb, Family / Friends / Associates  
Open  

A. Halvar Lundberg, A H Lundberg Associates and Friends  
Open  

Lennart A. Lundberg  
Rachael Johnson / Ryan Setera  

Raymond G. McDermott, Wollenberg Foundation  
Open  

William McKeen, R&R Getty / Friends / Alumni  
Alexandrea Maerz  

Measurex Corporation  
Rachael Johnson  

Anson B. Moody, Moody / Denman Family / Friends  
Jackie Kobal  

Pacific Section TAPPI  
Babita Giri  

PIMA  
Open  

Rayonier Foundation  
Open  

Donald F. Root, Weyerhaeuser Foundation / Friends  
Rachael Johnson  

Kyosti V. Sarkanen, Pacific Section TAPPI  
Babita Giri  

Kyosti V. Sarkanen Fellowship, Friends / Associates  
Open  

Kyosti V. Sarkanen Premium, Friends / Associates  
Wei-Yan Fu  

George E. Schwartz, Wollenberg Foundation  
Ryan Setera  

Robert Seidl, Simpson Foundation / Friends  
Samantha Burrell  

John Shethar, Weyerhaeuser Foundation / Friends  
Open  

James Stacie, Wollenberg Foundation  
Catherine Ta  

Cecil Taylor, Boise Cascade Paper Group  
Matthew Higa  

Boyd K. Wickwire, Wollenberg Foundation  
Nicole Kuokka  

Weyerhaeuser Co., Weyerhaeuser Foundation / Willamette Ind.  
Open  

Wollenberg Foundation  
Daniel Daily  

R. P. Wollenberg, Friends / Associates  
Gregory Moore  

Richard P. Wollenberg, Wollenberg Foundation  
Gregory Moore
WALL OF FAME AWARD*

The Wall of Fame Award is the highest recognition granted by the Washington Pulp and Paper Foundation. The purpose of the award is to recognize exemplary service and contributions by individuals to the Foundation and to the Bioresource Science and Engineering program at the University of Washington.

William T. McKeen, 2018
John C. Berg, 2017
Thomas L. Wolford, 2016
Michael Haas, 2015
Bruce Bare, 2014
Bjorn F. Hrutfiord, 2013
Bob Harris, 2012
David B. Thorud, 2011
Marlis West, 2010
John E. Hanby, 2009
Wollenberg Foundation, 2008
(40th Anniversary Celebration Recognition)
Robert J. Seidl, 2006
John D. Logsdon, 2005
Steven R. Rogel, 2004
C. Norman Beckert, 2003
Donald F. Root, 2002
W. Richard & Mary Ellen Denman, 2001
Richard P. Wollenberg, 2000

OUTSTANDING ALUMNI AWARD*

In recognition of outstanding contributions of time, talent and financial support to insure excellence in education in the Bioresource Science and Engineering Program.

Daniel P. Hickey, 2019
Roger P. Hagan, 2017
Gary Jergensen, 2016
Edward Draper, 2015
Daniel B. Smith, 2014
Paul Machtolf, 2013
Jay Worth, 2012
Colleen Ponto, 2011
Hou-min Chang, 2010
Miles A. Hewitt, 2009
Richard R. Gustafson, 2008
William T. McKean, 2007
William S. Fuller, 2006
Thomas S. Friberg, 2005

* These awards were not presented in 2020 or 2021 due to the pandemic.
WASHINGTON PULP AND PAPER FOUNDATION, INCORPORATED
STATEMENT OF ACTIVITIES

For the year ended June 30, 2021 | For the year ended June 30, 2020
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**Revenues, gains, and other support:**

<table>
<thead>
<tr>
<th>Without donor restrictions</th>
<th>With donor restrictions</th>
<th>Total</th>
<th>Without donor restrictions</th>
<th>With donor restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual memberships</td>
<td>$ 50,331</td>
<td>- $ 50,331</td>
<td>$ 90,679</td>
<td>- $ 90,679</td>
<td></td>
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<tr>
<td>Contributions to University endowment gift</td>
<td>11,429</td>
<td>11,429</td>
<td>2,400</td>
<td>2,400</td>
<td></td>
</tr>
<tr>
<td>Named scholarships</td>
<td>100,000</td>
<td>100,000</td>
<td>100,450</td>
<td>100,450</td>
<td></td>
</tr>
<tr>
<td>Contributed services</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td></td>
</tr>
<tr>
<td>Alumni &amp; Friends</td>
<td>13,657</td>
<td>13,657</td>
<td>11,601</td>
<td>11,601</td>
<td></td>
</tr>
<tr>
<td>Income from BPA Grant</td>
<td></td>
<td></td>
<td>112</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income on investments</td>
<td>115,976</td>
<td>115,976</td>
<td>3,279</td>
<td>114,627</td>
<td>117,906</td>
</tr>
<tr>
<td>Net unrealized gains (losses)</td>
<td>283,038</td>
<td>923,093</td>
<td>1,206,131</td>
<td>4,776</td>
<td>(114,230)</td>
</tr>
<tr>
<td>UW Matching Funds on new gifts</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Annual university-industry conference</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Other revenue</td>
<td>554</td>
<td>554</td>
<td>222</td>
<td>222</td>
<td></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>115,976</td>
<td>(115,976)</td>
<td>-</td>
<td>114,627</td>
<td>(114,627)</td>
</tr>
<tr>
<td><strong>Total revenues, gains, and other support</strong></td>
<td>482,010</td>
<td>1,023,093</td>
<td>1,505,103</td>
<td>234,609</td>
<td>(13,780)</td>
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</tbody>
</table>

**Expenses:**

<table>
<thead>
<tr>
<th>Without donor restrictions</th>
<th>With donor restrictions</th>
<th>Total</th>
<th>Without donor restrictions</th>
<th>With donor restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate scholarships</td>
<td>1,723</td>
<td>1,723</td>
<td>9,497</td>
<td>9,497</td>
<td></td>
</tr>
<tr>
<td>Student recruiting and placement</td>
<td>52,525</td>
<td>52,525</td>
<td>41,483</td>
<td>41,483</td>
<td></td>
</tr>
<tr>
<td>Annual university-industry conference</td>
<td>745</td>
<td>745</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Instructional support</td>
<td>36,836</td>
<td>36,836</td>
<td>32,500</td>
<td>32,500</td>
<td></td>
</tr>
<tr>
<td><strong>Total program services</strong></td>
<td>91,829</td>
<td>-</td>
<td>83,480</td>
<td>-</td>
<td>83,480</td>
</tr>
<tr>
<td>Total membership development</td>
<td>43,994</td>
<td>43,994</td>
<td>30,319</td>
<td>30,319</td>
<td></td>
</tr>
<tr>
<td>Office administrative and support-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and related benefits</td>
<td>30,452</td>
<td>30,452</td>
<td>45,535</td>
<td>45,535</td>
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<tr>
<td>Contracted personal services</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
<td></td>
</tr>
<tr>
<td>Contributed office space</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td></td>
</tr>
<tr>
<td>Other office administrative</td>
<td>3,496</td>
<td>3,496</td>
<td>3,714</td>
<td>3,714</td>
<td></td>
</tr>
<tr>
<td><strong>Total administrative and support</strong></td>
<td>46,973</td>
<td>-</td>
<td>62,274</td>
<td>-</td>
<td>62,274</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>182,796</td>
<td>182,796</td>
<td>176,073</td>
<td>176,073</td>
<td></td>
</tr>
<tr>
<td><strong>Change in net assets</strong></td>
<td>299,214</td>
<td>1,023,093</td>
<td>1,322,307</td>
<td>58,536</td>
<td>(13,780)</td>
</tr>
<tr>
<td><strong>Net assets at beginning of year</strong></td>
<td>1,084,322</td>
<td>3,095,997</td>
<td>4,180,319</td>
<td>1,025,786</td>
<td>3,109,777</td>
</tr>
<tr>
<td><strong>Net assets at end of year</strong></td>
<td>$ 1,383,536</td>
<td>$ 4,119,090</td>
<td>$ 5,502,626</td>
<td>$ 1,084,322</td>
<td>$ 3,095,997</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
WASHINGTON PULP AND PAPER FOUNDATION, INCORPORATED
STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th></th>
<th>At June 30, 2021</th>
<th>At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$217,303</td>
<td>$243,170</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>14,022</td>
<td></td>
</tr>
<tr>
<td>Funds held for others</td>
<td>30,000</td>
<td></td>
</tr>
<tr>
<td>Long term investments</td>
<td>5,284,740</td>
<td>3,978,459</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$5,546,065</td>
<td>$4,221,629</td>
</tr>
<tr>
<td><strong>Liabilities and net assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$13,439</td>
<td>$41,310</td>
</tr>
<tr>
<td>Funds held for others</td>
<td>30,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>$43,439</td>
<td>$41,310</td>
</tr>
<tr>
<td><strong>Net assets-</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated for scholarships</td>
<td>$1,165,449</td>
<td>$882,410</td>
</tr>
<tr>
<td>Not designated</td>
<td>218,087</td>
<td>201,912</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>4,119,090</td>
<td>3,095,997</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>$5,502,626</td>
<td>$4,180,319</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td>$5,546,065</td>
<td>$4,221,629</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
# Statement of Cash Flows

**For the year ended June 30, 2021**

<table>
<thead>
<tr>
<th>Cash flows from operating activities:</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership contributions</td>
<td>$ 46,168 $ 120,100</td>
</tr>
<tr>
<td>Annual industry/univ conference &amp; other program revenue</td>
<td>-</td>
</tr>
<tr>
<td>UW Matching Funds on New Gifts</td>
<td>-</td>
</tr>
<tr>
<td>Salaries &amp; related benefits</td>
<td>(160,430) (144,545)</td>
</tr>
<tr>
<td>Payments for contracted personal services</td>
<td>(6,000) (6,000)</td>
</tr>
<tr>
<td>Payments for vendors' goods &amp; services</td>
<td>(19,848) (20,630)</td>
</tr>
<tr>
<td>Scholarships disbursed to students</td>
<td>(1,723) (9,497)</td>
</tr>
<tr>
<td><strong>Net cash provided by (used for) operating activities</strong></td>
<td>$ (141,833) $ (60,572)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash flows from investing activities:</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long term investments purchased</td>
<td>(100,010) (100,450)</td>
</tr>
<tr>
<td>Interest &amp; dividends received</td>
<td>115,976 121,139</td>
</tr>
<tr>
<td>Permanent endowment receipts</td>
<td>100,000 100,450</td>
</tr>
<tr>
<td><strong>Net cash provided by (used for) investing activities</strong></td>
<td>$ 115,966 $ 121,139</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net increase (decrease) in cash &amp; cash equivalents</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ (25,867) $ 60,567</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash &amp; cash equivalents beginning of year</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 243,170 $ 182,603</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash &amp; cash equivalents end of year</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 217,302 $ 243,170</td>
</tr>
</tbody>
</table>

## Reconciliation of change in net assets to net cash provided by (used for) operating activities:

<table>
<thead>
<tr>
<th>Change in net assets:</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 1,322,307 $ 44,756</td>
</tr>
</tbody>
</table>

### Non-cash adjustments to assets

| Unrealized (gains) losses on long term investments | 1,194,842 | 109,454 |

### Non-operating cash flows

| Investment income | (115,976) | (121,139) |
| Contributions to University endowment gift | (11,429) | (2,400) |
| Permanent endowment receipts | (100,000) | (100,450) |

### Cash adjustments to assets and liabilities:

| Increase (decrease) in accounts receivable | - | 4,234 |
| Increase (decrease) in prepaid expenses | (14,022) | - |
| Increase (decrease) in accounts payable | (27,871) | 4,973 |

<table>
<thead>
<tr>
<th>Net cash provided by (used for) operating activities</th>
<th>For the year ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ (141,833) $ (60,572)</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
NOTE 1 DESCRIPTION OF ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Description of Organization.
Washington Pulp and Paper Foundation, Incorporated (Foundation) is a Washington not-for-profit organized in 1968 to encourage and assist the University of Washington (University) in education and research related to the pulp, paper, and forest resources industries. Its programs include recruiting and funding scholarships for students and supporting teaching and research activities in the Bioresource Science and Engineering Division of the University's School of Environmental and Forest Sciences (bioresource science and engineering program).

Basis of Presentation
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions. Actual results could differ from these estimates.

Restricted and Unrestricted Net Assets.
The Foundation reports contributions as restricted support if donors limit the use of the donated assets. When a donor restriction expires due to time or accomplishment of purpose, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Unless restricted by the donor, initial contributions and gains, realized and unrealized, are considered unrestricted. A portion of unrestricted net assets, $150,000 classified as unrestricted under FASB's Accounting Standards Code (ASC) 958, Not-for-Profit Entities, was designated by the Foundation for a Foundation Scholarship Endowment, the income from which is to be used for scholarships.

Investments.
Investments are carried at fair value in accordance with ASC 820, Fair Value Measurement, as amended by Accounting Standards Update No. 2015-17, Disclosure for investments in Certain Entities that calculate net asset value per share (or its equivalent). Gains and losses on investments are reported as increases or decreases in Unrestricted Net Assets unless their use is restricted by explicit donor stipulation or by law. The Foundation combines restricted funds from various named scholarships when making long term investments; it allocates annually unrealized gains and losses from these investments to each named scholarship fund. The total return, after fees, on the Foundation's long term investments for those held in Consolidated Endowment Fund was 35.1% in 2021 and 1.1% in 2020. The total return, after fees, for those held in The Common Fund rate of return was 37.6% in 2021 and .92% in 2020.

Office Equipment
Office equipment is capitalized and is stated at cost less accumulated depreciation. Total historical cost of equipment as of June 30, 2021 and 2020 is $13,250 and accumulated depreciation and amortization is $13,250. Depreciation on computers is computed by the straight line method over its useful life of 5 years. Software is amortized by the straightline method over a three year useful life.

Income Tax Status.
The Foundation is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code.

NOTE 2 CASH ON DEPOSIT WITH/FUNDS DUE THE UNIVERSITY OF WASHINGTON
The Foundation reimburses the University for office salaries, benefits and related expenses paid by the University for Foundation activities. Deposits include funds to cover monthly Foundation expenditures, differences between scholarship awards and disbursements, and contributions received by the University to benefit the Foundation.

NOTE 3 INVESTMENTS

<table>
<thead>
<tr>
<th></th>
<th>At June 30, 2021</th>
<th>At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fair Value</td>
<td>Cost</td>
</tr>
<tr>
<td>Long term investments:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>By investment--</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Common Fund Value Equity Fund</td>
<td>$1,019,553</td>
<td>$157,912</td>
</tr>
<tr>
<td>The Common Fund Multi-Strategy Bond Fund</td>
<td>145,896</td>
<td>114,433</td>
</tr>
<tr>
<td>Univ of Wash Consolidated Endowment Fund</td>
<td>4,119,291</td>
<td>1,953,738</td>
</tr>
<tr>
<td>Total Long term investments</td>
<td>$5,284,740</td>
<td>$2,226,083</td>
</tr>
<tr>
<td>By asset type--</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted-designated for scholarships</td>
<td>$1,165,449</td>
<td>$272,345</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>4,119,291</td>
<td>1,953,738</td>
</tr>
<tr>
<td>Total Long term investments</td>
<td>$5,284,740</td>
<td>$2,226,083</td>
</tr>
</tbody>
</table>
WASHINGON PULP AND PAPER FOUNDATION, INCORPORATED
NOTES TO FINANCIAL STATEMENTS JUNE 30, 2021 AND 2020

NOTE 4 PREPAID EXPENSES

<table>
<thead>
<tr>
<th>Fund on deposit with University for operational costs</th>
<th>At June 30, 2021</th>
<th>At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 14,022</td>
<td>$ -</td>
</tr>
</tbody>
</table>

NOTE 5 RESTRICTED NET ASSETS

The Foundation's Permanently Restricted Assets are comprised of endowed gifts to fund scholarships awarded by the Foundation. Donors may establish the scholarships in their organization's name or may honor an outstanding individual in the industry. The market value of these assets comprise the following named funds, the income from which is available for scholarships:

<table>
<thead>
<tr>
<th>Named endowments ($40,000 or more including promises):</th>
<th>At June 30, 2021</th>
<th>At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>R.P. Wollenberg Endowed Scholarship</td>
<td>$ 966,247</td>
<td>$ 667,265</td>
</tr>
<tr>
<td>Weyerhaeuser Co. Foundation</td>
<td>812,270</td>
<td>625,687</td>
</tr>
<tr>
<td>William McKeen Endowed Scholarship</td>
<td>207,983</td>
<td>160,229</td>
</tr>
<tr>
<td>Anson B. Moody (Moody/Dennman Family/Friends)</td>
<td>167,707</td>
<td>129,183</td>
</tr>
<tr>
<td>Kyosti V. Sarkanen Scholarship (Friends/Assocs.)</td>
<td>154,446</td>
<td>118,969</td>
</tr>
<tr>
<td>Robert J. Seidl (Simpson Foundation/Friends)</td>
<td>116,189</td>
<td>89,499</td>
</tr>
<tr>
<td>Bjorn F Hrutfiord (Family/Friends/Assocs.)</td>
<td>108,631</td>
<td>83,678</td>
</tr>
<tr>
<td>Donald Root</td>
<td>83,007</td>
<td>63,940</td>
</tr>
<tr>
<td>Wollenberg Foundation</td>
<td>82,989</td>
<td>63,926</td>
</tr>
<tr>
<td>Raymond G. McDermott (Wollenberg Foundation)</td>
<td>82,321</td>
<td>63,411</td>
</tr>
<tr>
<td>Al Graef (Harris Corp)</td>
<td>81,344</td>
<td>62,659</td>
</tr>
<tr>
<td>Kyosti V. Sarkanen (Pacific Section TAPPI)</td>
<td>77,589</td>
<td>59,766</td>
</tr>
<tr>
<td>Betz Laboratories</td>
<td>76,735</td>
<td>59,109</td>
</tr>
<tr>
<td>Ernst Haindl (Port Townsend Paper Corp)</td>
<td>76,735</td>
<td>59,109</td>
</tr>
<tr>
<td>George E. Schwartz (Wollenberg Foundation)</td>
<td>76,735</td>
<td>59,109</td>
</tr>
<tr>
<td>Kyosti V. Sarkanen Grad. Fellow (Friends/Assocs.)</td>
<td>76,723</td>
<td>59,099</td>
</tr>
<tr>
<td>Robert &amp; Louise Harris Endowed Scholarship</td>
<td>76,408</td>
<td>58,857</td>
</tr>
<tr>
<td>The Rayonier Foundation</td>
<td>66,305</td>
<td>51,074</td>
</tr>
<tr>
<td>James H. Stacie Endowed Scholarship</td>
<td>60,331</td>
<td>46,473</td>
</tr>
<tr>
<td>Robert G. Guide Endowed Scholarship</td>
<td>60,330</td>
<td>46,472</td>
</tr>
<tr>
<td>John Shethar (Weyerhaeuser Foundation/Friends)</td>
<td>60,320</td>
<td>46,464</td>
</tr>
<tr>
<td>Hercules</td>
<td>58,951</td>
<td>45,410</td>
</tr>
<tr>
<td>George E. Lamb (Family/Friends/Assocs.)</td>
<td>57,970</td>
<td>44,654</td>
</tr>
<tr>
<td>Richard P. Wollenberg (Friends/Assocs.)</td>
<td>56,691</td>
<td>43,669</td>
</tr>
<tr>
<td>Alumni Scholarship</td>
<td>55,656</td>
<td>42,871</td>
</tr>
</tbody>
</table>

Endowment gifts (less than $40,000):

<table>
<thead>
<tr>
<th>Endowment gifts (less than $40,000):</th>
<th>At June 30, 2021</th>
<th>At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noah H. Anderson (Wollenberg Foundation)</td>
<td>41,444</td>
<td>31,924</td>
</tr>
<tr>
<td>John W. Klein (Wollenberg Foundation)</td>
<td>38,309</td>
<td>29,509</td>
</tr>
<tr>
<td>J. O. Julson (Weyerhaeuser Co.)</td>
<td>38,109</td>
<td>29,355</td>
</tr>
<tr>
<td>Kimberly-Clark</td>
<td>37,919</td>
<td>29,132</td>
</tr>
<tr>
<td>William W. Clarke (Wollenberg Foundation)</td>
<td>37,677</td>
<td>29,022</td>
</tr>
<tr>
<td>David W. Harris (ECONO, Inc)</td>
<td>37,677</td>
<td>29,022</td>
</tr>
<tr>
<td>Cecil Taylor (Boise Cascade Paper Group)</td>
<td>37,677</td>
<td>29,022</td>
</tr>
<tr>
<td>Boyd K. Wickwire (Wollenberg Foundation)</td>
<td>37,677</td>
<td>29,022</td>
</tr>
<tr>
<td>Foundation Endowment (gifts under $10,000)</td>
<td>12,291</td>
<td>9,459</td>
</tr>
</tbody>
</table>

Total Permanently restricted net assets

| Total Permanently restricted net assets              | $ 4,119,291  | $ 3,096,049  |
### NOTE 6 FAIR VALUE OF UWF ENDOWMENTS THAT SUPPORT PAPER SCIENCE AND ENGINEERING PROGRAM

The following are the fair values of School of Environmental and Forest Sciences endowments for Bioresource Science and Engineering student scholarships:

<table>
<thead>
<tr>
<th>Endowment Name</th>
<th>Fair Value At June 30, 2021</th>
<th>Fair Value At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABB Inc Scholarship Endowment (for undergrad scholarships)</td>
<td>$100,687</td>
<td>$77,559</td>
</tr>
<tr>
<td>Thomas Friberg Endowed Fund for Student Support</td>
<td>286,873</td>
<td>220,977</td>
</tr>
<tr>
<td>Lennart A. Lundberg Endowed Scholarship Fund</td>
<td>320,014</td>
<td>246,505</td>
</tr>
<tr>
<td>Measurex Scholarship Endowment (for undergrad scholarships)</td>
<td>97,399</td>
<td>75,026</td>
</tr>
<tr>
<td>Washington Paper and Pulp Foundation Scholarship</td>
<td>321,870</td>
<td>247,935</td>
</tr>
</tbody>
</table>

**Total**                                             $1,126,845                    $868,002

The following are the market values of School of Environmental and Forest Sciences endowments for Bioresource Science and Engineering program support:

<table>
<thead>
<tr>
<th>Endowment Name</th>
<th>Market Value At June 30, 2021</th>
<th>Market Value At June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pulp &amp; Paper Equipment (for equipment and facilities)</td>
<td>$1,330,893</td>
<td>$1,025,179</td>
</tr>
<tr>
<td>funded by gifts of $350,000 from Boise Cascade and $50,000 from Weyerhaeuser Co</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denman Professorship in Pulp &amp; Paper Science (for distinguished faculty support)</td>
<td>904,944</td>
<td>697,073</td>
</tr>
<tr>
<td>Denman Chair in Bioresource Science and Engineering</td>
<td>2,337,429</td>
<td>1,800,508</td>
</tr>
<tr>
<td>Weyerhaeuser Endowed Professorship in Paper Science</td>
<td>891,613</td>
<td>686,804</td>
</tr>
</tbody>
</table>

**Total UW endowed gifts, supporting Foundation’s mission** $5,464,880 $4,209,564

### NOTE 7 CONTRIBUTED SERVICES

The University provides office space to the Foundation.

The value of office space, $7,025 in 2021 and 2020, is included in the financial statements.

### NOTE 8 NET ASSETS RELEASED FROM RESTRICTIONS

In the year ended June 30 2021 and 2020, respectively $115,976 and $114,627 of income restricted for scholarships was transferred from Temporarily Restricted Assets to Unrestricted Assets to accomplish the stated purpose of those assets.
NOTE 9 EXPENSES BY NATURAL CLASSIFICATION

Expenses by object type were:

<table>
<thead>
<tr>
<th>OBJECT TYPE</th>
<th>EXPENSE</th>
<th>TOTAL</th>
<th>TOTAL</th>
<th>TOTAL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PROGRAM SERVICES</td>
<td>DEVELOPMENT</td>
<td>ADMINISTRATIVE &amp; SUPPORT</td>
<td>EXPENSES</td>
<td>EXPENSES</td>
</tr>
<tr>
<td>Undergraduate scholarships</td>
<td>$1,723</td>
<td>$ -</td>
<td>$ -</td>
<td>$1,723</td>
<td>$9,497</td>
</tr>
<tr>
<td>Printing</td>
<td>2,299</td>
<td>21</td>
<td>2,320</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Postage</td>
<td>355</td>
<td>41</td>
<td>56</td>
<td>452</td>
<td>52</td>
</tr>
<tr>
<td>Telephone</td>
<td>52</td>
<td>52</td>
<td>104</td>
<td>208</td>
<td>209</td>
</tr>
<tr>
<td>Travel</td>
<td>596</td>
<td>598</td>
<td>2,328</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food service</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Supplies &amp; other expenses</td>
<td>354</td>
<td>371</td>
<td>3,315</td>
<td>4,040</td>
<td>5,932</td>
</tr>
<tr>
<td>Salaries</td>
<td>67,440</td>
<td>30,311</td>
<td>22,717</td>
<td>120,468</td>
<td>107,551</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>21,905</td>
<td>10,322</td>
<td>7,735</td>
<td>39,962</td>
<td>36,995</td>
</tr>
<tr>
<td>Contracted personal services</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
<td></td>
</tr>
<tr>
<td>Contributed office space</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td>7,025</td>
<td></td>
</tr>
<tr>
<td><strong>Total by function</strong></td>
<td><strong>$91,829</strong></td>
<td><strong>$43,994</strong></td>
<td><strong>$46,973</strong></td>
<td><strong>$182,796</strong></td>
<td><strong>$176,073</strong></td>
</tr>
</tbody>
</table>

For the years ended June 30, 2021 and 2020, the Foundation awarded scholarships to undergraduate students in the paper science and engineering program - 2 and 22 students in 2021 and 2020, respectively. (All are Washington State residents in 2021 and 2020).
OUR GRADUATES

Pulp and Paper Science • Paper Science and Engineering • Bioresource Science and Engineering

1967
William S. Fuller

1968
Ralph Norris

1969
Stephen Hopley

1970
Michael A. Green

1971
Charles Barber
Charles Parsons
James S. Yohn

1972
Herbert Fields
Melvin F. Reudink
Jerry R. Speaks
Peter A. Thom
William K. Thornton
Richard Zemke

1973
William L. Duncan
Loreen Kroeze Goodwin
Wesley J. McConnell
Richard F. McCurdy, Jr.
Richard L. Shen
David C. Smith
Greg Wendt

1974
Richard A. Bakke
Patrick W. Curry
James D. Freiberg
Steven A. Halvorsen
Thomas W. Hoelt
Gary B. Josephson
Tom Lyse
Robert W. Martin
Dennis N. Perry
Daniel W. Pinson
Henry N. Raymond
Don Wilson

1975
Gregory P. Anglin
Bruce W. Beckstrom
Ronald K. Borevijk
Roger P. Hagan
Jay J. Handley
David M. Hanson
Paul A. Machtof
Steven A. McCormick
James A. Nelson
Harold F. Ruppert
Philip G. Schnell
Mary Kilgore Smith
Alice Copeland Thomas
Paul L. Whiting
John P. Yaholovkky

1976
Craig Covic
Tom S. Friberg
Roger G. Hillstrom
John D. Karna
Kerry K. Knowlton
Lawrence E. Larsen
Allen V. Poole
Larry S. Sakamoto
Blair D. Shaw
Robert N. Vermillion

1977
Mark D. Andrews
Joseph M. Amrdt
Ross E. Bell
Donald A. Davies
Alfred Deichsel
Catherine Gross Floberg
Franklin Grunenfielder
Richard R. Gustafson
Ernest M. Gysel
Jon M. Jacobs
Lewis J. Jacobsen
Gary A. Jergensen
Lawrence P. Johnson
Mark A. Lundberg
Linda E. Perrizo
Ronald A. Peterson
Anthony T. Smith
Gary S. Smith
Manfred W. Vogel
Stephen W. Whybrey
Gerald Zyskowski Jr.

1978
Scott D. Beckstrom
Daniel S. Bloom
Mark E. Buggins
Wendy Brantsteller Drapeau
Michael J. Green
Alan S. Jeroue
Kevin W. Kirkpatrick
Charles D. Okada
Robert H. Olsen
Joseph P. Sicklich
Anna M. Skrobecki
Gary S. Werner

1979
Carla Ashton Beckstrom
Frederick S. Brien
Valerie DeLeo
Richard W. Fisher
Mark S. Funk
Charles H. Perrizo
Leonard H. Smith
Thor E. Sorenson

1980
Mark C. Labart
Jerry L. Morton
Harold Mottet

1981
Eugene F. Bidwell
John M. Hayward
James R. Hillend
George W. Johnson
Steven R. Johnson
Jeffrey Mayovsky
Robert S. Mudge
Jon L. Parrish
Gary A. Peterson
Keith Sipher
Scott A. Wallick

1982
Keneth M. Arnold
Rose Bailey
Joel A. Blumenthal
David L. Brengan
Steven Dahlquist
Ted Friedrich
Janice Frost
Andrew Goerdel
David Harke
Miles A. Hewitt
Daniel P. Hickey
Paul E. Johnson
Mary L. Minton
Dong Pham
Colleen Forrestal Ponto

1983
Brenda Bickley Arnold
Thomas C. Devey
John R. Devey
Gina DiLembo
Nicholas Gebelt
Shaunette Smith Lawson
Harold Rosenknars
John A. Theisen
Jan Westling

1984
Michael S. Carter
Brian S. Dalgardno
Rhonda Edens
Brian Ervin
Dennis B. Macdonald
Paul O’Bernier
Lauren S. Princehouse
Ward K Succo
Timothy H. Switzer
Rhonda L. Zeutschel

1985
Gregg Andrews
Gregory L. Benson
Gregory E. Buxton
Gary R. Erickson
Heather A. Hanover
John D. Hangate
Michael J. Lovlie
William S. Malloy
Daniel B. Smith
Alan D. Steinkirchner
Donald Tyler
Christina B. Williams
Michael J. Williams

1986
Darrell Biegen
Gregory W. Diamond
Edward R. Emmick
Bruce W. Martin
June Nordahl
Gregory M. Odegaard
Thomas E. Peacock
Kenneth S. Winstead Jr.
Mark Wood
1987
Donald M. Beckert
Ann L. Rickard Crowe
James D. Dole
Bruce A. Garner
Donald Golgert
Donald R. Holmes
Scott G. Hundley
Thanh-Thuy Thi Huynh
Mike Marsh
Carol Bronsdon McKay
Mike Sullivan
Steven W. Thompson
Todd A. Visscher
Matthew West
1988
Michael J. Avril
Linda A. Beltz
Gregg W. Clarke
David M. Dolling
Mary Helen Hemmen
Carol Beckert Hudson
David L. Koons
Kevin H. Stively
Ian L. Sullivan
Sheryl D. Sussex
David A. Trzil
James J. Virgin
Bob J. Visscher Jr.
1989
John P. Anderson
Jacob Chretien
Wendy L. Coyle
Brent A. Garner
Jamie Hanseler
Myong Soo Kim
Roger P. Rozek
Joelle M. Scheldorf
Loren R. Schuh
Douglas P. Seekins
Charles Seel
Sri Soetanto
Sarunyou Tejavibulya
Dara Ung
Nick W. Walch
Sang Kyun Yoon
1990
N. Todd Bell
Todd R. Brooks
Efain Herrera
Yung N. Huang
Michael D. Kirschner
Richard G. Savolainen
1991
Teri A. Ard
Rebecca L. Dlinik
Lori Lindquist Eriksson
Cevin C. Fors
Ken Matheison
Duane Primc
David W. Reed
Matt A. Schultz
Susan Sprowl Watts
1992
Joseph F. Chido Jr.
Todd B. DeSchmidt
Robert S. Jacobs
Jeffrey J. Krueger
Lisa R. Mackay
Kirk R. Neumann
Poemomo Njono
Craig S. Rogers
Don W. Schmidtke
Ross A. Zimmerman
1993
Sherry Sarich Barron
Troy J. Barron
Darlene K. Beck
William J. Harris
Kaaren K. Haynes
Matthew L. Hinck
Christopher E. Hughson
Craig Kiggins
Steven C. Letitz
Brian McCoy
Bryon D. Monohon
Mani Moulazadeh
Timothy J. Myers
Peter Poquette
Stephanie C. Pratt
Paul A. Van Atta
Jay Worth
1994
Micah A. Askew
Thomas L. Blake
Matthew T. Fitzgibbons
Cory M. Fitzpatrick
Mark D. Glock
Robin E. Haaland
Garry M. Heike
Wes Hill
Charles S. Mehman
Douglas T. Milligan
Robert W. Moore
Laura L. Ramon
David M. Schmaltz
Jeffrey A. Sheadel
Sean L. Smith
Marcus W. Spink
Tim E. Thorne
Michael W. Timmer
Sheldon E. Townsend
1995
Andrew C. Filler
Daniel A. Herring
Christopher R. Johnson
Bruce C. Joseph
James R. Lewis
Jeffrey D. Mathews
George J. Renner
Ronald L. Train
Daniel N. Wagner
Debbie Weisel
Eric D. Wishart
Matthew W. Worley
1996
Aaron M. Bowling
Tarali Dunn
Jill L. Garlisch
Bruce D. Hohensee
Kevin H. Martin
Stephanie W. Martin
Gregory A. McGreevey
Jonathan P. Morrow
Erin Pratt
Loogym S. Ripplinger
Lara M. Smith
Linnea Swenson
Brian D. Weseman
David L. Whited
Kathryn D. Zorn
1997
Shane D. Campbell
Nicholas J. Clapper
Mathew D. Dahl
Joseph M. DesRochers
Brian Q. Ha
Luke A. Huntley
Jeffrey W. Nelson
Jeremy M. Ness
Francis J. O’Neil
Mark F. Rossov
Todd S. Schierscher
Douglas Stoothoff
Lalia R. Trotter
Andy M. Tyler
Timothy M. Zimniskis
1998
Chris Averty
Dien Bui
William E. Dunne
Brenton Fox
M. My Ha
Amy C. Liu
Matthew G. McMullen
Anthony R. Mitchell
Richard Nelson
John K. Robinson
Tina Swenson
Andrew D. Wachs
1999
Kelly M. Fisher
Nick Harambasic
Karl W. Howard
Joshua C. Hudnall
Chih-Cheng Hsu
Varun K. Mathur
Michael W. Pearson
Ann Plank Schlegel
Jill E. Roux
Craig Ruge
Casey Smith
Courtney A. Spears
Patrick R. Sypher
Ke Xue
2000
Christopher R. Ashley
Stacie L. Austin
David L. Church
Kevin D. Fischer
Michael E. Freeland
Christopher R. Matz
Gregg J. McCarthy
James Moody
Long M. Tran
Mitzi Wischnofske
2001
Albert S. Allen
Edward A. Draper
Jennifer L. Irvin
Chris C. Krumland
Daniel Lee
Michael Scott Mueller
Linda T. Nguyen
Michelle D. Tibayan
Jason A. Wix
2002
Tracy C. Ho
Aeren P. Huckleberry
Mitchell D. Johnson
Michael J. McGinty
Erik C.R. Miles
Mario Joseph Percini
Deanny L. Pierce
Charlie M. Shonkwiler
William J. Smith
John C. Straub
Mario F. Villa
2003
Travis R. Barlow
Karen J. Edwards
David Chris Graves
David J. Kahler
Joseph D. Martin
Jason D. Rice
Ryan L. Shreaves
Thang Q. Tran
William G. Truemper
Quan X. Wang
2019
Dylan D. Edmundson
Jeffrey Hsu
Tzu N. Huang
Mazda M. Hutapea
Daaniya Iyaz
Bryan Lee
Lucas D. Moyer
Jeng W. Park
Daniel N. Phung
Kenny J. Saari
Toby G. Sutanto
Nozomi Suzuki
Phuong N. Tran
Simon M. van Tulder

2020
Adeline Aguspranoto
Gloria O. Agwu
Alexandria L. Brown
Gavin R. Bunger
Kevin Cao
Jackie Chou
Amy E. Clingman
Emilio D. Garcia
Yosef T. Goldstein
Hongfei Guan
Chelsea Hanson
Daniel K. Izutsu
Nathan T. Kitts
William Kusnadi
Brooke A. Lillie
Hannah E. Lindquist
Kevin Martinez
Albert J. Meuse Jr.
Grant R. Peltier
Ibro Polovina
Essance L. Ray
Alexus L. Seastrum
Matthew T. Tran
Jennalise N. Triplett
Andrew D. Wesen

2021
Jack D. Cook
Daniel J. Daily
Michael G. Fatrijanto
Wei-Yan Fu
Hainan Jiang
Katharine R. Kaplan
Jackie Kobal
Jinho Kum
Theodore R. Lanz
Mark C. Liu
Trey O. Meyer
Nathanael P. Mueller
Spencer L. Nokes
Seung-Gyu Park
Kevin J. Parker
Nickalesh V. Patel
Hannah L. N. Schmidt
Nahom S. Tikabo
Grant F. Walton II
QGHUVRQ+DOO%R[8QLYHUVLW\RI:DVKLQJWRQ&ROOHJHRIWKH(QYLURQPHQWDODQG)RUHVW6FKRRORI(QYLURQPHQWDODQG)RUHVW6FLHQFHVZSSI#XZHGXXZZSSIRUJ