Our vision: A collision industry with a sufficient number of qualified, properly trained, and immediately productive entry-level employees to meet current and future Industry needs.
MISSION

Support collision repair educational programs, schools, and students to create qualified, entry-level employees and connect them with an array of career opportunities.

Chairman’s Message

2016 was a productive and positive year for the Collision Repair Education Foundation; your continuing support drives us forward in achieving our Mission and focusing on our Vision. We exceeded our expectations in every way:

- Combined contributions of cash and in-kind donations
- 16 Career Fairs attended by more than 4,000 students and instructors
- Placement of graduates
- Development of the “Collision School Career Readiness Benchmark”
  - Identifying three tiers – Developing, Proficient, Advanced
- Successfully continuing our transition to the new Mission

2017 brings with it opportunities for even greater outreach and success. This year we took a bold step forward by contracting with a non-profit consulting firm (MNPC) to help us identify a case for support. First step was the development of a statement of need to clearly define the steps needed to achieve our Mission and Vision in the coming years. Once established, MNPC met independently with board members, supporters, industry leaders, staff and volunteers to ask for the benefit of their thoughts on the merit of the need and to help validate what the future holds for CREF.

In late Q1, the board was presented with MNPC’s feasibility study results and recommendations for next steps. The results of the study point us in a very clear direction for the remainder of the year and beyond.

During the past year, I have had the opportunity to meet many of the students that have benefited from CREF’s programs and support. I wish every board member, sponsor, donor and volunteer could have participated in the conversations I experienced to hear the enthusiastic appreciation these students expressed. They clearly understand without the work CREF does and the support we provide, they would not have had the opportunity for success they are enjoying today.

It truly is an honor for me to work with the dedicated members of the Board of Trustees and a staff committed to excellence. It is equally impressive to acknowledge the impact of the support of each and every person, company, and organization that steps up each year to support what we do.

I cannot thank you enough for helping make a difference in our industry...more importantly, for the difference the Collision Repair Education Foundation brings to the lives of students who are the true beneficiaries of our work.

Thank you!

Stacy Bartnik
ITW Evercoat

The Education Foundation has been a Four (out of Four) Star charity since 2014.
## Financials 2013 – 2016

### STATEMENT OF ACTIVITIES*

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Contributions – Unrestricted</td>
<td>$502,071</td>
<td>$525,650</td>
<td>$593,762</td>
<td>$756,118</td>
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<td>• Contributions – Restricted</td>
<td>$824,488</td>
<td>$931,935</td>
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<td>$1,058,812</td>
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<td>• Contributions – In-Kind</td>
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<td>$11,810,533</td>
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<td>• Special Events</td>
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<td>• Investments</td>
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<td>$47,118</td>
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<td>• Sales of Technician Shirts</td>
<td>$12,644</td>
<td>$11,196</td>
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<td>$9,880</td>
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<tr>
<td><strong>Total Revenue:</strong></td>
<td><strong>$9,579,749</strong></td>
<td><strong>$13,676,769</strong></td>
<td><strong>$10,685,833</strong></td>
<td><strong>$12,090,299</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2012</th>
<th>2013</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Grants, Scholarships, Awards*</td>
<td>$8,469,631</td>
<td>$12,382,211</td>
<td>$9,341,044</td>
<td>$10,655,964</td>
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<tr>
<td>• Payroll, Taxes, etc.</td>
<td>$364,379</td>
<td>$428,235</td>
<td>$492,975</td>
<td>$618,312</td>
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<tr>
<td>• Rent &amp; Building</td>
<td>$23,724</td>
<td>$23,664</td>
<td>$22,224</td>
<td>$22,224</td>
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<td>• Travel</td>
<td>$116,198</td>
<td>$97,817</td>
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<td>• Professional Services</td>
<td>$153,024</td>
<td>$208,896</td>
<td>$138,381</td>
<td>$73,335</td>
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<tr>
<td>• Marketing &amp; Promotion</td>
<td>$87,457</td>
<td>$99,126</td>
<td>$100,084</td>
<td>$141,394</td>
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<td>• Meetings</td>
<td>$99,575</td>
<td>$145,485</td>
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<td>• Office Operations</td>
<td>$86,305</td>
<td>$118,985</td>
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<td>$94,291</td>
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<tr>
<td>• I-CAR Allocation of Expenses</td>
<td>$28,588</td>
<td>$37,047</td>
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<tr>
<td><strong>Total Expenses:</strong></td>
<td><strong>$9,428,881</strong></td>
<td><strong>$13,541,466</strong></td>
<td><strong>$10,552,490</strong></td>
<td><strong>$11,865,145</strong></td>
</tr>
</tbody>
</table>

| Change in Net Assets:                        | **$150,868** | **$135,303** | **$133,343** | **$225,154** |

* Includes in-kind disbursements equal to the amount of in-kind contributions.
Over $1,000,000
In Scholarships And Tool Grants Have Been Distributed Since 2009.

To assist high school and college collision students, the Collision Repair Education Foundation offers student scholarships and tool grants which helps remove financial barriers during students’ technical education.

Sponsor a Scholarship or Tool Grant
In addition to the Education Foundation awarding their own support opportunities, industry companies are able to sponsor and fund their own, named student scholarships/tool grants.

High school seniors and/or college students that have studied collision repair at his/her current school for at least one semester are eligible to apply for these opportunities. The online application includes a student essay, endorsements, transcript, and financial information. Applications are reviewed by a group of industry volunteers and winners are announced each spring.

If your company would be interested in funding a named collision student scholarship/tool grant for the spring 2018 opportunities, please contact us at Info@ed-foundation.org!
Melanie Thomas *(left)*
CCC Scholarship
Daniel Dwyer *(right)*
3M Hire Our Heroes
Scholarship & Tool Grant
Waubonsee Community College
Sugar Grove, IL

Ronnie Matthews
Gerber Tool Grant
Florida State College – Jacksonville
Jacksonville, FL

Javier Rey
3M Hire Our Heroes
Scholarship & Tool Grant
Texas State Technical College
Harlingen, TX

Tennessee College of Applied Technology-Paris
Rust-Oleum Epoxy Floor Donation
Paris, TN
Over $50,000,000
in School Grants and Donations Have Been Awarded to Collision School Programs Since 2009.

To help ensure that local high school and college collision school programs have the support needed to provide a quality technical education, the Collision Repair Education Foundation secures and distributes both monetary and in-kind product donations to instructors around the country. Collision school instructors around the country are facing limited program budgets and through these tax-deductible donations made through the Education Foundation, together we are working towards students being able to graduate as productive, efficient, and capable entry-level staff for the industry.

Connect with a Makeover Applicant School

The Education Foundation’s Ultimate Collision Education Makeover school grant is available to high school and college collision school programs that are in need of tools, equipment, and supplies. As part of the grant application, schools submit their itemized $50,000 collision program wish list. The Education Foundation works with collision industry supporters to fulfill those wish lists through both monetary and in-kind donations.

To complement the “Makeover” school grant, the Education Foundation also created the Collision School Career Readiness Benchmark program as a school designation system for collision school programs which through a list of criteria (see chart) helps identify if a program is: Developing, Proficient, or Advanced. Through this program, the Education Foundation can identify key areas of need for a specific collision program and direct support to address those specific needs, with the end goal being well-trained graduating collision students.

If your company would be interested in connecting with one of the 2016 Makeover applicant schools please contact us at Info@ed-foundation.org!
Join us in Recognizing our 2016 Makeover Applicant Schools!

SCHOLARSHIPS AND GRANTS

CollisionEducationFoundation.org | 7
$110,000
Raised During 15th Annual Industry Golf Fundraiser

The annual Collision Repair Education Foundation industry fundraiser, co-hosted by PPG Automotive Refinish, raised $110,000 through the support of attendees and sponsors. Sponsors and participants enjoyed a day of golf at the Black & Gold Golf Course in Yorba Linda, California on August 10th, 2016 and the funds raised from this event will go toward supporting scholarships and grants for collision schools and students.

“PPG is proud to support this event at such a high level not only as it brings together industry professionals from around the country but also for the fact that it assists the Foundation’s efforts to ensure that high school and college collision students are job ready when they graduate and enter the industry,” said Domenic Brusco, PPG Automotive Refinish, Sr. Manager, Industry Relations. “As the Education Foundation staff will be working towards another great event in 2017, I would encourage industry members to consider participating through a sponsorship, attendees, and/or donating items to the events raffle table and silent auction.”

For a full listing of the 2016 golf fundraiser sponsors, visit: www.CollisionEducationFoundation.org
Connecting Collision Students with Industry Employers!

Collision school programs across the country have greatly benefited from the support that has been provided by industry donors. However, in recognizing that the key goal is for students to graduate and find career opportunities within the industry, the Education Foundation has several initiatives that focus on connecting students with employment.

High School & College Collision Career Fairs

To help connect high school and college collision students with industry employers, the Education Foundation has begun organizing local collision career fairs around the country in major markets in order to bring both groups together. Students arrive with resumes in hand and these events allow for local industry employers to showcase the various career opportunities that these students have available to them in the many different segments of this industry.

In 2016, the Collision Repair Education Foundation high school and college collision student career fairs were held in: Houston, Orlando, Nashville, Denver, Seattle, St. Louis, Chicago, Dallas, Indianapolis, Phoenix, Boston, Minneapolis, Philadelphia, Atlanta and Columbus. Each of these events averaged over 200 students and between 10-15 employers. Additional events will be scheduled in 2017 to help connect students with industry career opportunities.

To find out where upcoming career fairs will be held or to find out more about setting up a career fair event in your area, please contact us at Info@ed-foundation.org!

Collision Student Resumé Database

In looking to connect with collision students who are seeking full-time, part-time, or internship positions within the industry, the Collision Repair Education Foundation created a Collision Student Resumé Database that allows students to provide their contact information. The Education Foundation then distributes that database of student’s information to its supporters for future employment consideration.

If your company is interested in more information about our local career fairs and gaining access to the Collision Student Resumé Database please contact us at Info@ed-foundation.org!
### 2016 Industry Leadership Circle Donors

#### Million Dollar+

- 3M
- AudaExplore
- CCC ONE

#### Million Dollar+

- Allstate
- LKQ
- State Farm

#### $500,000–$999,999

- Mitchell

#### $50,000–$99,999

#### $20,000–$49,999

- Tim Adelmann
- American Family Mutual Insurance
- Asbury Auto Group
- Automotive Technology
- Capa (Certified Automotive Parts Association)
- CollisionWeek
- Copart Auto Auctions
- Cox Enterprises
- Driven Brands
- Fender Bender
- GMG Envirosafe
- Ford Motor Company
- Garmat USA, Inc.
- Insurance Auto Auctions
- John Mason
- MOPAR
- Hertz Corporation
- Kleen Strip
- PPG Industries, Inc.
- Rust-Oleum Corporation
- Sherwin-Williams Automotive Finishes Corp.
- Snap-On Tools Incorporated
- UniCure Spraybooths
- The USAA Foundation

#### $10,000–$19,999

- 1st Certified Collision Centers
- American Honda Motors
- Anest Iwata USA, Inc
- Bar’s Products
- Becca Inc.
- Cumberland Products Inc.
- Erie Insurance
- Finishmaster, Inc.
- Ford Motor Company
- Garmat USA, Inc.
- Insurance Auto Auctions
- John Mason
- MOPAR
- Polyvance
- Professional Parts Group LLC
- Rowe Ford Sales
- Safelite Glass Corp.
- Anderson Auto Group
- Arlington Heights Ford
- Columbus Collision Education Group
- DCR Systems
- Diamond Standard Parts
- Dent Wizard
- Fix Auto
- Herb’s Paint & Body
- Hollander Inc
- Itw Evercoat
- Liberty Mutual
- Mirka Abrasives
- Morgan Auto Group
- RW Mallon
- Single Source
- Volvo of Lisle

#### $5,000–$9,999

- J. Laurence Costin Jr.
- Richard Fish
- Don Hermanek
- Allen Jenkins
- Geralynn Kottschade
- Joseph Mattos
- Tim O’Day
- Noel Pennington
- Mary Jo Prigge
- Peter Reszczynski
- Jeannie Silver
- Steve Springer
- Stacy Bartnik
- Roland Benjamin
- William Breslin
- 1st Certified Collision Centers
- American Honda Motors
- Anest Iwata USA, Inc
- Bar’s Products
- Becca Inc.
- Cumberland Products Inc.
- Erie Insurance
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- Hollander Inc
- Itw Evercoat
- Liberty Mutual
- Mirka Abrasives
- Morgan Auto Group
- RW Mallon
- Single Source
- Volvo of Lisle

#### $1,000+ Personal/Individual Donors

- Stacy Bartnik
- Roland Benjamin
- William Breslin
- J. Laurence Costin Jr.
- Richard Fish
- Don Hermanek
- Allen Jenkins
- Geralynn Kottschade
- Joseph Mattos
- Tim O’Day
- Noel Pennington
- Mary Jo Prigge
- Peter Reszczynski
- Jeannie Silver
- Steve Springer
- Roy Taylor
- Alex Ulyanov
- Doug Webb

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**THANK YOU TO OUR 2016 DONORS!**

List includes both monetary and in-kind donations.
Current as of 12/31/16, a full list of donors available on website.
We are pleased to announce another successful year for the Collision Repair Education Foundation. Our new Mission: “Support collision repair education programs, schools, and students to create qualified entry-level employees and connect them with an array of career opportunities” is focused on employment; placing qualified employees in the industry and working to ensure that the schools we work with have the resources and local support required to be successful.

**Supporting Schools:** For years we helped students with scholarships. We distributed parts, tools, and equipment to support the schools with our grants. Last year we made the decision to tier schools – the best schools get the highest level of our attention. We look for a higher level of accountability from those schools. CREF measures success through placement and retention and their involvement with the local industry. We know that the schools using the I-CAR Professional Development Program™ – Education Edition (PDP-EE) curriculum, participate in SkillsUSA, and are NATEF accredited have higher placement rates. Schools that have made this investment transition up to 60 percent of their students into college or the industry, versus 20 percent for schools not involved in all three programs.

**Marketing:** Our job is more than providing support to schools; we work to discover and attract the brightest and the best. We know that students enrolled in a collision program do not totally understand the array of opportunities available in the industry. Many students have chosen a program from a list or with help from their counselor and know little about the Collision Repair industry. Our 2016 Snapshot Survey suggests that the top 25 percent of technicians earn $75K or more annually, receive great benefits and have multi-layers of advancement opportunities. Very few outside the industry understand this opportunity.

Through the twenty CREF Career Fairs scheduled in 2017, we will enlighten students, counselors, instructors and, yes, parents. The career fairs help raise awareness, connect students with the industry and open the eyes of those that had no idea of the opportunities across the industry – positions such as technicians, managers, estimators, insurance adjusters and supervisors, manufacturer’s reps; all await them. We help make the connection that aligns students with industry.

Our goal is to attract the highest quality students, support and qualify the schools, place graduates in rewarding positions and work to improve retention rates. Our first school survey in 2009 suggested that only 20 percent of students graduated and entered the industry. Today, with our attention on building better programs, and aligning students with the industry, we are nearing a sixty percent placement rate. With our goal of 400 schools teaching I-CAR, competing in SkillsUSA and working towards accreditation, we will be closer to fulfilling our Vision: “A collision industry with a sufficient number of qualified, properly trained, and immediately productive entry-level employees to meet current and future Industry needs.”

Thank you for the opportunity to serve.

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Clark Plucinski
Executive Director