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

Well, here we are welcoming 2016 and reflecting on 2015. Let me start by thanking the collision industry on behalf of the Foundation Board and staff, the students and the schools, and those businesses who actually hired some promising students this year for another incredible year of solidarity and support for the future of our industry through the Collision Repair Education Foundation. I am happy to report that cash donations exceeded both last year and our Fiscal 2015 budget. Together with In-Kind donations of tools, supplies, equipment and software, we were able to invest over $10M dollars into the schools and students that keep our industry and future vital. Our supporters span some of the largest companies in the world to individual independent collision repairers across America.

In addition to the achievements above, this has been a very busy and productive year for the Board of Trustees and staff. Here are a few more highlights:

• We have adopted a new Mission. The Foundation continues to evolve, and has recently articulated and officially adopted a new Mission statement. At inception some 25 years ago, we worked with I-CAR to develop and deploy curriculum for schools across the country. A few years ago, we adopted a much more philanthropic mission and approach giving curriculum distribution to I-CAR. We realize that to achieve our Vision that there will always be a sufficient number of qualified technicians entering our industry, we need to create the link between schools and students, and potential employers, began that undertaking in earnest. Our new Mission is to support collision repair educational programs, schools, and students to create qualified, entry-level employees and connect them with an array of career opportunities. All of our activities will support this Mission.

• We conducted our most successful “Cars, Careers and Celebrities” job fair to date. Held at the Chicagoland Speedway in conjunction with the NASCAR race in September, we hosted over 400 students from 10 states, 20 sponsors and raised over $200,000 for the future of our industry. Joey Logano dropped in to share his success story and inspire a very excited crowd! It was a rare treat to see so many students, decked out in blue Foundation shirts show up in force to connect with our industry and their future employers. Some of them were on their way to employment that very day. Since then we have held three additional local career fair events, with seven more planned in cities such as Dallas, Denver, Seattle, Phoenix, and Nashville.

• We are connecting schools with the repair community, conducting local outreach programs in California, Georgia, Illinois, North Carolina, Pennsylvania and Texas. These are designed to get collision repairers more involved with and aware of their local schools and students to create bridges to employment across the country, and become self-sufficient. Our goal is ensure that students and schools are in tune with and fulfilling the needs of repairers and potential employers so that we get the best students, properly trained and productive day one on the job.

These are just some of the highlights of 2015. There are more, but none would be possible without you. I attended that meeting in Chicago 25 years ago when the Foundation was formed. I have had the rare privilege, pleasure and honor of watching and participating in the growth of the Foundation and the industry. I have seen the changes you have made possible. I have watched boys become men, girls become women, and grow with the industry, all made possible through your commitment and support. We cannot thank you enough for what you do to make our industry better and secure its future, but we can try.

Thank you!

Rick E. Tuuri
AudaExplore, a Solera Company
## Financials

### 2015 Donations

<table>
<thead>
<tr>
<th>2015 Donations</th>
<th>Collision School, Student, and Instructor Support</th>
<th>Administrative Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>89%</td>
<td>11%</td>
</tr>
</tbody>
</table>

### Statement of Activities*

#### Revenue

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions – Unrestricted</td>
<td>502,071</td>
<td>525,650</td>
<td>593,762</td>
</tr>
<tr>
<td>Contributions – Restricted</td>
<td>824,488</td>
<td>931,935</td>
<td>1,001,236</td>
</tr>
<tr>
<td>Contributions – In-Kind</td>
<td>8,053,074</td>
<td>11,810,533</td>
<td>8,743,008</td>
</tr>
<tr>
<td>Special Events</td>
<td>115,635</td>
<td>350,337</td>
<td>360,299</td>
</tr>
<tr>
<td>Investments</td>
<td>71,837</td>
<td>47,118</td>
<td>$(19,150)</td>
</tr>
<tr>
<td>Sales of Technician Shirts</td>
<td>12,644</td>
<td>11,196</td>
<td>6,678</td>
</tr>
<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>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2015</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>
</tr>
<tr>
<td>Payroll, Taxes, etc.</td>
<td>364,379</td>
<td>428,235</td>
<td>492,975</td>
</tr>
<tr>
<td>Rent &amp; Building</td>
<td>23,724</td>
<td>23,664</td>
<td>22,224</td>
</tr>
<tr>
<td>Travel</td>
<td>116,198</td>
<td>97,817</td>
<td>120,046</td>
</tr>
<tr>
<td>Professional Services</td>
<td>153,024</td>
<td>208,896</td>
<td>138,381</td>
</tr>
<tr>
<td>Marketing &amp; Promotion</td>
<td>87,457</td>
<td>99,126</td>
<td>100,084</td>
</tr>
<tr>
<td>Meetings</td>
<td>99,575</td>
<td>145,485</td>
<td>156,773</td>
</tr>
<tr>
<td>Office Operations</td>
<td>86,305</td>
<td>118,985</td>
<td>140,133</td>
</tr>
<tr>
<td>I-CAR Allocation of Expenses</td>
<td>28,588</td>
<td>37,047</td>
<td>40,830</td>
</tr>
<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>
</tr>
</tbody>
</table>

#### Change in Net Assets:

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Net Assets:</strong></td>
<td><strong>$150,868</strong></td>
<td><strong>$135,303</strong></td>
<td><strong>$133,343</strong></td>
</tr>
</tbody>
</table>

*Includes in-kind disbursements equal to the amount of in-kind contributions.
Secondary and post-secondary collision students attending career and technical schools and colleges had the opportunity to apply for over $200,000 in available scholarships and tool grants available through the Collision Repair Education Foundation and the organization’s industry supporters. The 2015 opportunities included:

- 3M Hire Our Heroes Veteran Scholarships & Tool Grants
- ABRA Auto Body & Glass Tool Grants
- Atlanta I-CAR Committee Scholarship
- CCC Michael Salvatore Memorial Student Repair Technician Scholarships
- Collision Repair Education Foundation Board of Trustees Scholarships
- The Lon Baudoux Legacy Scholarships
- PPG Automotive Refinish Scholarships

As an added incentive to apply, the first 500 collision students to complete the application received a technician shirt (sponsored by CAPA, I-CAR, CARSTAR, Bar’s Products, Ford, ProSpot, Quest/Valspar) and pair of safety glasses.
2015 3M Hire Our Heroes Tool Grant Winner
Michael Brewer
Tennessee College of Applied Technology
(Paris, TN)

2015 3M Hire Our Heroes Tool Grant Winner
Robyn Wood
Aims Community College (Greeley, CO)

2015 3M Hire Our Heroes Tool Grant Winner
Ray Alston
Guilford Tech Community College (Jamestown, NC)

2015 ABRA Auto Body & Glass Tool Grant Winner
Antonio Huizar
Pickens Technical College (Aurora, CO)

2015 ABRA Auto Body & Glass Tool Grant Winner
Martin Zurita
Idaho State University (Pocatello, ID)
The Collision Repair Education Foundation’s Ultimate Collision Education Makeover school grant is available to high school and college collision school programs nationwide that are in need of additional tools, equipment, and supplies to ensure collision students receive the best technical education possible. Grants of up to $50,000 were awarded, with over $100,000 in total prizes available.

As part of the Makeover grant application, schools provide their own itemized wish list, which can include any tools, supplies, and equipment that are needed by the collision program. The Board of Trustees Selection Committee selects the winners of the awards and determine what items off the wish lists each school received, with the winners announced during SEMA 2015.

2015 ULTIMATE COLLISION EDUCATION MAKEOVER

2015 Secondary Ultimate Collision Education Makeover Grant made possible
*by Allstate Insurance*
East Valley Institute of Technology (Mesa, AZ)

2015 Post-Secondary Ultimate Collision Education Makeover Grant made possible
*by State Farm Insurance*
Saint Cloud Technical and Community College (Saint Cloud, MN)

In addition to the secondary and post-secondary awards, there were two $50,000 grants that were awarded to specific regions of the country.

2015 Dallas Makeover Grant
Texas State Technical College (Waco, TX)
*The Dallas Makeover Grant was sponsored by Berkshire Hathaway Automotive, Caliber Collision, GEICO, Herb’s Collision and Nationwide Insurance.*

2015 Atlanta I-CAR Committee Makeover Grant in Conjunction with Industry Partners
Athens Technical College (Athens, GA)
*The award in Atlanta was sponsored by ABRA Auto Body & Glass; Allstate; American Family Insurance; Axalta; Caliber Collision; CCC Information Services; Classic Collision; Enterprise Rent-A-Car; Farmers Insurance; Finishmaster; Georgia Farm Bureau; Hendrick Automotive; Insurance Auto Auctions; I-CAR; Liberty Mutual Insurance; LKQ/Keystone; Nalley Group; Rimkus; Progressive Insurance; Safeco; Service King; Sherwin Williams; and Sports and Imports.*

The goal of the Ultimate Collision Education Makeover grant is to honor a school that has been doing an outstanding job in educating students in collision repair, but needs some financial assistance to improve their program’s teaching materials and equipment. With strained school budgets, the Education Foundation and industry supporters have the opportunity to bridge the program’s financial gap and to make a difference in the lives of the students studying collision repair.
The fourteenth annual Collision Repair Education Foundation industry fundraiser, co-hosted by PPG Automotive Refinish, raised a record $100,000+ through the support of attendees and sponsors. Sponsors and participants enjoyed a day of golf at Northville Hills Golf Club in Northville, Michigan on July 22, 2015 and the funds raised from this event will go toward supporting scholarships and grants for collision schools and students.

“This is the seventh consecutive year we have co-hosted the Collision Repair Education Foundation’s industry fundraiser,” said Domenic Brusco, senior manager, industry relations, PPG Automotive Refinish. “The industry has collectively supported this event to a degree of taking it from $19,000 raised in 2009 to over $100,000 in 2015. As these funds assist high school and college collision students, programs, and instructors nationwide, a great time on the course will benefit the future professionals of the industry.”

“Thank you to the event sponsors, golfers, volunteers, and to PPG Automotive Refinish for making this event an incredible day of fun and fundraising for high school and college collision students,” noted Collision Repair Education Foundation Director of Development Brandon Eckenrode. “A year’s worth of planning goes into this event and it was great to see everything come together and we look forward to planning our 2016 event, during our 25th anniversary year.”
On September 18, the Collision Repair Education Foundation (CREF) hosted their 2nd annual Cars, Careers and Celebrities Expo event in Chicago, and it was a resounding success.

“Our Cars, Careers and Celebrities Expo took over the Chicagoland Speedway race track hospitality village area, and with the support of our event sponsors, we were able to host 450 high school and college collision students from ten states. This was an opportunity for the students to meet and greet the industry and find out about the various career opportunities there are within the industry.”

— Brandon Eckenrode, Collision Repair Education Foundation Director of Development

The event was offered at no cost to the students, instructors and school administration in attendance, and students seemed overwhelmed with the VIP treatment they received.

Vendors and sponsors were also impressed with CREF’s efforts which provided a great opportunity for them to initially meet potential future employees. CREF plans to follow up with vendors to determine how many students were connected with actual jobs through the event.

CREF held their Cars, Careers and Celebrities event to help expose collision students to the various members and segments of the industry where they may consider future employment. Collision repair businesses and insurance companies, as well as tool, equipment and paint companies, were represented at the event.

Although the race on Friday night was rained out, CREF considers the Cars, Careers and Celebrities event to be a complete success with the attendance of 450 students from ten states.
List includes both monetary and in-kind donations. Current as of 12/31/15, a full list of donors available on website.
Executive Summary

I am pleased with the progress the Foundation has made since joining the staff in late 2012. I truly appreciate all of my team, Board of Trustees, I-CAR and the many companies and individuals that continue to support the Collision Repair Education Foundation. We have distributed $35 million in gifts over the last three years and are making a difference. We could not open the door without everyone’s dedicated efforts and generosity.

Although our In-Kind gifts (parts, vehicles, tools and materials) were down in 2015, we gained ground in other key areas. Our unrestricted financial donations and sponsorships were up 8.9% and we finished the year with $12 million in donations overall.

Today, our enhanced role is more than just raising and distributing dollars to schools; it promotes post-graduation employment. Our belief is that schools, with our help and the support of local industry committees, coupled with the expertise and experience the Foundation brings from the national level, will develop job-ready students.

Through the local committees we are working to building stronger relationships with the schools. We have held career days across the US to introduce parents, students (middle school through high school) to the employment opportunities in every segment of the industry. Most of the students I have interviewed were totally unaware of the list of career choices they can make. Most have never seen the inside of a collision repair center or insurance claims office. We can change this. As my dear friend and our Chairman, Mr. Rick Tuuri states, we work in an invisible industry where folks graduate from a career and technical school, go to work as a technician and years later become the head of a large insurance company. ‘The sky is indeed the limit.’

We are investing in a research project to support our advocacy efforts by defining the wide scope of opportunities available within our industry, not just collision repair facilities, as well as compensation levels by industry segments. The Foundation will revise our Snapshot Survey to take a deeper look at changes within all industry segments, not just the shops. We are also developing a job board for students to post their resumes to help connect them with employers. We understand the need to help the schools evolve to meet today’s technological challenges.

In the past, we placed too much responsibility solely on the schools and their administration to meet industry needs. Without the tools, enhanced curriculum and local industry support, there is no way for the schools to keep up with the requirements of today’s collision industry. The industry must take a more active role and we will help them do so to benefit their future workforce.

Thank you for your continued support.

Sincerely,

Clark Plucinski
Executive Director