

TOWER FAMILY FOUNDATION
2025 ANNUAL REPORT

Providing Support
by Standing Together



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The Tower Industry Family Support Charitable Foundation (Tower Family Foundation), a 501(c)(3) non-profit organization, has been established to help provide financial assistance to family members of a severely injured, permanently disabled, or deceased tower worker injured or killed in an accident stemming from working at heights on communication structures or other on the job related activities that tower workers are involved in on a daily basis.



LETTER FROM THE PRESIDENT

Since inception in 2013 the TFF has maintained our mission as tireless advocates for the families of our communications infrastructure industry. Ours has been a quiet and effective response that ensured meaningful support for the workforce when they are at their most vulnerable. We then stay engaged while individuals or families recover from a tragic incident.

What began as a “stand in the gap” answer during a crisis has added another level of support for families beyond that brief but intense time of need. The award period has been extended for some of the benefit time frames. Further, our first scholarship recipient recently graduated with a Bachelor of Science in Nursing! This has been done carefully and thoughtfully to avoid mission creep that could remove precious budget dollars from our original charter, assignment and purpose.

In short, donors provide to families the maximum gift allowed under the IRS annual gift tax exclusion to fund some of the resources they need to overcome unexpected obstacles. Thankfully, because of these donors, we continue to find innovative and impactful ways to deliver our services while maintaining the lowest possible overhead.

Your Foundation is also able to provide immediate support to those we serve because of our volunteers. These industry stalwarts believe just as passionately in the work we have set out to do. What an amazing powerful thing it is to witness when individuals and organizations come out in full support of those who are truly in immediate need! What conceptually began in 2013 has become a model for how charitable organizations could make a significant difference.

As you read through the 2025 report, rest assured that your contributions are changing and helping shape lives. Whether it be a rent check, groceries or tuition reimbursement, we come alongside communications bread winners who are temporarily or permanently unable to assist their families.

Finally, it has been the honor of a lifetime to serve as the TFF President for over a decade. The new and invigorating leadership team shares both the history and the vision for this incredible organization going forward. Please join me in supporting them and our beloved TFF families!

Keep Building!

Sincerely,

A handwritten signature in black ink that reads "Jim Tracy". The signature is written in a cursive, flowing style.

Jim Tracy, Tower Family Foundation President

TOWER FAMILY FOUNDATION

Board of Directors

The Tower Family Foundation Board of Directors provides strategic leadership and fiduciary oversight to ensure the long-term success and integrity of the Foundation. Appointed for their expertise and commitment, Board members guide the organization's mission, uphold its financial health, and ensure compliance with all legal and ethical standards.

The Directors serving on the Foundation Board include Foundation President Jim Tracy, President & CEO of Legacy Enterprises, Inc. in Eagle, Idaho; Foundation Vice President, Kenny Blakeslee, Founder and CEO of Apex Site Solutions in Elk Grove, California; Foundation Secretary/Treasurer Patrick Murphy, COO and Owner of Murphy Tower Service, LLC in Carlisle, Iowa; Eric Chase, Executive Chairman of Ontivity, LLC in New Braunfels, Texas; Eric Dudek, Senior Vice President of Operations U.S. Tower Division at American Tower Corporation in Cary, North Carolina; Jake Hamilton Vice President of West Access Engineering & Operations at Verizon in Basking Ridge, New Jersey; Michael McIlhonn CEO of Avalon Test Equipment in Carlsbad, California; and Dan McVaugh Senior Advisor at Cathedral Consulting in Castle Rock, Colorado.



TOWER FAMILY FOUNDATION

Advisory Committee Members

The Tower Family Foundation Advisory Committee plays a vital role in advancing the Foundation's mission by offering strategic insight, expert recommendations, and thoughtful guidance. Committee members evaluate funding requests, provide input on disbursement decisions, and serve as key liaisons between the Foundation and its applicants, helping to ensure transparency, impact, and alignment with the Foundation's core values.

The individuals who currently serve on the Foundation's Advisory Committee include Committee Chairman Kenny Blakeslee, Founder and CEO of Apex Site Solutions in Elk Grove, California; Todd Schlekeway, President & CEO of NATE: The Communications Infrastructure Contractors Association in Watertown, South Dakota; Victor Drouin, President of Green Mountain Communications, Inc. in Pembroke, New Hampshire; Jonathan Eastman, President of VIKOR, in Sioux Falls, South Dakota; Rick Flynt, Founder and President of RAKM, LLC in Mansfield, Texas; and Lee Morreale, Senior Sales Manager of CommScope, an Amphenol Company, in Richardson, Texas.



TOWER FAMILY FOUNDATION

Endowment Committee Members

The Tower Family Foundation Endowment Committee is entrusted with stewarding the Foundation’s financial assets to ensure long-term sustainability and impact. This includes overseeing investment strategies, managing fund performance, and aligning financial decisions with the Foundation’s mission and donor intent. In addition, the Committee plays a key role in guiding fundraising initiatives to support the continued growth and vitality of the endowment.

The individuals who currently serve on the Foundation’s Endowment Committee include Committee Chairman Michael McIlhonn CEO of Avalon Test Equipment in Carlsbad, California; Paula Nurnberg, Chief Operating Officer of NATE: The Communications Infrastructure Contractors Association, in Watertown, South Dakota; Monica Vink, Director of Marketing for ONTIVITY in New Braunfels, Texas; Shylesh Moras, Vice President of Operations at Phoenix Tower International in Boca Raton, Florida; Andrew Haldane, Co-Founder and CEO of Tower Engineering Professionals, Inc. (TEP) in Raleigh, North Carolina; Steve Ouzts, Owner at Tower Advisors, LLC in Safety Harbor, Florida; and Pete Hagstrom, Vice President of Procurement at Viking Maintenance, Inc. in Hiawatha, Iowa.



Michael McIlhonn



Paula Nurnberg



Monica Vink



Shylesh Moras



Andrew Haldane



Steve Ouzts



Pete Hagstrom

TOWER FAMILY FOUNDATION

Scholarship Committee Members

The Tower Family Foundation Scholarship Committee is responsible for overseeing the selection and distribution of Scholarship awards to deserving recipients. Committed to fairness, transparency, and adherence to the criteria established by the Board of Directors, the committee diligently manages the application review process. Through its work, the committee helps expand educational opportunities, empower individuals, and strengthen communities for lasting impact.

The individuals who currently serve on the Foundation's Scholarship Committee include Committee Chairman Patrick Murphy, COO and Owner of Murphy Tower Service, LLC in Carlisle, Iowa; Mark Ciarfella, Executive Vice President, Operations of SBA Communications Corporation in Boca Raton, Florida; Michael Clementi, Director of Product Management, Macro Structures at Sabre Industries, Inc. in Sioux City, Iowa; Ryan Ford, National Vendor Manager at Boost Mobile in Littleton, Colorado; Tara Rand, President of the New England Wireless Association in North Reading, Massachusetts and Sheri O'Dell-Deuer, President of Deuer Development in Moraine, Ohio.



Tower Family Foundation Benefits from Eighth Annual Golf Event Powered by NATE's Wireless Industry Network (WIN)

The eighth annual Tower Family Foundation Golf Event Powered by NATE WIN was scheduled to be held on February 20, 2025, at the Lonnie Poole Golf Course in Raleigh, North Carolina. However, the event was canceled due to the inclement weather. Fortunately, due to the generous support of sponsors and registrants, the event was still able to raise over \$82,000 for tower industry workers and their families. Since the inaugural event in 2018, the Tower Family Foundation Golf Event has raised over \$575,000!



TOWER FAMILY FOUNDATION


Tower Family Foundation Recognizes Kari Carlson with Guardian Award

Kari Carlson, CEO of Tower Systems Inc. and founding Board Member of the Tower Family Foundation was recognized as one of the three people who stepped up to launch the Tower Family Foundation. Carlson served as the first Secretary and Treasurer of the organization. From the initial concept through the following six years, Kari served as a Board Member and Executive Committee Member through the turbulent start up years. Her influence and discipline set a course for unparalleled fiscal responsibility.

The Guardian Award recognizes a volunteer who has demonstrated noteworthy and consistent volunteerism to the cause of The Tower Family Foundation and its beneficiaries. The award uses no funds from the Tower Family Foundation and was presented by Foundation President Jim Tracy during NATE UNITE 2025 in Raleigh, North Carolina.

“Kari has been an inspirational model of volunteerism,” said Kenny Blakeslee, CEO of Apex Site Solutions and Foundation Vice President and Chairman of the Advisory Committee. “Her early vision and hard work were conspicuously above and beyond what would be reasonably expected.” This award recognizes the highest level of service to the families of the communications infrastructure industry who have been impacted by tragedy.





Tower Family Foundation Announces Recipients of Annual Merit-Based Scholarships

*25 New Students Awarded Merit-Based Scholarships;
15 Renewals Granted for 2025-2026 Academic Year*

The Tower Family Foundation announced on July 10, 2025, the recipients of the non-profit organization's merit-based scholarship program for the 2025-2026 academic year.

The Tower Family Foundation scholarship program provides a limited number of merit-based scholarships to employees of NATE member companies and their eligible dependents. Twenty-five recipients were selected based on academic achievement, degree program potential, and essay responses.

In addition to the newly awarded merit-based scholarships for the 2025-2026 academic year, 15 scholarship renewals were granted to returning recipients.

"On behalf of the Tower Family Foundation, I extend my sincere congratulations to this outstanding group of students selected to receive a merit-based scholarship for the upcoming academic year," said Pat Murphy, CEO of Murphy Tower Service and Chairman of the Scholarship Committee. "I also want to personally thank the Scholarship Committee members for their dedication and thoroughness in evaluating an exceptionally competitive pool of applicants," added Murphy.

In addition to the annually awarded merit-based scholarships, the Tower Family Foundation also provides scholarships to severely injured or permanently disabled tower workers, or to the legal dependents of a permanently disabled or deceased tower industry worker. These scholarships are part of the Foundation's ongoing commitment to supporting the families and individuals affected by serious incidents within the industry.

Tower Family Foundation Benefits from T-Mobile's 12th Annual Golf Tournament

The 12th Annual T-Mobile Golf Charity Event was held on July 31, 2025, at The Golf Club at Newcastle in Newcastle, Washington. The event raised an incredible \$2 million+ for the following charities: Tower Family Foundation, Warriors4Wireless, Learning Alliance Corporation, and New Reflections Technical Institute.

Tower Family Foundation is honored to be included in this impactful event and grateful for the generous support toward our shared mission to strengthen the telecom workforce and support telecom industry families.



Tower Family Foundation Launches New Website to Enhance Support and Accessibility for Tower Industry Families

The Tower Family Foundation, a nonprofit dedicated to providing financial assistance and educational support to families of injured, disabled, or deceased tower workers, proudly launched its newly redesigned website, towerfamilyfoundation.org in September 2025.

The new website offers a modern, user-friendly experience designed to better serve tower industry families, donors, and partners and solidifies the Foundation's commitment to increasing awareness and reducing barriers to accessing assistance. Key features of the site include:

- Streamlined navigation for easier access to assistance applications where site visitors can seamlessly apply or nominate a family for assistance.
- Mobile optimization for seamless access across devices.
- Updated content highlighting the Foundation's mission, impact stories, and latest news.
- Enhanced accessibility for individuals seeking urgent assistance or information.

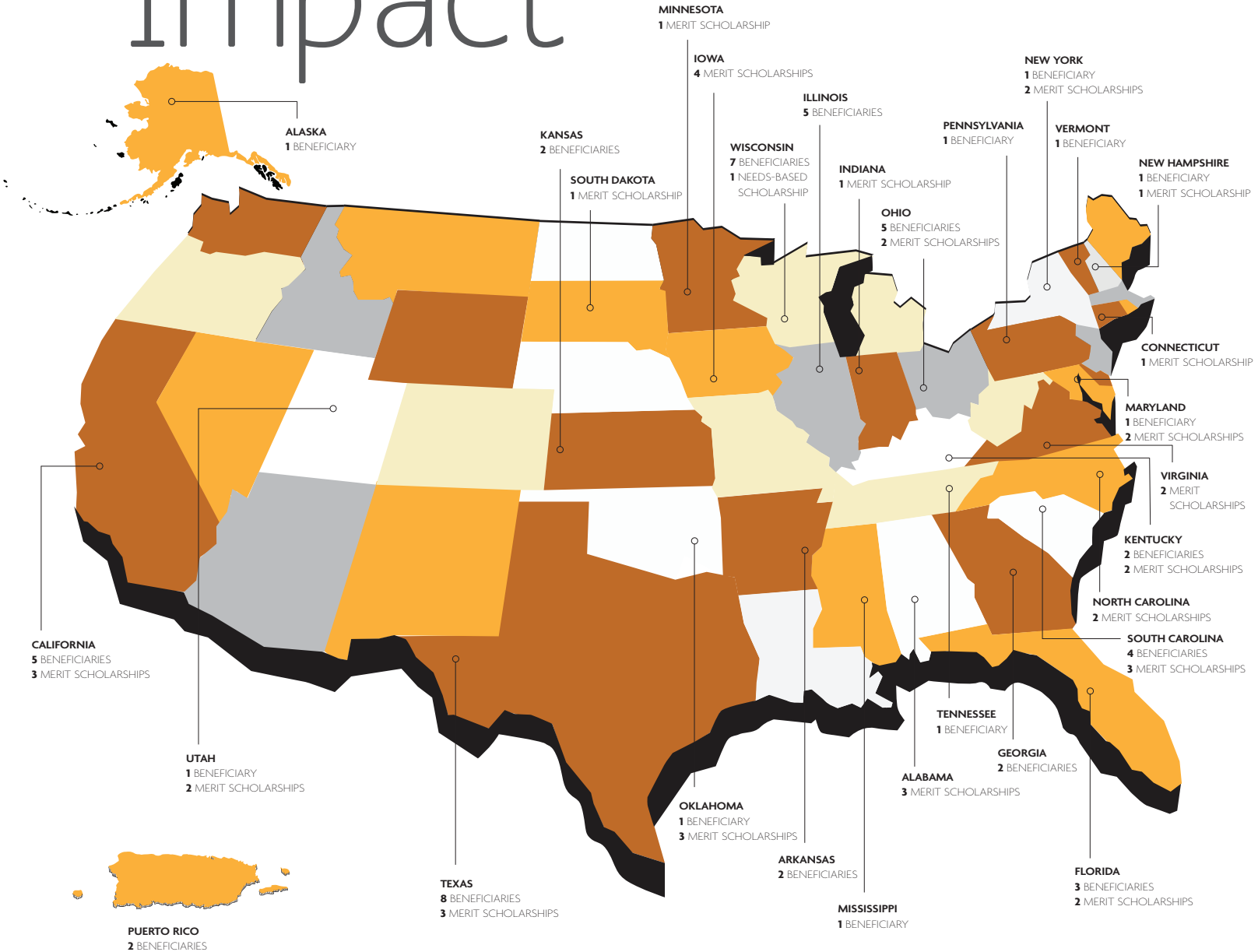
"This new website reflects our ongoing commitment to transparency, accessibility, and compassion," said Jim Tracy, Tower Family Foundation President. "We want every visitor, whether they're seeking help, looking to give, or simply learning more, to feel supported and informed."

"Our goal was to create a space that not only informs but also inspires," said Patrick Murphy, Scholarship Committee Chairman. "This new site reflects our dedication to the tower industry and the families we serve. It's more than a website, it's a gateway to hope, support, and connection."

The Foundation invites visitors to explore the new site and learn more about its programs, including emergency financial assistance for tower industry families and its scholarship program.



Impact



\$929,885.23

IN DIRECT FINANCIAL ASSISTANCE TO IMPACTED FAMILIES IN 2025

\$5,000

IN NEEDS-BASED SCHOLARSHIPS AWARDED IN 2025

\$197,500

IN MERIT-BASED SCHOLARSHIPS AWARDED IN 2025

Gratitude

Thank you to our 2025 supporters. Our impact and ability to provide an immediate funding bridge is possible due to the generous contributions received. In order of amount received, below are our 2025 donors.



Scott and Bailey Smith	Learn to Return
Eric Steinmann	Gary Pasicznyk
Cody Nelson	Vincent Tartamella
Standard Management Group	Freddy Harth
InfraServices Group Wireless LLC	Insight Marketing Design
Kentucky Wireless Association	Matthew Sentak
TowerCo	PCWL Charitable Trust
TMES Corp	Katie Svaldi
Emerald Services	

Statement of Financial Position

Tower Family Foundation

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
First Bank & Trust Checking	193,342.34
Total for Bank Accounts	\$193,342.34
Accounts Receivable	
Accounts Receivable	0.00
Total for Current Assets	\$193,342.34
Other Assets	
Morgan Stanley	6,259,984.00
Total for Other Assets	\$6,259,984.00
Total for Assets	\$6,453,326.34
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	13,713.94
Total for Accounts Payable	\$13,713.94
Other Current Liabilities	
Deferred TFF Golf Sponsorship	50,000.00
Total for Other Current Liabilities	\$50,000.00
Total for Current Liabilities	\$63,713.94
Total for Liabilities	\$63,713.94
Equity	
Unrestricted Net Assets	6,196,383.51
Net Income	193,228.89
Total for Equity	\$6,389,612.40
Total for Liabilities and Equity	\$6,453,326.34

Statement of Activity

Tower Family Foundation

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
Direct Public Support	
Corporate Contributions	678,652.84
Individ, Business Contributions	16,125.00
Total for Direct Public Support	\$694,777.84
Indirect Public Support	77,000.00
Interest Income	2,519.34
Investment Income	178,007.00
Promotional Items	610.00
Realized Gains/(Losses)	(22,580.00)
Shipping	100.50
TFF Golf Event	\$58,100.00
Unrealized Gains/(Losses)	452,098.00
Total for Income	\$1,440,632.68
Gross Profit	\$1,440,632.68
Expenses	
Bank Fees	510.21
Business Expenses	
Business Registration Fees	20.00
Total for Business Expenses	\$20.00
Contract Services	
Accounting Fees	876.15
Administrative Services - NATE	48,000.00
Total for Contract Services	\$48,876.15
Donations	929,885.23
Investment Fees	44,699.00
Operations	
Design/Creative Services	727.47
Postage, Mailing Service	7,523.21
Supplies	994.46
Website	16,668.06
Total for Operations	\$25,913.20
Scholarships	197,500.00
Total for Expenses	\$1,247,403.79
Net Operating Income	\$193,228.89
Net Other Income	
Net Income	\$193,228.89



8 Second Street SE, Watertown, SD 57201
605-882-5865



towerfamilyfoundation.org
help@towerfamilyfoundation.org

