OUR MISSION: Serve people with disabilities by offering inclusive employment opportunities and services
A MESSAGE TO OUR SUPPORTERS

Dear friends,

This was an incredible year for MDI, full of change and progress. We started 2018 with soft USPS volumes, but finished strong with increased volumes from the USPS and commercial customers.

We concluded a multi-year effort to improve working conditions, modernize equipment, and provide room for expansion of business and jobs. This included a brand-new $4.5 million facility in Hibbing, completed on time and under budget. In Minneapolis, we diversified into medical assembly services, which included obtaining ISO 13485:2016 certification and FDA registration. We now have a dedicated medical sales rep and a “White Room” serving a new customer base. We achieved all this while hiring 200 plus employees across the four communities we serve to meet increased customer demand.

MDI ended the year with 525 employees, 208 of whom were people with disabilities based on total revenues for the year of $25.9 million. This year our employment services positively impacted an additional 52 people with disabilities by placing them in jobs in the community, and through participation in the Career Skills program, scholarships, and Life Skills Academy.

To strengthen our organization, the management and board developed a new three-year strategic plan in 2018. Our goal is to increase revenue to $35 million and provide jobs for 600 employees, of whom 300 are people with disabilities by 2021. In that year, MDI will positively impact the lives of an additional 200 people with disabilities not employed by MDI. All of this is only possible with your continued support for which we are eternally grateful.

Sincerely,

Peter McDermott,
President & CEO

Ellen Hoeg,
2019 Board Chair
In 2018 we invested in 525 jobs for people

of whom 208 were people with disabilities

and positively impacted 52 people with jobs in the community and more

LEADERSHIP
Peter McDermott, President & CEO
Rod Wood, Chief Operations Officer
Marv Hannon, Chief Financial Officer
Barbara Majerus, Vice President of Sales
Jeanne Eglinton, Director of Employment Services
Peg McQuillan Porter, Director of Development
John Stemper, Director of Marketing & New Ventures
Debi Thompson, Director of Human Resources
Todd Witherill, Director of Operations

BOARD OF DIRECTORS
Phillip Bakken, Iron Range Resources and Rehabilitation Board (Retired)
Bryan Ethridge, Wells Fargo
Rhonda Graves, 3M (Retired)
Jill Hesselroth, Intek Plastics
Ellen Hoeg, Technology Industry Executive (Retired)
Mary Kay Jacobson, Independent Grant Writer
Thomas Keller II, Director Emeritus, Attorney
Fred Klietz, Graco (Retired)
John LeMay, Associated Bank (Retired)
Keith Olson, Andersen Corp (Retired)
Jonathan Palmer, Hallie Q. Brown Community Center
Michael Raich, Hibbing Community College
Y. Elaine Rasmussen, Social Impact Strategies Group
Nicholas Wilkie, Metropolitan Center for Independent Living
Rachel Wobschall, Director Emeritus, Gillette Children's Specialty Healthcare
2016 – 2018 Strategic Plan
Accomplishments & achievements that drive the mission and vision of MDI.

ACHIEVEMENTS

- FDA registration
- ISO 9001:2015
- ISO 13485:2016
- CFO of the Year
- Employer & Business Partner of Choice

BUSINESS

- Capital investments $10.4M for equipment and two NEW FACILITIES in Cohasset & Hibbing, MN

EMPLOYMENT

- LIFE SKILLS ACADEMY
  - Launched pilot transition program for youth
  - 73 Hired Hands employees relocated to Cohasset facility for IMPROVED working conditions
  - Career Skills 101 finished with 11 classes and 93 GRADUATES

COMMUNITY OUTREACH

- PARTNERED with Medtronic and Deloitte to raise $33K for Special Olympics and Unified Work
  - Partnered with University of St. Thomas Opus College, Itasca Community College and MN School District #318 to promote EMPLOYMENT OPPORTUNITIES for people with disabilities
Our communities are at the heart of what we do. MDI is an organization that lives our mission and works to build and strengthen our local communities. Each year we give back through workforce development, volunteering, advocating and community relations.
**Community Impact**

**People with disabilities: an untapped workforce.**

Jobs at MDI include support from onsite Employment Support Specialists. MDI jobs empower individuals to achieve greater self-sufficiency and personal fulfillment in an inclusive environment.

Placement Services (PS) provide assistance to identify skills and interests, creating career development plans to find employment in the community.

**Commission on Accreditation of Rehabilitation Facilities**

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**MATT** was born with a genetic condition called Leber’s disease which causes vision loss in young adult males. During the peak of his career, he had to learn to live without his vision. To help readjust, he came to Minnesota from Delaware to complete a 10-month program provided by the National Federation of the Blind. **MATT** decided to stay in Minnesota. He had grown connected to the community and developed strong friendships. Before his vision loss, he had been working in manufacturing. This made MDI a good fit for **MATT** to re-enter the workforce. "MDI is accommodating, and everyone helps out," said Matt. Today, he is confident and independent and enjoys playing bass guitar in a band called Reven McGee and the Phantom Hands.

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**NICK** was working at MDI Hired Hands and interested in finding a second job. A local company, *Northwoods Candy*, was looking to hire. MDI Employment Services approached **NICK** and others to try the job and get the best candidate. **NICK** was clearly the right person, meticulous when packaging the candy and working well with the coworkers. **NICK** was hired by *Northwoods Candy* and has learned new tasks such as wrapping, weighing and labeling. **NICK** always looks forward to going to *Northwoods Candy*. 
**JOE** graduated from high school and began working at MDI. Over the last several years, he has had the opportunity to work on numerous jobs including, folding, and hand welding.

**JOE** completed MDI’s Career Skills 101 where he learned how to work better with his co-workers in a team environment. “MDI has offered me many options to build my skills. My favorite job is working on commercial plastics and the weaving part,” says **JOE**.

Today, **JOE** is a better team player and more confident. He enjoys buying, collecting and setting up model trains.

**JENNA** was working to graduate with an engineering degree from Iron Range Engineering, a program through Mankato State University. As a student, she applied and received two workforce ready scholarships from MDI to help pay for tuition. Shortly after, **JENNA** was offered an internship at MDI’s Cohasset facility in August 2018. By October, she had been promoted to a full-time employee.

Today, **JENNA** works on special projects related to design for clients. She enjoys the inclusivity and positive environment at MDI. **JENNA** plans to pursue a master’s degree.
Solutions that make a difference

The more products and services sold, the more jobs we create. MDI helps customers solve challenging problems with packaging and service solutions. We strive to save time and money by providing quality products and services, at the right price, with short-lead times, and customization to meet each customer’s unique needs.

Increased Sales
Grew commercial plastic and production services revenue by 19%

Expanded Capabilities
Expanded conversion by investing in a new wire bender to manufacture specialty wire

8,815,755
Plastic Corrugated Products
Manufactured standard & custom packaging solutions

1,572,796
Production Service Units
Assembled, kitted, packaged, shrink wrapped & inspected

81,369
Medical Units
Kitted & packaged in a White Room for enhanced levels of quality control
Statement of Activities

- Commercial Plastics ........................................ $8,396,722
- USPS Totes .................................................. $9,865,684
- USPS EMM Trays ............................................. $2,054,926
- USPS Stamps .................................................. $1,105,033
- Commercial Assembly ...................................... $1,417,014
- Program Services & Recycling ............................ $1,335,500
- Utilized Reserves ........................................... $2,059,999
- Grants & Donations ......................................... $996,268
- USPS MM Trays .............................................. $584,640
- Other ............................................................. $114,512

Revenue & Utilized Reserves ......................... $27,930,298

Assets & Liabilities

Current Assets
$12,330,589

Other Assets
$167,765

Property & Equipment
$15,217,486

Total Assets: $27,715,840

Current Liabilities
$3,217,162

Long-Term Debt & Other Liabilities
$3,874,706

Net Assets Without Donor Restrictions
$20,623,972

Total Liabilities & Net Assets: $27,715,840

MDI is pleased to share our fiscal year 2018 financial statement. For questions about this statement, please contact Marv Hannon, CFO, at 651-999-8252. Complete consolidated financial statements (audited by CliftonLarsonAllen LLP, certified public accountants) are available at mdi.org.
MDI celebrated its third annual Ability Bash with 200 of our friends in September at 317 on Rice Park.

Thanks to our incredibly generous sponsors and attendees, the event raised almost $90,000 for job training and work support for people with disabilities.

Mark your calendars! Thursday, September 19, 2019 for the fourth annual Ability Bash!
Brewery benefits were held in Minneapolis and Grand Rapids. Thanks Grand Rapids State Bank for sponsoring the northern brewery event.

Mark your calendars!
Tuesday, June 25, 2019 at Bauhaus Brew Labs in Minneapolis and Wednesday, July 17th, 2019 at Klockow Brewing Co. in Grand Rapids.
We exist to provide careers for people with disabilities. What we do is made possible because of your generosity, dedication and business.

Thank you for donating online, mailing in checks, setting up payroll deductions, and attending events to help us provide an inclusive work environment for people with disabilities.

Individuals, corporations, & grantors

419

Average donation size

$273.74

* Monthly Donor

$50,000 - $99,000
Graco Foundation

$25,000 - $49,999
Miner Community Fund
Owens Family Charitable Foundation

$10,000 - $24,999
Enbridge Energy, Limited Partnership
Ellen & Will Hoeg
IRRRB
Minnesota State Colleges and Universities
Northland Foundation
The Cleveland-Cliffs Foundation

$5,000 - $9,999
Arrowhead Regional Arts Council
Minnesota Bank & Trust
Northeast Minnesota Office of Job Training
Clayton Schwerin

$2,500 - $4,999
Cannon Family Foundation
Fhima’s
Bonnie Finchum

Grand Rapids Area Community Foundation
Kootasca Community Action Inc.
Ultimate Software
Wells Fargo

$1,000 - $2,499
Jo Anne Anderson
Carney Family Charitable Foundation
Nancy Caven
Comcast Business
Jeanne & Bryan Eglinton*
Jack & Sarah Garrett
Rhonda & Ronald Graves
Rick & Vicky Harding
Hawk Construction
Mary Kay & Don Jacobson
Adam Johnson
Patricia Kaiser
PK Kriha
Laurel Way Collection/Pam Mondale
Gwen & Alan Leeds
Barbara Majerus*
Marsh & McLennan Agency
Peter & Charlotte McDermott*
Medica

Mutual of America
Donna Pietsch
Chris Rock
Chris & Chuck Schram
Roger & Carmen Smith
Scott & Nancy Stankiewicz
John & Cindy Stemper
Tapemark
Jennifer Van Wyk*

$500 - $999
317 on Rice Park
Ballinger Leafblad
Blandin Foundation
BTM Global Consulting
ExxonMobil
Grand Rapids State Bank
Grand Rapids VFW Post 1720
Tom Wentzel & Jennifer Halbert
Jill Hesselroth
Scott & Kristine Hubbard
Eric Jacobson & Roy Luthringer
Kim & Kent Johnson
Fred & Adele Klietz
Ken & Brenda LaChance
Jolene & Peter McDermott III
Minnesota Timberwolves/Lynx
Minnesota Vikings
Linda Molitor
Francis Neir
Keith & Mary Olson
Jonathan & Emily Palmer
Paul & Christine Rogosheske
Richard & Christine Schedin
Crystal & Tony Serratore
Sonja Simonsen
Laura & Tom Swain
Traction Minnesota
Gretchen Ventura
Leona & Rob Viacancich
Winthrop & Weinstine
Richard & Christine Schedin
Crystal & Tony Serratore
Sonja Simonsen
Laura & Tom Swain
Traction Minnesota
Gretchen Ventura
Leona & Rob Viacancich
Winthrop & Weinstine

$250 - $499
Chuck & Pam Auger
Birchwood Dental
Arthur Bourgeois
Cove Point Lodge
Susan Cox
D.NOLO

Nicholson Family Foundation
Gene & Pat Radecki
Gregg Radecki
Michael & Carol Raich
Heidi Roebuck
Roessler & Co., Ltd
Diane & Bob Slayton
Scott & Mary Jo Stelzner
Kim & Carter Strickland
The Saint Paul Hotel
Debi & Dan Thompson
Thrivent Financial
Frank Vascellaro & Amelia Santaniello
Victory Vintage
Terry & Diane Weber
Nick & Jackie Wilkie
Rachel Wobschall
Chris Wyffels

$100 - $249
Timothy Adair
Olivia Allen
Athleta

Grethen House
Mary Griffin
Kate Grussing & Michael Paton
Carolyn Hanka
Jenny & Craig Hedal
Jay Hickey
HighFive Online
Hill City Lions Club
Andrea Hjelm
Sheila Holmboe
Kristina Humphreys
Paul Huot
Lisa Johnson
Roxanne & Timothy Lackas
Janna Langer
Gary Larson
Caroline Lee Bivona
Stu Lee
Eric Leeds
Tristan Leeds
John & Kathy LeMay
Liberty Village Wines & Spirits
Lorri Rice

David Dorn
Dovehill Foundation
Daryl & Audrey Erdman
Catherine Erickson
Dave & Genny Freier
Fruits of the Sea Jewelry
Goff Public
Marv & Pat Hannon
Heimie’s Haberdashery
Gayle & Herme Heinecke
Sarah & Brian Henke
Duane & Laura Hokkanen
Ruth Hritzko
Steve & Mary Hughes
Intek Plastics
Heather Kaiser & Cale Loken
Jerry Kleven
Randy & Shirley Koehl
Brandon Lee
Carolyn and Mark Leiter
Mark & Rosemary Leone
Melissa & Ryan McKeever
Peg McQuillan Porter & Al Porter
Minnesota Twins
John Myers

Craig Axling
Denise & Jerry Barnett
Daniel Boos
BOXEDesign
Broders’ Cucina Italiana
Tom Brown
Cindy Brummer
Christine Cannon
Ed & Judy Cannon
Mike Carney
Central Avenue Liquors
Chanhassen Dinner Theater
Steven Cheney
Commonwealth Properties
John & Laura Connelly
Dakota Jazz Club & Restaurant
Dali Studios
Anthony Deutsch
Edina Family Dentistry
Torrey & Amy Ernst
Bryan & Stephanie Ethridge
Face2Face Skincare & Makeup Studio
Jim Farrell
George & Connie Foley

Phil Losacker & Kirby Bennett
Lisa Lounsbury
Shannon Madson & Troy Nichols
Martina Patrick 3
MN Masonic Charities
Donna Menne
Barb Montgomery
Susan Moore
Timothy Moratza
Casey Neper
Deb Nixon
Order of the Eastern Star
Mark Payment
Dave Peterson
Denise Pietsch
Gordon Pietsch
Katherine & Mark Praska
Allie Raich
Bruce Remme
Kate Roberts
Paul Rothenberg
russell+hazel
Callie Schmidt
Larry Schwartz
Anatoliy Shkurko
Charitable Gifts

John Soll
Melissa & Mark Steffen
Marcia & John Stout
Sunday Night Magic
The Abbey
Shawn & Deanna Thomas
Timberlake Lodge
Steve & Jessica Tok
Anthony Vavoulis
John & Anna Watts
Alyssa Weber
Rob & Jessi Weber
Michaelle & Harry Weinger
Sue & Joel Westacott
Kathy & Paul Westbrook
Billy Wherland
Kathryn & Todd White
Wild Mountain
Lydia Wilkie

Cathy Connett
Ron Cook
Cynthia Courtney
Suzette De Boom
Joanne Dietz
Tom & Judy Dimich
Katie Dorn
Michael Doyle
Chris Duffy
Eddie’z Auto Wash
Don Ellefson
Maggie Erickson
Express Employment Professionals
Jack Field
Gary & Marilyn Flesland
Sam Flynn
Folly Coffee
FWP Guide Service

Kent Koerbitz
B Kyle
S G Leiter
Janet Madson
Mansetti’s Pizza & Pasta
Marigold Way
David Martin
Mark Matteson
Max’s
Pam McCarthy-Kern
Craig & Vicky Menozzi
Sonja Merrild
Alison & Rod Miller
Minnesota Landscape Arboretum
Donna Mohr Kinney
Meredith Neville
Hannah O’Donnell
Kari Omyancha
Panera Bread

Kevin Winge
Todd & Danielle Witherill
Julie Wodicka
Worldwide Cellars
Carla & Rod Young
Yum! Kitchen and Bakery
Dave Zimmerman
Zipps Liquors

$50 - $99
Anonymous
Camille Abernathy
A-List Consulting Services
Dennis & Betty Anderson
Diane Anderson
Ashley Aram
Ellie & Bill Bathe
Deanna Bell
Sean Bell
Birchwood Cafe
Sholom Blake
Mike & Terri Blando
Brave New Workshop
Carole Bruns
Alan & Marilyn Buckman
Bruce & Susan Burgess
Elroy Cady
Ciao Bella
Ciel Loft and Home
Chris Connelly

Betsy & Chuck Gadbois
Jeanne Gadbois
April & Lyle Gerard
Jeff Gervais
Max & Edith Goodman
Jack & Nancy Grace
Ali Gray & Robin Statz
Great Wall Restaurant
Steve Grubish
Eden Gwyn
Hart Lake Massage
Mark Hawkinson
Doug & Mary Heiken
Mary Lou Hidalgo
Jan Hill
Becky Hochstein
Erin Hoeg
Paula Hoff
Mildred Homan
Jim & Kathy Hoolihan
Huge Improv Theater
Hy-Vee
Illusion Theater
Kari Jacobson
Scott & Nancy Jacobson
Becky Jochstein
Jake Johnson
Katie Johnson
Keith Koecher

Shannon Pape
Aimee & John Pappenfus
Cecilia Piche
Charlie & Kim Pietruszewski
Roger & Ruby Pietsch
Linda Pizinger
Pokegama Liquors
Leah Porter
Michael Powell
Betsy Ragalevsky
Nancy Raich
Pam Rajala
Y. Elaine & Jon Rasmussen
Daniel Reed
Richard Ryan
Salon Ultimo
Maggie Schneider & Abram Walters
Mike Schugt
Science Museum
Steph Shields
Douglas Siems
Meg Slindree
Eve & Connell Smith
Gayle Spannauer
St. Genevieve
Gary Stelzner
Stillwater Escape Company
Stinson Wine Beer & Spirits
Kevin Sullivan
Surly Brewing Company
The Cheesecake Factory
The Tavern Grill
Luke Thomson
Brian & Debbie Vergin
Jodell Vidas
Duane Washington
Karlene Wieland
Wild Birds Flying
Katherine & Michael Wright
Young Joni
Zinnia Folk Arts
Zivix

$1 - $49
Anonymous (2)
Derrick Agate
Amazon Smile

In Honor of Mary Kay Jacobson
Kim & Carter Strickland

In Memory of Dale Majerus
Steve & Mary Hughes

In Memory of Joseph Radermacher
Jack & Nancy Grace

In Memory of Chrissy Dale
Susan Cox

Volunteers
Jennifer Anderson
Jo Anne Anderson
David Barnhill
Bruce Binder
Jim Brown
Christine Cannon
Melissa Dezelske
David Dorn
Jack Field

Jennifer Anderson
David Barnhill
Anita Berg
Henry Besser
Bruce Binder
David Buss
Café Latte
Valdo Calvert
Fredrick & Mary Christiansen
Nancy Cusack
D’Amico & Sons
Melissa Dezelske
Molly Doyle
Gary & Wendy Eilers
Emagine Theatres
David Fedyk
Barbara Foley
Brian & Susan Frericks
Gladys Glazek
Mary Gwyn
Heights Theater
Kyle Holmlund
Catherine Jochum
Kathleen Johnson
Ramona Johnson
Anne Kempainen
Leonard & Christine Knotz
Robert Kraus
Gary Kudla

In Honor of Kirk Jacobson
Eric Jacobson & Roy Luthringer

In Honor of Jack Grace
Dovehill Foundation

In Honor of Gwen Leeds
Linda Moltitor

In Honor of Don Jacobson
Bruce & Susan Burgess

John Lamski
MaryJo LeGrand
Phyllis Lentsch
Jerome Liebert
Lund’s & Byerly’s
Bill Marlow
Liz Martin
Verne Meyer
Kathleen Meyers
Benjamin Miller
Minnesota Historical Society
Laurie Mohnkern
New Hope Cinema Grill
Jerry & Mary Noon
Richard Olson
Patrick’s French Bakery
Michael Pickart
Stephen & Susie Pizinger
Pokegama Consulting

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David Dorn
Jack Field

Mary Raasch
Steven Reinardy
Peter Reyes
Jackie Ross
Stephen Rueff
Don & Lynn Schallenkamp
Sebastian Joe’s
Brian Shapiro
SuperMonsterCity
Mike Therriault
Chuck Tracy & Anna Sokolski–Tracy
Trader Joe’s
Nathan Trout
Brian Tuomala
Ordean Wahl
Michael Washington
Renée Weaver
Tracy Wilbourn
Tony Wolfbauer
Ed & Mary Pat Zabinski

In Honor of Kirk Jacobson
Eric Jacobson & Roy Luthringer

In Honor of Jack Grace
Dovehill Foundation

In Honor of Gwen Leeds
Linda Moltitor

In Honor of Don Jacobson
Bruce & Susan Burgess

Rachel Frank
Kristy French
Jack Grace
Renee Gunderson
Rick Harding
Jenny Hedal
Sarah Henke
Sheila Holmboe
Tessa House
Ruth Hritzko
Kristine Hubbard
Scovia Inimah
Angie Kinsey
Kaitlyn Koerner
Brenda LaChance
Janna Langer
Caroline Lee Bivona
Alan & Gwen Leeds
Keesha Mason
Kelly Nye-Lengerman
Myrna Peterson
Susie Pizinger
Alice Prtine
John Rosenow
Maija Schmelzer
Maggie Schneider
Jennifer Van Wyk
Ways to Donate

To learn more ways to donate contact Peg McQuillan Porter at 651-999-8217 or peg.mcquillan@mdi.org.

Visit us at one of our four locations

MDI is a non-profit with a mission to serve people with disabilities by offering inclusive employment opportunities and services. MDI offers corrugated plastic products in a variety of totes, trays, boxes, bins, waterjet bricks, tree wrap, sheets, rolls and custom packaging. In addition, MDI provides production services and medical device packaging which includes contract labor for kitting, assembly, packaging and product testing.