OUR MISSION: Serve people with disabilities by offering inclusive employment opportunities and services.
As this annual report goes to press, our world is experiencing a once-in-a-century pandemic with repercussions we’ll all feel. At MDI, as we deal with the many uncertainties, we are focused on our core values – specifically ‘Employee and Customer First’ and always ‘Doing the Right Thing’.

As a trusted nonprofit social enterprise, we know putting people first results in high-quality outcomes for employees and customers. MDI ended 2019 with 388 employees, 46% of whom are people with disabilities, and a positive net surplus.

We kicked off the year by expanding the Unified Work Coalition to include more nonprofit and for-profit companies, all working together to advance employment opportunities for people with disabilities. Unified Work exemplifies MDI’s inclusion of people with disabilities in the workplace and the Special Olympics Unified Sports® initiative that combines equal numbers of Special Olympics athletes and athletes without intellectual disabilities.

In the spring, the Quest Transition Program launched for students 18-21 years old with special needs. The program is in collaboration with School District #318 and located at MDI’s Cohasset facility. By fall, Career Skills had over 176 graduates. And at the end of the year, commercial plastic had grown by 17.5%. Additionally, our team had successfully delivered $2.4 million in orders for a new Fortune 500 customer with tremendous employment impact.

In 2019, MDI leadership began a journey to increase our individual and collective intercultural competency through formal training. Equity and inclusion are at the heart of MDI. Increasing diversity will make us stronger.

We are grateful for your partnership and continued support that makes our work possible. MDI will continue to work diligently towards our goal of positively impacting 2,500 lives through meaningful employment and services by 2026.

Thanks to you, MDI is proof that our differences make us stronger – and inclusion makes us better.

Sincerely,

Peter McDermott, President & CEO

Ellen Hoeg, 2019 Board Chairman
OUR LEADERSHIP

MANAGEMENT

Peter McDermott
President & CEO

Rod Wood
Chief Operating Officer

Marv Hannon
Chief Financial Officer

Barbara Majerus
Vice President of Sales

Jeanne Eglinton
Director of Employment Services

Peg McQuillan Porter
Director of Development

Katie Johnson
Director of Marketing

Debi Thompson
Director of Human Resources

Todd Witherill
Director of Operations

BOARD OF DIRECTORS (PICTURED ABOVE)

Phillip Bakken, Iron Range Resources and Rehabilitation Board (Retired)

Rhonda Graves, 3M (Retired)

Jill Hesselroth, Intek Plastics

Ellen Hoeg, Technology Industry Executive (Retired)

Mary Kay Jacobson, Independent Grant Writer

Thomas Keller III, Director Emeritus, Attorney (Retired)

Fred Klietz, Graco (Retired)

John LeMay, Associated Bank (Retired)

Keith Olson, Andersen Corp (Retired)

Jonathan Palmer, Hallie Q. Brown Community Center

Michael Raich, Interim President at Northeast Higher Education District

Y. Elaine Rasmussen, Social Impact Strategies Group

Nicholas Wilkie, Metropolitan Center for Independent Living

Rachel Wobschall, Director Emeritus, Gillette Children’s Specialty Healthcare
The Unified Work Coalition: Together, We Are Unified Work

Launched in 2019, the Unified Work Coalition is a group of like-minded Twin Cities organizations. From nonprofits to Fortune 500 companies, our intent is on advancing employment opportunities for people with disabilities. The group’s long-term goals include creating a sustainable employment model, based on real-life working examples, that assists businesses who hire and support people with disabilities.

2019 HIGHLIGHTS

- Created an employment model
- Provided new jobs for people with disabilities
- Engaged seven new partners in leadership roundtable meetings
- Formed a Polar Plunge team of 78 jumpers that raised $40,225
- Received media recognition from the Star Tribune, Pioneer Press, Grand Rapids Herald Review, Access Press, Hibbing Daily Tribune and KAXE/KAXB
The Untapped Workforce

Our employees inspire and impress us every single day. They represent an untapped workforce in Minnesota and across the country. Jobs at MDI include support from on-site Employment Support Specialists. These jobs empower individuals to achieve greater self-sufficiency and personal fulfillment in an inclusive environment.

“Being a part of an employee’s skill development is the most rewarding part of my job.”

— Diane Meyer, Employment Support Supervisor

**DOCUMENTED DISABILITY:**

- Intellectual/Developmental ........ 53%
- Mental Illness ....................... 25%
- Physical ............................. 14%
- OrthoNeuro ......................... 7%
- Visual ................................ 1%
- Auditory .............................. 0%

**AGE RANGE:**

- 20 – 29 .......................... 22%
- 30 – 39 ........................... 17%
- 40 – 49 ............................. 19%
- 50 – 59 .......................... 24%
- 60 – 69 ............................. 15%
- 70 – > ............................. 3%

Average hourly wage: $11.69
Average hours per week: 25
Satisfaction with job & support received: 100%
Satisfaction with effectiveness of services: 100%
Satisfaction with efficiency of services: 84%
MINNEAPOLIS

KRISTIE A.
Office Services Specialist

Kristie received a promotion that moved her off the assembly floor and into the administrative office. Career Skills helped prepare her for this new role with significant responsibilities.

COHASSET

ANTHONY G.
Assembler

When Anthony started at MDI, he needed a one-on-one job coach to help him complete his daily responsibilities. Career Skills gave him the tools to work independently. He now receives minimal support from the Employment Services Team and Operations.
Not Just a Job, a Place To Grow

MDI’s mission is more than providing jobs, it’s about creating an environment where employees can grow. Since 2017, more than 100 MDI participants have graduated from Career Skills, which teaches professional skills needed in today’s workforce – including communication, leadership, work ethic, teamwork and critical thinking. At the end of the program, graduates deliver their elevator speech and share their goals for the future.

“Our goal is to help people with disabilities find meaningful employment and help employers see their strengths and talent. Career Skills is a true testament to the tenacity and dedication that exists in this untapped workforce. I am so proud of our employees and the work they do to advance their careers.”

– Jeanne Eglinton,
Director of Employment Services

COHASSET

BEN P.
Material Recovery Worker

Career Skills gave Ben the skills and confidence to get another job in the community. In addition to his work at MDI, he now works as a part-time custodian at Grand Rapids Marine.

20 Years

HIBBING

TANDY T.
Assembler

Since graduating from Career Skills, Tandy has flourished as a mentor to MDI employees. The class taught her the values of patience, helpfulness and teamwork.

2.5 Years
The Best of 2019

2019 was full of accomplishments that prepared both the organization and employees for a better tomorrow.

• Ended the decade with employment at 388; 177 are people with disabilities
• $21.6 million in net assets
• Produced 97 million USPS flat tubs
• Held the 4th annual Ability Bash: 7 sponsors, 156 guests, 17 volunteers, 62 businesses donated, and together we raised $105,856
• Secured $2.4 million in plastic orders from Fortune 500 company
• 176 participants graduated from Career Skills
• Achieved 20% efficiency gains
• In collaboration with School District #318, The Quest Youth Transition Program opened at MDI’s Cohasset facility to help young adults ages 18-21 with special needs

Decade in Review

- Developed Custom Tray for Fortune 500 Company Which Resulted in $2.4 Million in Orders; Quest Transition Program Launched
- Launched Medical Services Line & Career Skills; Construction Completed & Moved to New Hibbing Facility
- Grand Rapids Assembly and Sonic Welding of Totes and Trays Moved to Cohasset
- Entered Polypropylene Plastic Market; Acquired Cohasset Facility & Relocated Hired Hands
- USPS Plastic Flat Tub & Tray Surge (’12 - ’13)
- Merged with Deer River Hired Hands; USPS Plastic Flat Tub & Tray Surge Continued
- USPS Plastic Flat Tub & Tray Surge (’15 - ’16)
- Produced 75 Millionth Plastic Flat Tub for USPS
- USPS Reduced Flat Tub Volume; Employees Take 20% Pay Cut; Reduced to 98 Employees; 44 People with Disabilities; Finished Year with Surplus & Survived
Community Engagement

Community is at the heart of what we do. While working to strengthen our four locations, MDI lives out our mission and values to the best of our ability. Each year, we give back through workforce development, volunteering, advocacy and community relations.

ST. PAUL MAYOR MELVIN CARTER toured MDI to learn about workforce development solutions.

WCCO’S JASON & HEATHER, along with Peter McDermott and Del Smith, discussed MDI’s mission to employ people with disabilities.

COLLEGE SCHOLARSHIPS were provided to students across Minnesota. This was MDI’s seventh year providing these funds.

CAREER SKILLS expanded to include members of the community and outside organizations.

SPECIAL OLYMPICS MN held a golf tournament and 21 MDI employees volunteered in support of Unified Sports.

THE UNITED WAY COMMUNITY GIVING AWARD was received for outstanding MDI employee contributions.

GRAND RAPIDS AREA COMMUNITY FOUNDATION provided funding for safety equipment in support of people with disabilities.

MN HOUSE & SENATE hearings were conducted in support of state funding for MDI.

HIBBING BUSINESS OF THE YEAR & Charles K. Blandin Community Giving awards were received.
MDI helps customers solve business challenges by providing plastic packaging and service solutions. We strive to save our customers time and money by producing quality products and services at the right price, with short lead times and customization to meet each customer’s unique needs. The more products and services sold, the more jobs we create.

**PLASTIC GROWTH**
- Increased commercial revenue by 17.5%
- Produced 2,681,755 standard & customized products
- Designed & sold 80 new products
- Landed multi-million dollar contract with key Fortune 500 company
- Achieved very high ratings for customer satisfaction & loyalty

**CUSTOMIZED SERVICE SOLUTIONS**
- Increased revenue by 17.8%
- Assembled 2,431,205 service units
- Expanded ongoing program-level work
- Recycled 1,555 tons
- Processed 260 truckloads out of the Minneapolis facility
- Diversified job skills through a variety of customer needs

**NEW MEDICAL OPPORTUNITIES**
- Assembled 249,416 medical units
- Created 8 new full-time positions
- Maintained ISO 13485:2016 Certification
- Became FDA registered for medical device assembly & packaging
- Began new projects including diabetes kits, scattergram radiology pads, water quality test kits, surgical glove kits & drapes
MDI is pleased to share our fiscal year 2019 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 www.mdi.org.

## Statement of Activities

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<td>USPS EMM Trays</td>
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<td>Program Services &amp; Recycling</td>
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<td>USPS MM Trays &amp; Boxes</td>
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<td>Other</td>
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**Revenue** ........................................... $30,316,172

## Assets & Liabilities

**Current Assets:** $12,388,078  
**Other Assets:** $178,395  
**Property & Equipment Net:** $16,500,017  
**TOTAL ASSETS:** $29,066,490

**Current Liabilities:** $2,242,955  
**Long-Term Debt & Other Liabilities:** $5,243,825  
**Net Assets Without Donor Restrictions:** $21,579,710  
**TOTAL LIABILITIES & NET ASSETS:** $29,066,490

## Expenses

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<td>Fixed Manufacturing Costs</td>
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<td>Sales &amp; Marketing</td>
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<td>Reserved for Future Investments</td>
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<td>Training &amp; Services</td>
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<td>Fees</td>
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<td>Interest &amp; Other Financing</td>
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**Total Expenses & Reserves** .......... $30,316,172
Annual Events

ABILITY BASH: PARTY WITH A PURPOSE
MDI celebrated its fourth annual Ability Bash in Minneapolis at the Muse Event Center. Thanks to our incredibly generous sponsors and attendees, the event raised $105,856 for job training and work support for people with disabilities.

Join us Thursday, October 1, 2020, for an evening of empowerment at the fifth annual Ability Bash at the American Swedish Institute in Minneapolis.

PINTS WITH A PURPOSE
Brewery benefits were held in Minneapolis and Grand Rapids. Thanks to Grand Rapids State Bank for sponsoring.

Join us at our 2020 Pints with a Purpose events:
• Thursday, June 18, Bauhaus Brew Labs, Minneapolis
• Thursday, June 25, Rapids Brewing Co., Grand Rapids
• Friday, June 26, Boomtown Brewing, Hibbing
**Your Support Empowers People with Disabilities**

Thank you for your generous donations, large and small, to help us achieve our mission of providing employment opportunities and services for people with disabilities. Because of you, hundreds of people who are often left out of our nation’s workforce experience the confidence, independence and purpose that comes with employment.

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<td>Joseph &amp; Shelly Hoesley Charitable Fund</td>
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<td>Winthrop &amp; Weinstine</td>
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<td>Chris Wyffels</td>
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If we’ve made any omissions or errors, please contact Peg McQuillan Porter at 651-999-8217 and we will correct our records.
CHARITABLE GIFTS

Kristen LeNeave
Jennifer McCalla-Wentzel & Tom Wentzel
Alison & Rod Miller
Larissa & Lezli Milles
Chelsea Lowman
Minnesota Twins
John Myers
Francis Neir
Nicholson Family Foundation
Jonathan & Emily Palmer
Sam Palmisano
Stephen & Susie Pizinger
R.F. Moeller
Southview Country Club
The Saint Paul Hotel
Thao Trinh
Jennifer Van Wyk
Tony & Joyce Vavoulis
Patrick Walsh
WDGY
Rachel Wobschall

$100 - $249
2nd Swing Golf
Timothy Adair
Dennis Anderson
Sara Assgaard
Craig Axling
Melissa Bartness
Kristen Bayliss
Big Thrill Factory
Brave New Workshop
Broders’ Cucina Italiana
Howard Bullock
Christine Cannon
Central Avenue Liquors
Chipotle Mexican Grill
Kayla Clark
Commonwealth Properties
Como Friends
John & Laura Connelly
Dali Studios
Amber & Dan Determan
Joanne & Jeffrey Dietz
Molly Doyle
DPI Staffing
Erik The Red
Allen & Karen Gilbertson
Edith Goodman
Grand Rapids VFW Post 1720
Guthrie Theater
Marv & Pat Hannon
Jenny & Craig Hedal
Jay Hickey
Nick Hohn
Mildred Homan
Tessa House
Huge Improv Theater
Scovia Inimah
Jester Concepts
Randy & Shirley Koehl
Venetta Kudrie
Roxanne & Timothy Lackas

Lauren LaVelle
Caroline Lee Bivona
Stu Lee
Carolyn & Mark Leiter
John & Kathy LeMay
Regina Levin
Liberty Village Wines & Spirits
Nate Liebher
Heather Kaiser & Cale Loken
Denis & Delores Madden
Michael Madden
Nickelodeon Universe
MartinPatrick3
Melissa Mekeever
Harry McNeely
Craig & Vicky Menozzi
Stephen & Mara Miletich
Ann Miller
Minnesota History Center
Minnesota Landscape Arboretum
Minnesota Masonic Charities
Minnesota Orchestra
Barb Montgomery
Jeff Ostapeic
Thomas Ott
Paintball Minnesota
Aimee & John Pappenburg
Bharat Parekh
Denton Peterson
Cecilia Piche
Denise Pietsch
Roger & Ruby Pietsch
Gregg Radecki
Y. Elaine & Jon Rasmussen
Dawn Ricketson
Maggie Schneider & Abram Walters
Jay Schutte
Clayton Schwerin
Leona Simonett
Gayle Spannbauer
Sherry Spanner
St. Anthony Park Chapter 212
Linda Stangeland
Scott & Mary Jo Stelzner
Stephen Stelzner
Stillwater Escape Company
Stinson Wine Beer & Spirits
Leann Storey
The Cheesecake Factory
The House of Comedy

The New Cantina
The Thirsty Whale Bakery
Theater Latte Da
Alex Thonet
Victory Vintage
Leona & Rob Vlacancich
Pat Weber
Terry & Diane Weber
Joel & Susan Westacott
Leah Westling
Kathryn & Todd White
Anna Wienke
Carol Wilkie
Kevin Winge
Lynn Zimmerman
Zipp’s Liquors

$50 - $99
Alamo Draughthouse Cinema
Claudia Alm
Debbie Alm
Diane Anderson
Kari Anderson
Apple Spice
Ashley Aram
Barley John’s Brew Pub
Margaret Barrick
Deanna Bell
Sholom Blake
Mike & Terri Blando
Daniel Boos
Kelly Bougalis
Cafe Latte
Chianti Grill
Chisago Lakes Golf Course
Becky Colley
Cathy Connett
Culver’s
Jeff DeChampeau
Tom & Judy Dimich
Doyle Family Charitable Fund
Chris Duffy
Ellen Engebretson
Audrey Erdman
Ginny Erickson
Theresa & Dave Gable
Gardens of Salonica
John Gaspard
Ali Gray
Samantha Gustafson
CHARITABLE GIFTS

Tina Hageman
Carolyn & Dale Hanka
Drew Henry
Adam Hesselroth
Grant Hesselroth
Mary Lou Hidalgo
Michael Holland
Jim & Kathy Hoolihan
Kristina Humphreys
iFly Minneapolis
Illusion Theater
Adam Johnson
Troy Johnson
Just for Me Spa
Angie Kinsey
Keith Koecher
Kent Koerbitz
Doug Kokesch
Linette Krock
Jeremy Larson
Jane Letourneau
Cindy Linafelter
Karen Lovcik Gleason
Mansetti's Pizza & Pasta
David Martin
Peter & Jolene McDermott
Mary McNaughton
Mercy Restaurant
Mixed Blood Theatre
Mike Murphy
Ruth Murray
Lauren Myhra
Network for Good
Brad Olson
Pamela Olson
Scott Olson
Kari Omyancha
Panera Bread
Patricia Plufka
Kathleen Possai
Alice & Richard Ptine
Betsy Ragalevsky
Doug Rout
Cindy Schwartz
Douglas Siems
Patti Skogstad
Meg Slindee
Smile Amazon
John Soli
Todd Sundag
Stages Theatre Company
Surly Brewing Company
Connie Tanner
Nathan Trout
Brian Tuomala
Twin Cities 400 Tavern
Brian & Debbie Vergin
Josh Volk
Ashley Wear
Alyssa Weber
Allie & Billy Wherland
Wild Mountain
Emily Wilkie
Julie Wedicka
Jackie Wolff
Ed & Mary Pat Zabinski

$1 - $49
Anonymous (1)
Ameriprise Financial
Angeno’s Pizza & Pasta
Kristie Armbruster
David Barnhill
Barrio
Donald Blanchard
Antonette Brandt
David Bruski
Kasey Bruss
Sandra Carroll
Dann & Linda Chapman
CHS Field
Ron Cook
Mark & Jody Corbett
Crayola Experience
Kirt Dahlman
Michael Dahlman
Michael Daniels
Emagine Theatres
Jama Farah
Tyler Fitzel
Flyover America
Barbara Foley
James Forbord
Jim Gaffney
Dan Geer
Gladys Glazek
Kenneth & Shirley Gulbraa
Jordan Holmquist
Trent Jaeger
Lorlea Jellison
Lisa Johnson
Robert Johnson
Anne Kempainen
Keys Cafe & Bakery
Rebecca & Ryan Kingsley
Leonard & Christine Knottz
Bailey LaChance
Janna Langer
Max’s
Metropolis Resort
Kathleen Meyers
Minnesota Renaissance Festival
Minnesota State Fair
Dave Peterson
Linda Pizinger
Kendra Raich
James Reasoner
Daniel Reed
Steven Reinardy
Brian Shapiro
Kristen Shruhan
David & Crystal Specht
Vicki Speidel
Ernie Steak
Donna Stevens
Mary & James Streadwick
Sweet Retreat
Mike Theriault

Thieu To
Chuck Tracy & Anna Sokolski-Tracy
Jodell Vidas
Ordean Wahl
Renee Weaver
Victor Wenner
Sherri Whalen
David Windsperger
Anthony Ybarra

In Honor of Kirk Jacobson
Gayle & Herman Heinecke
In Memory of Mary Kleven
Jerry Kleven
In Honor of Shannon Madson
Joanne & Jeffrey Dietz
In Honor of Barbara Majerus
Venetia Kudrie
In Honor of Denise Pietsch
Roger & Ruby Pietsch
In Memory of Scott Olson
Bryan & Jeanne Eglington
In Memory of Loretta Zabinski
Peter & Charlotte McDermott

Volunteers
Jo Anne Anderson
Roy Anderson
David Barnhill
Bruce Binder
Caroline Lee Bivona
David Dorn
Kristy French
Theresa & Dave Gable
Bob Gabler
Courtney Godfrey
Jack Grace
Rick Harding
Jenny Hedal
Sarah Henke
Sheila Holmboe
Tessa House
Ruth Hritzko
Scott & Kristine Hubbard
Jennifer Johnson
Katie Johnson
Angie Kinsey
P.K. Kriha
Brenda LaChance
Michelle McDaniel
Melissa McKeever
Kelly Nye-Lengerman
Erika Peterson
Myrna Peterson
Susi Pizinger
Len Rothlisberger
Maija Schmelzer
Ashley Sonnier
Amanda Spitzenberger
Jennifer Van Wyk
Joel & Susan Westacott
Mary Willard
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