



OUR MISSION: Serve people with disabilities by offering inclusive employment opportunities and services



MISSION: serve people with disabilities by offering inclusive employment opportunities and services

VISION: meaningful employment opportunities for all people with disabilities

VALUES: employee & customer first, positive attitude, respectful, do the right thing, and empower individual ability

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

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Jill Hesselroth, Intek Plastics

Ellen Hoeg, Technology Industry Executive (Retired)

Mary Kay Jacobson, Independent Grant Writer

Thomas Keller III, Director Emeritus, Attorney

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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

Community Engagement

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.



LEFT TO RIGHT, TOP TO BOTTOM: Board and staff received Finance & Commerce Progress Minnesota Award for Workforce Development. Representative Julie Sandstede toured the newly opened Hibbing facility. Group celebrated MDI's Minnesota Business Community Impact Award for making a significant social impact on the local community. Employees wore team apparel in support of United Way, raising over \$10,000. MDI teamed up with Medtronic, Special Olympics and Deloitte to take on the Polar Plunge for career opportunities for people with disabilities. Employees volunteered at the district Special Olympic golf tournament. Employees helped with the Minnesota Timberwolves FastBreak Foundation's program. WCCO Radio hosted MDI to talk mission, products and services. Ribbon cutting drew over 100 attendees and opened doors to a new 36,000 square feet MDI facility in Hibbing.



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



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.



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*.

MDI Documented Disability:

Intellectual/Developmental	47%
Mental Health	27%
Physical	12%
OrthoNeuro	12%
Visual	2%
Auditory	< 0%

MDI Age Range:

19 – <1%
20 – 29	21%
30 – 39	15%
40 – 49	20%
50 – 59	21%
60 – 69	20%
70 – >	2%

Male: 67% Female: 33%

Average hourly wage: \$10.83

Average hours/day: 6+

Satisfaction with job & support received: 98%

Satisfaction with effectiveness of services: 82%

Satisfaction with efficiency of services: 97%

Placement Services Documented Disability:

Mental Health	54%
Intellectual/Developmental	20%
Physical	20%
OrthoNeuro	6%
Visual	0%
Auditory	0%

Placement Services Age Range:

< – 19	20%
20 – 29	20%
30 – 39	20%
40 – 49	7%
50 – 59	26%
60 – 69	7%
70 – >	0%

Male: 67% Female: 33%

Average hourly wage: \$12.40

Average hours/week: 24.4

Satisfaction with job & support received: 93%

Satisfaction with effectiveness of services: 83%

Satisfaction with efficiency of services: 90%



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 customers 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

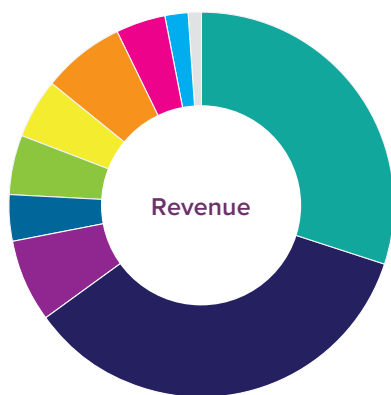
Medical Units

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



● Variable Manufacturing Costs	\$14,736,852
● Fixed Manufacturing Costs	\$7,720,172
● Administrative	\$2,967,443
● Sales & Marketing	\$1,620,913
● Training & Services	\$585,991
● Fees	\$198,967
● Interest & Other Financing	\$99,960
Total Expenses	\$27,930,298

Assets & Liabilities

Current Assets
\$12,330,589

Other Assets
\$167,765

Property & Equipment
\$15,217,486

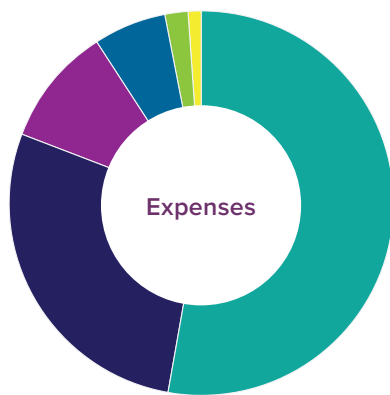
Total Assets:
\$27,715,840

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.

Ability BASH

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!



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BUSINESS

HAWK
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DESIGN • BUILD

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TAPEMARK

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FARGO**

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Your Retirement Company

MARSH & McLENNAN
AGENCY

MEDICA

Pints with a Purpose

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.

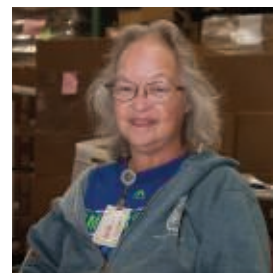
Individuals, corporations, & grantors

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

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IRRRB

Minnesota State Colleges
and Universities

Northland Foundation

The Cleveland-Cliffs Foundation

\$5,000 - \$9,999

Arrowhead Regional Arts Council

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Northeast Minnesota Office of Job Training

Clayton Schwerin

\$2,500 - \$4,999

Cannon Family Foundation

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Ultimate Software

Wells Fargo

\$1,000 - \$2,499

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Gwen & Alan Leeds

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Roger & Carmen Smith

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Tapemark

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\$500 - \$999

317 on Rice Park

Ballinger Leafblad

Blandin Foundation

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ExxonMobil

Grand Rapids State Bank

Grand Rapids VFW Post 1720

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Amelia Santaniello
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Rachel Wobschall
Chris Wyffels

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Olivia Allen
Athleta

Grethen House
Mary Griffin
Kate Grussing & Michael Paton
Carolyn Hanka
Jenny & Craig Hedel
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
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Stu Lee
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Tristan Leeds
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Lorri Rice



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Goff Public
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Heimie's Haberdashery
Gayle & Herme Heinecke
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Duane & Laura Hokkanen
Ruth Hritzko*
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Jerry Kleven
Randy & Shirley Koehl
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Mark & Rosemary Leone
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Denise & Jerry Barnett
Daniel Boos*
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Tom Brown
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Christine Cannon
Ed & Judy Cannon
Mike Carney
Central Avenue Liquors
Chanhassen Dinner Theater
Steven Cheney
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Dakota Jazz Club & Restaurant
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Edina Family Dentistry
Torrey & Amy Ernst
Bryan & Stephanie Ethridge*
Face2Face Skincare &
Makeup Studio
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George & Connie Foley

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Lisa Lounsbury
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Martina Patrick 3
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Donna Menne
Barb Montgomery
Susan Moore
Timothy Moratza
Casey Nepper
Deb Nilson
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Dave Peterson
Denise Pietsch
Gordon Pietsch
Katherine & Mark Praska
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Callie Schmidt
Larry Schwartz
Anatoliy Shkurko

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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's 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
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Jeanne Gadbois
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Jack & Nancy Grace
Ali Gray & Robin Statz
Great Wall Restaurant
Steve Grubish
Eden Gwyn
Hart Lake Massage
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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
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Scott & Nancy Jacobson
Becky Jochstein
Jake Johnson
Katie Johnson
Keith Koecher

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Linda Pizinger
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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 Slindee
Eve & Connell Smith
Gayle Spannbauer
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

John Lamski
 MaryJo LeGrand
 Phyllis Lentsch
 Jerome Liefert
 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

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
 Imagine 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

Mary Raasch
 Steven Reinardy
 Peter Reyes
 Jackie Ross
 Stephen Rueff
 Don & Lynn Schallenkamp
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 SuperMonsterCity
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In Honor of Kirk Jacobson

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In Honor of Jack Grace

Dovehill Foundation

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3501 Broadway Street NE, Ste. 100
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www.mdi.org



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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.



PRODUCTION SERVICES



CORRUGATED PLASTIC



MEDICAL ASSEMBLY

