



Innovation Drives Performance



The Innovance name comes from our two defining characteristics; Innovation and Performance.

Innovance is the holding company for a family of five, 100% employee owned, Minnesota-based manufacturing companies. We collaborate across the organization to grow our Employee Share value, deliver outstanding customer experiences and become the most respected companies in our communities. Our unique and varied mix of industrial manufacturing capabilities assures our customers we are committed to developing solutions that help solve their most challenging business issues. Awarded a Best Place to Work for several years in a row, our 400+ employee-owners, strive to make every customer interaction a great one.

www.innovance.com

CORE VALUES

- Conduct business with integrity and respect.
- Maintain a positive, challenging workplace and a healthy work-life balance.
- Sustain a safe and secure working environment through a collaborative culture.
- Broaden employee job skills with professional development, education and training.
- Embrace innovation and technology to deliver exceptional performance for our customers.
- Operate with social responsibility to our community and the environment.



Company Locations:



ALMCO
THE SCIENCE OF FINISHING



LOU-RICH
Contract Manufacturing • Engineered for Success



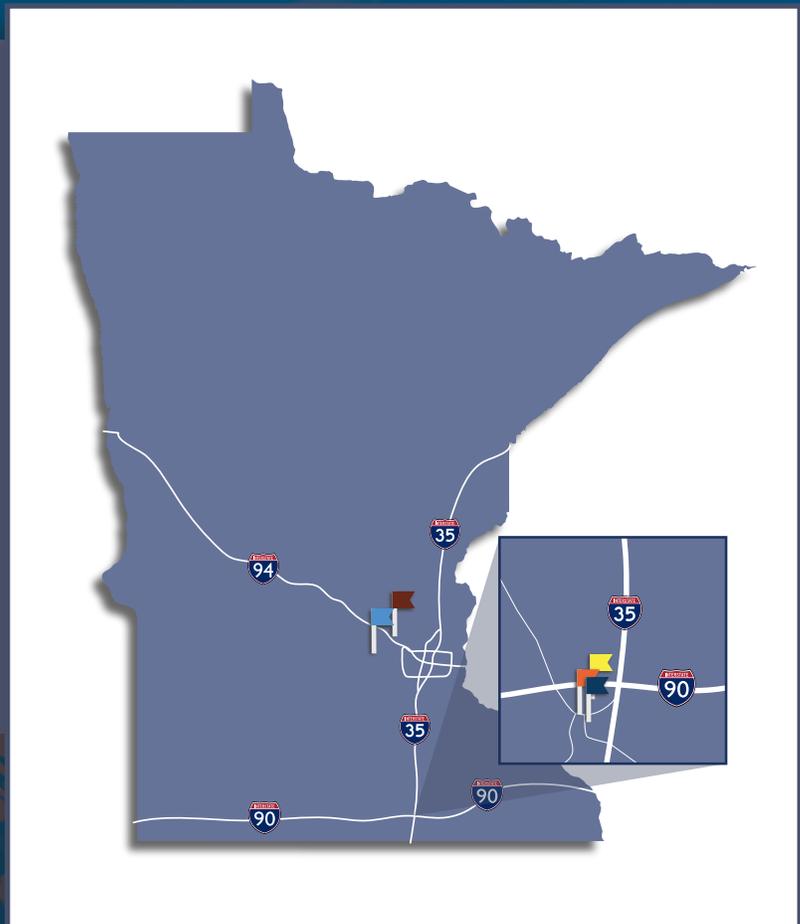
MFI
MASS FINISHING, INC.



MIDLAND
TECHNOLOGIES



PANELS PLUS
We Nailed It



WE KNOW MANUFACTURING



Almco has been in business for over 70 years making and selling the best industrial metal finishing systems in America. In addition to a robust line of standard products, Almco will also design and manufacture custom equipment to meet a specific requirement. Leading companies in automotive, aerospace, medical, ammunition, construction, fasteners and many other industries trust Almco for high quality equipment, media, and on-going service that is second to none. Our lab welcomes the chance to run your sample parts to create the exact right finish, and there is never a fee.

www.almco.com | 800.521.2740

What We Do

- Vibratory Deburring Equipment
- Parts Washing Equipment
- Spindle Finishing Equipment
- Conveyor Systems
- Sediment Tanks
- Free Sample Processing
- Media & Compound
- Parts Replacement and Field Service



Mass Finishing, Inc. is an industry leader in centrifugal barrel polishing and deburring equipment. Designed to finish and deburr parts in mass quantities in a fraction of the time it would take to finish just one part by hand. With over two decades of experience, Mass Finishing has developed thousands of processes to handle virtually any troublesome job. MFI serves customers in many industries including medical, aerospace, dental, jewelry, automotive and firearms. Send in your sample parts to our lab, and we will develop a process to efficiently get the exact finish needed.

www.massfin.com | 888.260.6277



What We Do

- High energy Centrifugal Barrel
- Centrifugal Disc Equipment
- Media Separators
- Sediment Tanks
- Free Sample Processing
- Media & Compound
- Parts Replacement and Field Service



MIDLAND TECHNOLOGIES

Midland Technologies is the leader in Valve-Less Vacuum and Vent technology for porosity control in high pressure die casting. More than 70% of all HPDC companies in the United States have used Midland products. We offer both standardized vacuum and venting solutions, along with custom products to match your exact specifications.

Midland solutions will assist you in achieving lower porosity related scrap rates.

www.midlandtechnologies.com | 763.428.4229

What We Do

- Vent Blocks
- Valve-less Vent Blocks
- Vacuum Systems
- Hydro (jet) Coolers
- Conformal Cooling
- Hook-up Kits and Filters
- Bushings & Sprues
- Free Design Services



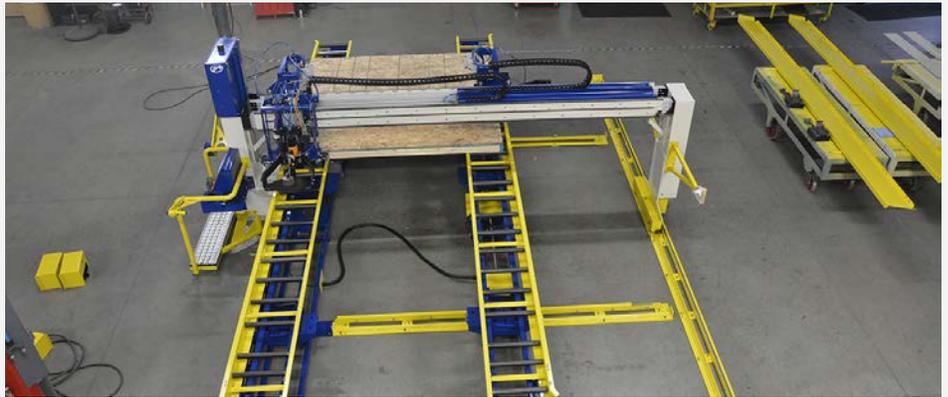
What We Do

- Framing Stations
- Sheathing Stations
- Squaring Stations
- Tilt Station
- Wood or Light Gauge Steel
- System Design Capabilities
- Installation and Service
- Accessories and Custom Builds



Panels Plus is the leader in North America for semi-automated wall panel and floor cassette equipment. A varied and innovative line of standard products means builders of all sizes can achieve tremendous efficiency results with Panels Plus equipment. In addition, we design and build custom equipment based on our customers specific requirements. Virtually every piece of equipment we have built since 2002 is still in operation. We have also added various product lines and accessories based on customer request and market demand.

www.panplus.com | 866.PAN.PLUS



What started with two guys named Lou and Rich in 1972 has grown to be one of the largest and most vertically integrated contract manufacturing companies in the United States. From Fortune 500 companies, to small, fast growing operations; Lou-Rich brings world-class service to each and every customer. We make it easy for our customers by managing the supply chain and producing quality components to their exacting specifications.

www.lou-rich.com | 800.893.3235



What We Do

- Complex Metal Fabrication
- Manual & Robotic Welding
- Precision Machining
- Powder Coat & Wet Painting
- Sub-Assembly & Full Product Assembly
- Design for Manufacturability
- Supply Chain & Inventory Management

INNOVANCE™

Innovation Drives Performance



www.almco.com



www.lou-rich.com



www.massfin.com



www.midlandtechnologies.com



www.panplus.com

