



ILLINOIS
MANUFACTURERS'
ASSOCIATION



2019

ANNUAL REPORT

This has been an amazing and momentous year for the Illinois Manufacturers' Association and I'm honored to have been named the seventh leader in our vibrant 125-year legacy. Our 2019 Annual Report showcases a history-making year but the best is yet to come.

We immediately laid out a bold plan – Vision 2022 – that will guide the IMA forward as your respected and trusted voice in Illinois. The IMA also commissioned **Manufacturing Matters** – a new economic analysis – to showcase the importance of manufacturing to Illinois' economy. From Rockford to Carbondale, Moline to Champaign, I traversed the state to tell our story of manufacturing and its amazing impact. Manufacturing makes the world a better place to live every single day by creating life-saving products, feeding the world, transporting people and products across the globe, powering our homes and businesses, building our infrastructure, innovating our technology and communications, and providing for our nation's defense.

The IMA's best-in-class government affairs team achieved important wins for manufacturers including nearly \$300 million in tax cuts that will help spur innovation and investment in our state. We worked with the Governor and elected officials to pass a \$45 billion capital infrastructure plan – the first in more than a decade – to build and repair our roads, bridges, rail, waterways, and airports. For the first time in IMA history, nearly two-dozen manufacturers flew to Washington D.C. to talk with policymakers about trade, education, and environmental issues.

Our IMA Education Foundation championed solutions to our skills gap and workforce challenge. We successfully passed a new apprenticeship tax credit and dual credit program assisting manufacturers growing their own workforce. In October, the IMA helped set a record when more than 250 manufacturing companies opened up their doors for Manufacturing Day to inspire the next generation of workers. We've launched a Women's Council and Next Wave program for young leaders.

In 2019, the IMA focused on operational excellence. We smashed attendance records at IMA events, tripling the number of attendees. Whether it was tax law changes, new labor laws, or highlighting the employer protections in the new cannabis law, the IMA served as your valued source of timely and accurate information. Our new Association Health Care plan launched in October saving money and making it easier for small manufacturers to navigate the confusing health care marketplace while our Compensation & Benefit report is a must-read for HR professionals.

Time and treasure are precious commodities and we value your investment in the Illinois Manufacturers' Association. The IMA launched a new brand reflecting today's modern, diverse, sustainable, and innovative manufacturing sector that is moving at the speed of light. I'm very proud that the IMA is evolving and standing by your side every single day. We are **BOLDLY MOVING MAKERS FORWARD**.



Regards,

A stylized, handwritten signature in black ink that reads "Mark Denzler".

Mark Denzler
President & CEO

TABLE OF CONTENTS

Officers & Board Members.....6

Rebranding.....7

ADVOCACY

Japan Trade Mission.....8

DC Fly-In.....9

Government Affairs.....10

GROWTH

Economic Analysis.....13

Manufacturing Matters Tour.....14

Programming.....15

Women in Illinois Manufacturing.....16

Next Wave in Manufacturing Leadership.....17

Business Day.....18

Annual Luncheon.....19

Manufacturer of the Year.....20

Communications and Engagement.....21

IMA Member Demographics.....22

INNOVATION

Manufacturing Month.....23

IMA Education Foundation.....24

Association Health Plan.....25

Thank You to Our Sponsors.....26

Officers

Rick Delawder, Chairman, SWD Inc.

Linda Boasmond, Vice Chairwoman, Cedar Concepts Corporation

Greg Webb, Treasurer, Archer Daniels Midland Company

Board Members

David Arch, Blistex, Inc.

Brian Atwood, Grain Systems, Inc.

Mike Broz, World's Finest Chocolate

David Bumbar, Aurora Metals Division, LLC

Kevin Callis, State Farm Insurance

Keith Carman, StandFast Group

Michael Cassel, The Boeing Company

***Janice M. Christiansen**, J.C. Schultz Enterprises, Inc./FlagSource

Jon DeGroat, Ingersoll Machine Tools, Inc.

***Andrew Faville**, Falex Corporation

Robert Feeney, WestRock Company

Jason Francque, Deere & Company

Russell Garich, AbbVie

Jessica Ashley Garmon, The Will Group

LeRoy Hagenbuch, Philippi-Hagenbuch, Inc.

Gail Hernley, Tek Pak, Inc.

***William M. Hickey, Jr.**, Lapham-Hickey Steel

Jim Kaput, Zebra

Steven Kase, ASK Products, Inc.

Karen Kurek, RSM US LLP

Andrew Libman, The Libman Company

***Barry L. MacLean**, MacLean-Fogg Company

John McAndrew, Tyson Foods

Thomas G. Mercier, Bloomington Offset Press, Inc.

***Albert Miller**, Phoenix, Inc.

Giles Miller, Phoenix, Inc.

Carrie Mouritsen, Abbott

Chris Ober, Morton Industries LLC

Tim Scheetz, Smithfield Foods

Marsha Serlin, United Scrap Metal, Inc.

Michael Smyth, Illinois American Water Company

Renee Togher, Azteca Foods, Inc.

Cristobal Valdez, Richland Community College

Paul Vercher, United States Steel Corporation

***George A. Vincent, III**, Retired

Tom Walters, Caterpillar Inc.

Melissa Washington, Commonwealth Edison Co.

Tom Welge, Gilster-Mary Lee Corporation

Sandra Westlund-Deenihan, Quality Float Works, Inc.

Jill Wolowitz, Blue Cross and Blue Shield of Illinois

REBRANDING

One year ago, the IMA began a rebranding process to ensure that the IMA's public profile reflects our role as Illinois' most influential business advocate and most effective resource for the manufacturing sector. The IMA is a respected and powerful voice providing trusted and valuable information to help drive manufacturing growth.

Our new logo and brand, unveiled in December at the Annual Luncheon, unites our themes of connectivity, advocacy, diversity, leadership, and sustainability that reflect our purpose and perception. The IMA is working with manufacturers every single day to address today's challenges and envision the future.

The IMA is Boldly Moving Makers Forward! This new logo and tagline reflects our promise in a simple phrase and will be integral to our communications moving forward.



**BOLDLY MOVING MAKERS
FORWARD**

Brand Promise

The IMA's promise is to be a trusted champion for makers across Illinois. We are a bold advocate to shape policy that helps industry grow. As a valued resource, we provide information and knowledge that elevates the industry and keeps it on the cutting edge. As a reliable partner and proactive leader, we empower 4,000 members in every corner of the state and curate a diverse 21st century workforce through best-in-class programs and training. As a unified force, we boldly move makers forward in Illinois and beyond.

ADVOCACY

JAPAN TRADE MISSION



The Illinois Manufacturers' Association proudly joined Governor JB Pritzker's trade mission to Japan designed to build upon strong and deep ties. Illinois is the largest exporting state in the Midwest and fifth largest nationally. Illinois is home to the largest number of Japanese company locations in the Midwest. Trade between Japan and Illinois totaled more than \$12 billion last year.

DC FLY-IN



On September 24th and 25th, IMA members, directors and staff, led by President and CEO Mark Denzler and Chairman Rick Delawder, visited Washington DC to discuss federal policies that impact our local and state economies, like tax reform, regulatory relief, energy, health care, infrastructure investment, trade, and immigration.

The IMA delegation had a White House briefing on trade and tax policy issues, met with trade officials from the Canadian Embassy, discussed key issues with leadership from the National Association of Manufacturers, and met with Illinois officials including U.S. Senator Richard Durbin and Representatives John Shimkus, Robin Kelly, Mike Bost, Mike Quigley, Rodney Davis, Darin LaHood, and Adam Kinzinger.



GOVERNMENT AFFAIRS

Tax Reform

The IMA's strong advocacy reduced taxes on employers more than **\$300 million** by extending the Research & Development tax credit, creating a new Manufacturers Purchase Credit, incenting data centers, and eliminating the antiquated Corporate Franchise Tax. Manufacturers can invest these tax savings in their employees and factories.

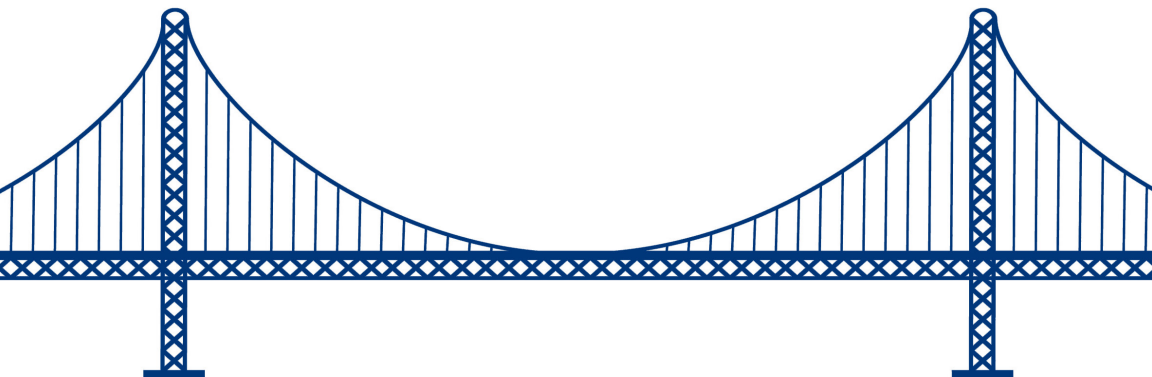
The IMA and S & C Electric Company hosted Governor JB Pritzker and lawmakers at the bill signing for the R & D Credit and Apprenticeship Tax Credit.

IMA helped lead a coalition that defeated efforts by the Cook County Assessor to shift higher property taxes on commercial and industrial taxpayers.



Infrastructure

Manufacturers helped enact a new **\$45 billion** infrastructure program to build and repair our aging infrastructure including roads, bridges, railways, ports, and airports. Investing in Illinois' infrastructure will allow manufacturers to move people and products efficiently around the world.



Advocacy

More than three hundred manufacturing leaders gathered at the State Capitol for the largest pro-business advocacy day. Manufacturers met with the Governor, legislative leaders, and key officials to talk about policies that will grow the industrial sector.

Nearly two dozen manufacturers joined IMA leadership on our first advocacy trip to Washington D.C. where leaders met with White House officials and members of the United States Senate and Congress.



The IMA hosted more than two dozen roundtables and legislative tours across Illinois to connect lawmakers with local manufacturing companies to show them the impact of government policies.

Governor JB Pritzker named IMA President & CEO Mark Denzler to serve on the Workers' Compensation Advisory Board and Employment Security Advisory Board.

Education & Workforce Development

The IMA successfully championed a new apprenticeship tax credit and dual credit program for students interested in manufacturing careers. Addressing the skills gap and creating a world-class education system are top priorities for the IMA and its Education Foundation.

More than 10,000 workers were trained using the IMA's Employer Training Investment Program grant from the Illinois Department of Commerce & Economic Opportunity.

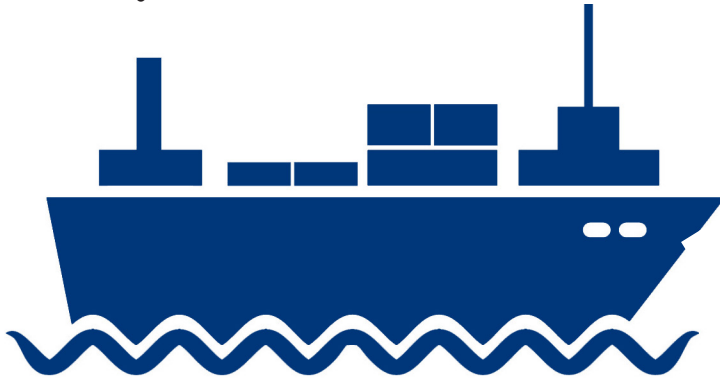
Jim Nelson, IMA Vice President of Workforce Development, was appointed as a member of the P-20 Council to advise on education policy.



Trade

Trade is critically important for manufacturers because more than 95 percent of consumers live outside the United States. The IMA worked with colleagues in Washington D.C. and the Illinois Congressional delegation to pass a new USMCA trade agreement. Forty percent of manufactured exports go to Mexico and Canada.

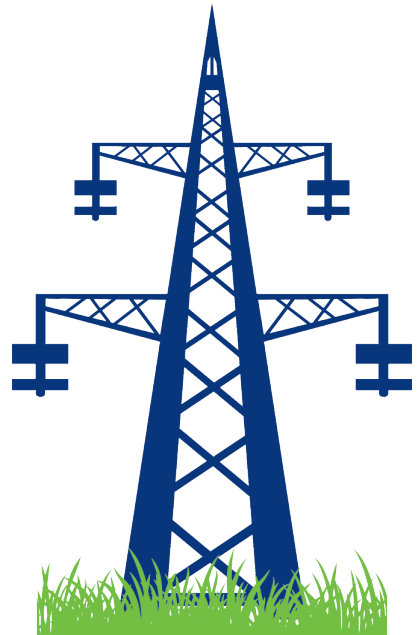
The IMA also worked with manufacturers to extend the Export-Import Bank that assists small and medium-sized manufacturers that want to trade internationally.



Environment and Energy

Protecting and preserving Illinois' competitive energy marketplace is important for manufacturers. Illinois' diverse energy portfolio combined with a deregulated market has saved manufacturers hundreds of millions of dollars. The IMA opposed efforts to re-regulate the electricity market and impose higher taxes on natural gas and electricity.

The IMA defeated efforts to impose new mandates and fees on carpet, plastic and paper bags, water bottles, and other manufactured products.



GROWTH

ECONOMIC ANALYSIS



The Illinois Manufacturers' Association commissioned an economic analysis of the economic impact of manufacturing in Illinois to document the positive impact of manufacturing in and for Illinois. Manufacturing is integral to the story of Illinois and our nation. Manufacturing makes the world a better place to live every single day. The Illinois Manufacturers' Association is the unified voice of the manufacturing community in Illinois. The 592,000 women and men on Illinois factory floors today are the innovators and entrepreneurs, the builders and producers, and the dreamers and leaders of America. We are the solution to many of the challenges facing our state if the right policies are put into place.

MANUFACTURING MATTERS TOUR



In 2019, the IMA launched “Manufacturing Matters Tour” to highlight the vital role manufacturing plays in the Illinois economy. The tour made stops in a dozen communities across Illinois to showcase the manufacturing sector and great career opportunities that are available today.

Throughout the four-month tour, dozens of media stories were created telling the powerful story of manufacturing and its impact in Illinois. These stories were shared and amplified on IMA social media channels allowing manufacturing companies, lawmakers, and local trade associations to share the manufacturing story.

PROGRAMMING



IMA programming expanded greatly throughout 2019, to all regions of the state. Industry experts shared best practices on issues most critical to IMA members.

Notable highlights from the program year include:

300% increase in engagement from 2018, with over 1,000 individuals participating in programming for the year.

25% increase in program offerings from 2018, with more programming available in downstate Illinois.



Through the use of technology and the offering of webinars, members in the more remote areas of the state were able to participate in high-caliber programs.

WOMEN IN ILLINOIS MANUFACTURING



The Women in Illinois Manufacturing launched in 2019 and generated a lot of excitement and participation from women from all over the state in various roles within manufacturing. This kick off is leading to a more robust program offering in 2020.

Notable highlights from the program year include:

125

accomplished women in manufacturing attended the first event of this type in the Spring of 2019, held in partnership with the STEP Forward program of the Manufacturing Institute.

40

women participated in the Fall installment of the Women in Illinois Manufacturing Council held in Peoria. Besides networking and story-telling from exceptional speakers, co-ed robotics teams from local high schools shared their projects and the women from these teams effortlessly spoke about their enthusiasm in STEM initiatives.

NEXT WAVE IN MANUFACTURING LEADERSHIP



Next Wave is designed for any leader ascending to a more strategic, invested role in a manufacturing company. Whether it's the next generation taking over, a high-performer being groomed for leadership or a new plant manager looking to network with peers, Next Wave is for these types of leaders. This program will be chaired by Danette Swank, president of Philippi-Hagenbuch, Inc.



DANETTE SWANK
Next Wave Chairwoman
President of Philippi-Hagenbuch, Inc.

Nearly one hundred emerging leaders from IMA member companies signed up to participate in Next Wave. This exciting new program creates opportunities for leaders to learn best practices, network with peers, and develop strong leadership qualities. The IMA is offering Next Wave in partnership with the Illinois Manufacturing Excellence Center.

BUSINESS DAY



Nearly four hundred business leaders convened in Springfield on May 1 for the IMA's annual Business Day at the Capitol. This is the largest gathering of job creators at the Capitol to demonstrate the importance of business and industry.

Governor JB Pritzker keynoted the luncheon while attendees also participated in discussions about the graduated income tax, recreational cannabis, and data privacy legislation.

Manufacturing leaders visited lawmakers in the Capitol to address key issues being considered by the General Assembly. The IMA Board met with Senate President John Cullerton, Senate Republican Leader Bill Brady, and House Republican Leader Jim Durkin.

An evening reception featured a "who's who" of elected officials including Lieutenant Governor Juliana Stratton, State Treasurer Mike Frerichs, dozens of state legislators and many key staff members from across the state.

ANNUAL LUNCHEON



Over 450 business leaders from across Illinois attended the IMA's 2019 Annual Luncheon at the JW Marriott in Chicago, featuring keynote speaker Dr. Suresh Sunderrajan, Associate Laboratory Director, Argonne National Laboratory.

The 2019 Barry L. MacLean Manufacturer of the Year was awarded to Philippi-Hagenbuch of Peoria, a 50-year-old family-owned company, and Founder Leroy Hagenbuch and President Danette Swank accepted the award on behalf of the company.

Four breakout sessions educated IMA members on the IMA's new Association Healthcare Plan, Trade and Tariffs, Employment Policy compliance, and Workforce management.

IMA members were recognized for milestone anniversaries of membership:

100 years – Members since 1919

American Nickeloid Company
Hollister-Whitney Elevator Co. LLC
WestRock

50 years – Members since 1969

Archer Wire International
Corporation
JB Industries
Perfection Plating, Inc.

25 years – Members since 1994

Borg Warner Inc.
M-Tek Inc.
Remke
S&C Electric Company
Trippe Manufacturing Co.
World's Finest Chocolate

MANUFACTURER OF THE YEAR



The Illinois Manufacturers' Association is proud to award the 2019 Barry L. MacLean Manufacturer of the Year to Philippi-Hagenbuch of Peoria.

"Philippi-Hagenbuch epitomizes excellence in Illinois manufacturing," said IMA President & CEO Mark Denzler. "Over their 50-year history, this amazing family-owned company has been an industry leader in innovation and operational excellence, and there is no stronger advocate for American manufacturing. They have invested their time and treasure to grow and strengthen the manufacturing climate in Illinois and we're proud to recognize them as this year's Barry L. MacLean Manufacturer of the Year."

The IMA's annual award recognizes a company for their leadership in six core areas:

1. Manufacturing Advocacy
2. Operational Excellence
3. Innovation & Technology
4. Workforce Development & Diversity
5. Community Engagement
6. Sustainability

COMMUNICATIONS AND ENGAGEMENT



Facebook

Grew to 1,454 followers
Added 447 followers since January (44% increase)
Average 51 posts per month



Twitter

Grew to 1,361 followers
Added 243 followers since January (21.7% increase)
Average 97 posts per month
Consistent impressions average over 50k/month



LinkedIn

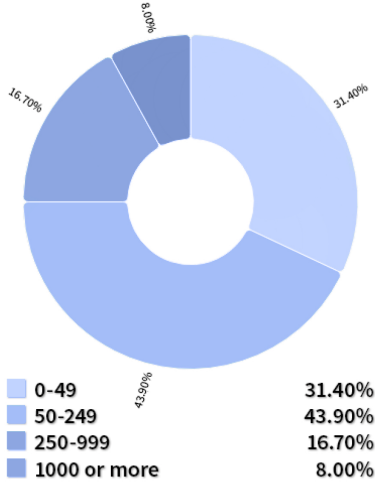
Grew to 1,771 followers
Added 896 followers since January (102% increase)
Average 46 posts per month

Earned Media Overview

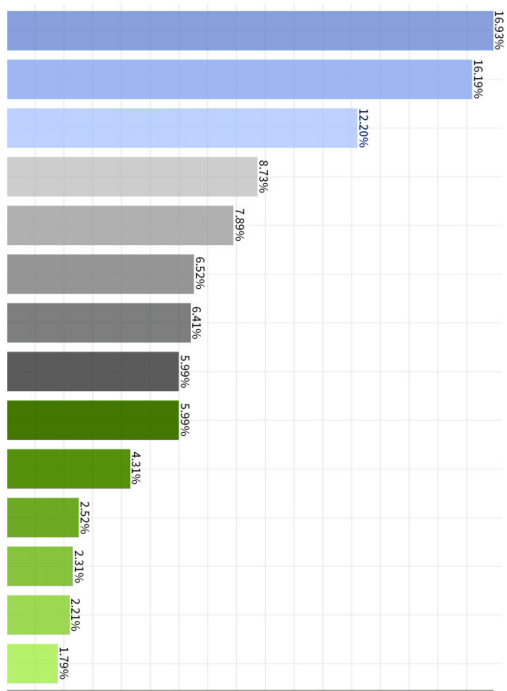
Throughout the year, focus has been placed on inserting and elevating the Illinois Manufacturers' Association voice in various public policy debates, from conversations around tax policy and infrastructure to trade and workforce development. Special emphasis centered on demonstrating the strength and importance of manufacturing to the Illinois economic sector, leveraging an economic analysis of the industry to host events at member facilities across the state which were attended by press, public officials and manufacturing professionals.

IMA MEMBER DEMOGRAPHICS

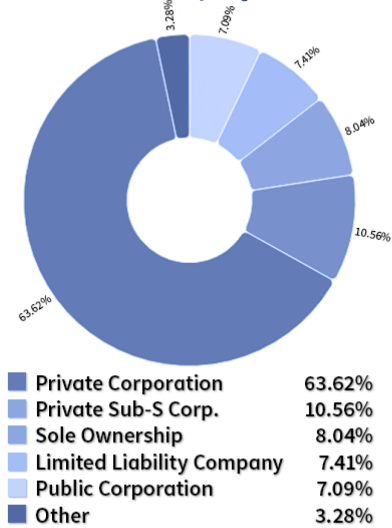
IMA Membership by Size (FTE)



IMA Membership by Industry



IMA Membership by Ownership



Heavy Equipment	16.93%
Fabricated Metal	16.19%
Food/Beverage	12.20%
Chemical	8.73%
Other	7.89%
Paper	6.52%
Plastics	6.41%
Steel	5.99%
Electronics	5.99%
Transportation Equipment	4.31%
Petroleum/Energy	2.52%
Wholesale Durable Goods	2.31%
Printing	2.21%
Wholesale Non-Durable Goods	1.79%

INNOVATION

MANUFACTURING MONTH



Illinois manufacturing was celebrated at 252 separate events across the state in October setting a new record for Manufacturing Month activities, according to a preliminary review of registered events compiled by the Washington DC-based Manufacturing Institute. A review of other states shows that Illinois was second only to California in the number of events.

Manufacturing Month is a coordinated effort for manufacturers to open their doors and invite middle and high school students to discover the wide range of career opportunities available, many of which do not require a four-year college degree.

Also setting a record as the largest event anywhere in the state during the month was Career Spark in Peoria, which played host to more than 4,700 middle school students over a two-day period and featured multiple manufacturers in the central Illinois manufacturing mecca. The IMA Education Foundation is a long-time sponsor of the event.

General Numbers

337,000 fewer workers in the Illinois workforce by 2025 – an overall reduction of 4.7 percent

\$5,000,000 in Apprenticeship Tax Credits available to employers

252 Illinois-registered Manufacturing Month events in October

4,700 middle school students attended the Career Spark event in Peoria (a new record!)

8,401 Illinois high school students enrolled in manufacturing programs of study

5,749 community college students enrolled in manufacturing programs of study

14,150 secondary and post-secondary students enrolled in manufacturing programs

171 Illinois high schools offering Project Lead the Way program

184 Illinois middle schools offering Gateway to Technology program

99 Illinois grade schools offering K-5 Launch program

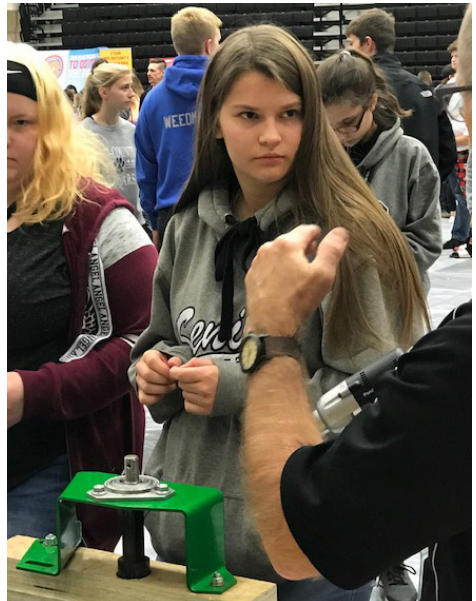
ICATT Apprenticeship

85 apprentices in the ICATT Apprenticeship program (Oct. 2019)

55 employers using the ICATT Apprenticeship program

11 community college partners in the ICATT Apprenticeship program

6 states have adopted ICATT to expand the program (Wisconsin, Indiana, Ohio, Michigan, Nebraska, Georgia)



ASSOCIATION HEALTH PLAN



IMA HEALTH PLAN

OFFERED BY BLUE CROSS AND BLUE SHIELD OF ILLINOIS

Affordable Health Coverage Designed
by Manufacturers for Manufacturers.

In August, the IMA and Blue Cross and Blue Shield of Illinois announced an exciting new IMA Health Plan for small manufacturers between 2 and 50 employees. This new program is designed to reduce costs and help small employers navigate the health care marketplace.

This great new program brings Illinois manufacturers a statewide solution for affordable, flexible, and customizable group health coverage. Manufacturers and their employees can choose the right health care plan to meet their needs and budget.

For more information, visit www.imahealthplan.com

THANK YOU, SPONSORS

Business Day

Abbott
American Forest & Paper Association
AT&T
Aurora Metals Division LLC
Bison Gear & Engineering Corp
BlueCross and BlueShield of Illinois
Caterpillar
Cedar Concepts Corporation
CITGO Petroleum Corporation
Constellation
CSL Behring
Deere & Co.
Eli Lilly
Enbridge
EY
Ford Motor Co
Gilster-Mary Lee Corporation
GSI
iBIO
Illinois American Water

Johnson & Johnson
Lapham-Hickey Steel
Mac Strategies Group, Inc.
Maclean-Fogg
Magna International
Marathon Petroleum Corporation
Mondelez Global LLC
National Association of Manufacturers
Nucor Steel-Kankakee, Inc.
Peoples Gas & North Shore Gas
Prairie States
Rivian Automotive
RSM US LLP
State Farm
The Boeing Company
The Inland Real Estate Group, LLC
The Overture Group
Tyson Foods
United Scrap Metal
Vistra Energy

Annual Luncheon

Abbott
American Airlines
American Fuel & Petrochemical Manufacturers
Archer Daniels Midland Company
AT&T
Aurora Metals Division LLC
Bank of America
BDO USA, LLP
Beer Nuts
BlueCross BlueShield of Illinois
bopi
C. Cretors and Company
Caterpillar
Cedar Concepts Corporation
CITGO Petroleum Corporation
Comcast
Commonwealth Edison
Constellation
Deere & Co
Diageo
Enbridge
Exelon
ExxonMobil
EY
Ford Motor Company
Freeborn & Peters LLP

FTI Consulting
Heritage Crystal Clean
Hunting Works for IL
Ice Miller
Illinois American Water Company
Illinois Retail Merchants Association
IMAEF / ICATT
IMEC
Ingredion
Mac Strategies Group, Inc.
Marathon Petroleum Corporation
National Association of Manufacturers
Philippi-Hagenbuch, Inc.
Presidio
Sanofi
Southern Glazer's Wine & Spirits, LLC
State Farm
SWD Inc.
The Boeing Company
The Coca-Cola Company
The Inland Real Estate Group, LLC
United Airlines
United Scrap Metal
Vistra Energy
Waltz, Palmer & Dawson, LLC
Wells Fargo Bank

Programming

AM Transport Services
Barnes & Thornburg LLC
BKD LLP
BlueCross and BlueShield of Illinois
BMO Harris Bank
Cedar Concepts Corporation
Clark Hill, PLC
CNA
Comcast
Conn Maciel Carey LLC
Constellation
Continental Tire
Cushman & Wakefield
EY
Freeborn & Peters LLP
Graymills

HeplerBroom LLC
Kutchins Robbins & Diamond, Ltd.
Leaders Bank
Loss Prevention Management Services
Miller Canfield
Newport Group, Inc.
Philippi-Hagenbauch, Inc.
Presidio
Roux Associates, Inc.
RSM US, LLP
SmithAdmundsen LLC
The Horton Group
The Overture Group
United Scrap Metals
Waltz, Palmer & Dawson, LLC

BOLDLY MOVING MAKERS FORWARD



IMA Headquarters

**1301 West 22nd Street, Suite 307
Oak Brook, IL 60523
(630) 368-5300
(800) 875-4462**

IMA Springfield

**220 East Adams
Springfield, IL 62701
(217) 522-1240
(800) 875-4462**