



Innovation Drives Performance



www.innovance.com | 507.377.8910



Innovance is the holding company for a family of four, 100% employee-owned, Minnesota-based manufacturing companies. Formed in 2004, the Innovance name comes from two defining characteristics of the organization; innovation and performance. Our 400+ employee-owners, strive to make every customer interaction a great one.

We collaborate across the organization to grow our employee share value, by focusing on delivering an outstanding customer experience. Our unique and varied mix of industrial manufacturing capabilities assures our customers we are committed to developing solutions that help solve their most challenging production issues.

### 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.

### Mission Statement

To lead, nurture, and grow a team of industrial manufacturing companies committed to making our OEM customers' products better.



VISIT OUR SITE

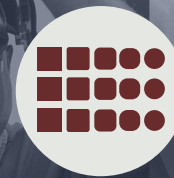
### Innovance Companies



ALMCO



Lou-Rich



Mass Finishing



Panels Plus





www.almco.com | 800.521.2740

ALMCO has been in business for over 75 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 ongoing service that is second to none. ALMCO guarantees the same finish in production as produced in our lab when you follow the process formula and use ALMCO equipment and media.

### What We Do

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

### Vision Statement

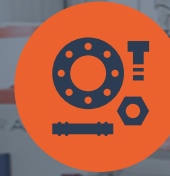
To provide every customer with a completely satisfying experience.



### Industries Served



Automotive/Transportation



Fabricated Metal Products



Weapons/Munitions



Industrial Equipment



Aerospace/Aircraft



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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. Lou-Rich can often replace multiple other suppliers because of the wide range of robust contract manufacturing services we offer, making our customers lives easier.

**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

**Vision Statement**

To be the best employee owned contract manufacturing company in North America.



**Industries Served**



Medical Equipment



Ag Equipment



Food Service Equipment



Industrial Equipment



Hybrid Electric  
Transportation Components



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[www.massfin.com](http://www.massfin.com) | 888.260.6277

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.

### What We Do

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

### Vision Statement

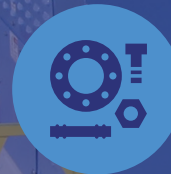
To continue to be the leading manufacturer of High-Energy Centrifugal Finishing Machinery by using our commitment to excellence and our personable approach.



### Industries Served



*Automotive/Transportation*



*Industrial Components*



*Weapons/Munitions*



*Dental/Medical Device*



*Aerospace/Aircraft*



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We Nailed It

www.panplus.com | 866.726.7587

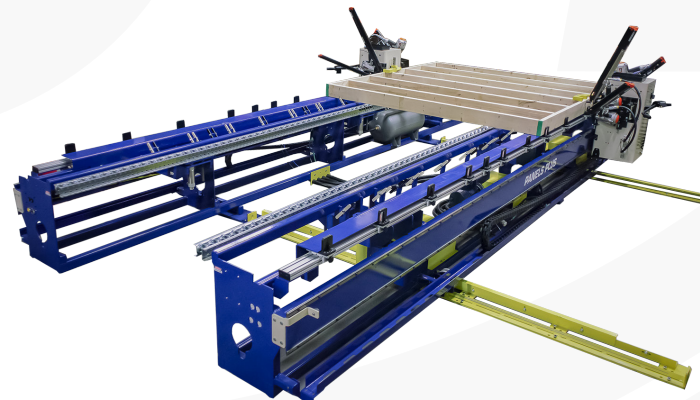
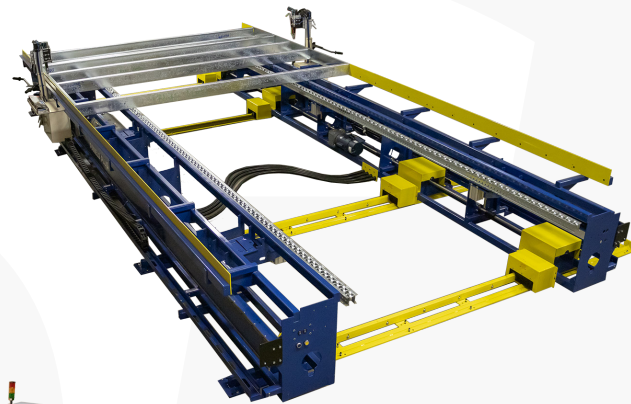
Panels Plus is the leader in North America for the design and manufacture of panelizing equipment for constructing wall panels, floor cassettes and related subcomponents. For more than 20 years progressive builders in the off-site, modular, and prefabricated building industries have trusted Panels Plus. Virtually every piece of equipment we have ever built is still in operation. Our equipment helps builders reduce labor costs while improving product consistency and production efficiency.

### What We Do

- Framing Stations
- Squaring Stations
- Sheathing Stations
- Combo Station
- Light Gauge Steel Systems
- Floor Cassette Station
- Pneumatic Tilt Table
- Production Lines
- Installation and Service

### Vision Statement

To provide every customer with a completely satisfying experience.



### Industries Served



Prefabricated Homes



Off-Site Construction



Modular Homes



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Innovation Drives Performance

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