



Introduction

Cascade Engineering has pioneered sustainability and Triple Bottom Line thinking for over 50 years. We will continue championing sustainable business principles for positive social and environmental impact and leading the way towards a Circular Economy.

Throughout its history, Cascade Engineering has utilized innovation to positively impact complex challenges and exceed expectations. Cascade Engineering will continue its historical journey focusing on the Triple Bottom Line philosophy, sustainability, innovation, and what we do best: large tonnage injection molding and advancing recycled material usage.

Leadership



CHRISTINA KELLER:
Chief Executive Officer & Board Chair

Christina is a passionate and innovative leader who strives to enable a positive collective state of mind and create a socially and environmentally positive impact through her work. Her strong analytical background enables her to optimize performance and efficiency across Cascade Engineering. Christina works closely with the Cascade Engineering Board of Directors to foster a culture of diversity, equity, and inclusion. Through her leadership, Cascade Engineering is the leader in creating circular economy solutions and positively impacting our employees and local community. Christina also serves on several boards and foundations: Independent Bank, Paragon Die & Engineering, Economic Club of Grand Rapids, and Grand Valley University Foundation.



GREG BYLSMA:
President

Greg drives Cascade Engineering’s strategic innovation and growth. He works closely with the CEO and Board of Directors to ensure that the vision of our Founder, Fred Keller, remains a secure part of our organization’s foundation. His understanding of lean manufacturing and the value our employees hold to the organization will take Cascade Engineering to its next level of growth.



KENYATTA BRAME:
Executive Vice President, Chief Administrative Officer, Sustainability Officer & Board Secretary
Kenyatta works closely with Cascade Engineering’s CEO, President, CFO, and Board of Directors. He leads our Employer of Choice initiative, ensuring Cascade Engineering maintains a culture that attracts, retains, and engages high-performing, diverse employees and stakeholders. Kenyatta is responsible for leading Cascade’s cross-organizational services, which include legal/risk management, human resources, benefits, talent management, communications and marketing, information technology, and environmental safety and sustainability (ESS). He embodies the principles and values Cascade Engineering was built on: insightful, intelligent, dedicated, and caring.



ERIC VAN NAMEN:
Chief Financial Officer

Eric is an advisor and partner to the CEO, President, and Board of Directors of Cascade Engineering. He provides insight into strategic moves, mergers and acquisitions, growth strategies, and developing financial plans, economic modeling, and risk analysis. With a passion for delivering enhanced bottom-line performance and innovative process improvements, Eric is an active leader who plays a critical role in developing and implementing the financial strategy for Cascade Engineering.



STEVE BUSHONG:
Vice President of Operations

Steve is responsible for all the manufacturing facets of Cascade Engineering. He oversees production efficiency, strategic growth, and continuous improvement in all six of our facilities. Steve is passionate about Industry 4.0 Technology, as he understands that smart manufacturing will lead to higher-quality products and increased overall performance for the organization. He drives the innovation of Cascade Engineering through automation and optimizing processes for greater sustainability.



SCOTT DOWNER:
Commercial Vice President of Cascade Cart Solutions (CCS)

Scott guides commercial strategy for our top-selling product lines, working with the CEO, President, CFO, and the board of directors to help Cascade achieve steady growth through new and existing customers. Scott’s knack for building and maintaining deep industry relationships helps position the organization for success in emerging markets, strategic partnerships, and refining our product lineup. With over 30 years of experience within the organization, Scott provides exceptional sales leadership, which continues to be the core of our commercial success.



Board Members



FRED KELLER
Founder &
Chair Emeritus



BILL MANNS
Board Member
& Sustainability
Director



BRIAN WALKER
Board
Member

Who We Are

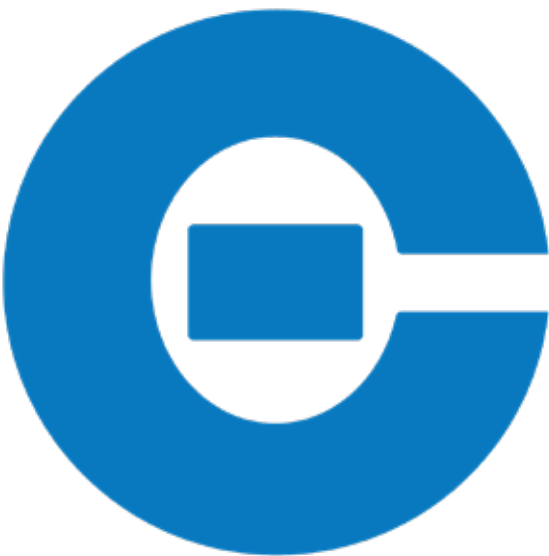
Our Culture

The Cascade Engineering Family of Companies is a family-owned business that is committed to creating an inclusive work environment in which every employee knows they are valued.

Our True North aspiration for our culture to be an Employer of Choice through strong operational performance, world-class health and safety, and a culture of engaged employees. We strive to attract and develop top talent while providing skills, leadership training and opportunities to grow from within. We provide resources and support for each employee and their families to remove barriers to their success.

As an anti-racism company, we are dedicated to identifying and eliminating racism in our workplace. As a champion of diversity, we believe in the diversity of thoughts, ideas, beliefs, experiences, and the inclusion of people regardless of race, color, sex, language, national origin, religion, orientation, age, or other protected status. By embracing the principles of diversity, equity, and inclusion, our culture is strengthened, and our workplace is more dynamic.

As an organization, we thrive on collectively solving complex challenges that will improve our community, environment, and financial prosperity.



Vision and Values

Our vision is to be the highest value partner to our customers by shaping ideas in plastics. We operate under the Triple Bottom Line philosophy through empowering people to drive innovative solutions and excellence in manufacturing.

Pillars of our Business Principles:

- Customer Driven Innovation
- Employer of Choice
- Organizational Excellence

Our ongoing efforts to establish an internal framework of standards and processes are intended to engage and motivate employees to deliver quality products and services.

What We Do

Cascade Excels in Large Tonnage Plastic Injection Molding and Manufacturing

Large Tonnage Injection Molding	Design and Manufacturing Expertise	Feature Integration
500-9000 Tonnage Range Fleet of Large Tonnage Machines 2 Shot, Gas Assist, and Co-Injection	Product and Tooling Design Material Development and Testing Engineering for Extremely Large Presses and Molds	SKU Reduction Part Weight Optimization Variable Part Decoration and Inlay Molding
Converting Products to Plastic	Assembly	Carbon Reduction Solutions
Sheet Molding Compound (SMC) Polymer-Concrete Wood	Automated Assembly Cells Advanced Vision Systems Transfer Line Assembly	Developing Carbon Neutral Solutions Sustainable Material Partnerships A2LA Certified Lab

Certifications



PEOPLE

As an employer of choice, Cascade Engineering maintains a culture that successfully attracts, retains, and engages high-performing, diverse employees. We strive to create an inclusive environment that unlocks each employee's full potential and treats them with dignity and respect, intending to ensure every employee *knows* they are valued.



Employee Engagement

Cascade Engineering emphasizes a supportive and inclusive work environment by prioritizing employee engagement initiatives.

Diversity Coordinating Council (DCC): The DCC was created to ensure a work environment in which every employee in the organization knows they are respected and valued. The mission of this Council is to develop a culture of inclusion by increasing awareness of the sensitivity of individual differences and actively work to counteract the negative impacts of racism.

Employee Resource Groups (ERGs): We want every employee to have a voice, so we continue to develop ERGs, creating spaces for employees to connect, share experiences, and drive inclusivity. We have initiated Women @ CE, Retirement Ready, and others are on the way. These events also offer opportunities for employees at various facilities to interact and communicate with each other.

VA/VE (Value Analysis/Value Engineering): Through companywide brainstorming events, employees collaborated to generate innovative ideas that enhance operations, improve product value, increase morale, and also keep us working safely. The event resulted in 118 unique ideas, some of which were immediately implemented.

Retention Committees: These groups aim to support the long-term success of new talent by fostering a positive work environment, providing mentorship, career development, and addressing challenges early in the onboarding process. By focusing on professional development, engagement, and continuous feedback, the committee helps improve job satisfaction and reduce turnover.

These efforts are part of Cascade Engineering’s mission to be an employer of choice by promoting engagement, innovation, and inclusivity.



Employee Assistance

The Source: The Source is a service that helps employees with challenges or barriers they may face. The Source is available to all employees and visits our campus for one-on-one discussions.

Pine Rest, Employee Assistance Program (EAP): The EAP is a free and confidential service to assist our employees and their families with work-life stressors, family issues, financial concerns, relationship problems, and drug or legal concerns. These services are provided by Pine Rest.

Tri-Share Child Care Program: An initiative designed to address child care afford-ability and accessibility by splitting the cost of child care equally among employers, employees, and the state of Michigan. In 2024 we contributed over \$29,000 in assistance, supporting employees with young children.

Cascade Home Ownership Program (CHOP): This program offers full-time employees with at least one year of service, a zero-interest forgivable incentive of \$3,000 toward the purchase of their first home.

CE Wheels Program: A brand-new program providing up to \$4,000 to help full-time employees purchase a dependable vehicle. eight employees have already successfully purchased new vehicles using this program.

Financial Incentives: Cascade Engineering provides employees with the opportunity for continued growth with an annual \$3,000 Tuition Scholarship that can be used for classes, seminars, etc. We also provide a 5% 401(k) match incentive for employees retirement, this program has a 96% engagement utilization rating.



Charity Events

Softball Tournament

This was a brand new event to raise money for the American Cancer Society (ACS).

Cascade Engineering employees gathered together amongst 4 teams in a friendly competition. This September event kicked off our charitable efforts for Breast Cancer Awareness in October.



Habitat for Humanity

Cascade Engineering continued its partnership with Habitat for Humanity, supporting the organization's efforts to provide affordable, sustainable housing.

Cascade contributed by donating materials, expertise in sustainable design, and engaging employee volunteers to assist in building projects. This collaboration aligns with our broader mission of promoting sustainability and community development, addressing housing needs while emphasizing the use of recycled and alternative materials in construction.



Golf Outing

Cascade had 210 people participate in this, from players to volunteers. Through dozens of sponsorships, they raised over \$18,000, which was donated to The Source, a nonprofit organization that helps employees overcome personal and professional barriers to maintain job stability and improve their quality of life.



Making Strides Walk

The American Cancer Society's Making Strides of West Michigan is an annual non-competitive walk in Grand Rapids dedicated to raising awareness and funds for breast cancer research and support.

Paula Yonkers, and her team, "Paula's Pink Cart Partners" have been representing this walk for several years. Despite the rain, this walk was like facing life's storms with courage—each step forward symbolizes unwavering strength, hope, and perseverance through every challenge.



PLANET

There's only one earth, so Cascade Engineering works hard to build a sustainable organization and is committed to continuously reducing waste emissions into the air, land, and water.



Cascade Cart Solutions

The Evolution Cart Series

Cascade Cart Solutions developed the Evolution Series cart to optimize shipping space, allowing for increased stack height and reduced shipping costs. This design enables customers to maximize value on their cart spending while minimizing their carbon footprint.

Additionally, the Evolution Series carts arrive with lids and lift bars factory installed, saving assembly time and labor in the field.

With the success of the Evolution Cart Project, the series extended to 35 Gallon Carts in July. The 64 Gallon version is currently in the design phase to complete the full fleet of Evolution sizes for our customers.

Example:

8,500 carts are heading from Grand Rapids, MI to Sacramento, CA
a distance of 2,260 miles

This would take,
*11 Icon truckloads or
8 Evolution truckloads*

Using Evolution saves 3 truckloads

The average truckload emits 161.8g CO₂ per mile

For 8,500 carts heading to Sacramento, CA, there is a reduction of 1.1 metric tons of CO₂ emission by switching to the Evolution.

That reduction of emissions is equivalent to the environmental impact of:

- Burning 1,200 pounds of coal
- 25 round-trip flights from New York to Boston
- Consumption of 124 gallons of gasoline
- Charging 88,931 smartphones



Noble Polymers

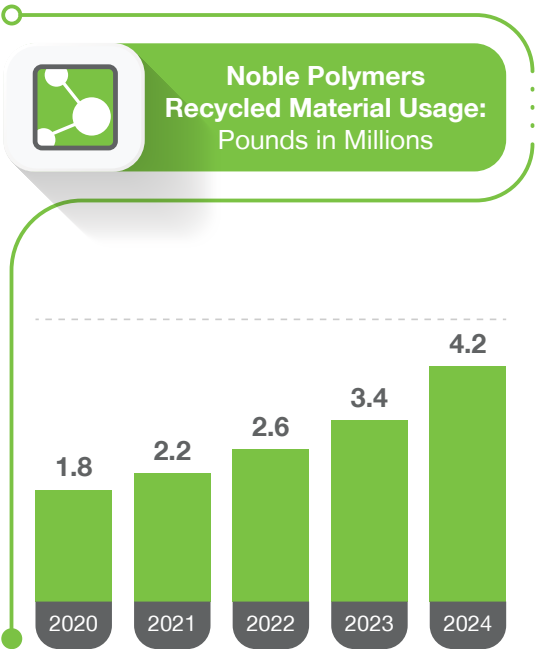
A Leader in the Circular Economy

Noble Polymers focuses on innovative approaches to sustainable materials, particularly through its use of recycled and alternative components.

Noble Polymers develops high-performance compounds starting with recycled resins, with over 80% of their materials incorporating these bases. Noble’s innovations include the use of post-consumer recycled content, hemp plastic, and other sustainable polymers, targeting applications like recycling carts and automotive components.

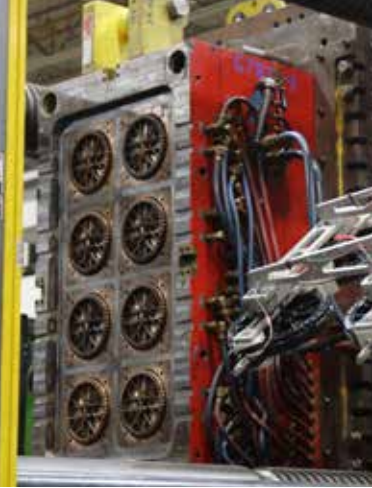
The usage of recycled material has more than doubled since 2020. In 2024 Noble purchased over 4 millions pounds of recycled material. A steady growth is showing consistent progress over time.

This emphasis on sustainability aligns with Noble Polymers’ participation in the circular economy, contributing to waste reduction and eco-friendly product development.



PROFIT

With our model, generating positive returns benefits all stakeholders, not only the shareholders. Through our manufacturing work, Cascade Engineering seeks to make a true difference in the world.



SPE Automotive Innovation Award

Ford Frunk

On November 8, 2023, Cascade Engineering joined Ford Motor Company at the 2023 SPE Automotive Innovation Awards gala in Livonia, Michigan, where the Ford Frunk won the prestigious Grand Award and the Body Interior Innovation category. Cascade was honored for converting a compression-molded, painted sheet into a large Class A composite injection molded part for the 2024 Ford F-150 Lightning, reducing mass by 48% and cycle time by 37%. Cascade's innovation eliminated paint costs, secondary hole routing, and improved seal interfaces while making the Frunk fully recyclable at end-of-life.

Cascade's production utilized a 4,000-ton injection press and a tool with a 16-drop hot runner system, setting a new standard in the automotive industry for cost reduction and sustainability.

The achievement was made possible by Cascade's innovative team, including Rich Brouckaert, Ryan Cleaver, Jeff Totten, Ben Masterson, Scott Russell, Jim Kilduff, Rich Peek, Scott Smith, Scott Brown, Drake Ellens, Jason Stevenson, Trent Van Sweden, Todd Mazurek, and Tim Kendall.

This recognition highlights Cascade's leadership in large-scale plastic injection molding and positions the company for continued growth in the automotive sector.



Innovation Through Design

Cascade Engineering believes sustainability is essential not only for our organization but also for our customers. Cascade Engineering works with our customers to utilize innovation to enhance the resilience of their products. The Honda Talon Roof Panels, Integrated Plastics Handholes, and Paneltim Fencing are just a few innovative products produced utilizing plastics to improve durability, provide a lightweight product, and positively impact the environment through 100% recycled properties. Cascade Engineering can stay competitive and positively impact our customers and our communities through its waste reduction, material efficiency, and recyclability initiatives.



Honda Talon Roof Panels

Creating a plastic roof for the Honda Talon involves leveraging advanced materials and engineering techniques to balance durability, lightweight performance, and UV resistance for enhanced rider protection.

By integrating aerodynamic design and customizable features, the plastic roof can provide a functional, yet aesthetically appealing solution tailored to off-road enthusiasts’ needs.



Handholes (Optical Bins)

Using plastic instead of concrete for large fiber optic cable containments is innovative because it significantly reduces weight, making installation faster and less labor-intensive while maintaining durability.

Additionally, plastic is resistant to corrosion and environmental wear, offering a long-lasting, cost-effective alternative that supports sustainable infrastructure development.



Paneltim Fencing

This is a brand-new product for Cascade Engineering. These panels are 100% recyclable and have hygienic properties. They are used for various applications, including animal housing, infrastructure projects, liquid containment, and air management systems.

Paneltim products are innovative in today’s markets due to their lightweight yet robust sandwich construction, providing structural integrity while simplifying installation.



stack of fencing panels



example of product in use

METRICS

Holding Ourselves Accountable

Sharing metrics is essential for a company embracing the Triple Bottom Line because it provides transparency and tracks progress in supporting people, planet, and profit.



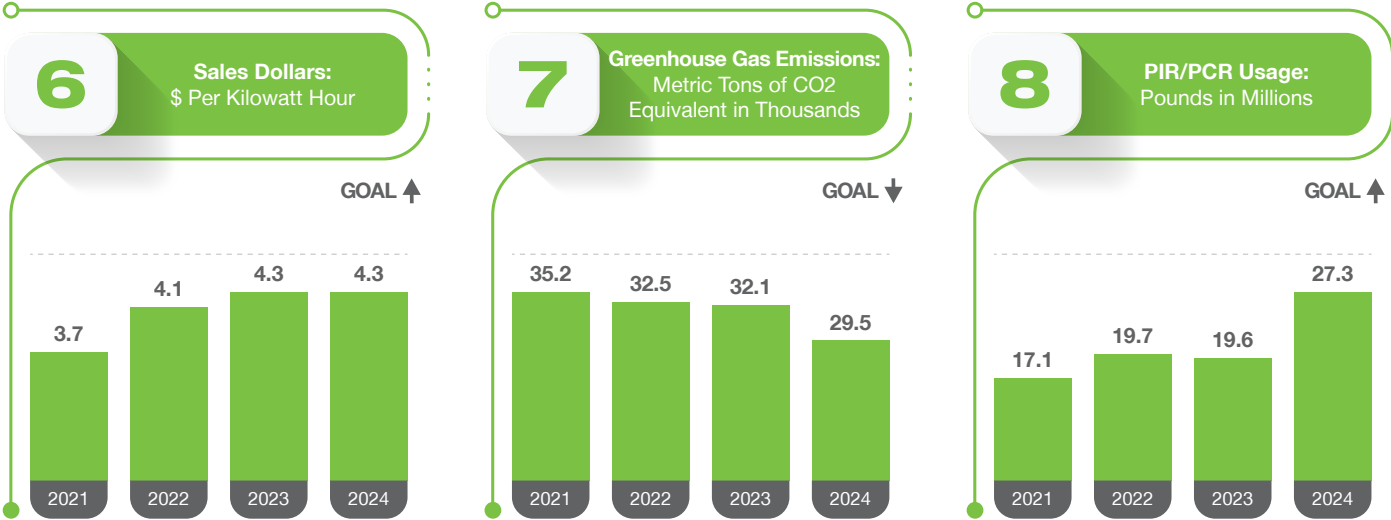
TBL Scorecard: FY2024 Metrics

Cascade Engineering's Triple Bottom Line Report culminates with company metrics. It is important to be transparent and reflect the progress on key indicators that support the TBL philosophy.

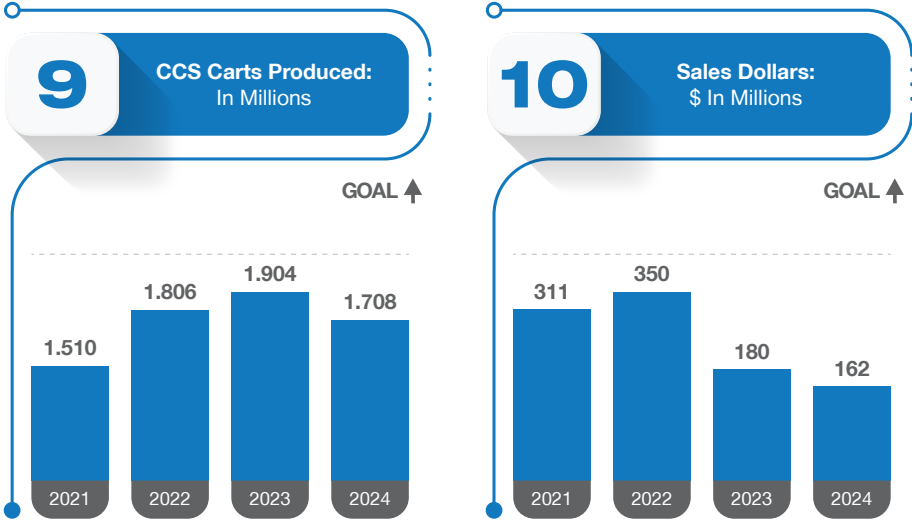
PEOPLE



PLANET



PROFIT



New Certification | Score: 58/100
69th percentile

*With the sale of CK Technologies in 2022, the data points for 2023 and 2024 have shifted to represent the Grand Rapids campus only



5175 36th Street, Grand Rapids, MI 49512
616.975.4800 | info@cascadeng.com | www.cascadeng.com
2024 Cascade Engineering

Photography by: Corbin Swets & Kim Karr

