



LDI, LTD.

Building Companies, Expanding a Legacy

By Symone C. Skrzycki

Milestones:

- 1912: U.S. Corrugated Fiber Box Company founded in Indianapolis
- 1972: Restructured to Lacy Diversified Industries (LDI), begins acquiring businesses
- 2012: J.A. Lacy appointed CEO (succeeding his father, Andre Lacy)

“It (J.A. taking the helm) was kind of a marker of how this is a fourth-generation family office. Only 3% of family offices ever make it to the fourth generation,” says Maggie Musgrave, corporate development associate.

LDI Headquarters:

- Employees: 13
- Indianapolis based since its inception
- Open layout, colorful décor

Portfolio:

- 1,500 employees across 25-plus countries
- OIA Global (provider of supply chain management solutions)
- UltiMed (medical device manufacturer)
- Polygon (vertically integrated self-lubricated bearing company; acquired in 2018)

“They (Polygon) manufacture bearings and bushings. Usually, those are made out of metal. But Polygon actually makes them out of composite fiberglass and nylon, so they’re greaseless. It’s really innovative technology.”

Conducting Business:

- Preserves culture by empowering management teams. “We don’t like to come in and change up the personnel. It’s not in our DNA.”
- Meets labor challenges by identifying creative and strategic ways to fill critical roles

Past Companies:

- Answer Products
- FinishMaster
- Major Video Concepts
- Motorsport Aftermarket Group



A trio of diverse LDI-owned businesses (from top): OIA (helped Jannarely Motors, a customer, design a lightweight retro-futuristic car using high-tech composite materials), Polygon (products are used for industries such as construction, agriculture, medical devices and municipal utilities) and UltiMed (serves people and pets with diabetes).



Collaboration and respect are inherent parts of the culture at LDI.

“The great unifier of every company we’ve ever purchased was that we knew how to spot good teams. ... We’re definitely innovating and we’re always on the lookout for people who do business a little bit differently. But when you do business a little bit differently, you also have to do business well.”

– Maggie Musgrave, corporate development associate
www.lacydiversified.com

‘Break’out Quotes:

- A white board in LDI’s breakroom poses a daily question. Responses to “What’s the best part about working at LDI?” include:
- Candor
- I work with people I admire
- Community awareness
- The ability to make a difference
- Snacks!
- Freedom to be creative and innovative

Great Expectations:

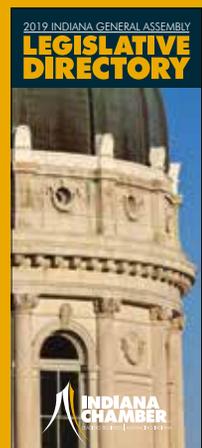
“For us, it’s really about making sure companies realize their full potential. We have resources. We have knowledge. We have expertise to build companies into what they were meant to be and to just build on the legacy that other people have started. That’s our real goal here: to preserve but also build upon companies that have good legacies and good foundations to begin with. And build them up. We don’t build them out – we build them up!”



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