

"Nothing can stop IRT" is a welcomed mantra that has taken off at a hyper-speed pace for the team at IRT.

It only took 18 short months for the Minnesota based company to realize that they have outgrown their initial 5-year plan and new 42,000 sq. ft. facility. Just two years after their move to Waite Park, Minnesota, IRT is amid plans for another move to their newly purchased 230,000 sq. ft. building located off Highway 10 in St. Cloud, MN.

The new space will accommodate additional growth in a global market and set their stage for a more substantial presence in the ITAD and resale markets.

IRT is confident their new building will foster better efficiency, allowing them to drive better customer service, data security, and reliability. IRT also has plans to upgrade its current ERP system. The new system will offer an integrated infrastructure that is accessible to customers allowing them access to real-time status of their equipment.

The new building, coupled with a robust ERP system, will automate processes for employees, ultimately benefiting IRT's priority, its customers. These investments, moves, and changes boil down to prioritizing customer needs.

David Owens, COO of IRT, explained the initiatives to improve security, stating, "Data security has been and always will be a top priority at IRT. When we purchased the new location, it was at the top of our priorities list. We have invested in top of the line data destruction equipment, key card access to the building and data containing areas and purchased a security system that would rival most government agencies. We value our customers' privacy and information as much as our own."

Thirty-two million pounds purchased and \$42 million in sales will help finance the exciting changes, and IRT has zero plans of slowing down in 2020. IRT has set the bar high as they head into the next calendar year, projecting their purchased pounds to reach into 40 million and overall sales to eclipse \$50 million.

Owens further explains, "The move allows us to streamline and improve an already extremely efficient process. The new layout allows a seamless process to be laid out from the receiving area to 'finished good' shipment without the chance of crossing areas. It will allow us to focus on the large OEMs, state contracts, and corporate companies that we had stayed away from in the past,"

Owens adds, "Our goal with the new location is to go from 32 million pounds per year which we currently do in a 42,000 sq. ft. building to 80 - 100 million pounds within the next 18 months without IRT entering the CRT glass market. We have avoided that for many years and plan on continuing to do so."

Plans like these are not possible without forward-thinking and securing all team members on board. Tony Celt, VP of Sales & Marketing at IRT, says, "I continue to tell people that the move will be stressful but, at the end of the day, we will have a better and more efficient warehouse." Celt also states, "I have the best buying team in the nation. We believe in our product, and we believe in each other."

IRT's customers are not the only motivator for these changes; IRT's management team has also taken great care in considering its employees throughout the transition. "Our employees are looking forward to the move. They are most excited about the additional space and a designated area for each department that promotes the efficient flow of product throughout the plant," says Ashley Peterson, HR & EHS Manager, "We also have plans to offer an onsite daycare and gym facility. Adding these to an

already well-rounded benefits package will give us the advantage to attract and retain the best talent we need to reach our goals.”

Steve Budd, President/CEO of IRT, states, “I believe this move puts IRT in a great position to become the industry leader of electronics recycling and reuse. We have put together one of the most knowledgeable buying teams in the industry, backed by the continuous flow of everchanging information provided by our onsite metallurgical laboratory.”

Steve Budd is confident in his team. He explains, “Our Resale department has been fully groomed and is ready to grow. Our ITAD division is run by a true leader with over 18 years of experience in the industry. Our HR and Accounting teams are all in place. Both Dave and I feel that when you put this group into a building that can handle 80 million pounds of material per year, only good things will happen. It is the perfect storm.”

Budd also elaborated on the plans to become even more efficient, stating, “Moving into this building will make IRT much more efficient, period. We will gather and deliver more on-time information, sending it directly to our customers faster than ever before. Our goal for 2020 is to improve the total customer experience at IRT. More space means better quality controls in the shredding department by being able to visually inspect shredder feed and creating a better package for the refiners. Those efficiencies mean more consistent results which are passed along to our customers. More space also allows the opportunity to offer a full daycare for the employees. Happy employees will equal happy customers.”

IRT’s motto; “*Low Overhead. Unparalleled Pricing. That’s the IRT difference*”, will stay true with this move. In fact, IRT plans to put distance between these differences.