



**Building Value
Into Building Products®**

When [ODL](#) was founded 75 years ago, it was done with the intent to create products that truly make peoples' lives better. This same belief remains true today after three generations of family ownership.

From a small woodworking shop in Michigan to locations across the US, Mexico, China, and the UK, ODL remains dedicated to their employees and their communities. The company was recognized as a certified Great Place To Work and offers a robust community service program for its employees.

ODL has been a member of NFRC since it was founded 30 years ago. As a manufacturer of components including decorative and clear door glass, enclosed blinds, and door glass frames, they pay close attention to industry trends to deliver value to their customers. Through their involvement in NFRC and outreach to educate consumers, ODL has increased demand for more sophisticated products. Additionally, through their collaboration with NFRC, ENERGY STAR(R), and IGCC, ODL has elevated their manufacturing methods and procedures.

Jim Allardyce, Senior Product Engineer at ODL, has been involved with NFRC task groups and other industry organizations for 10 years. With a keen understanding of thermal performance ratings, he provides valuable insight to ODL's marketing department on the level of performance and design that is required for their products.

NFRC sat down with Jim to learn more about the company, their involvement with NFRC, and the exciting work that they are doing.

What about your company are you most proud of?

I am most proud of our corporate culture. We strive for a culture of Solid, Soft, and Risky:

- solid financial performance,
- caring about our people, and
- taking appropriate risks.

Because of our solid financial footing we've been able to demonstrate wonderful care of our hourly employees. During the recent 3-week COVID19 shelter-in-place mandate in Michigan, ODL paid all of our Michigan hourly employees their full 40-hour paychecks for all 3 weeks while our manufacturing operations were shut down.

Does your company participate in community service programs?

Absolutely, in a big way. This is part of our corporate culture. In the economic downturn of 2009 when ODL was faced with possible layoffs due to slow sales, our leadership (the Mulder family) decided instead to pay our workforce to go into the community to do service projects in the surrounding communities. We did this for several months until business picked up again. For the past several years ODL has donated to local charities via a corporate match of employee volunteer hours, whereby charities benefit from the time & talents of ODL employees as well as the financial gifts of ODL. Notably, the many charities are chosen by individual employees instead of our leadership. ODL donates approximately \$100,000 per year through this program.



Is your organization implementing sustainability practices?

Some of our sustainability practices include recycling our manufacturing materials, minimizing our landfill waste, using high-efficiency lighting controls, etc. Our employees are always looking for ways to improve and expand these practices.

Are there any projects (completed or in design) that you would like to share?

Our IG Blinds for windows and doors, named *Blink*, have won several awards in the past couple years. We've made IG Blinds for *doors* for decades, but we've recently added them for windows, which require many more glass sizes and drastically quicker delivery times. It is quite a logistic challenge and we're doing well with it.