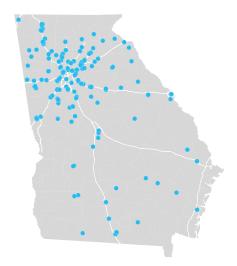
# Plastics & Rubber Manufacturing A Growth Driver For High-Tech Manufacturing Sectors



Plastics and rubber product manufacturing facilities with 50+ workers



Number of facilities dedicated to plastics and rubber manufacturing<sup>1</sup>



Number of employees in the industry<sup>2</sup>



**81.6%** 

Percent increase in exports in the last ten years<sup>3</sup>



Number of jobs added in last 5 years4

Georgia Power Community & Economic Development,

From custom injection molded products to automobile tires, the plastics and rubber products manufacturers in Georgia supply a variety of industries, including automotive and aerospace. The industry also has access to Georgia's excellent workforce training program.

Georgia Quick Start is an internationallyrecognized skills-based program that provides job-specific training at no cost for qualified new and expanding companies. Training programs are tailored to meet a company's needs and are conducted in the company's facilities or in a state-supplied facility near the company's site. For more information on Georgia's Quick Start program visit www.GeorgiaQuickStart.org

### Sentury Tire Chooses Georgia for North American Headquarters

"The education systems and high quality workforce complement our leading edge technology in the production and research and development. We are confident that Georgia has the infrastructure that can help us build a successful logistical operation to supply our growing aftermarket dealer sales and OEM sales to auto manufacturers in the North American market."

#### Rami Helminen, Executive Vice President Sentury Tire

Source: "Deal, Sentury Tire to create more than 1,000 jobs in Troup County," Office of the Governor, Press Release, 9.8.2016

#### Why Georgia for Plastics and **Rubber Products?**

- · Close proximity to aerospace, auto and related industries
- · Abundant workforce and competitive wages compared to U.S. average
- · Renowned workforce training program
- · Business-friendly environment

### **Top Plastics and Rubber Products Employers**

| Company                            | Employment |
|------------------------------------|------------|
| Dart Container Corp.               | 1,233      |
| Toyo Tire & Rubber                 | 1,200      |
| Decostar Industries                | 1,000      |
| Sentury Tire NA                    | 1,000      |
| Freudenberg-NOK                    | 935        |
| Printpack Inc.                     | 750        |
| Pactiv Corp.                       | 745        |
| Newell Rubbermaid Inc.             | 540        |
| Solvay Advanced Polymers LLC       | 535        |
| TI Automotive                      | 512        |
| Neaton Rome Inc.                   | 500        |
| LG Hausys America Inc.             | 495        |
| Kumho Tire USA Inc.                | 470        |
| CKS Packaging Inc.                 | 465        |
| Textile Rubber & Chemical Co. Inc. | 415        |
| PIOLAX Corp.                       | 380        |
| Sonoco Products Co.                | 362        |
| Porex Corp.                        | 350        |
| Elanco                             | 300        |
|                                    |            |

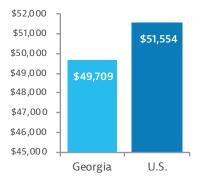
Source: Plastics and Rubber Products Manufacturing Database, Georgia Power Community and Economic Development, 2018.

<sup>&</sup>lt;sup>1</sup> Plastics and Rubber Products Database, Georgia Power Community and Economic Development, 2018

<sup>&</sup>lt;sup>2</sup> EMSI, 2018.Q2

Source: U.S. Trade® Online, Foreign Trade Division, U.S. Census Bureau, 2007-2017

### Georgia's plastics and rubber products manufacturing wages are competitive compared to the U.S. average.



Source: 2016 Annual Data, Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics (BLS).

#### Duracell supplier, Sonoco Packaging & Display, coming to South Fulton.

"This [new location] will require the building of a skilled, diverse team, and we're proud to work with Duracell to create hundreds of jobs in the state of Georgia to make this a success for everyone involved."

Philippe Erhart, Vice President & General Manager, Sonoco Products Company

Source: "Fulton County Welcomes Sonoco Packaging & Display," Select Fulton County, 1.26.2017

### Georgia's manufacturing workforce is highly skilled.

Georgia offers an abundant workforce for the plastics and rubber products industry at competitive wages. Georgia is also among states with the lowest private manufacturing union membership rates at 3.5 percent. These factors, among others, contribute to the state's business-friendly environment.

### Major locations and expansions create more than 4,500 new jobs in last five years. 100+ Employees

| Product/Service  | Employees  | County  | Year   |
|--|--|---|--|
| Home and food storage, kitchenware, infant and juvenile products   | 180  | Fulton  | 2017   |
| Diversified packaging  | 130  | Fulton  | 2017   |
| HVAC duct liner insulation   | 1,042  | Baldwin   | 2016   |
| Tires  | 1,000  | Troup   | 2016   |
| Vinyl plank and tiles  | 200  | Whitfield   | 2016   |
| Athletic shoes   | 160  | Cherokee  | 2016   |
| Plastic automotive components for engine compartment powertrain applications compartment powertrain applications | 120  | Gwinnett  | 2015   |
| Vinyl plank and tiles  | 150  | Whitfield   | 2014   |
| Tires  | 650  | Bartow  | 2013   |
| Tires  | 400  | Bibb  | 2013   |
| Plastic automotive interiors   | 200  | Carroll   | 2013   |
| Plastic fuel tanks   | 200  | Carroll   | 2013   |
| Molded injection auto parts  | 113  | Floyd   | 2012   |
|  | Home and food storage, kitchenware, infant and juvenile products  Diversified packaging  HVAC duct liner insulation  Tires  Vinyl plank and tiles  Athletic shoes  Plastic automotive components for engine compartment powertrain applications compartment powertrain applications  Vinyl plank and tiles  Tires  Tires  Plastic automotive interiors  Plastic fuel tanks | Home and food storage, kitchenware, infant and juvenile products  Diversified packaging 130  HVAC duct liner insulation 1,042  Tires 1,000  Vinyl plank and tiles 200  Athletic shoes 160  Plastic automotive components for engine compartment powertrain applications compartment powertrain applications Vinyl plank and tiles 150  Tires 650  Tires 400  Plastic automotive interiors 200  Plastic fuel tanks 200 | Home and food storage, kitchenware, infant and juvenile products  Diversified packaging  HVAC duct liner insulation  Tires  1,000  Troup  Vinyl plank and tiles  Athletic shoes  Plastic automotive components for engine compartment powertrain applications  Compartment powertrain applications  Vinyl plank and tiles  150  Whitfield  Gwinnett  Whitfield  Tires  650  Bartow  Tires  400  Bibb  Plastic automotive interiors  200  Carroll |

Georgia offers an abundant supply of skilled employees with a variety of technical backgrounds.

| SOC     | Description   | Employed in<br>Plastics and<br>Rubber Indus | Employed in<br>All Industries | % Plastics<br>Employment | Median Hour<br>Earnings |
|---------|---|---|-------------------------------|--------------------------|-------------------------|
| 11-1021 | General and Operations Managers   | 465   | 95,214                        | 0.5%                     | \$44.45                 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing,<br>Except Technical and Scientific Products | 432   | 61,053                        | 0.7%                     | \$26.21                 |
| 43-5071 | Shipping, Receiving, and Traffic Clerks   | 466   | 23,640                        | 2.0%                     | \$14.33                 |
| 49-9041 | Industrial Machinery Mechanics  | 499   | 12,371                        | 4.0%                     | \$21.59                 |
| 49-9071 | Maintenance and Repair Workers, General   | 522   | 49,415                        | 1.1%                     | \$16.34                 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers                                      | 1,109                                       | 21,954                        | 5.1%                     | \$25.97                 |
| 51-2092 | Team Assemblers   | 2,478                                       | 50,347                        | 4.9%                     | \$13.48                 |
| 51-4021 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic                | 1,346                                       | 2,733                         | 49.2%                    | \$16.16                 |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic         | 387   | 4,292                         | 9.0%                     | \$15.08                 |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters,<br>Operators, and Tenders, Metal and Plastic  | 2,261                                       | 4,159                         | 54.4%                    | \$15.22                 |
| 51-6091 | Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers       | 420   | 3,072                         | 13.7%                    | \$16.23                 |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders            | 753   | 2,390                         | 31.5%                    | \$17.05                 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers  | 826   | 16,721                        | 4.9%                     | \$15.79                 |
| 51-9111 | Packaging and Filling Machine Operators and Tenders   | 477   | 16,707                        | 2.9%                     | \$13.01                 |
| 51-9197 | Tire Builders   | 1,526                                       | 1,671                         | 91.4%                    | \$16.68                 |
| 51-9198 | HelpersProduction Workers   | 436   | 15,883                        | 2.7%                     | \$11.12                 |
| 53-7051 | Industrial Truck and Tractor Operators  | 491   | 30,831                        | 1.6%                     | \$14.50                 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand  | 667   | 123,389                       | 0.5%                     | \$11.63                 |
| 53-7064 | Packers and Packagers, Hand   | 588   | 25,433                        | 2.3%                     | \$9.99                  |
|         | Total   | 16,147                                      | 561,274                       | 2.9%                     | \$17.62                 |

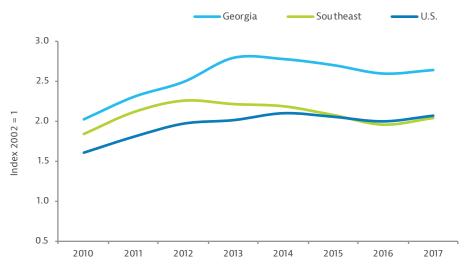
Source: EMSI, 2018.Q2

Sources: Public announcements; Georgia Power Community & Economic Development, 2018
\*Number of new employees, not total employees. In addition, company may delay actual job creation or have experienced downsizing since announcement thus employment number may not match employment listed at the end of publication.

# The plastics and rubber product manufacturing industry thrives in Georgia.

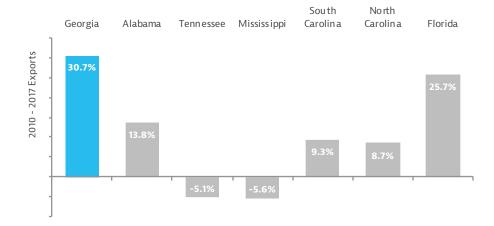
Georgia ranks first among southeastern states for plastics and rubber products manufacturing export growth between 2010 and 2017. Georgia's exports in this industry grew nearly three times as fast as those for the Southeast as a whole during this period. In 2017 alone, total plastics and rubber products exports reached \$733 million.

### Plastics and rubber products exports outpace the Southeast and U.S.



Source: U.S. Trade® Online, Foreign Trade Division, U.S. Census Bureau, 2018 (2017 data)

### Georgia experienced the largest exports increase in the Southeast from 2010 to 2017.



Source: U.S. Trade® Online, Foreign Trade Division, U.S. Census Bureau, 2018 (2017 data)

## 2007 to 2017 Plastics and Rubber Products Exports Growth

81.6%

Georgia

34.8%

Southeast

43.6%

U.S.

Source: U.S. Trade® Online, Foreign Trade Division, U.S. Census Bureau, 2018 (2017 data)

## Top Employers in Largest Industry Subgroups

| Other Plastic Pr<br>Manufacturi  |       |
|----------------------------------|-------|
| Decostar Industries              | 1,000 |
| Newell Brands Inc.               | 540   |
| Solvay Specialty<br>Polymers LLC | 535   |

| Plastics Packaging          |     |  |
|-----------------------------|-----|--|
| Printpack Inc.              | 750 |  |
| Pactiv LLC                  | 745 |  |
| SKC Inc.                    | 300 |  |
| Solvay Advanced<br>Polymers | 500 |  |

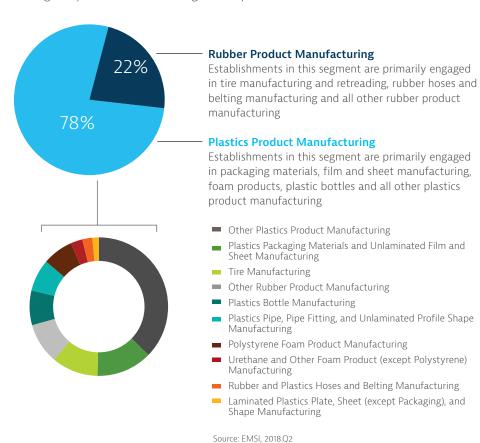
| Rubber Products Mai | nufacturing |
|---------------------|-------------|
| Freudenberg-NOK     | 935         |
| IVC US Inc.         | 300         |
| IMS Gear GmbH       | 300         |

| Tire Manufacturing 8 | k Retreading |
|----------------------|--------------|
| Toyo Tire & Rubber   | 1,200        |
| Sentury Tire USA     | 1,000        |
| Kumho Tire USA Inc.  | 470          |

Source: Plastics and Rubber Manufacturing Products Database, Georgia Power Community & Economic Development. 2018

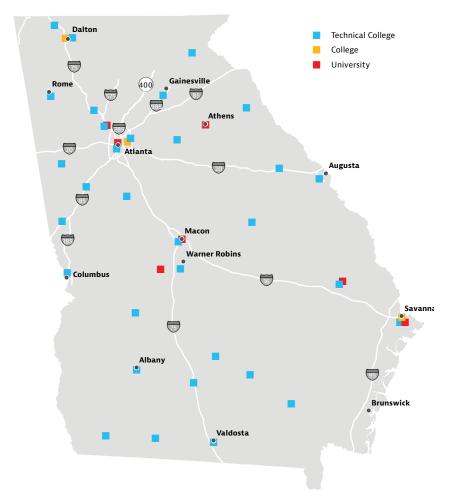
# Georgia's manufacturers produce diverse products.

The industry NAICS classifications used in this study are in the 326 family, Plastics and Rubber Product Manufacturing. Plastics product manufacturing accounts for approximately 78 percent of the industry while rubber product manufacturing accounts for nearly 22 percent. Within the plastics product manufacturing industry, companies producing various non-traditional plastics products comprise nearly 40 percent, offering existing and potential customers significant product diversification.



# Georgia's exceptional colleges and universities support the state's industries.

Georgia is home to more than 40 technical schools, colleges and universities that offer a variety of chemical-related degree and certificate programs. To serve ongoing training needs, the Technical College System of Georgia (TCSG) offers programs to both develop a pipeline of pre-qualified new workers and enhance the skills of existing workers. Programs include two-year degrees, one-year diplomas and fast-track certificates in many relevant fields. For more information on Georgia's technical college system, visit www.tcsg.edu.



Note: Locations mapped are either main campuses or satellite campuses offering chemical and plastics-related programs listed below.

Sources: IPEDS, National Center for Education Statistics; Technical College System of Georgia (TCSG), EMSI, 2018.Q2.

| University / College Programs                      |
|--|
| Chemical Engineering                               |
| Electrical and Electronics<br>Engineering          |
| Industrial and Product Design                      |
| Industrial Engineering                             |
| Materials Engineering                              |
| Mechanical Engineering                             |
| Scientific Technology<br>(Chemistry Concentration) |

| Technical College Programs*  |
|--|
| Chemical Operations Technology   |
| Electrical, Electronic and Communications Engineering<br>Technology/Technician |
| Electromechanical Technology/Electromechanical Engineering<br>Technology       |
| Electronics-Computer Engineering Technology                                    |
| Industrial Systems Technology  |
| Industrial Technology/Technician   |
| Mechanical Engineering/Mechanical Technology/Technician                        |
|  |

Offers degree, diploma or technical certificate of credit (TCC). May offer either one or more programs listed above or other programs applicable to chemical and plastics manufacturing industry not listed Note: There may be other institutions offering programs applicable to chemical and plastics manufacturing industry not listed or rendered on map above.

### Main and Satellite Campuses Offering Programs Applicable to the Industry

Albany Technical College

| Albany Technical College                                     |
|--|
| Athens Technical College - Elbert County                     |
| Athens Technical College - Walton Career<br>Academy          |
| Atlanta Technical College                                    |
| Augusta Technical College                                    |
| Augusta Technical College - Thomson-<br>McDuffie             |
| Bainbridge State College                                     |
| Central Georgia Technical College                            |
| Central Georgia Technical College - Macon                    |
| Chattahoochee Technical College                              |
| Chattahoochee Technical College - North<br>Metro Campus      |
| Coastal Pines Technical College                              |
| Columbus Technical College                                   |
| Dalton State College   |
| DeVry University   |
| Fort Valley State University                                 |
| Georgia Institute of Technology                              |
| Georgia Northwestern Technical College                       |
| Georgia Northwestern Technical College -<br>Catoosa County   |
| Georgia Northwestern Technical College -<br>Whitfield County |
| Georgia Piedmont Technical College -<br>Clarkston            |
| Georgia Southern University                                  |
| Kennesaw State University                                    |
| Lanier Technical College                                     |
| Mercer University  |
| Moultrie Technical College - Tift County                     |
| North Georgia Technical College                              |
| Oconee Fall Line Technical College                           |
| Ogeechee Technical College                                   |
| Savannah College of Art & Design                             |
| Savannah State University                                    |
| Savannah Technical College                                   |
| South Georgia College  |
| South Georgia Technical College                              |
| Southern Crescent Technical College                          |
| Southern Regional Technical College                          |
| University of Georgia  |
| West Georgia Technical College - Carroll<br>County           |
| West Georgia Technical College - Coweta<br>County            |
| West Georgia Technical College - LaGrange<br>East            |
| Wiregrass Georgia Technical College                          |
| Wiregrass Georgia Technical College - Ben Hill<br>County     |
| Wiregrass Georgia Technical College - Coffee                 |

More than 50 percent of Georgia Tech's graduates stay in Georgia after graduating, due to the state's appeal to a young and educated workforce.

Source: Career and Salary Survey Results, Office of Assessment, Georgia Institute of Technology.

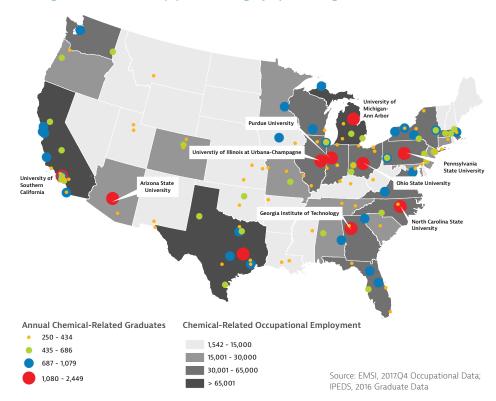
The number of engineering students enrolled at the University of Georgia quintupled from 2013 to 2017.

Source: University of Georgia, College of Engineering.

# Georgia boasts one of the most concentrated plastics-related employment and university centers in the nation.

The Georgia Institute of Technology is the highest producer of graduates in fields applicable to the plastic and rubber product manufacturing industries. In addition to Georgia Tech, several other Georgia universities offer strong engineering programs, including Kennesaw State University and the University of Georgia.

### Georgia offers a robust pipeline of highly-qualified graduates.



#### **Classification Programs Used Above**

| CIP*    |  |
|---------|--|
| Code    | CIP Description  |
| 14.0701 | Chemical Engineering   |
| 14.1001 | Electrical and Electronics Engineering   |
| 14.1801 | Materials Engineering  |
| 14.1901 | Mechanical Engineering   |
| 14.3201 | Polymer/Plastics Engineering   |
| 14.3501 | Industrial Engineering   |
| 14.4101 | Electromechanical Engineering  |
| 15.0303 | Electrical, Electronic and Communications Engineering<br>Technology/Technician |
| 15.0403 | Electromechanical Technology/Electromechanical<br>Engineering Technology       |
| 15.0607 | Plastics and Polymer Engineering Technology/Technician                         |
| 15.0612 | Industrial Technology/Technician   |
| 15.0615 | Chemical Engineering Technology/Technician                                     |
| 15.0805 | Mechanical Engineering/Mechanical Technology/Technician                        |
| 15.1305 | Electrical/Electronics Drafting and Electrical/Electronics<br>CAD/CADD         |
| 15.1306 | Mechanical Drafting and Mechanical Drafting CAD/CADD                           |
| 40.1000 | Materials Sciences   |
| 50.0404 | Industrial and Product Design  |

<sup>\*</sup>Classification of Instructional Programs

Note: Georgia Tech offers a materials engineering program in lieu of plastics / polymer engineering Sources: EMSI, 2017.Q4

#### **Occupations Used Above**

| Occupation<br>Code | Ossupation Title                                      |
|--------------------|---|
|                    | Occupation Title                                      |
| 17-2041            | Chemical Engineers                                    |
| 17-2071            | Electrical Engineers                                  |
| 17-2072            | Electronics Engineers, Except<br>Computer             |
| 17-2112            | Industrial Engineers                                  |
| 17-2131            | Materials Engineers                                   |
| 17-2141            | Mechanical Engineers                                  |
| 17-3012            | Electrical and Electronics Drafters                   |
| 17-3013            | Mechanical Drafters                                   |
| 17-3023            | Electrical and Electronics<br>Engineering Technicians |
| 17-3024            | Electro-Mechanical Technicians                        |
| 17-3026            | Industrial Engineering Technicians                    |
| 19-2032            | Materials Scientists                                  |
| 27-1021            | Commercial and Industrial<br>Designers                |

# Georgia's technology resources are cutting-edge.

Georgia is home to some of the world's top research and technology resources. These resources are dedicated to keeping Georgia's manufacturers, especially in the plastics and rubber product industry, on the leading edge of productivity advancements.

### Georgia's Centers of Innovation

A division of the Georgia Department of Economic Development, Georgia has six centers of innovation readily available to businesses: aerospace, agribusiness, energy, information technology, logistics and manufacturing. Directly related to the plastics and rubber product industry are:

Georgia Center of Innovation for Manufacturing (COIM): The Georgia Center of Innovation for Manufacturing helps manufacturing operations all over the state tap into university research partners and access new markets through product and process development assistance, technology transfer, access to equipment and a wide industry network. Located within the Georgia Tech Manufacturing Institute, the Center has direct access to a number of industry experts who can provide customized solutions to Georgia manufacturers and give them the opportunity to test new technologies before implementing costly process changes. For more information, visit Manufacturing.Georgialnnovation.org

The Georgia Center of Innovation for Manufacturing offers the following services:

- Access to university-level research and development
- · Expedited product commercialization
- Manufacturing process and systems development
- · Industry-specific business intelligence
- Access to technical college workforce training programs

### **Professional Groups and Trade Associations**

| American Chemical Council* – Plastics Division           | plastics.americanchemistry.com |
|--|--------------------------------|
| American Mold Builders Association (AMBA)                | www.amba.org                   |
| Manufacturers Association for Plastics Processors (MAPP) | www.mappinc.com                |
| Materials Research Society (MRS)                         | www.mrs.org                    |
| Plastics Institute of America (PIA)                      | www.plasticsinstitute.org      |
| Plastics Pioneers Association (PPA)                      | www.plasticspioneers.org       |
| Rubber Manufacturers Association (RMA)                   | www.rma.org                    |
| Society of Plastics Engineers (SPE)                      | www.4spe.org                   |
| Society of the Plastics Industry (SPI)                   | www.plasticsindustry.org       |
| The Fertilizer Institute (TFI)                           | www.tfi.org                    |

\*Association has a Georgia or Southeastern chapter Note: AlCheE's chapter is at Georgia Tech

### Quick Start Offers Invaluable Services to Georgia's Manufacturers

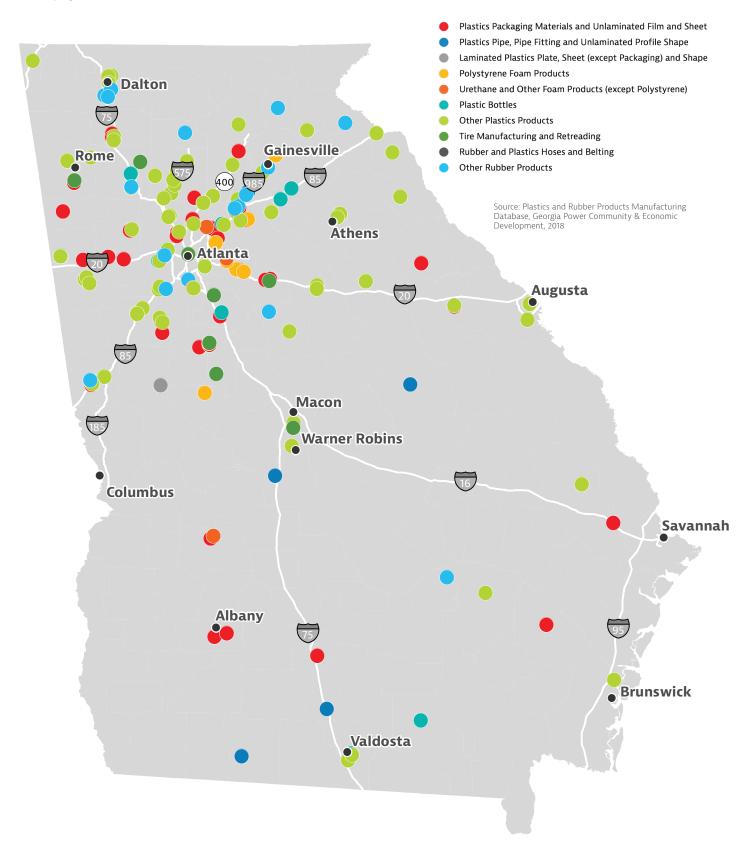
"I've done five new plant startups in five different states in the Southeast, and Georgia's the only one that actually provided the resources like Ouick Start does."

**Jim Hawk**, Chairman & CEO, Toyo Tire North America Manufacturing, Inc.

Source: Georgia Quick Start website, 2017

### Plastics and Rubber Product Manufacturing Companies

50+ employees



### Plastics and Rubber Manufacturing Facilities in Georgia (50 or more employees)

Grouped by Industry and Ranked Alphabetically

| Company                           | Employment | Line of Business   | City           | County    |
|-----------------------------------|------------|--|----------------|-----------|
|                                   |            | NAICS 32611: Plastics Packaging Materials, Film & Sheet  |                |           |
| Pactiv LLC/Plant                  | 625        | Foodservice/food packaging used by supermarket, packer/processor and restaurant industries   | Covington      | Newton    |
| SKC Inc.                          | 300        | Air sample pumps, sorbent tubes, gas sample bags, passive samplers, size-<br>selective samplers and filters for the industrial hygiene, occupational health,<br>safety and environmental markets | Covington      | Newton    |
| Winpak Films Inc.                 | 300        | Polyethylene flexible packaging for the protection of perishable food, beverage and in health care applications; rigid plastic sheets  | Senoia         | Coweta    |
| Berry Global                      | 273        | Agricultural, polyvinyl chloride (PVC) stretch, polyvinyl chloride (PVC shrink) and custom films   | Griffin        | Spalding  |
| Printpack Inc.                    | 250        | Flexible and specialty rigid packaging   | Atlanta        | Cobb      |
| Printpack Inc.                    | 250        | Flexible and specialty rigid packaging   | Villa Rica     | Carroll   |
| Printpack Inc.                    | 250        | Flexible and specialty rigid packaging   | Villa Rica     | Carroll   |
| Bagcraft Packaging                | 220        | Plastics packaging for foodservice   | Norcross       | Gwinnett  |
| TMP Geosynthetics                 | 215        | Geogrids, geotextiles, geocells and engineering fibers   | Alpharetta     | Fulton    |
| TM Polyfilm Inc.                  | 200        | Sheeting and custom polyethylene films   | Valdosta       | Lowndes   |
| Inline Plastics Corp.             | 199        | Manufactures food packaging plastic containers for use with bakery, fresh cut fruit, deli, produce and a variety of other industries   | McDonough      | Henry     |
| Newell Brands Inc.                | 180        | R&D Center; Home and food storage, kitchenware, infant and juvenile products   | Sandy Springs  | Fulton    |
| Jindal Films Americas LLC         | 175        | PE resin for packaging, consumer and industrial products   | LaGrange       | Troup     |
| Western Plastics Inc.             | 160        | Industrial and foodservice films and wraps   | Calhoun        | Gordon    |
| Heritage Bag Co.                  | 150        | High and low density trash bags; food, health care and compostable bags  | Villa Rica     | Douglas   |
| ORAFOL Americas                   | 140        | Polyvinyl chloride (PVC) transparent and laminating films; vinyl shrink-wrap   | Ellabell       | Bryan     |
| Berry Global                      | 135        | Agricultural, personal care, medical and industrial films  | Washington     | Wilkes    |
| Fort Dearborn Co.                 | 130        | Shrink and stretch sleeve labels   | Dawsonville    | Dawson    |
| Coveris                           | 129        | Plastic film rollstock, bags and pouches; high performance monolayer films   | Tifton         | Tift      |
| Pactiv LLC                        | 120        | Foodservice/food packaging used by supermarket, packer/processor and restaurant industries   | Conyers        | Rockdale  |
| LG Hausys America Inc.            | 115        | Vinyl, protection and specialty films  | Atlanta        | Cobb      |
| Web Industries Inc.               | 110        | Composite fibers for commercial and military aircraft  | Suwanee        | Gwinnett  |
| Coveris                           | 104        | Plastic film rollstock, bags and pouches; high performance monolayer films   | Griffin        | Spalding  |
| Amcor Tobacco Packaging           | 96         | Packaging for food and medical industries, among other industries  | Peachtree City | Fayette   |
| Crespac Inc.                      | 75         | Thermoformed parts and packaging   | Tucker         | DeKalb    |
| Quality Packaging Industries Inc. | 75         | Full-service contract packaging  | Albany         | Dougherty |
| Packaging Products Corp.          | 70         | Flexible packaging   | Rome           | Floyd     |
| Berry Global                      | 70         | Food and beverage wrap films; medical and personal films; shrink and barrier films   | Dalton         | Whitfield |
| Coveris                           | 67         | Flexible packaging including roll stock, bags, pouches and specialty packaging   | Albany         | Dougherty |
| Cadillac Products Packaging Co.   | 65         | Flexible packaging for medical industry; industrial films; military packaging  | Dallas         | Paulding  |
| WNA Inc.                          | 65         | Agricultural, stretch and custom polyethylene film; sheeting for the building industry, flexible packaging, containers, closures   | Bremen         | Haralson  |
| Austin Urethane Inc.              | 65         | Plastics film and sheet, manufactures plastic bags   | Americus       | Sumter    |
| Pitt Plastics Inc.                | 60         | Food and utility bags, hospital isolation bags   | Morrow         | Clayton   |
| Amcor Inc.                        | 60         | Packaging products for food and pharmaceutical industries, among other industries  | Thomson        | Mcduffie  |
| EAM Corp.                         | 60         | Absorbent cores for feminine, adult, infant, pet and medical care  | Jesup          | Wayne     |
| Kimoto Tech Inc.                  | 56         | Polyethylene film; film coating products   | Cedartown      | Polk      |
| All American Poly                 | 50         | Bottles for the beverage, food and personal care market segments   | Lawrenceville  | Gwinnett  |
| Berry Global                      | 50         | Stretch films for processing and central packaging, re-roll converting and industrial applications   | Calhoun        | Gordon    |
| Total                             | 5,714      |  |                |           |

| Company  | Employment                                | Line of Business   | City   | County  |
|--|---|--|--|---|
|  |   | NAICS 32612: Plastics Pipes, Fittings & Profile Stampings  |  |   |
| Georgia Pipe Co.   | 100                                       | Rigid polyvinyl chloride (PVC) pipes for both traditional power-wiring and new low-voltage applications  | Thomasville  | Thomas  |
| JM Eagle   | 100                                       | Polyvinyl chloride (PVC), high-density polyethylene and cross-linked polyethylene (PEX) pipes  | Adel   | Cook  |
| Dura-Line  | 70  | Manufactures polyethylen pipes (PE) for the water, sewer, oil, gas and duct markets  | Sandersville   | Washington  |
| Nyloplast  | 70  | Plastic underground storm drainage systems   | Buford   | Gwinnett  |
| Advanced Drainage Systems Inc.   | 50  | High-density polyethylene (HDPE) pipes for storm and sanitary sewage, agricultural drainage, road and highway construction   | Perry  | Houston   |
| Total  | 390                                       |  |  |   |
|  |   | NAICS 32613: Laminated Plastics Plate, Sheet & Shapes  |  |   |
| Crown Technology LLC   | 50  | Thermoplastic materials for pavement demarcation   | Woodbury   | Meriwether  |
| Total  | 50  |  |  |   |
|  |   | NAICS 32614: Polystyrene Foam Products   |  |   |
| Dart Container Corp.   | 500                                       | Insulated foam cups, containers and lids   | Lithonia   | DeKalb  |
| Dart Container Corp.   | 350                                       | Plastic cups, lids and straws  | Conyers  | Rockdale  |
| Dart Container Corp.   | 225                                       | Plastic cups, lids and straws  | Augusta  | Richmond  |
| Dart Container Corp.   | 158                                       | Finished injection molded plastic products; industrial molds   | Thomaston  | Upson   |
| Wlnc.up  | 150                                       | Foam disposable cups, bowls, containers and lids   | Stone Mountain   | DeKalb  |
| Dolco Packaging  | 130                                       | Polystyrene foam products for the food industry including egg packaging  | Lawrenceville  | Gwinnett  |
| Cellofoam North America Inc.   | 100                                       | Expanded polystyrene (EPS) insulation building products  | Conyers  | Rockdale  |
| Latham Pool Products   | 60  | Structural foam products   | Suwanee  | Gwinnett  |
| Wlnc.up  | 60  | Foam disposable cups, bowls, containers and lids   | Stone Mountain   | DeKalb  |
| ACH Foam Technologies LLC  | 50  | Expanded polystyrene (EPS) products including roof insulation, geofoam and structural insulated panels   | Gainesville  | Hall  |
| Total  | 1,783                                     | NAMES ADDRESS OF A STATE OF A STA |  |   |
| Onella lagginting lag  | 15.0                                      | NAICS 32615: Urethane & Other Foam Product   | Danavilla  | DaKalla   |
| OneUp Innovations Inc.   | 150                                       | Special purpose pillows and foam furniture   | Doraville  | DeKalb  |
| Woodbridge Foam Corp.  Elite Comfort Solutions   | 135                                       | Foam products for the automotive industry  Flexible polyurethane for furniture, bedding, medical, packaging, novelty and   | Lithonia   | DeKalb  |
| Total  | 100<br>385                                | industrial applications  | Americus   | Sumter  |
| Total  | 385                                       | NAICS 32616: Plastic Bottles   |  |   |
| Lee Container Corp.  | 225                                       | High-density polyethylene blow molded containers for crop protection, lubricants, pet care, beverage, specialty and household products   | Homerville   | Clinch  |
| ALPLA Inc.   | 200                                       | Plastic bottles and caps for beverages, food, beauty and home care markets   | McDonough  | Henry   |
| CKS Packaging Inc.   |   | Plastic bottles for food, health care, household chemical and automotive   | Atlanta  | Fulton  |
|  | 200                                       | aftermarket industries   | Atlanta  | 1 dicon   |
| CKS Packaging Inc.   | 120                                       | aftermarket industries  Plastic bottles for food, health care, household chemical and automotive aftermarket industries  | Atlanta  | Fulton  |
| CKS Packaging Inc. Plastipak Packaging Inc.  |   | Plastic bottles for food, health care, household chemical and automotive   |  |   |
|  | 120                                       | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  | Atlanta  | Fulton  |
| Plastipak Packaging Inc.   | 120                                       | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household,  | Atlanta<br>Atlanta   | Fulton<br>Fulton  |
| Plastipak Packaging Inc. Resilux America LLC   | 120<br>120<br>100                         | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty,   | Atlanta<br>Atlanta<br>Pendergrass  | Fulton Fulton Jackson                                       |
| Plastipak Packaging Inc.  Resilux America LLC  CKS Packaging Inc.  | 120<br>120<br>100<br>85                   | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty, personal care, automotive, medical, chemical and solutions  Bottle containers for branded food and beverages, personal care and specialty   | Atlanta Atlanta Pendergrass Atlanta  | Fulton Fulton Jackson Fulton                                |
| Plastipak Packaging Inc.  Resilux America LLC  CKS Packaging Inc.  Graham Packaging Co. LP   | 120<br>120<br>100<br>85<br>80             | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty, personal care, automotive, medical, chemical and solutions  Bottle containers for branded food and beverages, personal care and specialty products  | Atlanta Atlanta Pendergrass Atlanta Cartersville                           | Fulton Fulton Jackson Fulton Bartow                         |
| Plastipak Packaging Inc.  Resilux America LLC  CKS Packaging Inc.  Graham Packaging Co. LP  CKS Packaging Inc.                               | 120<br>120<br>100<br>85<br>80<br>60       | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty, personal care, automotive, medical, chemical and solutions  Bottle containers for branded food and beverages, personal care and specialty products  Plastic bottles  Plastic bottles for personal care, food, health care, household and automotive   | Atlanta Atlanta Pendergrass Atlanta Cartersville Atlanta                   | Fulton Fulton Jackson Fulton Bartow Fulton                  |
| Plastipak Packaging Inc.  Resilux America LLC  CKS Packaging Inc.  Graham Packaging Co. LP  CKS Packaging Inc.  Silgan Plastics Corp.        | 120<br>120<br>100<br>85<br>80<br>60       | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty, personal care, automotive, medical, chemical and solutions  Bottle containers for branded food and beverages, personal care and specialty products  Plastic bottles  Plastic bottles for personal care, food, health care, household and automotive markets  Blow molded plastic bottles and containers, including HDPE and polyethylene  | Atlanta Atlanta Pendergrass Atlanta Cartersville Atlanta Norcross          | Fulton Fulton Jackson Fulton Bartow Fulton Gwinnett         |
| Plastipak Packaging Inc.  Resilux America LLC  CKS Packaging Inc.  Graham Packaging Co. LP  CKS Packaging Inc.  Silgan Plastics Corp.  Comar | 120<br>120<br>100<br>85<br>80<br>60<br>60 | Plastic bottles for food, health care, household chemical and automotive aftermarket industries  Plastic bottles for cold fill and hot fill beverage products  Polyethylene terephthalate (PET) containers for the food, household, cosmetics, personal hygiene, pharmaceutical markets  Blow-molded plastic containers for food, beverage, health and beauty, personal care, automotive, medical, chemical and solutions  Bottle containers for branded food and beverages, personal care and specialty products  Plastic bottles  Plastic bottles for personal care, food, health care, household and automotive markets  Blow molded plastic bottles and containers, including HDPE and polyethylene terephthalate (PET) containers   | Atlanta Atlanta Pendergrass Atlanta Cartersville Atlanta Norcross Hoschton | Fulton Fulton Jackson Fulton Bartow Fulton Gwinnett Jackson |

| Company                        | Employment | Line of Business   | City           | County    |
|--------------------------------|------------|--|----------------|-----------|
|                                |            | NAICS 32619: All Other Plastic Products  |                |           |
| Decostar Industries            | 1,000      | Automotive exterior and interior systems   | Carrollton     | Carroll   |
| Neaton Rome Inc.               | 500        | Molded injection auto parts  | Rome           | Floyd     |
| LG Hausys America Inc.         | 380        | Vinyl, protection and specialty films  | Adairsville    | Gordon    |
| PIOLAX Corp.                   | 380        | Plastic and metal fasteners and precision strings for automotive industry  | Canton         | Cherokee  |
| Sonoco Products Co.            | 362        | Consumer packaging, industrial products protective packaging and packaging supply chain services   | Fairburn       | Fulton    |
| Newell Brands Inc.             | 360        | Home and food storage, kitchenware, infant and juvenile products   | Sandy Springs  | Fulton    |
| Porex Corp.                    | 350        | Porous plastic components for the health care, industrial and consumer markets   | Fairburn       | Fulton    |
| Seoyon E-Hwa Georgia           | 340        | Automotive interior plastic parts, door trim   | LaGrange       | Troup     |
| Lake Region Medical            | 300        | Injection molded components and extrusions for the medical industry  | Trenton        | Dade      |
| Solvay Specialty Polymers LLC  | 300        | Injection molded plastic products  | Alpharetta     | Forsyth   |
| TI Automotive                  | 280        | Fluid carrying systems; steel pipe and tubes; powertrain and plastic tank systems  | Cartersville   | Bartow    |
| Schuetz Container Systems Inc. | 250        | Liquid and dry filling containers  | Winder         | Barrow    |
| Solvay Specialty Polymers LLC  | 235        | Plastic cases; plasticizers  | Augusta        | Richmond  |
| TI Automotive                  | 232        | Motor vehicle plastic fuel systems and parts   | Lavonia        | Hart      |
| Dart Container Corp.           | 225        | Plastic cups, lids and straws  | Augusta        | Richmond  |
| BWAY Corp./Plastics Div        | 220        | Plastic open head pails and drums  | Newnan         | Coweta    |
| CI Rotomolding USA             | 220        | Customized rotomolding   | Decatur        | DeKalb    |
| Kason Industries Inc.          | 220        | Vinyl traffic doors used in shipping and receiving docks   | Newnan         | Coweta    |
| Thomson Plastics Inc.          | 210        | Custom injection molded plastic products for the automotive industry and other industries  | Thomson        | McDuffie  |
| Mannington Mills Inc.          | 200        | Vinyl flooring and tiles   | Madison        | Morgan    |
| Marglen Industries Inc.        | 200        | PET recycling  | Rome           | Floyd     |
| Yachiyo of America             | 200        | Plastic fuel tanks   | Carrollton     | Carroll   |
| MollerTech LLC                 | 185        | Plastic interior assemblies for the auto industry  | Elberton       | Elbert    |
| MTI Baths Inc.                 | 180        | Plastic plumbing fixtures  | Buford         | Gwinnett  |
| ITW DaeLim USA                 | 175        | Injection molded interior and exterior assemblies for automotive industry  | LaGrange       | Troup     |
| Comfort View Products LLC      | 170        | Vinyl windows  | Newnan         | Coweta    |
| SKAPS Industries Inc.          | 160        | High-density polyethylene (HDPE) geonets used in environmental drainage control  | Athens         | Clarke    |
| Flambeau Inc.                  | 150        | Injection molded plastic auto parts, coolant bottles, ductwork, etc.   | Madison        | Morgan    |
| Primex Plastics Corp.          | 150        | Custom polystyrene sheets  | Oakwood        | Hall      |
| Scholle IPN Atlanta Corp.      | 150        | Injection molded finished plastics   | Peachtree City | Fayette   |
| Yasufuku USA Inc.              | 150        | Plastic windows  | LaGrange       | Troup     |
| Beauflor USA                   | 130        | Cushion vinyl rolls, luxury vinyl planks/tiles and laminate for residential and commerical applications  | White          | Bartow    |
| BWAY Corp./Plastics Div        | 130        | Rigid plastic containers for consumer and industrial uses; specialty products including recycling bins and medical containers  | LaGrange       | Troup     |
| Pak-Lite Inc.                  | 130        | Automotive gaskets and parts, protective film applications   | Suwanee        | Gwinnett  |
| Silgan Closures                | 130        | Plastic bottle caps  | Athens         | Clarke    |
| Parkway Products LLC           | 125        | Precision plastic injection molding, interior trims, safety restraints, seat belts, steering wheels, etc. Miscellaneous mold making and precision molding for the health care and packaging industries | Marietta       | Cobb      |
| Tensar Corp.                   | 125        | Structural geogrids, panel wall systems,   | Morrow         | Clayton   |
| Rehrig Pacific Co.             | 120        | Plastic pallets, containers, bins, trays, crates, carts and pails  | Lawrenceville  | Gwinnett  |
| Vernay Manufacturing           | 120        | Plastic valves   | Griffin        | Spalding  |
| MA Industries Inc.             | 105        | Porous plastics for medical, industrial and consumer industries  | Peachtree City | Fayette   |
| ERB Industries Inc.            | 100        | Plastic pallets  | Woodstock      | Cherokee  |
| Freudenberg Texbond LP         | 100        | Extrudes products from recycled plastics used in the construction industry   | Macon          | Bibb      |
| Letica Corp.                   | 100        | Rigid and foodservice packaging including pails, cups and lids   | Valdosta       | Lowndes   |
| Magnolia Windows & Doors LLC   | 100        | Plastic windows  | Baldwin        | Habersham |

| Company E                                   | mployment | Line of Business  | City        | County    |
|---|-----------|---|-------------|-----------|
| Norton Packaging Inc.                       | 100       | Plastic buckets   | Monticello  | Jasper    |
| Polyair Inter Pack Inc.                     | 100       | Roll stock, pouches, bubble wraps, mailers  | Atlanta     | Fulton    |
| RLR Industries Inc.                         | 100       | Injection molded products   | Mableton    | Cobb      |
| Superior Recreational Products              | 100       | Plastic molded products including slides, roofs and playground components   | Carrollton  | Carroll   |
| Enplas USA Inc.                             | 97        | High-precision engineered plastic products for the automotive, electronics, office automation, optical devices industry | Marietta    | Cobb      |
| PolyPortables LLC                           | 90        | Portable toilets, handwash stations   | Dahlonega   | Lumpkin   |
| MG International Inc.                       | 87        | Molded precision plastic auto parts   | Dallas      | Paulding  |
| Lawter Inc.                                 | 83        | Oil or alkyd vehicle or water thinned paints; plastics materials and resins;  | Baxley      | Appling   |
| M-D Building Products Inc.                  | 75        | Profiles and components for the door and window markets   | Brooklet    | Bulloch   |
| Schoen Insulation Services Inc.             | 75        | Non-metallic machined parts   | Canton      | Cherokee  |
| Consolidated Container Co. LP               | 70        | Containers for the food, household, personal, agricultural and automotive markets                                       | Atlanta     | Cobb      |
| EVCO Plastics                               | 70        | Truck interior cab components and exterior lights to HVAC and under the hood engine parts                               | Calhoun     | Gordon    |
| Sunbelt Plastic Extrusions                  | 70        | Injection molded products   | Centerville | Houston   |
| Crane Materials International Inc.          | 60        | Plastic and composite siding, fencing, decking, windows and advanced marine construction products                       | Ball Ground | Cherokee  |
| Fort Dearborn Co.                           | 60        | Film labels   | Brunswick   | Glynn     |
| ITW DaeLim USA                              | 60        | Injection molded interior and exterior assemblies   | LaGrange    | Troup     |
| Quality Holdings LLC                        | 60        | Custom bins and containers  | Hartwell    | Hart      |
| Tensar Corp.                                | 55        | Durable polymer grid products   | Alpharetta  | Fulton    |
| MAAX Inc.                                   | 50        | Bathroom plumbing fixtures  | Valdosta    | Lowndes   |
| Commercial Vehicle Group Inc.               | 50        | Systems and components for commercial vehicle cab interiors   | Dalton      | Whitfield |
| Creative Plastics LLC                       | 50        | Polyethylene, polystyrene and plexiglass composites   | Dalton      | Whitfield |
| GMB Plastics Inc.                           | 50        | Custom injection molded components for the medical, agricultural, industrial and automotive industries                  | Cumming     | Forsyth   |
| Nor-Ral Inc.                                | 50        | Plastic composites for the aerospace industry   | Canton      | Cherokee  |
| Schweitzer-Mauduit International Ind<br>SWM | 50        | Nets for agricultural, transportation and home applications   | Athens      | Clarke    |
| Tensar International Corp.                  | 50        | High-density polyethylene (HDPE) geogrids   | Alpharetta  | Fulton    |
| Underwood Mold Co. Inc.                     | 50        | Blow molded plastic product, sponge rubber products, plastic or rubber shoes molded to fabric                           | Woodstock   | Cherokee  |
| Schweitzer-Mauduit International Inc        | 50        | Nets for agricultural, transportation, and home applications  | Athens      | Clarke    |
| Tensar International Corp.                  | 50        | High-density polyethylene (HDPE) geogrids   | Alpharetta  | Fulton    |
| Underwood Mold Co. Inc.                     | 50        | Blow molded plastic product, sponge rubber products, plastic or rubber shoes molded to fabric                           | Woodstock   | Cherokee  |
| Total                                       | 11,761    |   |             |           |
|   |           | NAICS 32621: Tire Manufacturing & Retreading  |             |           |
| Toyo Tire North America Manufactur          | ing 1,200 | Tires for light trucks, SUVs and commercial vehicles  | White       | Bartow    |
| Sentury Tire North America                  | 1,000     | Tires and inner tubes   | LaGrange    | Troup     |
| Kumho Tire USA Inc.                         | 400       | Tires and inner tubes   | Macon       | Bibb      |
| Continental Tire the Americas LLC           | 210       | Tires for light trucks, SUVs and commercial vehicles  | Barnesville | Lamar     |
| Prometeon Tyre Group Co. Ltd                | 175       | Tires for cars, trucks and motorcycles  | Rome        | Floyd     |
| Bridgestone Bandag                          | 170       | Automotive tires  | Griffin     | Spalding  |
| Michelin Tread Technologies                 | 85        | Pre-molded tire treads  | Covington   | Newton    |
| Goodyear Tire & Rubber Co./Aviation         | Div 61    | Aircraft tire retreading  | Stockbridge | Henry     |
| Kumho Tire USA Inc.                         | 55        | Tires and inner tubes   | Atlanta     | Fulton    |
| Total                                       | 3,356     |   |             |           |

| Company                       | Employment     | Line of Business   | City         | County     |
|-------------------------------|----------------|--|--------------|------------|
|                               |                | NAICS 32622: Belting & Plastics Hoses & Belting  |              |            |
| Habasit America               | 300            | Conveyer and modular belts   | Suwanee      | Gwinnett   |
| Total                         | 300            |  |              |            |
| NA                            | ICS 32629: Rub | ber Product Manufacturing for Mechanical Use & All Other Rubber Produ  | ıct          |            |
| Freudenberg-NOK               | 635            | Gaskets, plastic precision moldings, oil seals and valve steam seals   | Cleveland    | White      |
| Freudenberg-NOK               | 300            | Rubber oil seals   | LaGrange     | Troup      |
| IMS Gear Georgia Inc.         | 300            | Plastic injection gear wheels  | Gainesville  | Hall       |
| IVC US Inc.                   | 300            | Vinyl planks and tiles   | Dalton       | Whitfield  |
| Millennium Mat Co. LLC        | 250            | Rubber mats used in carpet leasing industry  | Suwanee      | Gwinnett   |
| QSR Inc.                      | 250            | Rubber silicone molded components for medical automotive and industrial use  | Jasper       | Pickens    |
| The Andersen Co.              | 200            | All-rubber mats, vinyl backed mats with rubber gripper backing   | Dalton       | Whitfield  |
| Boyd Corp.                    | 162            | Rubber water bottles; Extruded and molded rubber and plastic components for aerospace, automotive and various other industries | Fairburn     | Fulton     |
| Beaver Manufacturing Co. Inc. | 140            | Chemically treated industrial yarns  | Mansfield    | Newton     |
| ATCO Rubber Products Inc.     | 112            | Flexible ducts for heating, ventilating and air conditioning systems   | Cartersville | Bartow     |
| Geiger Automotive USA         | 93             | Automotive products for storage and management of liquids and gases  | Suwanee      | Gwinnett   |
| McPherson Manufacturing Corp. | 86             | Die cut gaskets for appliances   | Hazlehurst   | Jeff Davis |
| Preferred Compounding Corp.   | 80             | Black and color elastomeric compounding  | Tallapoosa   | Haralson   |
| Preferred Compounding Corp.   | 80             | Black and color elastomeric compounding  | Tallapoosa   | Haralson   |
| ASI Gem Plastics              | 50             | Plastic sheet extrusion  | Eastanollee  | Stephens   |
| KRAIBURG TPE Corp.            | 50             | Plastic resin  | Buford       | Gwinnett   |
| Vantage Industries            | 50             | Rug pads, industrial liners  | Atlanta      | Fulton     |
| KRAIBURG TPE Corp.            | 50             | Thermoplastic elastomers (TPEs)  | Buford       | Gwinnett   |
| Vantage Industries            | 50             | Rug pads, industrial liners  | Atlanta      | Fulton     |
| Total                         | 3,138          |  |              |            |

Georgia Power has been helping companies locate in our state for 90 years. We offer a full array of products and services available at no cost. To receive confidential, proven assistance, please contact one of our experienced professionals:

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