



750 N. BAKER DRIVE, ITASCA, IL 60143 • 1.800.419.4583 • F: 888.371.8314

My name is Irwin Katz, and I used to own the company. And when I owned the company, I did sales, and my partner, Chuck Siegel, took care of the inside. Chuck Siegel, my partner, came to me. We had known each other since we were seven, eight years old. And he had a previous business, and he was going to buy the business. So, Chuck was going to buy the company known as Chicago Box at the time and we changed the name to Chicago Glue Machine.

Well, I've stayed at Chicago Glue & Machine because this feels like home to me. I love to be challenged, and I feel like I get challenged every day. I feel like I've had the opportunity to develop professionally, but the other reasons are that I have an amazing boss and a great group of friends to work with.

Well, I originally joined the team because I had just moved to Chicago, and I needed a job. But I stayed with the team because I love working for the company. I love the small environment here where everybody knows everybody else.

(speaking in foreign language)-Yeah, I stay at CGM all this time because I feel like what I do here matters and I love the people that I've worked with, and I love the people that I've worked for.

I have been given so much opportunity to learn and grow and then as an owner to create that same environment for others.

My title is Director of Business Development, but I do more than that, so I'm not pigeonholed into one thing. I can go over here and work on this project if it's something that I like or stay focused more on the sales side of things. So, the flexibility to fit what I enjoy doing has been really nice.

I think one thing that makes the company different is that everybody from the top down is willing to try something. Whether it's filling in when it's needed because somebody is out on vacation, or somebody has an idea for a better way to improve a process or product. Everybody has a voice and everybody has a benefit.

This is an opportunity of mutual benefits as a person to contribute to an organization as well as the organization to appreciate and contribute and help with personal growth as well as company growth.

I feel like our culture is family-based. We're a team, we respect each other, and we also hold each other accountable to our actions. I belong to almost all of the committees, the Fiesta Committee, the SOS Committee, the All Inclusive and the Leadership Committee.

I am in the committee of SOS, because I would like to learn more about how to save the planet. I love to learn about how to recycle products and to help educate my family and friends



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Our primary goal for these events that we throw is making sure all of the employees feel welcome and appreciated. And whether it's with food or a fun event in Chicago who are outside, it's really important that everybody feels like they're part of the CGM family.

I like seeing the mentee get the benefit of interacting with somebody who can help them do any function of their job better or get to know somebody better. And then the part that I think is sneaky that I enjoy is that most of the mentors are like yeah I'll do it I'll help this person because that's the culture at CGM they want to be helpful. But then to see them actually get something out of working with that person because most of the time they'll come into it like, yeah, I'll talk to this person every week, whatever, and I'll help them with what they need. And then when you talk to him, you ask him, hey, how's it going? They'll say, yeah, you know, I was talking, and he's got some ideas about this, and you can feel the energy from them like, hey, these are good ideas. I want to help this person. And I don't think they ever even saw that side of the possibility.

The North Star is keeping the company strong so that everybody in it can grow. But as a smaller organization to be flexible and nimble means I need to be very flexible and nimble. I would want anybody joining the Chicago Glue team to know that our foundation is rooted in an entrepreneurial spirit. And if you're interested in growing and learning and being supported when that's easy and when it's hard and you have the initiative and the resilience to get through it, we're going to be a good home for you.