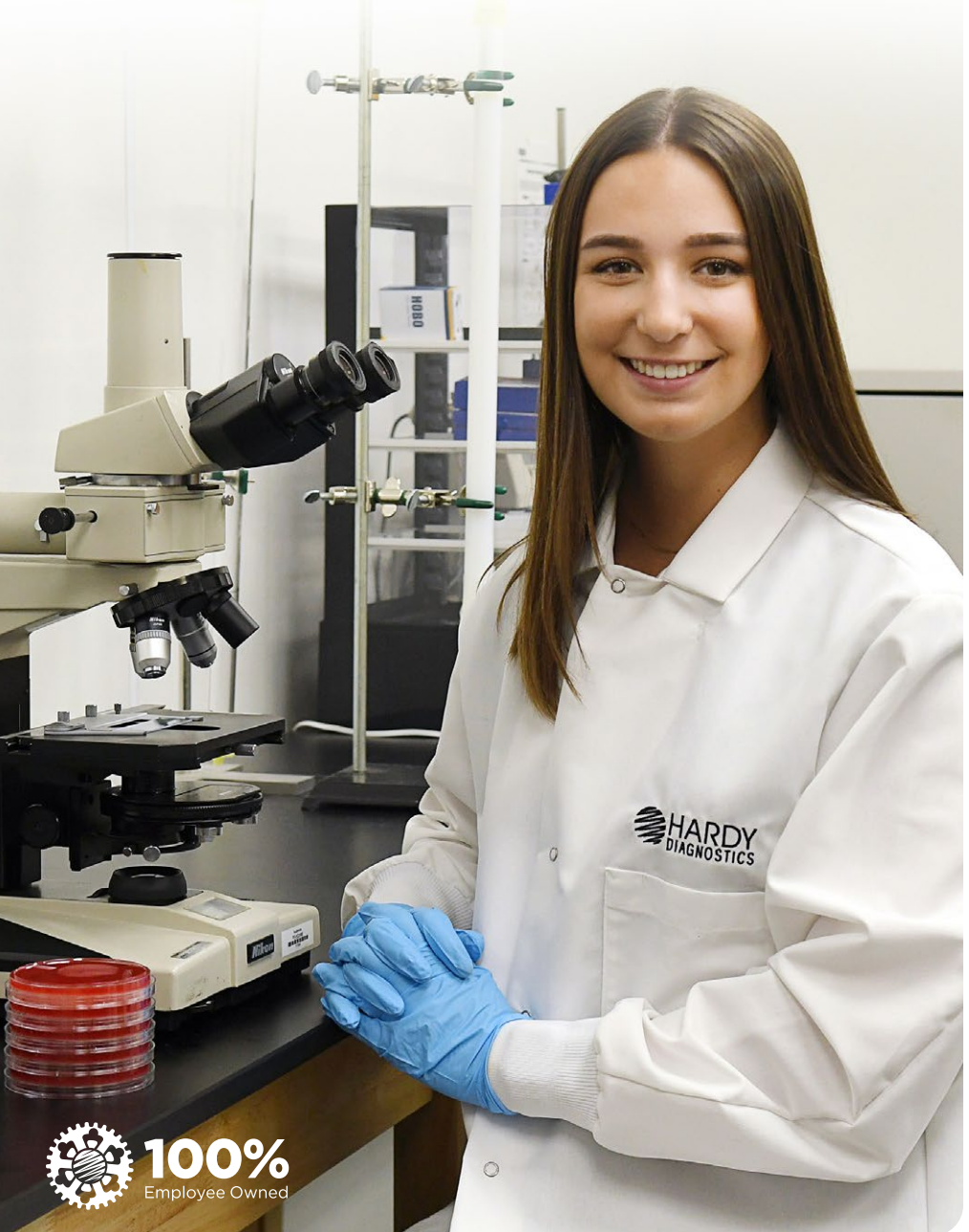




Company Profile



100%
Employee Owned

Our Story

Our founder, Jay Hardy, comes from a long line of entrepreneurs and business owners. Jay's father, Pat, was a pharmacist for 50 years and was one of the first to implement the drive-up window, mail order prescriptions, and computerized labels on prescription bottles in his drug store.

Once Jay received his degree in biology at Cal State Fullerton, he accepted a one year internship in Medical Technology at Cottage Hospital in Santa Barbara in order to become a Clinical Laboratory Scientist. During this internship he met and befriended his fellow classmate, Rob Shibata. After a very intensive year of training, Jay and Rob found themselves freshly certified and ready for the workplace, but unfortunately, there were very few jobs available in the area. When a job finally did become available, to Jay and Rob's disappointment, another classmate got the job.

Dejected and their options running out for gainful employment, Rob and Jay began to get creative. With Jay's experience with his family's drug stores, and Rob's experience with his family's flower wholesale business, Jay thought the only alternative was to start a small business of their own, so he floated the idea to Rob. Jay can still recall the exact day and place he and Rob were when they first tossed around the idea for a new media company: sitting under an oak tree at Cottage Hospital. Rob was receptive to the idea and the two young men got hold of a Yellow Pages directory and located a small media manufacturer in Orange County. They called the owner and asked him if he would help supply them with the basic materials they would need in order to get their side business started. While initially grateful for his willingness to help, Jay and Rob soon found out this man's eagerness was actually more of an attempt to offload his junk equipment to the two young unsuspecting entrepreneurs.

With their new (used) equipment in hand, Rob and Jay converted an old Santa Barbara motel suite consisting of two small rooms into the first manufacturing site of Hardy Diagnostics. They installed a small boiler in the shower stall and poked a hole into the next room to provide steam to their rudimentary media cooking vessel; a regular pair of mad scientists! But their drive and determination was the foundation for the success that is still enjoyed today. Their inaugural product was the MacConkey Agar Plate.

While making media at night, Jay eventually got several Med Tech positions at Sansum Clinic, UCSB Student Health Center, and Goleta Valley Hospital where he specialized as a microbiologist. For almost three years Rob and Jay drew no salary from their fledgling company, reinvesting all their income back into their growing business. Eventually, they quit their day jobs in the lab and decided to make the plunge into full time media making.

Now, 40 years later, Jay has passed his legacy on to his employees by selling the company to them. In 2012, Jay sold a majority of his shares to the employees of Hardy Diagnostics. In August of 2015, Jay sold his remaining shares, making Hardy Diagnostics a 100% employee owned company. Now, we're a company full of shareholders, acting like we own the place, ***because we do!***

Our Mission

"We are committed to producing and distributing the finest products for the detection of microorganisms, as we partner with our laboratory customers to diagnose and prevent disease."



Jay Hardy, CLS, SM (NRM)
Hardy Diagnostics
CEO and Founder

Hardy Diagnostics has been in business for 41 years.

Jay Hardy, a Clinical Laboratory Scientist, founded the company in the Central Coast of California in 1980.

What We Do

Hardy Diagnostics manufactures culture media, reagents, automated microscope slide stainers, and rapid identification kits for microbiological testing in clinical, research, food, and pharmaceutical laboratories.

Employees

Currently, there are about 450 employee-owners.

Many positions require a degree or advanced training in microbiology, biochemistry, medical technology, laboratory science, or industrial engineering.



Our Products

Hardy Diagnostics manufactures over 2,700 different products used in the microbiology laboratory. The company is licensed by the FDA as an *in vitro* Medical Device Manufacturer and is ISO 13485 Certified. There are two manufacturing facilities: Santa Maria, California and Springboro, Ohio.



Plates



Tubes and Bottles

Culture Media

Hardy's culture media is the "food" that supports the growth of bacteria and fungi. It is packaged in petri plates, glass tubes, flasks, bottles, and jars. Culture media is used to detect and identify pathogenic microorganisms, such as *E. coli*, *Candida*, *Salmonella*, *Staphylococcus*, *Listeria*, and *Streptococcus*.

QUICKSLIDE™

Automated Slide
Stainer



Automation

In early 2016, Hardy Diagnostics purchased **QuickSlide™**, which manufactures automated slide staining equipment for microbiology and hematology.

In early 2019, Hardy Diagnostics introduced **The Wizard™ CompactDry™ Reader**, designed to read and document CompactDry™ culture media plate colony counts with a color interpretation.

The Wizard
CompactDry Reader



Market Position

As a culture media manufacturer, Hardy Diagnostics is the only company of its kind in the Western states and is the third largest culture media manufacturer in the United States.

Distributed Products

Over half of the company's sales are derived from its manufactured goods. The balance is made up of distributed items from over 80 other lab supply manufacturers. A total of 13,500 products are offered, thus providing a "one stop shop" for Hardy customers.

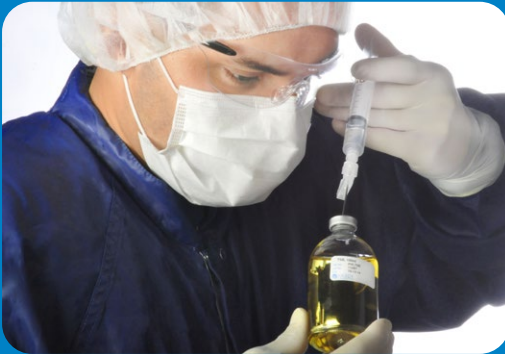
Hardy's Customers

- Hospitals
- Clinics
- Research Labs
- Universities
- Pharmaceutical Manufacturers
- Pharmacy Compounding
- Food and Beverage Processors
- Personal Care and Cosmetics
- Water Districts
- Environmental Labs
- Veterinarians
- Biotechnology



ISO Certification

In 2005, Hardy earned its certification as an ISO 13485 company. This is an internationally recognized certification program for medical device manufacturers. It ensures the quality management systems at the Santa Maria and Springboro manufacturing facilities have met the international ISO quality standards. Our Calibration Services are ISO 17025 certified.



FM 572526

Hardy Diagnostics has a Quality Management System that is certified to ISO 13485 and is a FDA licensed medical device manufacturer.

Growth

The company has maintained a consistent growth rate of 6 to 18% per year. Since the beginning, the company has increased its sales every year with the exception of the post-Covid year 2021. Current sales are approximately \$80 million annually. The Company has produced a profit every year since its beginning in 1980.



R & D

The company has an active Research and Development laboratory that develops unique products as well as improves existing ones. A team of microbiologists develops innovative products for the rapid detection and identification of bacteria and fungi. They are also researching ways to speed up the reporting of antimicrobial susceptibility studies in patient specimens.



Worldwide Distribution

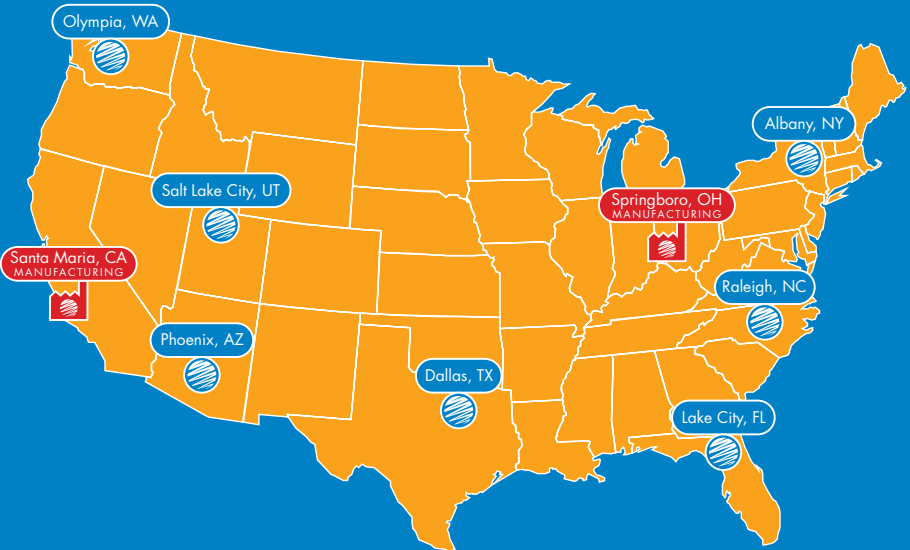


Hardy Diagnostics CRITERION™ brand of dehydrated culture media in powder form is sold domestically, as well as exported to over 85 foreign distributors.



Nationwide Distribution Network

As the only Culture Media Company with two manufacturing sites and nine Distribution Centers, Hardy Diagnostics can provide products to most of the country with inexpensive next day ground delivery. For fast on-time delivery, Hardy Diagnostics maintains nine distribution warehouses.



Delivery

For superior Customer Service, Hardy sells directly to the end user in most situations and supports 24/7 "online" ordering. Orders placed before 12 noon are shipped out the same day.

A Culture of Service™

There are 25 Territory Account Managers to provide sales assistance throughout the U.S. to laboratory customers.

In addition, a team of microbiologists and medical technologists provide technical phone support from the home office.



Technical Support

"We will give every customer inquiry individual attention, answering all questions to the best of our ability, and investigate all complaints to ensure customer satisfaction."



Customer Service

"We will provide customers with excellent assistance with a focus on accuracy in a timely and pleasant manner."

Sales Team

"We are committed to supporting and promoting a portfolio of products for the detection of microorganisms, as we partner with our customers to diagnose and prevent disease.

Integrity comes first when consulting with our laboratory customers and distribution partners. We strive to grow business by providing the best service in the industry, and building lasting partnerships."



The Hardy Campus

The company's manufacturing operation currently occupies seven buildings totalling 150,000 square feet in Santa Maria, California and one building of 100,000 square feet in Springboro, Ohio.



Headquarters and Manufacturing
Santa Maria, California



Manufacturing
Springboro, Ohio



Joshua Building
Santa Maria, California



Crown Building
Santa Maria, California



Hardy Enterprise Center
Santa Maria, California





ESOP

In 2012 Hardy Diagnostics became employee owned through the formation of an ESOP (Employee Stock Ownership Plan). Each Hardy co-worker receives actual shares in the company at no cost, providing them with a true "stake in the outcome." The company is now 100% employee owned. Our culture of ownership keeps us highly motivated to grow and continually improve. *"We act like we own the place . . . because we do."*

Profit Sharing Program

Hardy Diagnostics is an "Open Book Management" company where employees follow the financial progress of the company as they share in the profits on a quarterly basis.

1% Charitable Giving

Hardy Diagnostics has made a commitment to donate 1% of all earnings to charitable causes in order to help disadvantaged groups within our community.



Hardy Diagnostics
A Culture of Service
Community Action

Awards

The company has been recognized by the Santa Maria Valley Economic Development Association as a recipient of their "Founder's Award" and "Business of the Year" in 2011. In addition, Hardy received the "Spirit of Small Business" award from the Small Business Administration. In 2009, 2010, and 2011, the company was included in INC Magazine's top 5,000 fastest growing companies in America. The Rotary Club honored the company with its "Ethics in Business" award in 2014.

Fit Business Workplace

The company was recently certified as a "Fit Friendly" workplace by the American Heart Association. Coworkers enjoy healthy food choices during breaktime, walking trails, health club discounts, an onsite gym, health fairs, sports teams, dance classes, Yoga, Tai Chi, and other health related activities. In addition, the company earned an award as a certified "California Fit Business."

Going Green

Hardy Diagnostics has been certified by the County of Santa Barbara as a "Green Business" due to its efforts at recycling materials and reducing energy and water consumption. In addition the company was honored with two awards for excellence in landscaping and water conservation including being voted "Best Eco-friendly Business" in 2019.

Community Involvement

Hardy Diagnostics has pledged one percent of its total earnings to support numerous non-profit organizations such as the Boys and Girls Club, YMCA, Special Olympics, The Humane Society, Good Samaritan Shelter, The Food Bank, and Salvation Army. A medical mission in Haiti is also actively supported. In addition, the company provides free materials for local students' science projects.





Headquarters

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Distribution Centers

Santa Maria, California
Olympia, Washington
Salt Lake City, Utah
Phoenix, Arizona
Dallas, Texas
Springboro, Ohio
Lake City, Florida
Albany, New York
Raleigh, North Carolina