

It's nearly St George's Day

St George's Day in England remembers St George, England's patron saint. The anniversary of his death, which is on April 23, is seen as England's national day. According to legend, he was a soldier in the Roman army who killed a dragon and saved a princess. So here's some voucher codes to help you celebrate.



"Oh, don't hurt it. Can't you trap it under a glass, or something?"

30% off Main Courses at Zizzis

www.vouchercode.co.uk/offer/zizzi-30off-290316/?tid=v:OB6P6:vcogirobc390cf3

13% off orders at flying flowers using Voucher Code: BLOOM13
Expires 30th April 2016

www.flyingflowers.co.uk

Interesting Fact

William Shakespeare was born on 23rd April (St George's day) 1564 and died on exactly the same day in 1616.

Up to 30% Off* & Free Half Board**
Kids under 7 Stay/Play Free! Choice of transport offers!*

http://holidays.disneylandparis.co.uk/offers/promotion-holiday-disneyland.html

Additions to the Team

The group would like to give a warm welcome to 5 new additions to the team this month. I am sure you will all join me in wishing them well in their new roles and congratulate them on their successful applications. So, welcome:

Mrs Tracey Price — Receptionist for FGP Systems

Mrs Helen Routledge — CRM for FGP Systems

Miss Fern Beckett — Admin Clerk for FGP Systems

Mr Tony French — Machinist for FGP Systems

Miss Charlotte Levan — Finance Assistant for City Engineering

A special congratulations to Derek Smith of Ramp for his internal promotion to operations director. Another special Congratulations to FGP Systems first year apprentices Henry Clark, Daniel Dyke and Elliott Gunn for passing their 6 month probation.

Well done!



CURRENT VACANCIES

FGP Systems Site—Weymouth, Dorset

CNC Miller's and Turner's—NIGHT SHIFT

Summary of functions

To work within the turning and/or milling section and produce products/components to company work instructions and customer requirements.

To apply please submit a CV and covering letter to FGP's HR Department no later than Friday 29th April, via:

Email: Hayley.bell@fgpltd.com

or post: HR Department, FGP Systems Ltd, 20-22 Cumberland Drive, Weymouth, Dorset, DT4 9TB.



The Connector

Connecting CIM



WELCOME !

David Hitchcock, Executive Chairman of Cyrus Investment Management

Dear Cyrus colleagues,

Welcome to this first edition. On behalf of the management team I want to thank all of you for the efforts you have made during what in many cases for many of you under prior ownership has been a turbulent year. The fact is that I can now report that you are all working in a growing and financially secure Group which is highly respected by its customers and competitors as well as trusted by its investors. I am very impressed by the speed at which things have come together and while it is early days with much to do I can see that we all have a very bright future together if we carry on with the passion and commitment you are all showing. Our Group now comprises of City Engineering, FGP Systems, Ramp Coatings and Rhino Doors. Together with our sister companies Cyrus RW and Bradford Cylinders we can offer our customers a huge spread of expertise ranging from heavy and light fabrication to precision machining and treatments. We have ambitious business plans both for domestic growth but also in the export markets.

We are about to conclude our latest round of fundraising and are likely to exceed our targets as investors have really bought into what we are all doing. Every business in the Group will be receiving new investment money. Rhino, for example, will also shortly be moving to new and enlarged premises near the existing factory while there will be upgrades of plant and equipment across the whole group. None of these plans will succeed without your hard work and wholehearted support so thank you in advance too for this. My very best wishes to all of you and your families meanwhile.

David.



Bright Lights Big City

Mark Watkins, Managing Director of City Engineering & **Robert Davies**, Company Chairman

Cyrus IM have made a number of strategic changes within City Engineering to adapt the company to its new role within the group and to facilitate a return to profitable trading subsequent to the damage inflicted by a period of Administration. The primary task was rebuilding the customer base which had been severely compromised by the events of the previous months, and considerable progress has been made both in re-establishing confidence among existing customers and in winning new ones. In particular, opportunities have been opened up through other group companies, with all group companies being enabled to widen their offering in consequence.

During the first Quarter, the decision was made to consolidate the business within one building rather than running two sites. This decision was made on efficiency grounds to improve supervision and minimise movement of materials and people, as well as recognising that the number of employees had fallen prior to the Cyrus acquisition. It was also appreciated that other group companies had an overprovision of factory space and any further expansion could easily be accommodated there.

The consolidation went well and was completed prior to the new year. Opportunities were taken to reorganise the main factory building, basing production around several manufacturing cells. Simply put, the ideas of all staff were taken on board resulting in a laser profiling cell for cutting and shaping metal sheet, a pressbrake cell for bending, a

sheet metal work cell for manufacture of smaller components and a heavy fabrication cell for putting together metal frameworks and heavier components. This required City to dispose of one of its laser profiling centres to release space for these proposals. The older of our two machines was disposed of



(realising a very favourable price) senior management advising that it was surplus to requirements and because of its age would probably incur substantial maintenance costs.

On the staffing front, City appointed a new Quality Engineer before Christmas, and his efforts in the new year ensured the company's successful re-accreditation to Aerospace standard AS9100 Rev C. Recognising the absolute priority of marketing and sales, a further Sales Engineer was recently appointed and tasked with targeting high-tech engineering potential clients. In terms of the balance between productive and so-called non-productive labour, at the time of the acquisition City's shop floor workforce had been depleted and a priority has been to rebuild our key craft skills. The company was fortunate in

retaining many of its loyal employees both in the offices and on the factory floor. Indeed, one employee, Glyn Overton, has just completed 40 years of continuous service and another, Paul Thompson, is just short of that.

As a result of a Health and Safety initiative, new LED lighting was installed throughout the factory, contributing not only to improved efficiency and safe working, but also improving morale by creating a more pleasant working environment. To the same end, staff have all been provided with new badged workwear laundered weekly to ensure pride in the workplace.

City is actively reviewing software options both for controlling factory operations and for speeding up administrative processes. In particular, it is recognised that our industry is very competitive with our customers requiring rapid response to their enquiries and reliable and speedy deliveries of product.

In summary, City Engineering has made major progress on several fronts since the takeover by Cyrus IM. Initial budgets have been realised and the company has been in the black during its first six months of trading. The task for the next six months is to build sales and profitability and the management team at City are confident the measures they have put in place will produce the required results.



Secret Seven



This Issue's Secret Seven Director is — Simon Griffiths-Hughes

Each month a different director is asked the same questions so you get to know a little bit more about them.

Simon was asked:

Tea or Coffee
Tea, never Coffee

Summer or Winter
Summer, hotter the better

Android or Apple
Apple, what's an android

Favorite Film
Odd Thomas

If you could be an animal what would it be and why?
Golden retriever,
They always look happy

If you could have one super-power what would it be and what would you do first
Teleportation,
Tortola for lunch then back to work.....sorry should of said save the world with my superpower

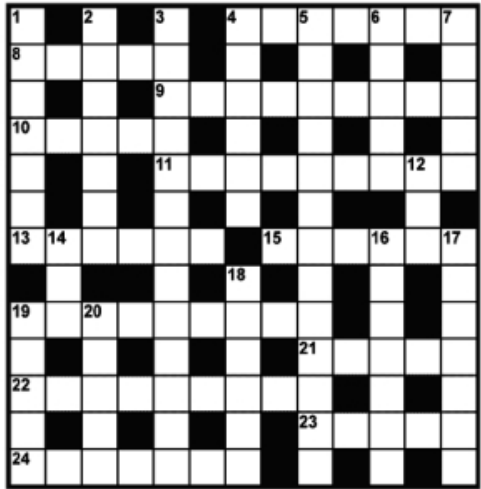
If you could have dinner with any one in history who would it be and what would you eat

Ettore Bugatti, Bread, cheese and red wine



Tea break teaser

CRYPTIC CROSSWORD



ACROSS

- 4 You have claims on what is pretty to the ear (7)
- 8 I leave a New Zealander and follow a spicy smell (5)
- 9 Ted turns green at seeing tea used as a cleanser (9)
- 10 A big bird returned by a soldier in favour of a dog (5)
- 11 In the end, offers are made to such wrongdoers (9)
- 13 Composed by Ted at sea (6)
- 15 Chalky's friends have less to thank us for (6)
- 19 Not hard to put the finger on for an easy loan? (4,5)
- 21 That's nothing! I have to carry some grapes and look sheepish (5)
- 22 It's in the paper! Rita lied about nothing! (9)
- 23 How mad! Her Majesty had a vision (5)
- 24 For example, there are lists of those skilled in the law (7)

DOWN

- 1 Packages being delivered to the right places (7)
- 2 Put away by her dad for naught! (7)
- 3 Toss out radiation problems and let them entertain us (5,8)
- 4 See if most themes are acceptable here (6)
- 5 That's right! Holds tangles together so that they're hard to get out of (13)
- 6 What a creep! Took my pancake! (5)
- 7 Those louts have pulled out the water-lily! (5)
- 12 Or return at this point with some eggs (3)
- 14 The goal is to seek one's self (3)
- 16 It's her five that prospers (7)
- 17 They run from their masters (7)
- 18 Has a Saudi to tea and he checks the books for me (6)
- 19 HEX! (5)
- 20 The Irish dance and throw things! (5)

New member of the family

Ramp surface coatings are the new member of the Cyrus Investment management group. Ramp is a painting and metal treatments company that specialises in painting aerospace and defence components with prestigious approvals that allow the company to paint critical flying parts. The company has recently invested in a metal treatments facility to support its traditional paint work. Most Aerospace Primes will not engage a supplier for paint work unless they can also provide a metal treatments service in-house. The new treatments line will therefore attract both treatments work and further paint work. Ramp's Customers are a mixture of defence Prime Contractors (Primes) and sub-tier operators within the supply chain.



All customers are approved suppliers within the Aerospace and Defence industry. Ramp Industries Ltd was formed in 1990.

The coatings division was started 15 years ago by Derek Smith who now joins Ramp Surface Coatings Ltd as Operations Director. All the labour force has been retained and CIM will now expand the business's loyal customer base through the injection of new capital, products, and senior management. The business holds both

AS9100 and Nadcap accreditations and recently established a metal treatments facility on its Yeovil premises which provides Anodising and Achroming treatments to its customers and their supply chains.

What were you thinking!

Hayley Bell, PD & HSE Director of FGP Systems

On attending a seminar on Health and Safety Just Culture at the NEC Health and Safety Expo a while back, I was told that the average, healthy, well fed, non-sleep deprived, non-stressed, human being with no worries on their mind will concentrate for a maximum of 55 minutes in every hour. That means 5 minutes of every waking hour we are away with the fairies! (And that's if you're all of the above, and let's face it, how many of us can honestly say we are.)

So what does that mean to me as a PD and Health and Safety Director? It makes me realise that no matter how tuned in to Health and Safety I make you, and no matter how dedicated, aware and on board you are with the group health and safety culture, for **AT LEAST** 5 minutes of every working hour you are **completely and utterly susceptible** to injuring yourself or others by not thinking.

A worrying thought. How do you even begin to address something that is human nature. Unavoidable.

Then, the fantastic Tim Marsh (who was taking the Health and Safety Psychology Seminar) gave me an answer.

"You can't change a human being's make up. You can guide them in changing the way they think, you can manage the workforce culture to initiate change. But you can't reinvent the brain. So, what can you do? You can do the housework....."

If any 'accident waiting to happen', is dealt with during those minutes that we are all functioning adequately, it leaves no 'accident waiting to happen', **waiting** around the corner for the person that is on their 5 minute tune out.

The more we tidy away, and keep things clean and organised, the less things there are out and about to catch out the person not really thinking about what they are thinking about (If you catch my drift.)

"Well..." I heard myself questioning in my head (while fully able to think) "Not all accidents are caused by things being left out surely?"

Tim Marsh then addressed this for me as well.

All accidents have a root cause. If every-one risk assess effectively, (to the extent

of the 5 why's or similar), there should, theoretically be **no accidents**. The theory comes crashing down when you add human error into the equation.

Can we eradicate human error? No. Can we prepare for human error. Yes. And we should try to do so as much as possible.

The main point of this whole article is to get you guys to start thinking the way I did when I left that seminar. To be safe, you have to want to be safe, and actively do something about it.

Health and Safety is a fine Psychological Art, requiring an understanding of Human Nature, and a respect for the inevitable cases of Human Error. Simply saying 'We must be safe' is not enough.

Tackling the theory's and coming up with ways to apply them is my job. Your job is to respect yourself and others around you. We must want to be safe. We must set a good example and enforce our in-house safety culture, and we must assess as we go considering what 'might happen' no matter how trivial they seem to the aware mind.

Think Safe, act safe, be safe.

Kaizen

Paul Clark, Business Development Manager of FGP Systems

Firstly what does it mean? Kai = Change Zen = Good (a proactive approach to continuous Improvement)

Kaizen works by reducing waste and eliminating work processes that are overly difficult.

As FGP Strives to become a lean business putting in place an easy to use, accessible Kaizen system is high on the list of priorities change can

only be achieved when *all* employees look for areas to improve and provide suggestions based on their observations and experience. Generally, these suggestions are for small changes that incrementally change the business for the better.

Any employee in any company can make a difference whether it be via an in-house Kaizen system or a slip of paper to your manager.

So let's all get involved! As we embark on this journey, please be assured that all suggestions are welcome and that there will be no negative consequences for participating. We will be looking at an



appropriate recognition scheme for Kaizen ideas that improve the workplace's and throughout the CIM group. Employees will be rewarded when their changes are applied to the business. Kaizen encourages you, and we encourage you to become more confident and invested in improving your company: and become the leaders of your company's future.

You can make the difference !

Want to tell your story ?

Email your employee corner article to kerry.weaver@fgpltd.com for your chance to be part of the next Cyrus Investment Management Group news letter.

Employee Corner

This Issue's Employee Corner Author—
Leanne Carter, Manufacture Engineer
FGP Systems

I have been asked to write a piece for our first group newsletter (no pressure there then!) and I will do my best but it has been nearly 20 years since I did this sort of thing at School. I am not sure how it will turn out, but here goes.....

I have worked for FGP for nearly 8 years now. There have been some great times, and there have been some not so great times, but one thing that has never changed is the amazing team spirit we have here.

I have been around a bit (easy) but one of the things that really shows through working at FGP Systems is firstly, what a huge skill set we have. I feel privileged to work with a whole team of people in all departments who are at the top of their game and, I believe, are the best at what they do.

Secondly, Team work. It is great to come to work knowing we have each other's backs and are all working together. When we have a problem or get a rush job everybody comes together and works like a well-oiled machine to find the best solution and often achieve a quality solution to a complex problem.

When I am not at work my home life is just as busy if not busier than my job at times. I feel very fortunate to have achieved and experienced a lot in my life so far, and it is fair to say I like a challenge! (My Boss Simon Griffiths Hughes will probably say the same as he has to work with me every day)

I have done many things so far in my life from swimming with sharks, Skiing and white water rafting in Vancouver (where I lived for six months), to competing in Gig rowing in the World Championships in the Isles of Scilly to running my first half marathon just two days ago! I will not lie I am sore in a few places but it is totally worth it.

In 2014 I took part in a trek across Iceland with a team of 17 other people to raise money for my local hospice, Weldmar Hospice care Trust, It was one of the best experiences of my life. So much so that I wanted to do something else, so this year I will trekking a remote section of the Great Wall of China for 9 days in October to raise money for the same hospice, I will be doing this with my big sister and two of my Cousins, and 15 other people. For the past six months we have been busy fundraising as we have over £12,600 to raise! I am sure this will be up there with one of the

best experiences in my life. We still have over £6000 to raise. Again I am lucky to work with so many amazing people who have all helped me raise so much money so far. From cake sales to a big raffle at last year's Christmas party where I sold £705 worth of tickets and our new boss Ian Watkins very kindly donated another £705 to our fundraising.

We all went through a really tough time last year and didn't know what the future held for us, but I think we can all agree there are blue skies ahead! Since Cyrus took over FGP Systems has gone from strength to strength and we are only getting stronger.

Well hopefully you have found this interesting to read, I am excited to see what the future brings for FGP Systems and I am proud to be part of our amazing team.



Goodway? No The FGP Way!

Simon Griffiths-Hughes, Engineering Director of FGP Systems

I think it only right being that this is the first edition and for those who are unfamiliar with the FGP engineering team, that I take this opportunity to introduce the personnel involved so in no particular order as they say:

-Dave Warne: Manufacturing engineer turning, never judge a book by its cover.

-Jordan Darby: Planning engineer, always going for perfection (big on recycling).

-Lee Spalding: Manufacturing engineer turning, Mr Cool and calm.

-Leanne Carter: Manufacturing engineer milling, giving the boys a run for their money.

-Steve Weldon: (Stan): Manufacturing engineer milling, if it can be done Stan's the man.

-Kevin Charles: Manufacturing engineer milling, pushing the envelope.

-James Bishop: Planning engineer, everything in its place.

-Mark Harrold: Planning engineer, if you have a question and no one can help this man will find the answer.

-Stuart Higgins: Manufacturing engineer milling, fresh to the team and bringing fresh ideas.

-Fern Beckett: Newbie and fitting in well.

-And then myself: Simon Griffiths Hughes.

So now on with some engineering news...

Recent discussions between myself, Production Manager Chris Eckersley and sales director Nigel Pitman, had pin pointed production pressures on our large turning section (I say large, not so large if you look at our group capabilities), the pressures coming from one older lathe, having intermittent break downs with parts availability beginning to be a problem.

YMT our long standing machine tool provider had the solution in the form of a stock machine they could offer FGP with immediate delivery.

The machine in question was a Goodway GS2800LM, whilst this machine would cope with all the work currently undertaken on the older lathe, the new machine has extended machining capabilities; the machine utilizes the same 12 station turret used on its very successful sister machine the Goodway mill/turn giving it excellent milling capabilities. The new machine also has a far longer Z axis stroke than any machine currently on site at FGP, something that will make tricky longer parts much easier to process, the increased capabilities of this machine offering FGP's customers more.

With the support of CIM and Nigel Pitman the go ahead was given.

Finding the best home for the new lathe would present certain challenges given that we only had four five weeks until delivery. Seeing this as an opportunity to make some changes in section layouts to optimise production, Engineering and Production came up with the best solution - move five machines to make room for one! Two mills would move to unit 2 consolidating the Zodiac cell in one unit, one lathe would come over from unit 2 to unit 1 concentrating the large turn expertise in unit 1, to facilitate this one lathe would move through 90 degrees, one lathe would move to unit 2 ... are you keeping up?

To allow this to happen a floor pad had to be laid in unit 2 to site one of the heavier mills, a 3 x 3 meter pad to be precise. With time ticking away a speedy response from contractors was needed to lay this pad and allow the required curing time for the concrete; Sonner plant were given the task of the pad, with C35 being the mix used for machine pads and given the time restraints we were working with, C40 mix would be used to aid the cure time. Machine services also needed in unit 2 for the mills (power, data and air), Cyrus RW came in to fit containment baskets and power cables, working with are very own Tom Lawes data cabling was also made ready, air being fitted by Steve Barnes and FGP's James B ready for the big move.

Move day is set for the Wednesday 16th March, all teams at FGP had been briefed, clean down starts midday on the Tuesday.

8.00am On the Wednesday all contractors are on site ready to go.....



Quickly followed by the second at 10:00am



Meanwhile back in unit 2, Dave Livermore of Cyrus RW is busy on the task of power connection.



Day two.

Steve is on site early to finish up connecting machine services.

Commissioning for the remaining machines continues with both YMT and Cyrus RW putting in an early appearance

There may have been a stop at this point, I believe bacon rolls were involved, but you cannot work on an empty stomach can you!

The Blackmores team are a force of nature, starting to pick up their first machine around 9:00am



New GS2800LM starts to go in around 10:30



Two more machines moved by 3:00pm



First impressions, all sections are happy with how the move went and more importantly how the sections layouts now look and should run helping to boost productivity.

Big thanks to all contractors involved.

Big thanks to all involved at FGP, a true team effort.

First machine is placed at 9:30am



And in place by 11:30



4.30pm End of play on day one of the move two mills powered up and ready to set.



Simon Griffiths-Hughes
Engineering Director.
FGP Systems Ltd



First things first, pad work starts
26/02/16.....
Out with the old floor



In goes the new

