

## Rio 2016 Olympics

The count down for the next Olympics have started and with only 4 days to go the build up is ever increasing. The Olympic games will start on the 5th August and range over four zones— Barra, Copacabana, Deodoro and Maracanã. The Olympics have 41 games spanning over a 16 day period where the games will conclude with a closing ceremony on the 21st august.



So which events will you be watching ?  
Athletics? Modern pentathlon? Track cycling?  
All Olympic games live streaming can be found on [www.nbcolympics.com](http://www.nbcolympics.com)

<p>Take a break and get 2 steak or rib dishes and 2 drinks for £20 at Harvester using the link below:</p> <p><a href="http://www.vouchercodes.co.uk/offer/harvester-2dishes2drinks-250716/?tid=v:Q4dRq:vcogirobc3e6ea3">www.vouchercodes.co.uk/offer/harvester-2dishes2drinks-250716/?tid=v:Q4dRq:vcogirobc3e6ea3</a></p>	<p><b>Harvester</b></p> <p>Existing customers upgrade to Sky Cinema for 3 months half price at Sky.</p> <p>New to Sky get the sports bundle for half price for the first 6 months.</p> <p>Get over to <a href="http://www.sky.com">www.sky.com</a> for even more offers</p>	<p>Getting out and about?</p> <p>Visit two London attractions and save up to £23.95 just by buying your tickets online !</p> <p><b>Madame Tussauds</b></p> <p><a href="http://www.madametussauds.co.uk/london/en/">www.madametussauds.co.uk/london/en/</a></p>
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### Additions to the Team

The group would like to give a warm welcome to the .. 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:

**Emma Potter**—Apprentice at FGP Systems  
**Kynan Brian**—Apprentice at FGP Systems  
**Kieran Parnell**—Apprentice at FGP Systems  
**Lewis Knight**—Apprentice at FGP Systems  
**Charlotte Robson**—Customer Relations Manager at FGP Systems  
**Gary Northway**— Head of Quality at FGP Systems



### CURRENT VACANCIES

**Ramp Surface Coatings Site**—Weymouth, Dorset

#### Skilled Paint Sprayer

##### Summary of functions

We are currently recruiting for a skilled Industrial Paint Sprayer to undertake industrial paint spraying of engineered component parts and structures.

**FGP Systems Site** —Weymouth, Dorset

#### CNC Turners & CNC Millers

##### Summary of functions

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

**To apply please submit a application form to FGP's HR Department via:**

**Email:** [hayley.bell@fgpltd.com](mailto:hayley.bell@fgpltd.com) or [kerry.weaver@fgpltd.com](mailto:kerry.weaver@fgpltd.com)

**or post:** HR Department, FGP Systems Ltd, 20-22 Cumberland Drive, Weymouth, Dorset,

DT4 9TB.

### Sudoku Solution

#### Sudoku #239 (Medium)

2	3	8	7	5	9	6	4	1
1	4	5	2	6	8	9	3	7
9	7	6	1	3	4	8	2	5
8	6	1	3	7	2	5	9	4
3	5	9	4	8	1	7	6	2
4	2	7	6	9	5	3	1	8
5	9	4	8	2	3	1	7	6
6	1	3	5	4	7	2	8	9
7	8	2	9	1	6	4	5	3

#### Sudoku #240 (Medium)

7	9	2	6	5	3	8	1	4
8	4	1	7	9	2	3	5	6
3	5	6	1	4	8	7	9	2
9	3	4	8	6	5	1	2	7
1	8	5	9	2	7	4	6	3
6	2	7	4	3	1	5	8	9
2	7	8	3	1	9	6	4	5
4	1	9	5	7	6	2	3	8
5	6	3	2	8	4	9	7	1



# The Connector

Connecting CIM

## And The Award Goes To.....

**Kerry Weaver**, Head of PD & HSE at FGP Systems Ltd

On Friday the 15<sup>th</sup> July we welcomed family, friends and colleagues of the FGP apprentices to our first annual FGP Systems apprentice awards ceremony.

As many of you already know (but for those that don't) we currently employ 12 apprentices who start their careers in our dedicated apprentice training school at FGP. The Apprentice Master takes apprentices through many hand skills and manual machining tasks to provide a solid engineering basis alongside knowledge learnt at external providers like Weymouth College. Apprentices also spend time within all

sections of the manufacturing facility during their first three years in order to build on their knowledge of drawings, machining techniques, full product processes and much more. By their fourth year apprentices will have covered all sections thoroughly and will be asked to decide on the final preferred skill, in which to embark on fully during their final year.

After completing their first successful year at FGP the current first years (very soon to be second years) Rory Walkington, Elliott Gunn, Daniel Dyke and Henry signed their indenture papers 'binding' them to the company for the remaining time. Much to the embarrassment of the 'lads' pictures can be found on the FGP shared drive: \Xmas & Apprentice Party\Apprentice Photos 2016.

At the 2016 awards ceremony it was time for our fourth year apprentices Tom Smith, Jamie Jarman and Ryan Cuff to say goodbye to the training school and hello to their new roles as machinists at FGP. Receiving their official indentures is the final step to the passing out of their time as an apprentice, and as the proud parents watched Nigel Pitman handed them out one by one.

Finally the awards..... whilst undertaking the apprenticeship all of the apprentices have the chance to gain an award along the way. The awards are given under four different categories all marking the recognition of their achievement. The first award was for the most improved apprentice and presenting the award were our two apprentice masters Paul Moverley and Lee Robertson. Daniel Dyke was the first award winner of the night. He was closely followed by Jordan Pring the winner of the greatest academic commitment award that was presented by Weymouth College lecturer Mike Pritchard. Next was the greatest business impact award that was handed over to Ben Farmer by Paul Clark. Ben had a few words to say (as always)



but was thrilled about receiving the award Ben commented "I'm very grateful for receiving my award, and thankful to everyone who helped me get where I am today". Then finally after a year of build up to which apprentice should be the apprentice of the year. The award was presented by

Nigel Pitman to Tom Smith for consistently working at an outstanding and highly skilled level with regards to his apprenticeship training and engineering studies.

All the guests were entertained during the evening and had opportunities to enjoy some refreshments and talk with other apprentices and staff after the formalities had taken place.

So another big congratulations to all that were involved with the night whether it was signing your indentures, passing out, receiving an award or those who just came for the beer. You have all been doing an amazing job and with a bit more elbow grease who knows who the winners will be next year.





# Project Desert Storm

Stuart Lawrence, Managing Director of Rhino Systems Ltd

Rhino Systems is going on a journey. I mean this both figuratively and literally. Allow me to explain...



For those of you who are at least partially familiar with Rhino, you will be aware that we have over the past thirteen years established ourselves as a premium supplier of bespoke security door solutions that are compliant with the UK Government Home Office CPNI (Centre for the Protection of National Infrastructure) standard for security related products. This has been good historically for Rhino, since there are relatively few competitors in this market, however the market size is quite limited and we are already close to the maximum we can reasonably expect to achieve from this sector. Typically, we sell our current range of security doors UK defence facilities, Utility providers and cash handling facilities.

Rhino therefore needs to expand its portfolio of products in order to achieve further growth and specifically to tap into markets where to date we have been largely absent. This then is the figurative journey that I referred to.

So what is the plan? As we all know, the world sadly has become a more dangerous place with ever frequently reported terrorist attacks, typically at venues where large numbers of people tend to congregate. This

means that developers of large infrastructure projects of this type are increasingly specifying enhanced security features for their projects. This includes high performance door sets that not only meet stringent security performance criteria such as attack delay, ballistic and blast protection but must also meet other performance criteria such as fire protection, flood performance, acoustic attenuation etc.

To attack this lucrative and developing market, Rhino will soon embark on a development programme to create a range of multifunction doors that are capable of protecting people and assets from a range of threats that are both malicious and environmental in nature.

Whilst there remains a large number of major infrastructure projects of this type in the UK



(CrossRail, HS2, Nuclear New Build etc.) the majority of future opportunities are located overseas and therefore represent a major export opportunity. Specifically, large opportunities exist in both the far and middle east and it is this latter geographical area where we will be targeting our initial attention.

To focus attention on our development programme, we will be launching our new door product range at two major exhibitions in the Arabian Gulf towards the end of this year – the INFRA exhibition in OMAN(October) and then the much larger 'Big 5' event in Dubai (November).

This then is the literal journey that Rhino will embark on toward the end of the year. Time to leave South Wales and explore the world!

# Secret Seven



**This Issue's Secret Seven Director is —**  
**Peter Schwabach Managing Partner of CIM**

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

Peter was asked:

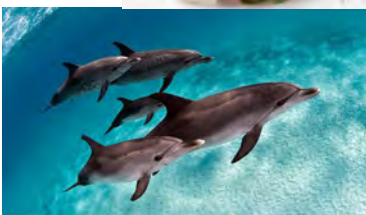
**Tea or Coffee**  
Tea

**Summer or Winter**  
Summer

**Android or Apple**  
Apple

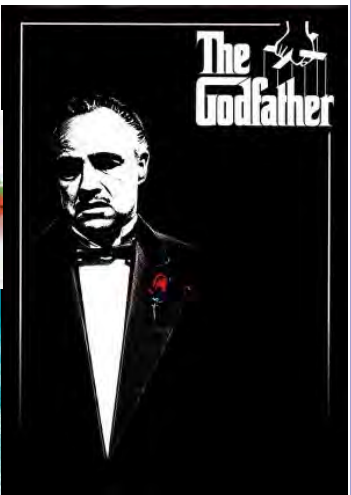
**Favorite Film**  
The Godfather

**If you could be an animal what would it be and why?**  
Dolphin—Smart, sociable and resourceful.



**If you could have one super-power what would it be and what would you do first**  
Time travel. I'd go and meet my ancestors.

**If you could have dinner with any one in history who would it be and what would you eat**  
My first date with my wife 25 years ago—Mozzarella and tomato salad.



# Tea break teaser

Sudoku is easy to play and the rules are simple. Fill in the blanks so that each row, each column and each of the nine 3x3 grids contain one instance of each of the numbers 1 through 9.

**Sudoku #239 (Medium)**

	8			6				
4					3	7		
7					2	5		
				2				
3	9			1	7			
		6	9				8	
5				3				
		4	7					
8				4				

**Sudoku #240 (Medium)**

9								
			2		5	6		
3		1	4					
	4		6	5				
	8	9	7			3		
						9		
2	8					4	5	
1			6					
				9				



# Cyrus Announced as Growth Investor Rewards Finalist

## Taken from Cyrus IM Website

Today, Cyrus Investment Management (CIM) has been shortlisted for the Most Impactful Investment at the 2016 Growth Investor Awards, which recognise impact beyond investment in the UK SME investment management industry. CIM have been nominated on the back of their work with FGP Systems in Weymouth, saving over 100 jobs and bringing the company back from administration to turning a profit within 6 months. Going up against Deepbridge Capital and Foresight they will compete for the prestigious award, with the winner being revealed at the Growth Investor Awards black tie dinner held on 3 November at the Marriott Grosvenor Square, Mayfair, London. The Awards are organised by Intelligent Partnership (IP), the UK's leading provider of research and education in alternative investments, and supported by partners including the BVCA, EISA, UKCFA, Centre for Entrepreneurs, The Entrepreneur Net-

work and The Supper Club and media partners Money Marketing and Fund Strategy. Daniel Kiernan, Research Director of Intelligent Partnership, who oversaw the shortlisting, commented: "The Growth Investor Awards were designed in consultation with the industry to create accolades they really want to win – with a robust judging process that enhances credibility and prestige. It's clear that those shortlisted last year have used their Feedback Reports to strengthen their entries this year. It's also good to see a lot of new entrants helping to raise the standard even further. Once again, the shortlist demonstrates real innovation and impact in the SME investment management industry." A total of fifty six industry leading businesses and individuals have been recognised for awards including Financial Adviser of the Year; Wealth Manager of the Year; Best Investment Platform; Industry Game

Changer; and Best EIS / SEIS / BPR / VCT and the new AIM Investment Manager awards for those demonstrating innovation in product development, adviser engagement, and impact on SME growth. The awards programme is guided by an Advisory Board including angel investor and entrepreneur Sherry Coutu CBE, Co-founder of the Scale Up Institute; Luke Johnson, Chairman of Risk Capital Partners; Claire Cockerton, Founder and Ambassador of Innovate Finance; Tim Hames, Director General of the British Private Equity and Venture Capital Association (BVCA); Emma Jones MBE, CEO of Enterprise Nation; Simon Devonshire OBE, Entrepreneur in Residence at BIS; and Michael Hayman MBE, Co-founder of Seven Hills. Winners will be revealed at the Growth Investor Awards black tie dinner held on the evening of Thursday 3 November at the Marriott Grosvenor Square in Mayfair, London. Visit [growthinvestorawards.com/shortlist](http://growthinvestorawards.com/shortlist) for a full list of all finalists and information on how to attend the event.

## Pursuing Excellence

**Mark Watkins**, Director of City Engineering

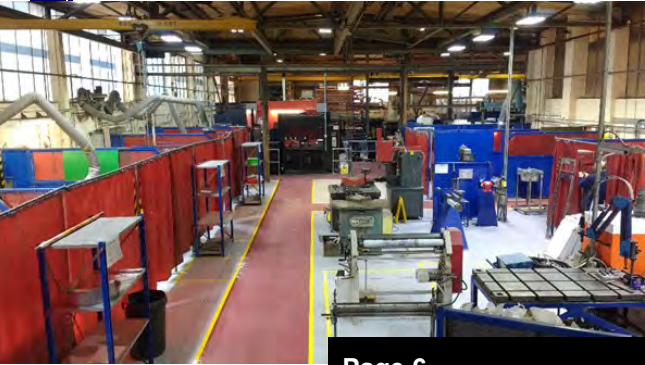
As part of City's Continuous Improvement Program the following improvements have been completed in the three months to end of June. Enhancing and improving safety and the work environment and becoming more attractive to new customers:

We have re-surfaced the Goods Inwards haulage way.

Manufactured and installed safety fencing behind the sheet storage racking. The floor has been re-painted and the walkways re-marked. New LEV extraction has been installed to the shot blasting room and ultrasonic cleaning. Repairs and 14month LEV inspection has been carried out to all welding extraction units. We have created a new fabrication area and screen to aid segregation of clean work area and piped Argon to new welding bays has been installed.

The Continuous Improvement Team meet regularly to identify

further improvements and progress existing works. A big well done to all involved at City.



## Signs of Zodiac

**Derek Smith**, Operations Director of Ramp Surface Coatings

RSC are pleased to announce that the Facility at Weymouth Dorset is now taking shape, the floor has been completed with Epoxy Coating, and all the Lighting has been replaced with LED units, week



commencing July 25th will see the start of the installation of the Paint booth,

along with a shot blast facility. We hope to be Processing our TFA panels on site by the beginning of Sept. Following this we will be placing other processes and Plant in the facility to address the needs of Group and Customers.

RSC have now completed their Sample process of the Zodiac Aries Double Centre Business class seat, this has been approved and we hope to negotiate a long and busy relationship with Zodiac, and other Composite Primes. RSC will also shortly be moving to a three shift process to allow

us to support the ever demanding delivery performance needed to support the market place.

Quarter 3 will also see the second phase of the treatment build at Yeovil, this will allow us to process Surtec 650V , Passivation, Sulphuric anodise, Black Sulphuric, we hope to have this operational by middle August.



## Employee Corner

**This Issue's Employee Corner Author—Andrew Davies**, Project Engineer of Rhino Systems Ltd



Hi there, my name is Andrew Davies and I am currently a project engineer here at

Rhino Systems Ltd. Rhino is and has been a pre-eminent supplier within the security door market for over 30 years, key to its success is the organisations drive towards continuous development. This strategy extends beyond just its products and services, and instead drives virtually all management decisions. Thanks to this mind-set I have been encouraged and supported through numerous training schemes and along my own journey of continuous personal development, a journey which has not just continued but accelerated since being taken over by CIM. I am now going to briefly share with you my "Rhino" journey...so far.

After completing my A levels, like many that age I wasn't sure exactly what I wanted to do, I did however have a genuine love for all things engineering. I was also keen to get into the world of work and it was here that my journey began when I was offered an engineering

apprenticeship at Rhino Doors. I was initially based in the factory where I learned how the doors and their component parts were manufactured. Since I had been enrolled on a general engineering course, a large proportion of my time in college was spent learning about electrical engineering...I had now decided what I wanted to do.

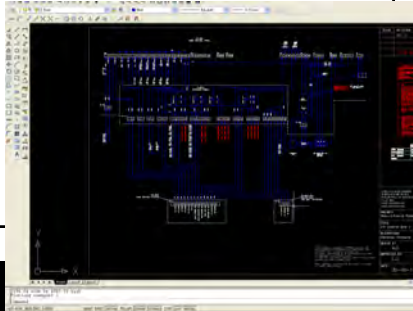
Keen to develop my electrical skills, I was soon building and testing the bespoke control panels used in our products. The next, longest and perhaps most eye opening phase of my journey began when I was transferred to the installations department, a department which I soon learned played nearly as hard as they worked! Despite spending most of my time working away, over the next 6 years I completed a modern apprenticeship in both mechanical and electrical engineering and had worked my way up from an apprentice to team leader.

During this period I had also learned how to use AutoCAD. When an opening became available in the technical department I seized the opportunity to lay down my tools and began designing



the very control panels I had spent so long building and commissioning. Being a relatively small company I also became involved in technical sales, quality control and document control. This was something I embraced as it allowed me to further broaden my experiences, something which the organisation actively encouraged.

In the midst of this particular phase of my journey, CIM acquired Rhino Doors. In keeping with the company ethos, CIM has since restructured the organisation and continues to develop the business with the aim expanding into new global markets. My personal journey has also progressed since I am now working towards an MBA at Swansea University. A course which I would never have thought I would be doing but am extremely grateful to be doing. My next aim is to put some of the skills and knowledge obtained on this course to good use and help Rhino launch new product initiatives and succeed in its export ambitions, a new chapter in the organisations history which I am proud to be a part of.





New Post

“It gives me great pleasure to extend my warmest congratulations to Nigel Pitman on his appointment as Managing Director for FGP Systems and Director of RSC. Nigel has done a great job of restoring confidence and relationships with customers and suppliers. However the next 12 months are key to strengthen those achievements and continue building them going forward. Thanks to Nigel’s help the business is now back on track but team work is still key to recovery. I am proud to have been your MD over the past twelve months. So congratulations to you all and I know you will continue to support to Nigel through the coming years.”

Ian Watkins

Congratulations

Congratulations to Sarah and Gary Northway on the safe arrival of your new baby girl Hollie May!

Congratulations to Ryan Hope and Holly Bessant on the safe arrival of your new baby boy Lewie!

Congratulations to Matt Owen and Abbie Payton on the safe arrival of your new baby boy Hayden!

Wishing all of your new family’s all the very best.

Good Luck

From all at FGP we would like to wish Helen Johnson all the best on your maternity leave and we hope that the new baby arrives happy and healthy.

Want to say something special ? Email [kerry.weaver@fgpltd.com](mailto:kerry.weaver@fgpltd.com) to include your message in the next issue

Ruins to Rumbling

James Bishop, Manufacturing Engineer of FGP Systems

In the last 6 months it has been highlighted that FGP’s Bench Deburring / finishing needed some long overdue attention. FGP recognises that a bench operation can be just as important as the machining that takes place. It is almost always one of the last operations prior to any surface treatments and with this in mind a decision was made to invest in some new machinery and equipment. Following that discussion was the idea that all of the bench operations that take place should have their own bespoke area within the facility. This way all the skill that was scattered around the factory would be in one key dedicated area.

So with this in mind there were three key methods laid out to cover, which FGP could see, that would be all bases? The three areas highlighted were as follows:

- Vibratory Finishing.** Also known as Roto finishing or Rumble deburring.
- Endoscope De-burring.** The use of medical grade endoscopes to inspect tight intersecting galleries that may harbour burrs and debris.

**General Deburring and Polishing.** To remove sharp or ragged edges and polish features that other methods can’t achieve.



So Now that FGP had identified the areas it needed to cover a plan was drawn up to accommodate these three applications of deburring.

With plans in place and machines on order work could commence on overhauling a once derelict room into something worth showing off.

**Starting with Vibratory Finishing:** Vibratory Finishing is a mechanical/chemical process for the deburring, radiusing, smoothing, polishing and degreasing of individual, mass produced parts.

Mass Finishing is the process of parts being submerged in media and compound (specially treated water) within a vibratory finishing machine. The machine vibrates causing the contents to move in a circular motion and the media to grind against the part to get the desired finish.

**What is Vibratory Finishing used for:**

- Deburring: removing the particles and shavings (known as burrs) that appear when metal is machined or worked
- Polishing: producing a smooth, bright, reflective surface finish
- Smoothing: improving the surface finish and blending of any defects or sharp edges
- Pre-plate finishing: producing a flat, smooth surface finish prior to subsequent plating or coating

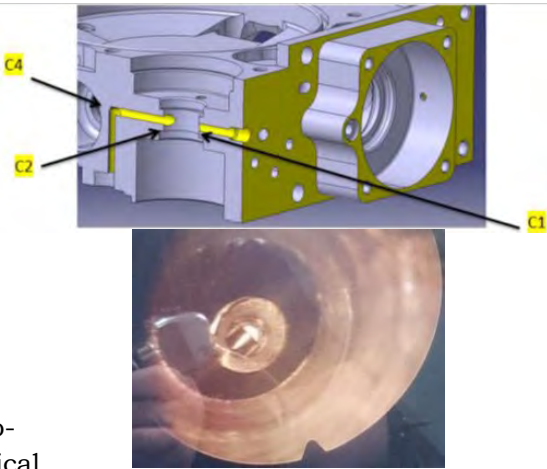
**Benefits of Vibratory Finishing**

- Cost effective and non-labour intensive
- Produces an accurate, controllable and uniform standard of finish with a locked down technique sheet to ensure repeatable results dictated by several customers.

Endoscope Deburring:

With an ever increasing demand for the use of the Endoscopes within FGP it was logical to have one of the three areas dedicated for this use. The Endoscope allows the operator to clearly see on a screen in front of them the intersections of internal galleries that break into one another. When to galleries meet there is an inevitability that a burr will be formed. If these burrs were not removed and allowed to remain within the body then depending on the application of the part it could be disastrous.

Example:



In the picture above there is a clearly defined burr (ragged edge) that could cause the part to fail.

General Deburring and polishing:

Lastly and still just as important is the removal of all other burrs and sharp edges in order to finish a component.

These are usually the hard to reach areas that can’t be deburred on a CNC machine.

On top of this aesthetics of components is becoming increasingly onerous as certain parts are on display to the end user. This usually means that any surfaces that can be seen must be highly polished with the evidence of machine marks or surface imperfections. There is still a place for this within FGP but with the introduction of the new Vibratory Finishing machines, FGP hopes to reduce the hours spent polishing with machinery that can produce more accurate and reliable results.

RUMBLE DE-BURR PROCESS SHEET					
PART NAME		DRAWING NO.		MATERIAL	
PROCESS		PROCESS		PROCESS	
MACHINE TYPE	TYPE	PROCESS	PROCESS	PROCESS	PROCESS
AMPLITUDE/RFM	RFM	PROCESS	PROCESS	PROCESS	PROCESS
WEIGHT/SETUP	SETUP	PROCESS	PROCESS	PROCESS	PROCESS
ADDITIONAL WEIGHTS	WEIGHTS	PROCESS	PROCESS	PROCESS	PROCESS
MEDIA / TYPE / SIZE	WEIGHT / SIZE	PROCESS	PROCESS	PROCESS	PROCESS
COMPOUND TYPE	MP-LS	PROCESS	PROCESS	PROCESS	PROCESS
COMPONENT NO.	NO.	PROCESS	PROCESS	PROCESS	PROCESS
WATER FLOW	CONTINUAL	PROCESS	PROCESS	PROCESS	PROCESS
N° OF PARTS	1	PROCESS	PROCESS	PROCESS	PROCESS
PROCESS TIME	20 MIN	PROCESS	PROCESS	PROCESS	PROCESS
SEPARATION	WASH	PROCESS	PROCESS	PROCESS	PROCESS
DRYING METHOD	AIR BLAST	PROCESS	PROCESS	PROCESS	PROCESS
MATERIAL	ALUMINUM	PROCESS	PROCESS	PROCESS	PROCESS
ADDITIONAL NOTES					
1. CLEAN PARTS IN PARTS WASHING SOLUTIONS TO REMOVE TEMPORARY PROTECT					
2. WASH IN DE-IONIZED WATER AND AIR BLAST					
3. PLACE PARTS IN A PLASTIC BAG THEN POST A BLUEBELL WASH BAG AND CHECK PROCP CONTAINER					
BEFORE PHOTO					
AFTER PHOTO					
CREATED BY	DATE	NO.	APPROVED BY	DATE	
J.BISHOP	22/01/2018	1	M.BISHOP	22/01/2018	

