

The Connector

Connecting CIM

The Birth of Lucy

Ian Rowe, Operations Director, FGP Lufton Ltd

After 18 lengthy months of gestation, with some high blood pressure, occasional stomach cramps, the urge to push and lots of encouragement along the way, CIM are very proud to announce the timely arrival of "Lucy" on 25/11/2017. Not quite the immaculate conception, but very close to it!! You will be glad to know that all are doing fine, just the usual parenthood challenges and responsibilities: i.e. Sleepless nights through teething, constant feeding, winding and burping, but thankfully no nappy changing as yet!! Your generosity through "gifts, donations", time and moral support were very well received. "Family" support is priceless!! We now look forward to nurturing and helping "Lucy" grow, and hopefully enable "Lucy" to feed and walk by itself in the very near future.

We cannot thank you enough.
Who is Lucy? Lucy is the project name for the acquisition of FGP Lufton. On a more serious note, despite the project synergies being compared to parenthood as highlighted above, Project Lucy is a real testimony and illustration of a team ethos and what can actually be achieved by engaging cross functional teams, in this case involving both the customer & suppliers. This along with a common objective and mind-set that promoted total transparency with the overall intention of "no harm to either party" was fundamental in achieving a successful go live. One key highlight being that within 10 days of the Project Go Live, FGP Systems / FGP Lufton / RSC were insourcing external products and services and cutting purchase orders to provision internally within these 3 entities. On reflection it has proven a real feat and achievement in itself, with the due diligence and final transition period confined to a very aggressive timeframe. None of this would have been possible without the engagement and collaboration of FGP Systems, Honeywell and FGP Lufton personnel. Many of these people working lengthy and unsociable hours plus some also still maintaining their "proper day job". A huge thankyou to all concerned for your continued support and input here.

What does "Lucy" bring to CIM?

- A very strong message of intent around CIM to the Aerospace & Manufacturing Markets.
 - Further reinforcement and opportunity beyond the current Honeywell / CIM Partnership.
 - Additional great people, experience and resource within the Group. (Census 38)
 - Further extension to the current Group capability, these include heat treatments / non destructive testing / various methods of metal Joining / balancing & overspeed.
 - The Group can now offer a "One Stop" manufacturing solution to its customer base.
- What are FGP Lufton's key priorities in 2018?**
- Provide a safe place of work.
 - Gain full AS9100 Rev D

and NADCAP accreditations.

- Further implementation of the "FGP" ethic & identification.
- Agree and drive a Strategy that benefits both the Group & Site.
- Fix a somewhat fragile supply chain.
- Invest for Growth ~ People & Plant.
- Customer, Investor and Employee satisfaction.
- Continue to enjoy the journey!!

The only impossible journey is the one that you never start!!!



FGP Systems are excited to hold our renowned Apprentice Open Day this year.

It is taking place Saturday 24th February 2018 between 9am and 12pm.

If you know someone interested in Engineering or would like to find out more information why not come along.

There is no need to book or register, just turn up.

The open day will include the following:

- **Live machining demonstrations**
- **Tour of our facilities**
- **Question and answer sessions with our team members**



ENGINEERING APPRENTICESHIPS

FGP APPRENTICE OPEN DAY

SATURDAY 24TH February 2018

09:00am – 12:00pm
01305 773638
verity.pitman@fgpltd.co.uk
www.fgpltd.com

20-22 Cumberland Drive
Granby Industrial Estate
Weymouth
DT4 9TB

We currently employ 15 Apprentices and have our own internal Training School within our Weymouth facility.

Our Machining Capability & Career Opportunities;

- Automation – Cell 1 and Cell 2
- CNC Milling
- CNC Turning
- Manual Milling
- Manual Turning
- Grinding/Honing/Lapping/Spark

If you are interested in a career in Engineering, FGP is holding an Open Day on the 24th February between 9am-12pm.

This will include;

- Live machining demonstrations
- Tour of our facilities
- Multiple members of our team who are willing to answer any questions.

Our application closing date is the 13th April 2018
Aptitude tests on the 7th – 11th May 2018
Interviews 4th – 7th June 2018

If you would like to receive an Apprentice Application Form or for further information please email verity.pitman@fgpltd.com
FGP Systems Ltd., 20-22 Cumberland Drive Weymouth, Dorset, DT4 9TB

Employee Corner

This Issue's Employee Corner Author - Scott Macauley, Bench Fitter of FGPLufton.

Hi.... My name is Scott Macauley I am 42 years old. I served 14 years in the Fleet Air Arm servicing and maintaining Sea Harriers, Lynx and Search & Rescue Sea King Helicopters. After that I spent 9 years as a sheet metal bench fitter/hammer former before joining Honeywell and then FGP Lufton in November 2017.

For the past 4 years every December I have donned the famous red & white suit and become Santa Claus. It started off with house visits but then I started working with Yeovil Hospital and started raising money for the Special Care Baby Unit (SCBU). To help the SCBU I abseiled off the hospital roof dressed as Mr Tumble.... even though I am scared of heights. One year ago I was asked to stand-in for

the usual Yeovil Quedam Santa, and I LOVED it! Now I am the resident Quedam Grot-to Santa. Out of the blue Yeovil Hospital decided after 10 years they would allow Santa to visit the children's ward once again. Unfortunately, the Santa that was planned to do the job had fallen ill so I was

asked to step in and since then I have visited the ward every year. I visit people of all ages from 2 week old babies to 20 year olds. Everyone on the ward gets a visit from the big man and always gets a smile.

What was special about Christmas 2017 was Santa teamed up with FGP Systems / FGP Lufton and RSC and donated £500 towards the children's ward Christmas appeal. They are raising £10,000 to buy an interactive floor mat (you may have seen them in McDonalds) so that children when visiting for longer periods of time can have fun as well as get better. When I approached Ian Rowe about a donation, only £157 had been raised but as of today they have raised £3,175 and hopefully it won't be long before they reach that target. I have done a few other things to help raise funds for various charities. One is by attending events suited up in my own Iron man suit. The suit is home built from 7mm thick foam camping mats, with mercury tilt switches to operate hand lights and magnetic reed switch to operate the open/close of the faceplate. It took roughly a year to finish the suit but I'm hoping that I can save some hard earned money to buy myself a 3D printer and build another suit. I would also like to use the 3D printer to make Christmas tree decorations to sell in the Yeovil



Hospital Christmas Charity shop. Lately I gave myself a challenge to build something for an 80's fancy dress competition and only had 2 weeks to do it so I built my own Metal Mikey, I finished just in time and won 1st prize. I am in middle of building a full size Hulk suit from foam, it's going slowly but I am confident of finishing it this year. At the moment it's my sons turn to win a

fancy dress competition at our caravan in Bream in 3 weeks' time. The theme is best of British so he will be a WW2 fighter pilot and what does a pilot need? A SPITFIRE! I'm building a cardboard spitfire so that his legs will be the undercarriage and wheels and it will look like he is sat in the cockpit. Well here's hoping. Yeovil Hospital has lots of events on this year from Abseiling to Wing Walking and in October the Great Inflatarace held up next to Yeovil showground. If anyone wants to get involved just visit Yeovil Hospital Charity on Facebook or go to the hospital website. A big thanks to FGP / RSC for their kind donations.



Training Centre News

Andrew Johnson, Apprentice Master, FGP Systems Ltd

The Purpose of FGP Systems training centre is to supply ready for work individuals with a set of Skills, Knowledge and Behaviours required for a world class production facility, and that is exactly what it has been doing for the last few years. You only have to look around the workshops to see the fantastic work our past and present Apprentices are producing and speaking to our production manager Chris Eckersley, he cannot praise enough the valuable contribution they are making. The Apprentice Training Centre is also driving 5s throughout the business to raise still further shop floor culture and best practice.

5s or 6s I hear you cry? Well the 5s are Sort, Simplify, Systematic cleaning, Standardize and Sustain and a 6th being Safety although in my book that should be a prerequisite through out any organization.



5s plus 1 provides a basis for being a world class competitor and the foundation for a disciplined approach to the workplace. Some of the benefits to FGP Systems are cleaner and more organized work areas, something the training centre especially prides itself on.

Having shared the 5s plus 1 overview the training centre was the first area to take up and implement change with determined targets, activities and schedules. 5s plus 1 was then applied and is clear for all to see. Standards have been set and new

procedures put in place for the removal of unused items. We currently have a core team of apprentices Lewis, Antonia and Jasmine who carry out audits of the training centre and are branching out into other departments as required. Having the buy in, cooperation, understanding of the departments is crucial to the success in rolling out a continuous improvement exercise and it's great to see that so many understand the benefits and philosophy behind it.

So what next?... There has been a change in government policy over the last couple of years and it is now (once again) recognising the value of home grown talent. Industry does it better and knows what it needs to succeed. To this end they have put Industry first in allowing us to develop our apprenticeship programs using new standards and rules for apprenticeships. They are giving back financial control to employers in order for them to develop their programmes and get the best deal from training providers and awarding bodies. So how do we make the most of this opportunity?... Well, I am pleased to say that phase one is complete and FGP Systems can now register and certificate EAL qualifications. "Who are EAL?" I hear you ask and what does this mean? EAL are an awarding body and part of SEMTA :- the Science, Engineering, Manufacturing and Technologies Alliance which is a non for profit organisation responsible for engineering skills for the future of the UKs most advanced sectors. And this means we are able to teach, assess and certificate here on site in Weymouth to the latest Standards and qualifications, choosing units to suit the development of the business and the individuals.

Accessing funds is the next priority to enable us to invest and keep the training centre well-resourced and up to date. To this end we have applied to join the ROAPT, (register of apprenticeship



training providers) which will put us on the list of UK apprenticeship providers and enable us to access our Levy and other funding. The future is bright... Being in control of our apprenticeship programmes allows us to keep them current and up to date. Get value for money from our training plans, but most importantly of all it allows us to supply a constant stream of new talent to our highly skilled workforce, to nurture and grow them into Advanced Manufacturing Engineers of the now and the future.



RECENT NEWS

Congratulations

Congratulations to Andrew Johnson of FGP Systems for the successful completion of your probation. Welcome to the team

Promotion

Congratulations to Stuart Lawrence on his promotion to Chief Operations Officer, we wish you all the best in your new role.

Congratulations

Congratulations to Jon Russell for receiving FGP's safety award for January.

Confirmed

FGP vs RSC pub golf competition has been confirmed for Friday 23rd February. Watch this space in issue 9 of The Connector for the competition winners.

Congratulations

Congratulations to Nigel Pitman for being awarded 'Boss of the year 2017' at the Wessex Fm Local Business Awards.

Want to say something special ? Email kerry.weaver@fgpltd.com to include your message in the next issue

HSE Operations at FGP

Paul Clark, Operations Director, FGP Systems Ltd

It is 30 years since the Health and Safety at Work etc. Act (HSW Act) created the Health and Safety Commission (HSC) and Executive (HSE) and a role for local authorities (LAs) to implement a new regulatory framework for workplace health and safety in Great Britain. Interestingly the same year that both Paul & Ian Operations Directors at FGP Systems & Lufton began their engineering apprenticeships at Normalair Garrett..!

While the rapidly changing economic and political environment has thrown up new challenges in the form of new responsibilities and new demands, the central task remains to minimise the risk of harm and create a society where risk is properly appreciated, understood and managed. We at FGP take on this responsibility as a major KPI within the organisation taking a very proactive approach to maintaining a safe and healthy environment for all to operate in. The excellent improvement trends of incidents and accidents realised over the past years shows the benefits of this proactive approach. See below profile of performance / visual management systems utilised for awareness and example of toolbox talks / Safety Observations Cards to communicate throughout the organisation.



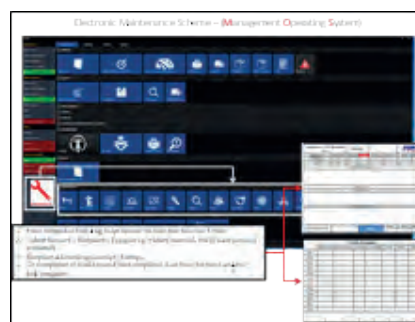
Visual Management



Measurement Management

Detail - Action Management

Here at FGP Systems we continually strive to improve the way we manage hazards (the potential to cause harm). Through excellent measurement, Audit and constant awareness training we endeavour to protect the most important assets of the business "People" and sit very proud of the 58% reduction of reportable incidents over the last 4 years. Looking to the future abrasions & cuts to hands still remain the most re-occurring reason for injury! Some would say process inherent although FGP see it as a challenge to mitigate. Some planned enhancements to how we operate and report risk & further reduce occurrences to become more dynamic and team inclusive. See below planned / active enhancements:



Reporting fully integrated within our BMS

Awareness training via toolbox talks

Five Toolbox Topics on Hand Safety Feb 2018



Re-Cycle Bins

Take Away – "Everybody is a safety Inspector – it's part of the job" You are responsible for looking out for Hazards & reporting **ALL** near misses"

Growing Through Success

Derek Smith, Operations Director, RSC

Following the success of 2017, RSC must now prepare for an even busier 2018. Areas of concern are Goods In/Dispatch and the Product Inspection area. These all need expansion and improvement in Q1. We will share before and after images in the next Connector. RSC are pleased to announce the services of Martin Jennings have been agreed as RSC Quality Manager, Martin brings a great deal of experience to the team, and will enhance the ever increasing expectations of our Customer requirements. RSC are courting many new Customers and we hope to secure these in the first quarter of 2018. This will include further growth and along with our MD we are ex-

ploring the best way to implement this into the Facilities available to us. 2018 sees the end of a 7-year project with Thales Underwater System, 4 Astute Submarines are to be fitted with the latest technology and we have been lucky to have been involved from day one, and have delivered in circa 300 panels. This has involved a qualification of a non-chromate low VOC product half way through the order which Thales and RSC worked in partner-

ship to achieve. Like all good things the order has to come to an end, but we look ahead with conjecture, and have been Pro Active with the next Project the Astute replacement, Submarine Successor 'DREADNOUGHT'.



RSC First But Not The Last

Derek Smith, Operations Director, RSC

RSC have returned from its Christmas break to the groups first Baptism into the realms of AS9100 Revision D. Thanks to the great efforts of all at team RSC it was a fabulous result with Zero Findings! We will continue to improve as a site and as a business. AS9100 is the international management system standard for the Aircraft, Space, and Defence Industry. The Standard provides suppliers with a comprehensive quality

and business system for providing safe and reliable products to the Aerospace Industry. AS9100 also addresses Civil and Military Aviation requirements. RSC would like to send there best wishes to the rest of Group on their journey to Rev D.



Treatments

Derek Smith, Operations Director, RSC



RSC are gradually becoming self sufficient in its Treatments Department, reliance on sub contracting solution testing and other costly process analysis are being brought in-house and we will hopefully see these accredited to aerospace standards this year. To enhance this RSC have supported its team leader Josh Brown in successfully achieving a certification in materials Science-Surface finishing technology, with The Institute of Metal Finishing. Well done Josh.



Keyford Blade Box

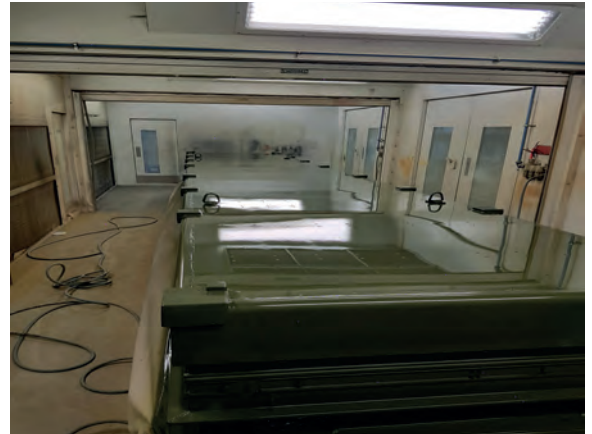
At the end of December City Engineering delivered the first of an order for 18 off Blade Boxes for Leonardo Helicopters. The contract has had its challenges as when the contract was awarded in August there was very limited information, so our design team needed to act quickly and produce a model from a sample. With the model now in place the second challenge was to procure the extrusion from Italy which was a challenge in itself as Italy seem to shut down in manufacturing for their three weeks holiday at the end of August. Finally we received extrusion and the pressure was on from the end user Leonardo Helicopters.

With some Great work from the team we succeeded and delivered the first unit into RSC.

City Bristol have now collaborated with the Cardiff division and now have a programme to deliver the balance.

The success of the project shows that within the CIM group we have the capability to take a product with limited information through into production complete and deliver into our group finishing company RSC.

With the success comes some reward and we are close to signing a LDA with the client which will secure this work for City over the next three years.



1 Million Pound Order Book

Kevin Thomas, Managing Director, City Engineering Ltd



December 15th 2017 will be a monumental day for City Engineering as the team accomplished the 1 million pound order book. Who would have thought it as it was only September 2015 that CIM pulled City from the ashes, had faith in the team at City who have repaid ten fold. Without the grit and determination from all the staff none of this would have been possible. Having hit this milestone

no one has rested on the laurels and we have continued to build on this with the order book now in excess of 1.3 million.

Great work from all at City Engineering.

Shortlisted

Taken from the CIM website

CIM portfolio company Rhino Doors of Port Talbot has been shortlisted in the Business of the Year 0-25 Employees category at the Swansea Bay Business Awards 2018.

The event, which will be held on Friday, February 23, 2018 at the Brangwyn Hall, Swansea, aims to recognise the greatest business successes in the Swansea Bay region.

Rhino was selected as one of three in the category by a panel of judges alongside Clean Sweep and Express Metal Services.

The panel comprised Ian Clarke from overall sponsors PWC; a representative of last year's Business of the Year, Alan Brayley from AB Glass; Debbie Green, Woman of the Year 2017; Jonathan Roberts, editor of the South Wales Evening Post; and Lisa Cameron, commercial director of Media Wales.

Mr Roberts said: "Every year the calibre of entrants for the Swansea Bay Business Awards gets better and better, which in terms of whittling them down to a shortlist and then deciding on a winner makes it harder and harder."



Secret Seven



This Issue's Secret Seven Director is — Richard Ashby, of City Engineering Systems Ltd
Each quarter a different director is asked the same questions so you get to know a little bit more about them. Richard was asked:

Tea or Coffee?

Coffee

Summer or Winter?

Summer

Android or Apple?

Apple

Favourite Film?

Schindler's List

If you could be an animal what would it be and why?

Eagle so have the freedom to explore

If you could have one superpower what would it be and what would you do first?

Control the weather so it only rains at night and it is sunny during the day

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

Sir Walter Raleigh and chips



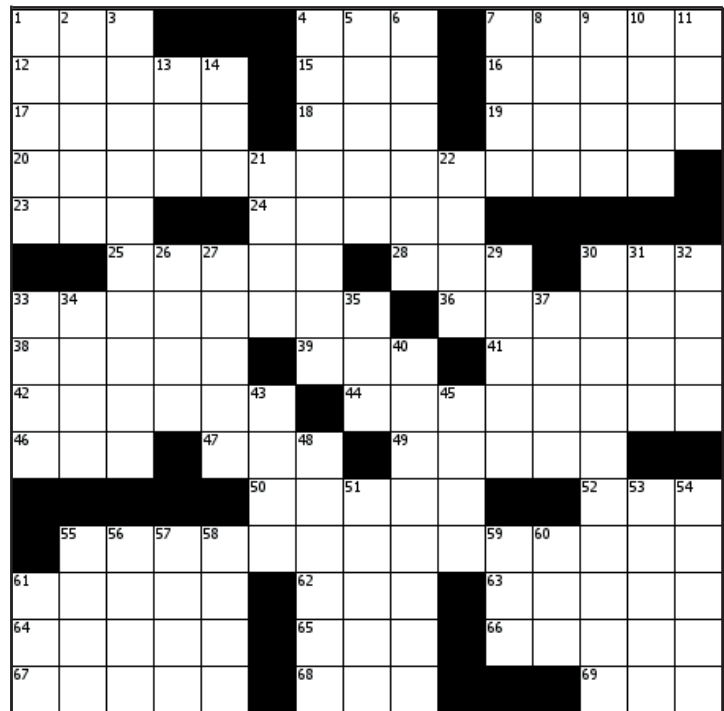
Tea Break Teaser

Across

1. Conclude
4. Music disks before CDs
7. Cat sounds
12. Shake out of slumber
15. Wide shoe
16. Any '50s tune
17. Preface, for short
18. Tic-__-toe
19. Unaccompanied
20. Pie flavor
23. Fireplace residue
24. Plaintiffs
25. Ancient Mexican
28. Sci-fi creatures: Abbr.
30. Bikini part
33. Calmed
36. Obtained illegally
38. Himalayan nation
39. Respectful title
41. Halt, at sea
42. Betray
44. Pays no attention to
46. Before, in poems
47. After taxes
49. Store employee
50. __ Antoinette
52. Fam. member
55. Pie flavor
61. Caribbean island
62. Ecology agcy.
63. Sad song
64. Unconfirmed report
65. Zero
66. Actress Sophia
67. Kick out
68. Quarterback stats.
69. Fractions of a mi.

Down

1. Author Jong
2. They're taboo
3. Pie flavor
4. Iceberg and romaine
5. United Nations goal
6. Make safe
7. Castle sur-rounder
8. Singer Fitzgerald
9. Limburger fea-
ture
10. Kite mover
11. Get the point of
13. Sign of a hit
show
14. Very long time
21. Puts to work
22. For-
mer Mach
2 fliers: Abbr.
26. Enthusiasm
27. Eagle claw
29. No longer fresh
30. Pie flavor
31. Take a break
32. Colonizing
insects
33. Poker starter
34. Jury member
35. Noise
37. Higher than
40. Music students'
performances
43. Jules Verne
captain
45. Happiness
48. Special skill
51. Quick
53. Acted angry
54. Signs of the
future
55. Main point
56. Camel feature
57. Woodwind
instrument
58. Poet Sand-
burg
59. 450, in old
Rome
60. River, to
Ricardo
61. "___ we there
yet?"



Pancake Day/ Shrove Tuesday

Pancake day is coming! Pancake day which is formally known as Shrove Tuesday falls on 13th February (not long to go guys). Traditionally pancake day is the day before the beginning of lent (Ash Wednesday) and on this day they use up all of the flour, eggs and milk in their homes ready to give up their chosen luxuries the following day. Lent lasts for 40 days and 40 nights and is then followed by Easter Sunday (and Easter eggs of course).

Now that we've got the tradition behind pancake day out of the way let's talk savoury or sweet! Are you a lemon and sugar type of person? Or do you push the boat out with some fruit and chocolate spread? Or even go savoury maybe, with some chicken and bacon? Whatever you prefer, get eating and enjoy pancake day to the full!

Pancake Recipe

Ingredients-

100g plain flour
2 large eggs
300ml milk
1tbsp sunflower oil/vegetable oil (plus extra for frying)

Method-

-Add all ingredients into bowl and whisk into smooth batter. Ideally set aside for 30 minutes to rest.
-Heat up frying pan with small amount of oil.
-Cook for 1 minute on each side, flipping in between



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5% off London Bookings at Travelodge

Just use code DTWF3347 at the check out to claim

15% off orders at John Greed Jewellery using code VCQ115 at the check out



Current Vacancies

FGP Systems are currently recruiting for:

Sales Ledger Assistant
Apprentices

For more information please contact:
kerry.weaver@fgpltd.com

WE'RE HIRING!

Additions to the team

The group would like to give a warm welcome to the 10 new additions to the team this quarter. 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:

Jon Russell - Quality Engineer at FGP Systems Ltd
Heather Matthews - Receptionist at FGP Systems Ltd
Ashleigh Hoad - PD & HSE Assistant at FGP Systems Ltd
Daniel Wells - Treatments Support Operator at RSC
Laura King - Support Worker at FGP Lufton
Dom Baker - Support Worker at FGP Lufton
Simon Holt - Customer Operations Manager FGP Lufton
Tim Weeks - Supply Chain Lead at FGP Lufton
Ian Rowe - Operations Director FGP Lufton
Nick Sarahs - Quality Manager FGP Lufton

WELCOME

Tea Break Teaser Solution



E	N	D			L	P	S		M	E	O	W	S
R	O	U	S	E		E	E	E	O	L	D	I	E
I	N	T	R	O		T	A	C	A	L	O	N	E
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