

Proper Group technologies

Team,

Thanks for all the hard work at all of our operations.

It is an interesting time in the tooling industry. One where there is plenty of work but the pricing is challenged by lower cost competitors.

The upcoming months will challenge us... we have to be better than the competition in all phases of our business. A lot of what we will share in this newsletters revolves around improvements to make us more efficient and agile.

We value sharing information with the team about the state of the company and about all of the cool things we are doing. As such, we will re-engage our combined newsletter on a quarterly basis. I hope you all find it informative and interesting. There are some great things happening in Proper Group Technologies to note in this edition.....

- We have developed a new in-house quoting system and are in process of rolling out a new resource management system to modernize how we process information and look at opportunities. Right now, the sales and estimating portions are live and the rest of the program will be completed and rolled out throughout 2021.
- Our team continues to work to broaden our industry scope of work. We recently booked a large instrument panel program we will be starting this year for Ford. It's been a while since we've seen an IP around these parts.
- Cutting Edge Precision Services is now Proper Tooling. As we continue to grow in Canada in size and capability, it is important that we present a consistent level of service and quality to the customer base. This change is part of that.
- CST Studio has made great strides in becoming a full-service texture supplier. We are currently working on a large program for Lordstown Motors and have strong future possibilities with Honda, GM, Stellantis (Fiat Chrysler's latest name) and BMW program work, to name a few.

Let me start by welcoming new employees to the Technology Group in the past quarter....

Warren Tooling

Zach Hayes (welcome back!)

Nick Fleisher

Kit Rostyk

Jessie Scott

Dylan Demo

Jack Balsam

CST Studio Michigan

Christian Ramos

Fred Ramirez

Canada Tooling

Mason Veilleux

Terry Miller

Paul Tabbenor

Brian Tytgat

Neil Donlon

Cameron Lapointe

CST Studio Canada

Ken Rock

Landon MacDonald

Dustin Baltzer

I hope everyone enjoys the newsletter. I welcome any comments or suggestions anybody might have to make this better and more interesting. Again, I thank each and every one of you for the hard work and dedication.

Rob Hamood
President