

Proper

JUNE 2021

SERIES 5

Letter from the CEO

The last 18 months has taken its toll. This pandemic has effected everyone in some form. We have lost family members, friends, colleagues and neighbors. Through it all we persevered to continue to live our lives, although many have suffered great loss. It will be a time we will never forget. For our company it also took a toll, we started with the GM strikes, the pandemic, floods that created material shortages and now the chip shortage. This has impacted both our manufacturing and technology groups in a significant manner, but we have persevered as you have throughout this time. I am grateful for each person at the company that has helped keep our business running. We did not come out of this unscathed. First and most important we lost colleagues to COVID. Many individuals moved to different positions to support the group and in certain cases we have narrowed our product focus to reduce costs. As the Pandemic subsides, we can see better overall performance ahead for the second half of 2021. This is a true endorsement to the commitment of our team and culture. Our team has created new technical and product innovations over the past six months displaying the creative genius of the Proper team. Michael and Rob will give some insight to their respective business groups with plans going forward as we prepare for the reopening of our North American economy.

I hope each one of you have some long overdue time to enjoy the summer and reengage with family and friends.

SERIES 5



Geoff O'Brien
CEO

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Proper Group

manufacturing

The monthly newsletters will be replaced with this enhanced quarterly update. I will continue to report out monthly on the "WIT" award via email. Please look for an email announcing the "WIT" award winner for the month of June the first week of July.

Half way through the year the PGM team has worked through resin supply issues and the semi-conductor shortage. Although, these have resulted in a temporary slowdown, the team has responded by holding firm on hitting their commitments. We still feel we are on all the best vehicle platforms and are positioned for growth when the volume returns. The sales team continues to work hard and have successfully captured new business in the first quarter with current customers Volvo, NAL, Rehau, and Valeo, while adding new customers Lordstown, Canoo, and SL.

With a few wins in the books, the sales organization is focused on the next strategic growth opportunities: small lamp assemblies and badges for GM and Ford; sub-assemblies and small lamp assemblies for NAL; exterior and lighting product for Rivian; and exterior and lighting product for Tesla.

I'd like to welcome the following associates joining the PGM team in Q2 2021:

Anderson: Stewart Bratcher, Angela Perry, Johanna Grubbs, Devonte Kimp; Malorie Groves; Charles Sagraves

Pulaski: Brad Cheatham; Caitlin Johnson; Kristen McIntosh; Timothy Smith

Warren: Karl Limburg; Emira Meka; Andrew Brouhard; Joseph Denys; Tim Haxhiu

I would also like to recognize the following individuals with key anniversaries in the quarter with Proper Group, and thank them for their commitment:

1 year:

Warren: Amanda Nand, and Douglas Gangwer

Anderson: Jose Pedroza

Pulaski: James Baker

5 years:

Pulaski: Nelda Dixon

Pulaski: David Tate

10 Years

Anderson: Robin Aiken

13 years

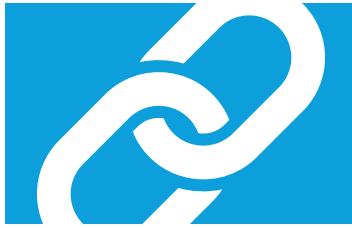
Anderson: Derek Lazzara

This is an exciting time for Proper Group Manufacturing.

I believe we have a strong team and are well positioned to support the growth.

Thank you for your efforts.

Michael Mualem
President



Supply Chain

Market

It has been a challenging year for supply chains around the world due to the ongoing effects of Covid-19 impacting the availability of both material and accessibility to freight globally. Additionally, in February 2021, Texas endured an unprecedented snow storm that caused massive power outages and State of Emergency declarations statewide. This historic event shook the resin industry, forcing almost all major resin and feed-stock manufacturers into declaring force majeure. In the month of March, ¼ of Proper's Supply Chain had declared force majeure!



Despite these many hurdles, the Proper Supply Chain team once again showed their tenacious drive for overcoming adversity and successfully avoided impacting any of our customers' production lines at all of our manufacturing locations. The team at PGM Anderson rallied together to identify, trial and present alternatives proactively to our customers winning them praise from BMW for being "proactive and diligent" in their actions to protect our customers.

The PGM Pulaski team successfully navigated through the majorly impacted Polycarbonate shortage using creative solutions to keep lines running, even supporting some of Proper's customers with resin as the need arose. The PGM Warren team effectively identified alternatives to their Polycarbonate material and had this back-up tested and on the sidelines should they need to act. The team continues to work through the global shortages as we head back to normalcy over the coming months. Great work team!

Projects

The last 6 months have been filled with ERP learning for the Supply Chain teams of Manufacturing. The Planning teams, in conjunction with Purchasing and IT, dove head first into launching MRP for the Manufacturing plants.

MRP is the first step in expanding our use of the upgraded CSI software for Supplier Management. PGM Pulaski took the lead on this activity by working with the launch team to define the required parameters and process flows in order to generate material requirements and begin reporting out exceptions. Gary Thornton and Kristi Keeton enthusiastically led this activity from their side and successfully launched MRP in February 2021 with a full transition off of those PESKY EXCEL SHEETS in April 2021! Way to go!

PGM Warren is just days away from their own launch. After working diligently to input the parameters for all items while resolving a few system issues with the support of IT, Stacey Holland is gearing up to kiss those excel sheets goodbye in the coming weeks, as well!

PGM Anderson is last but certainly not least. Rich Pitoniak and his team began the process of populating parameters and in doing so, have identified an opportunity to further improve the system by automating the scheduling portion in CSI. As we work together on defining and rolling out this next opportunity, PGM Anderson will pave the way for the benchmark process in CSI for scheduling and planning.

Tarin Gibson
Director of Purchasing

Proper Group

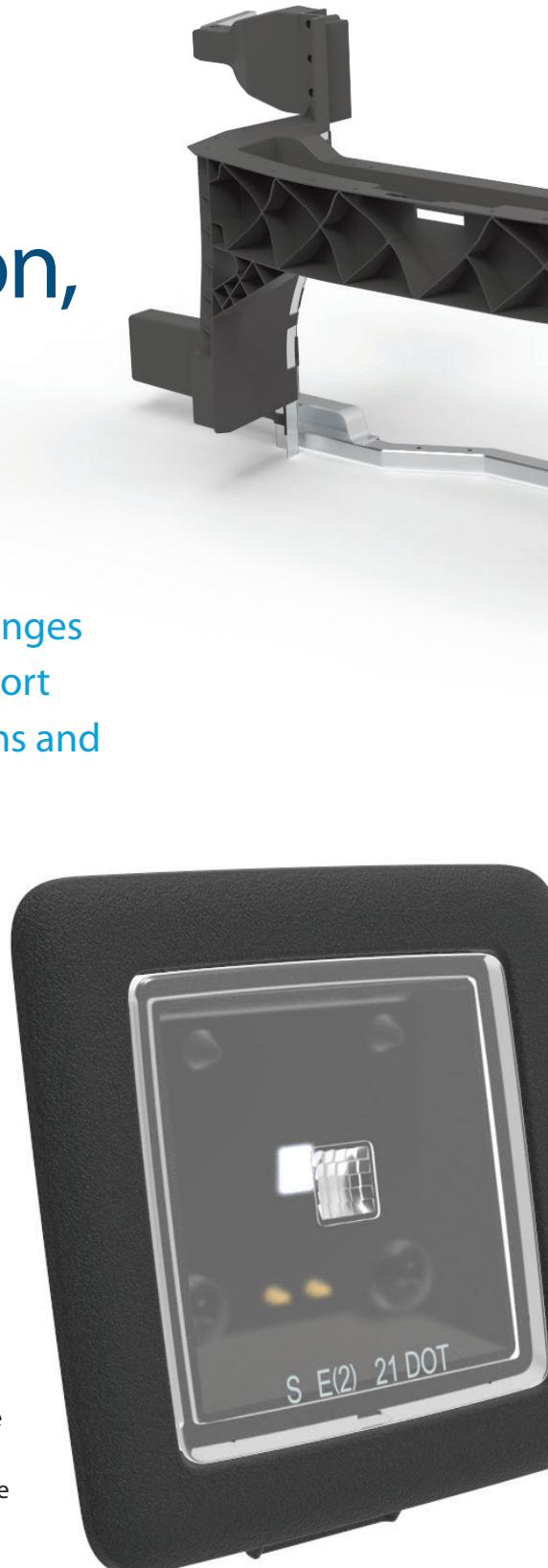
manufacturing

Advanced Business Development, Innovation, and Engineering

Our Manufacturing Group has undergone several significant changes over the past few months to support the award/launch of new programs and prepare for strategic growth.

These changes include the addition of resources that bring diverse talents which have created an exciting work environment. Proper currently has concurrent projects with Lordstown and Canoo that are beyond anything our organization has tackled including complete product design/development responsibility as a direct OEM supplier.

Award of the Lordstown opportunity involves design and production of License Plate Lamps and an Auxiliary Cargo Lamp for the next generation EV truck. These lamps are being designed with intent for modularity across other OEM vehicle platforms to be sold as an 'off-the-shelf' item. This will be our first turn-key automotive lamp and a perfect introduction to market as we have chosen a commodity that does not compete with our current lighting customers. See images below illustrating the compact PCB, lens (with optics + light diffusing texture), and housing which are welded for a hermetically sealed lamp.





Our Canoo LV program includes product design, development, production molding, and assembly of exterior wheel liners and rocker components. We have partnered with Solid Solutions in Germany to support this project as we continue to build the PGM engineering team. Our customer directed a (2) piece design with painted outer components (finishers) and mold-in-color black inners (carriers) that will be bonded to prevent b-side feature 'read-thru' on the painted surface. This strategy is similar to the BMW X3 platform Proper executed several years back (applying a lessons learned approach).

While our current projects are the primary objective for today, Advanced Business Development activities are in process to ensure a steady stream of technical product that differentiates Proper from the rest of the industry. Current focus projects include the following;

1. Overmolded metallic films for exterior badging with opportunity for backlighting. We are currently collaborating with GM, Wavelock, and RTP.
2. Overmolded structural components for front end carriers, active valence panels, and a number of unique technical products. These products will include value add processes such as overmolding of aluminum brackets and/or composite thermoplastic sheet. Mechanized aerodynamic components also fall into the same category for target pursuit technologies with a potential European partner (to be announced).
3. Industrial design and construction of a boutique 'Lighting Technical Center' within our current real-estate footprint. PGM plans to expand its Lighting footprint to support our OEM's in the Detroit area.

While it is hard to believe we are only halfway thru 2021, the next (18) months will define our growth thru 2024. Our Advanced Business Development group will be reminded of (3) key words as we drive into work every day; Innovation, Agility, and Execution.

Michael Tabbert
Director, Technical Business Development

PGM anderson

A challenging year to prepare for an exciting future



Volvo XC90 (Electric)



BMW G07 (X7)



Rehau X294 (Electric)



Canoo Premium (Electric)

The Anderson plant is in the middle of a challenging year with lower than planned sales driven by restructuring efforts at Electrolux. While the sales team is pursuing opportunities to backfill the Electrolux volume for 2021, we are faced with lower sales for 2021 while preparing for enormous growth in 2022 and 2023. This will challenge the plant to control operating costs as we did during the Pandemic, but also make sure we are investing in our future to support the new program awards for Volvo, BMW, Rehau, and Canoo. This will propel the plant sales to double the current sales volume annually and achieve an important milestone, which is to break into the Tier I market for two large OEM assembly plants (BMW, Volvo).

These new programs are for premium brand vehicles which are outlined in the pictures. Notice that three of the four applications are electric. There seems to be a surge in consumer interest propelled by the success that Tesla has generated in the market. Almost every major OEM is now offering an electric vehicle. In the case of Canoo this is a new start-up company with a very innovative approach and this is also a first for the PGM group in that we are "design responsible" for the parts we are producing. This comes with additional responsibility for not only manufacturing but additionally for part performance and warranty. This is a significant change in scope for our company but an exciting challenge to increase our technical capability and further strengthen our position with our customers by creating more value.

To prepare for these challenges we have invested millions of dollars in new equipment and processes.

Anderson will receive 3 brand new Engel presses and develop its first robotic assembly cell in 2021 /2022. By the middle of 2022 the plant will have significantly changed in appearance and new capabilities. In addition, we have invested in additional resources to support the new launches and avoid any negative impact to existing customers. Truly Anderson will move from a small to a solid medium sized plant which will require everyone's efforts.



On the operations side the team has achieved some very good accomplishments starting with safety. The plant has achieved 508 days without a recordable or lost time incident. Additionally, key projects regarding new robot safety cages, mold lifting ring standardization, and "C" cert replacements were completed. Important training activities have been completed including electrical safety, crane operation, LOTO, and FaroArm CMM. Other improvements include migrating to the new maintenance system called Dude Solutions to drive our refreshed PM and PDM maintenance processes and continued work on Operator's work station standardization to name a few.

In summary the Anderson facility is in a state of transition driven by growth. The challenge of new equipment, processes, people, and new customers is being met head on by the entire organization. Sales, Program Management, Central Engineering, Purchasing, Central Quality, and the Plant Operations team are working closely to ensure we will be successful. There is a bright future ahead and a lot of work to be done but with teamwork and perseverance we will succeed!

Scott Haulotte
Plant Manager

PGM pulaski

Enjoy the ride and let data be your guide through continuous improvement and remember never be insane.

The PGM Pulaski Team has made great strides in quality and performance since 2019. At that time, the T1XX, a GMC Serra tail lamp assembly, was our most important program and we were under 3rd party containment due to poor quality. The cost of poor quality to the Pulaski plant significantly affected our profitability.

The Pulaski Team came together and addressed the quality issues and applied continuous improvement (CI) techniques. We methodically went through and corrected the variance issues in our inspection procedures, sorting, and criteria for rejects. Then reevaluated the packaging of the part to address scuff marks resulting in our changing the process to incorporate a weave method. These actions resulted in the number of rejects dropping to zero in just two months and our being taken off third party sorting.

Since then, the Pulaski Team has been successful in applying the same CI methodology to other areas of the plant:

- In August 2019, we improved our process on the central feed system eliminating material feed issues that caused the material to break apart and create a black spot on a clear part.
- Improved the auto-degating process and equipment to eliminate scratching and inconsistent gate cuts, updated equipment that adjusted the part orientation to perform a more consistent cut, and changed the materials used to grip the part that reduced scratches.
- Moved heating/cooling vents from above the crane to below it, resulting in less dust and debris on the rails or in the press, and reducing black spots
- Sealed holes in the walls around thermostats to maintain a more constant temperature
- Installed automated lift tables and improved cover design to prevent material feed system from starving the press.

Jon Batt

Plant Manager



When faced with a problem, we often discuss the definition of insanity – keep doing the same thing but expect a different result. Continuous Improvement is the journey that lowers the plant level of insanity. Working with the Pulaski Team to improve our problem solving skills and try different approaches that resulted in our Team's successes has been a pleasure.

PGM warren



During the first half 2021, we have transitioned the current PGM Warren facility to support future business and added a dedicated facility for Otter products. The Otter cooler assembly was moved to another facility nearby on schedule and is now ready for production. Coinciding with the Otter cooler move, the Otter Vino 6 production in PGM Anderson was moved to PGM Warren. With the move our team looked at ways to improve the process, resulting in productivity improvements of 30%.



Moving the Otter cooler product freed up space for new business, including the most recent award with Lordstown Motors. We will be molding, assembling and testing complete lamp assemblies to ship direct to Lordstown. The lamp assembly product was developed by the Proper Group Manufacturing team and can be sold to other customers such as GM and Ford.



PGM Warren Plant 2



Lordstown Endurance Truck

The open space also will allow the PGM Warren team to take advantage of other opportunities where the customer is requiring a local footprint for manufacturing. Stay tuned as we use our agility to capture more business and grow PGM Warren.

Ray Scott
Plant Manager

Proper Group manufacturing



Quality – Growing in the Automotive Industry and Beyond



Quality is ever-changing, ever-evolving and constantly increasing in expectation and speed of implementation. This is the automotive industry; this is our industry. Another thing that is certain is that other manufacturing industries are taking note and beginning to follow suit. In short, Quality is the key to longevity...more business equals more opportunity for you...and more growth opportunities for your family and career.

We must evolve, we must be deliberate in our approach to quality and we must insist on quality at all times. To use Henry Ford's famous line, "Quality means doing it right when no one is looking." You might assume, as many others do in this industry, that this is "just another quality guy" beating his chest and creating headaches. Not so. I like to say that Quality is everyone's responsibility towards their families and co-workers.

Allow me to introduce the corporate team, myself and the direction we will be moving in 2021 to simplify and solidify:



Stewart Bratcher – *Corporate APQP Engineer*
Stewart brings experience from a long standing career in Quality Engineering and Management at Faurecia, Draxlmaier, Plastic Omnium and Clarion. Stewart is situated in the Anderson facility, but is supporting all APQP activity currently.



Sam Palmeri – *Corporate Quality Engineer*
Sam brings experience from his time as an IATF Certified External Auditor as well as Quality Management for companies such as Warren Screw and others in the Detroit area. Sam will be working with me to clean up our Quality Management System, Support Supplier Quality / Dev. and support the upcoming growth in the Warren Production.



Andrew Quada – *Corporate Quality Manager*
Having been here now for a few months, I have been able to meet many of you. I bring experience from my time at Minghua, Hitachi and others. However, most of my experience comes from spending the majority of my career with Magna. Between the three of us, I am excited to support with a total of over 75 years of Quality and Production experience in the Automotive industry.

We will be supporting the individual manufacturing facilities and provide interface to supplier and customers as required. Mainly, we will be working over the next year to clarify and implement an update to our Proper Group Quality Management System (PGQMS) with a structure as shown in the illustration.

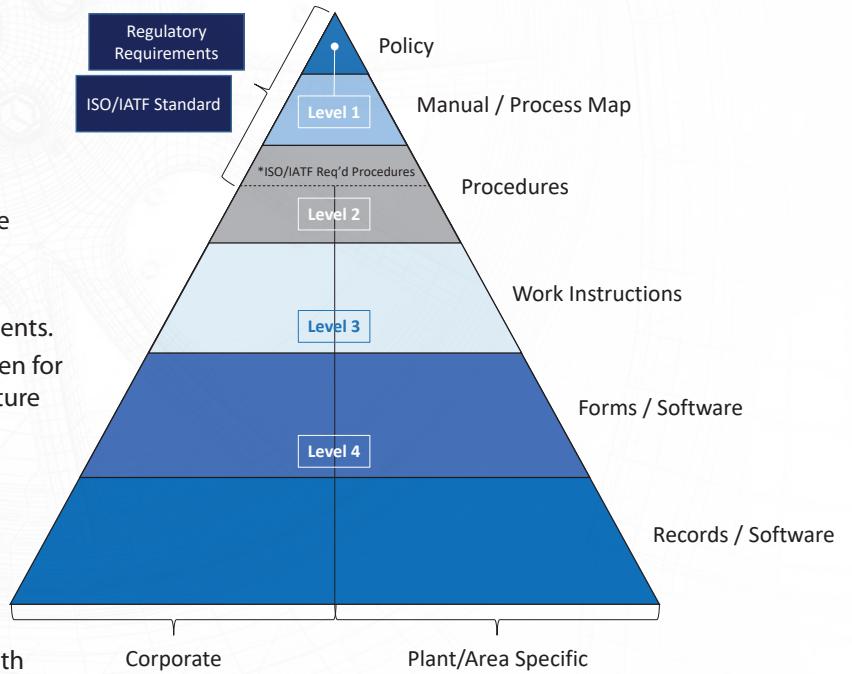
The system will:

- Focus on simplification and improve ease of use.
- Standardize common practices across all facilities while supporting facility/customer specific differences.
- Change to a more defined 6-tier structure as shown.
- Be even easier to access the latest and greatest documents.
- Focus on IATF/ISO certification as well as leaving us open for future system registration such as VDA for potential future customers.
- Depend on all of you:
 - a. To continuously improve our PGQMS based on both the standard and what we do.
 - b. To maintain these processes and perform each one as prescribed.

In short, your quality team is excited to meet and work with each of you to take Proper Group Manufacturing to the next level of quality! Be open to change and open to suggest improvements that meet and exceed our growth expectations.

Andrew Quada
Corporate Quality Manager

QMS Structure



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

Proper Group

technologies

Digital Transformation

In order to transform our business and automate manual processes we have developed “Proper Tooling Center” – code name “Project Waterfall”. This is a customized data base center that will help us reduce paperwork, streamline our processes, eliminate redundant data entry and increase information visibility to the whole team. This was accomplished by leveraging Microsoft Products such as Dynamics 365 and SharePoint. Along with Microsoft Products we have added Experlogix, which is one of the leading companies in CPQ world (Configure Price Quote).

Completed Phases

With Phase 1 and 2 completed at the end of May 2021, we have finalized Sales / Estimating section of our Proper Tooling Data Center. Sales Team can now enter Quote Information for New Tooling Quotes in Dynamics 365, as this information will be transferred over to Experlogix and be used by our Estimating Team to complete Mold/Tool Cost as per our customer requests. Addition of new applications to Proper’s arsenal will empower us to deliver customized, accurate and faster tool quotes in this extremely competitive world market. By completing this phase, we have eliminated our Request For Quotation Form 3.1. Eliminating Excel documents and operating from a web-based application will allow us to tie quoting and budgeting activity with purchasing functions.

Future Phases

As our Tooling Quotes are sent to the customer and these turn into Awarded Jobs, our next phase of Digital Transformation will include converting Quotes to Job Orders which subsequently will become our well known APQP and Change Orders. Along with digitizing APQP we will develop Data Requests, Request for Tryout and all other forms used by Program Management Team.

This transformation will be ongoing throughout the rest of the year. It will modernize and improve the efficiency of our process....working to streamline the flow of information among all stakeholders, from the customers through our program management and design teams, into the manufacturing areas and ultimately to tryout and final ship. We will continue to update progress in subsequent newsletters and look forward to input from current and future users of the information.

Doug Draca
Director of Technical Services

The screenshot shows the Proper Tooling Center interface. At the top, there's a navigation bar with 'Proper Group' and 'PROPER TOOLING CENTER'. Below it are links for 'New', 'Page details', and 'Analytics'. The main area has a grid of buttons categorized into three columns: EXECUTIVE, QUALITY, CUSTOMER; DATA MGT, SALES ESTIMATING, PROGRAM MGT; ENGINEERING, PURCHASING, MANUFACTURING; SCHEDULING, and PGI APPLICATIONS. On the right, there's a detailed view of a 'MOLD CONSTRUCTION' and 'TOOLING REQUIREMENTS' table. The 'MOLD CONSTRUCTION' table includes fields like 'Tool Type', 'Production Injections', 'Build Standards', 'Mold Type', 'Hydraulic Ejection', 'Customer 3rd Rev Level', 'Mold Size L x W x H', 'Hot Runner Supplier', 'Mold Weight (LBs)', 'Deep Cavity Type', 'Symmetric', 'Cavitation', 'Moldflow Type', 'Hit Cool/Wrap', 'Type Of Cavity', 'Moldflow Source', 'Reaper', 'Cavity Conductor', 'Cavity Solid', 'Gage Type', 'Cavity Block Size / MB', 'Texture Type / Source', 'Core Connection', 'Core Surface Finish', 'Core Block Size / MB', 'Special Requirements', 'Coating Type', 'In-House Tryouts', 'P-20 Holes', 'Sub Inserts Qty', 'Parts Per Tryout', 'GATE INSERTS QTY', 'Resin Supplied By', 'Action Mfg', 'Part Shipments', 'Utlites Qty', 'Mold Shippments', and 'Mold Qty'. The 'TOOLING REQUIREMENTS' table includes fields like 'Customer', 'Customer_Specification_for_mold_id_10181015', 'Tool Type', 'Gage Type', 'Texture Type / Source', 'Core Surface Finish', 'Special Requirements', 'In-House Tryouts', 'Parts Per Tryout', 'Resin Supplied By', 'Customer', 'Part Shipments', and 'Mold Shippments'.

Sales & Program Management

Update Q2 2021

As the world starts to emerge from its COVID-induced hibernation, it is no secret that the pandemic has changed the landscape of our business world. Our customers have changed in many ways, and now more than ever they depend on us to be a trusted partner and expert in our industry. With the talent we have within our organization we are very well positioned to have a strong 2nd half of 2021 as well as a growing backlog moving into 2022.

Our quoting activity is strong, and we are laser focused on gaining new customers as well as servicing our current customer base to diversify our business for sustainable growth. We are

also concentrating on making good business decisions using the best data available. Thus, we tip our hat to our IT & Technical Services Teams for successfully completing and implementing Phase 1 and Phase 2 of "Project Waterfall". What is Project Waterfall you may ask? It is the foundation of our Sales & Program Management System (MS Dynamics) that provides the data we need to ensure our business stays on track to meet our goals and objectives.

Below is an example of how we track our wins, losses, quote pipeline, etc.. via MS Dynamics:



Proper Group technologies

Another key element in moving our business forward is always hunting for new customers. We have obtained a few since October 2020, the most notable win was just last week of a (25) Tool IP Package valued at \$5.4M for the Ford CDX 746/47 Program with Grupo Antolin. We are early in the feasibility stages with the expectation of the tools being released for manufacturing in November – December of 2021. These are the types of wins that are on the horizon, and we cannot be more excited to see what the future holds for us.

Next, we would like to take a minute and share a few customer comments that would not be possible without all the hard work and dedication from all of you:

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- 
- *"The quality of your tools and first shot results are far superior than anyone else in the industry" – Summit Polymers.*
 - *"When we are in need of a complex tooling solution, we know Proper can deliver" – Ford Motor Company*
 - *"As we know Proper are the experts in their field, we value your input for future business planning." – General Motors*
-

There is nothing stronger than the "VOC" or "Voice of The Customer" so when we hear comments like this we know our customers are "shaking in their boots!"

We would like to thank each one of you for all that you do. Without you, we would not be able to deliver on our commitments to our customers. For this we are truly grateful.

"Great things in business are never done by one person. They are done by a team of people."



Proper tooling

Hello Team Proper. Greetings from Canada. To say the last 18 months has been challenging would be a severe understatement. The COVID-19 pandemic has challenged everyone in ways we have never experienced before and hopefully never will again. I would like to take this opportunity to thank our entire team on following all internal and provincial protocols put in place to beat this virus down. I ask that everyone remain vigilant and continue to follow all Public Health advice. Up to this point our facility has been COVID free. Thanks everyone. Great job!

As part of our growth initiative as a group, we made some major changes recently. One significant change that we made is the changing of our name from Cutting Edge Precision Services to Proper Tooling! We want to show the entire industry that we are "One Proper" and are excited to move forward under the Proper name here in Canada.

There continues to be a lot of growth in our operation. We currently stand at 98 dedicated associates. One area of concentration was to develop a Program Management team. We have had great success and have added three experienced PM's to our team in the last 6 months. Our next area to develop would be to start a Feasibility team. Hopefully more news on that in the next Newsletter.

When it comes to advancing technology, we have seen some older machines leaving the Component Bay and being replaced with newer and more efficient machines. In order to better position ourselves for anticipated growth in 2021 and beyond, we replaced the DMU50, DMU50 ECO and DMU70 machines with the new Quaser palletized 5 axis machining cell. This cell has allowed us to increase our throughput on the machines while maintaining a very high level of machine utilization. The team is exploring other initiatives for future growth and efficiencies. More news on that to come.





On the business front, there are still significant challenges that lie ahead. Our business remains very competitive globally. We must continue to streamline our operations, think outside the box, step outside our comfort zones and challenge ourselves. We all need to concentrate on delivering a world class product to our customers and do it with pride and passion.

All the best!!

Sean O'Neil

Proper Tooling Canada, President

CST Studio



Greetings Proper Team, from CST Studio.

As I write today, on the one-year anniversary of our Windsor plant opening, that plant just surpassed \$1 million in sales! Opening our company in the middle of Covid, a very impressive achievement.

From inception, our group has primarily targeted mold makers, trying to sway live work our way – not the easiest way to get sales.

We have now shifted our focus; we have a more precise strategy in marketing our services to attack from the top down – OEM and Tier 1 focus has been the thrust of our group. With this new focus, our anticipated projects are kicking into high gear - with October to next February looking to be very upbeat in sales.

FCA, GM , VW, BMW, Lordstown, Rivian, Toyota, Honda – these OEMs have embraced the void in the industry that we have filled. Magna, Faurecia, NYX, Inteva, TG, MTNA, Adient and ABC are the Tier 1s that are interested in helping us grow our market share.

Very significant to our long-term stability and growth has been the development of our exciting exciting new business partnerships around the globe- Germany, Japan, China & Brazil- this global “presence ” has certainly upped the level of play, helped with our exposure here & will help lay the foundation to CST Studio developing into a global, recognizable, reliable supplier.

Today, I would like to share one interesting Laser project we did in Clinton Twp.

We laser engraved style ribs into a hardened H13 tool, 1 mm deep x 2 mm wide – an unconventional alternative to machining or EDM.

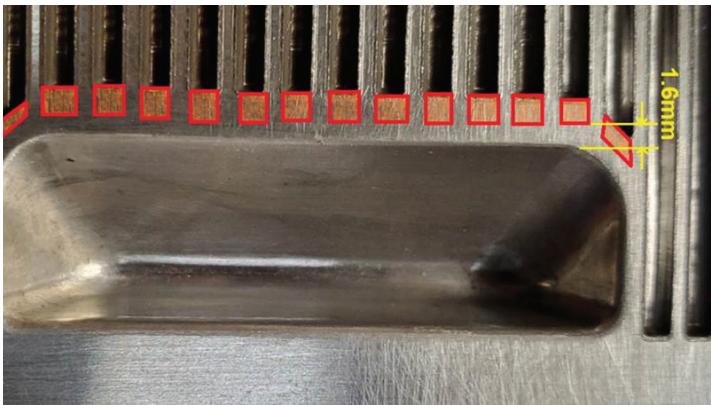
The precision aspect of this work was not that – it was that we were able to “extend” the dimensions of several ribs to satisfy the expectations of the OEM designer - and that is oftentimes not even possible in laser engraving. Our tech was able to reposition the tool and reposition the laser central focal point to its original position ! And then proceeded to extend the style ribs as needed.

A major success for our laser team.

Original Burned Ribs – note the gap of between the ribs and the boss feature was inconsistently spaced

UNTIL next time, Cheers from CST Studio!

Rick Clark
Sales Manager



The WIN!

Ceridian's "Dayforce"

Ceridian's "Dayforce" is the new Human Resource Management Information System and Payroll software the global HR/IT/Finance Team launched at the end of Q1. The Human Resource Department would like to thank all the associates for their patience and cooperation during the transition period. Dayforce has replaced Paycor and Novatime creating one stop for HR, payroll, benefits, workforce management, and talent management in a single application that now covers both our US and Canadian locations. With data stored in a single, central location, we will be able to get data-driven insight across all HR functions so we can make better decisions for the entire employee lifecycle. Dayforce eliminates the need for complicated integrations to simplify workflows, increase accuracy, and enhance compliance.

Manage Work Life On The Go

Need access to your work life at your convenience? See how Dayforce can improve work life by providing secure, mobile access to your data, so you can save time, and accomplish tasks more easily. Dayforce puts you in the driver's seat with an engaging, intuitive mobile experience to easily manage your work tasks.

You may download the mobile Dayforce app through your "App Store" located on your cell phone under Settings. If you need assistance in this regard, please contact the HR department.

Alyssa Haynes
HR Supervisor

The image displays four mobile phone screens against a dark blue background, each illustrating a different feature of the Dayforce app:

- Earnings Details:** Shows a pie chart of earnings breakdown for November 13, 2017, with categories: Pre-Tax Deductions (\$48.77), Taxes (\$21.15), Post-Tax Deductions (\$62.92), and Net Pay (\$200.41).
- Time Away:** Displays a list of time off requests for May 14, 2021, including Sick, Vacation, Personal, and Training days.
- Attendance:** Shows a list of attendance records for November 21, 2017, for employees Beau House, Aaron Glover, Brenna Barnes, Aurelia Alvarez, and Beau House.
- People Directory:** Features a search bar and a section titled "Search for a Coworker" with a sub-instruction "Search for, view and contact anyone in your organization".

Proper Group

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