



GT Machining & Fabricating Ltd.

April 2011





**G.T. Machining &
Fabricating Ltd.**

Napanee, Ontario
Est. 1978

GT At A Glance

Location: Napanee, Ontario
- midway between Toronto and Montreal
- 90 minutes from Watertown, N.Y.

Incorporated: 1978

Employees: 140

Facilities: Four (4) sites

- machine shop	25,000 sq. ft.
- fabricating shop #1	50,000 sq. ft.
- fabricating shop #2	20,000 sq. ft.
- tire mold overhaul shop	30,000 sq. ft.
Total	125,000 sq. ft.

Business: Built to Print Manufacturer – manufacturing engineering only



G.T. Machining & Fabricating Ltd.



**G.T. Machining² &
Fabricating Ltd.**





Commercial

Tire Molds



- Dry Ice Cleaning / Overhaul Services



Mass Transit Industry

- Replacement Parts / Overhaul Services

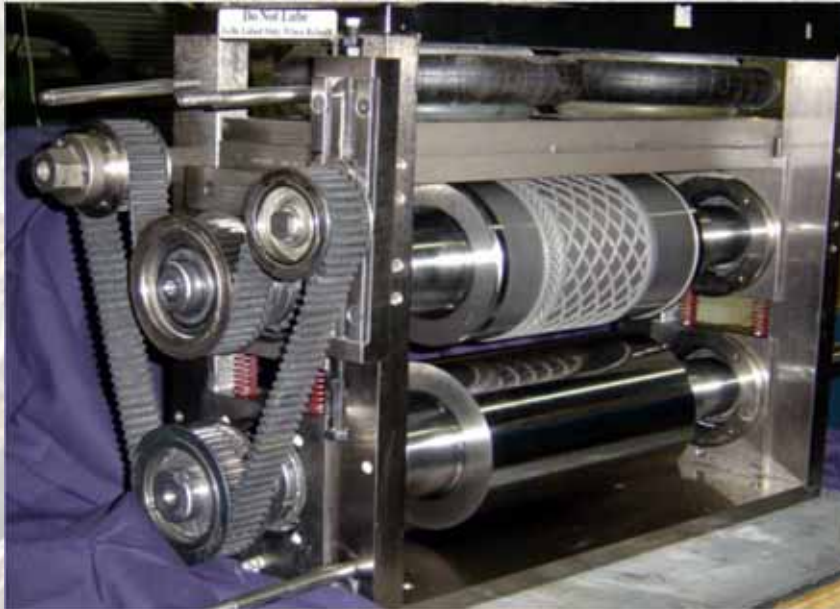


BOMBARDIER
TRANSPORTATION





Commercial – High Precision Rotary Tooling



P&G



G.T. Machining & Fabricating Ltd.



Commercial – Custom Fabrications



G.T. Machining & Fabricating Ltd.



US Army TACOM – Bridge Adapter Pallets (BAP's)

1100 units built from 1999 to present



G.T. Machining & Fabricating Ltd.



US Army TACOM – Enhanced Container Handling Unit (E-CHU)



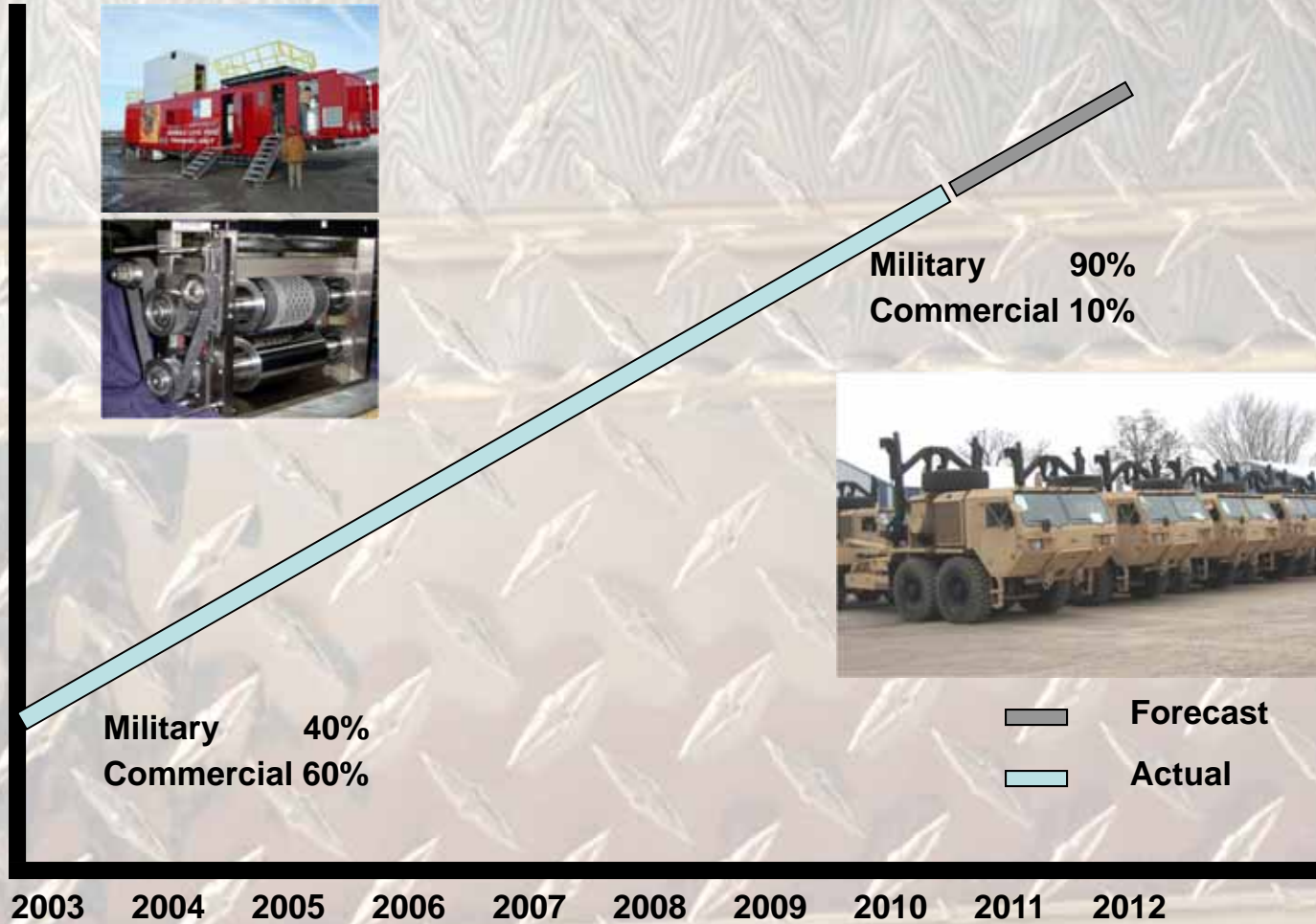
1250 units built from 2007 to date





GT Growth

Sales \$\$



— Forecast
— Actual



GT Corporate Evolution



2003



2004



2005

2006

Bombardier Transportation

Director, After Market Support

Production Manager

Senior Designer

Procurement Supervisor

Manager, After Market Support

GT Machining & Fabricating Ltd

General Manager

Director, Operations

Manager, Technical Services

Supervisor, Procurement

After Market Support Coordinator



Reflections on Running a Business in Eastern Ontario

- *employees have very strong work ethic*
- *many employees are hands on and multi-talented – easy to cross train*
- *require some training to change a git-r-done attitude to git-r-done safely attitude*
- *community spirit of pulling together flows over into the workplace*
- *limited pool of employees means some issues in recruiting, internal politics can be tricky*





Lessons Learned From MBA Studies

- *second study that GT has participated in*
- *beneficial exercise to bring in objective third party with no preconceptions or background*
- *2011 Exercise*
 - *need to stop and resolve longstanding shop issues at some point*
 - *concessions of multiple sites*
 - *workarounds that have become the norm ie no overhead cranes*
 - *Rapid Plant Assessment reinforced we are on the right track (73 vs 55)*





Questions / Comments

