

New Facility Supports Continued Growth

# PLASMA-TEC

## MACHINED AND COATED COMPONENTS



The new building gives Plasma-Tec more than double the space they had in their previous location, and includes a large training/company meeting area, spacious break room with outdoor seating, and a conference room just off the front entrance.

### Plasma-Tec Doubles Space for Anticipated Growth



After diving into a new market in 2007, Plasma-Tec soon outgrew their initial 18,000 square foot space and knew they would need to move to accommodate their anticipated growth and the needs of their customer base. They began looking for an existing building that

would meet their requirements. The management team was optimistic about finding a place given the sluggish real estate market and the large amount of inventory available. While empty buildings were plentiful; the company struggled to find just the right location to meet the unique requirements of their manufacturing processes. Ultimately, after a couple of years of searching, the decision was made to build a new facility on Morren Court in Wayland.

*"Part of what we do here is thermal spray, which has very specific requirements in terms of safety and air flow. We looked for a building that was the right size, the right location, and could support the right workflow for our business, but could not find exactly what we needed. We found this property, which is in a good area and has a 'business-friendly' local government. Also, we've been very pleased with the quality of talent we are able to attract here. These are people who show up to work and have a great work ethic."* **Bryan DeGroot, General Manager**



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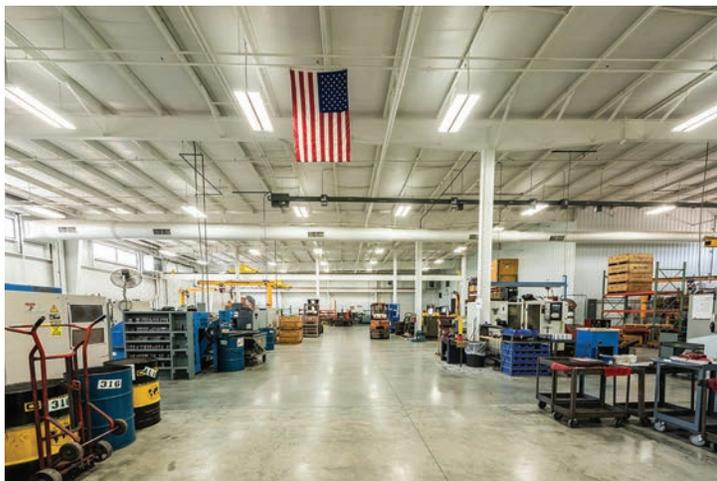
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Completed in October of 2014, Plasma-Tec's new home is located in an industrial area close to Hwy US-131. They now have over 30,000 square feet with 27,000 square feet in the shop – approximately 2.5 times the space they had previously.

### Selecting First Companies for the Job

First Companies was selected after a very thorough interview and evaluation process. This thorough process was necessitated by a false start with a different contractor. Plasma-Tec's team was particularly wary as they worked to identify a contractor who shared their values of honor, respect, honesty and integrity. Multiple contractors were brought in to receive details on the scope of work and business requirements. After the initial meetings, the group of contractors was narrowed down to three. In the end, the Plasma-Tec team felt very comfortable with First Companies' approach and integrity and they were chosen for the project.

*"We started the process with a different firm about a year before. When we severed our relationship with the original contractor, we took a deep breath and decided to spend considerable time in defining the kind of organization with which we wanted to partner. We knew we would need to live with the results for 20 to 30 or more years. We had six (6) contractors all together in a conference room in a local hotel. We went through who Plasma-Tec is, what we were looking for, and what we wanted. First Companies 'got it' when we went through our initial meeting. They understood the value of the relationship being based on trust, communication and accountability."* **Chris Wysong, Vice President**



The open concept shop is climate controlled with highly efficient, updated lighting. Everything is clean and bright, creating a great, productive work environment for the staff.

*"We felt First Companies was telling us the truth versus what they thought we wanted to hear. We checked their references and hired them for the job. Our overall experience with them was very positive. We had a lot of good meetings – all very informative. They did a great job of answering our questions and going over our options. Their responsiveness was great and the project went very smooth. We moved in last October, right on schedule."* **Bryan DeGroot, General Manager**



While the building may appear standard in many ways, there are a number of details that make it very functional and somewhat unique. For instance, the thermal spray room was specially designed to support the company's proprietary manufacturing processes in conjunction with First Companies and an outside expert. Automated safety fans ensure the building is always well ventilated and comfortable; and, a lot of time was spent on the company's lighting needs, which was very important to Plasma-Tec. First Companies did a lot of research in this area, and delivered exactly what was needed.

*"All of the lighting turned out great. We receive a lot of compliments. Not only is it ideal for our work environment, but it is one of the features that contributes to the overall energy efficiency. In fact, we have double the space here and our energy costs are about the same as the last building. This has been a huge plus for us and something we hadn't expected."* **Bryan DeGroot, General Manager**

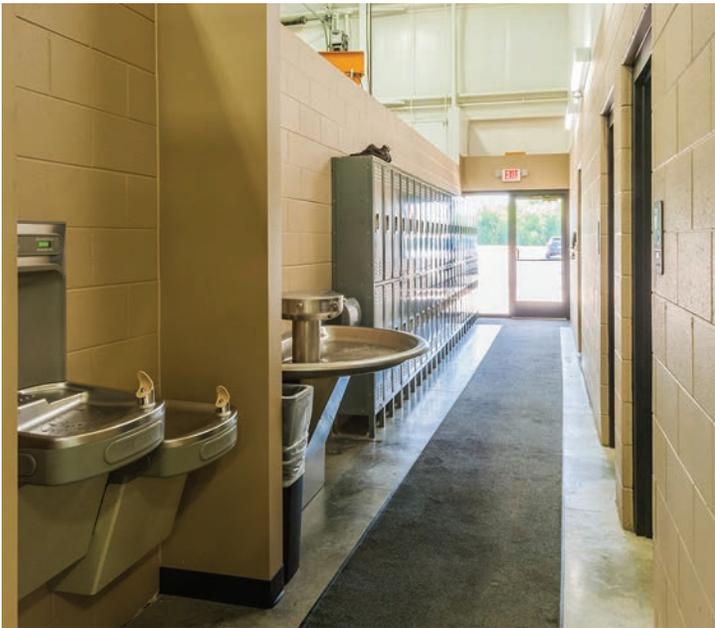


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Plasma-Tec currently employs approximately 40 employees. The office area features a reception desk, a large conference room, and an open workspace with two private offices and one semi-private office. The staff enjoys a comfortable break room with large windows that let them see outside. A nice patio area was added to enjoy the outdoors when weather permits. The open, spacious upstairs overlooks the shop floor and provides additional workspace with plenty of room to accommodate new hires as needed. It also provides the space needed for training and all employee gatherings.



*(Above) A half-wall was added to allow employees to safely enter the building, access their lockers and the restrooms without needing to wear their safety glasses.*

*(Upper right) A loading dock was added to the new facility, making loading and unloading much quicker and easier. The shop was specifically designed to allow semi-trucks to pull all the way in for unloading – a feature the staff definitely appreciates in the winter months.*

*(Right) The shop ceiling clearance is now 20 feet high, with a floor layout that supports a “U-shaped” workflow. The centrally located quality assurance room is easily accessed from anywhere on the shop floor and has climate/humidity controls independent from the rest to ensure all products meet their quality standards.*



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