



Competitive Onshoring®

Executive Profiles

Steve Zimmermann

Chief Executive Officer & President

Steve is a coach and mentor for all CMP employees. After joining the firm in 1981, he focused on manufacturing and sales for the growing company. With the rest of his team, he successfully guided CMP from being a mid-sized firm to one of Canada's largest manufacturing companies, emerging from the recent market downturn to achieve revenues this year of over \$100 million.

Steve now focuses his efforts as a tool of knowledge for his directors and senior staff. His more general duties involve overseeing the long-term strategy of CMP and identifying new market thrusts and technology innovations, as well as customer care. He also liaises with the CMP board of advisors.

Steve lives in Chateaugay with his wife and two school-aged children. With a background in geology, Steve is an avid environmentalist, driving a hybrid car and enjoying many outdoor activities. He is also involved in his community, including the school board commission and coaching.

Gregg Bowler, CPA, CMA

Chief Financial Officer

Gregg oversees and guides CMP's financial planning and outlook. He has over 12 years financial management experience in a manufacturing environment and most recently was Vice President & Chief Financial Officer- Wabash Alloys (a Division of Connell Limited Partnership). Gregg played a key financial role as a member of the leadership team at Mayville Metal Products, holding the positions of Division Controller and Plant Controller over his six year tenure there.

Gregg's responsibilities have included the development and execution of financial annual operating plans, risk management strategies, and strategic supply contracts, as well as financial leadership for business & commercial development activities. In addition to his financial responsibilities, Gregg has also led critical organizational IT projects, including the implementation of multi-plant JD Edwards based ERP system. He has a BS in Accountancy, from Villanova University.

John Soares

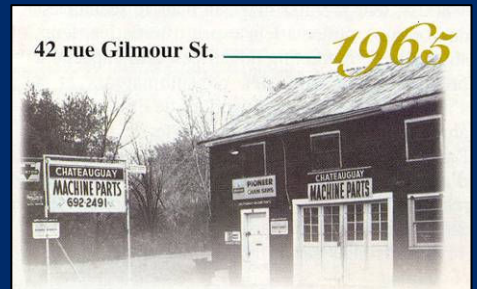
Vice President of Business & Product Development

John Soares provides strategic operations guidance and leadership to the company's design and engineering division. He also plays a critical development role in the strategic sales and marketing group, and is a member of the CMP Group executive committee.

An expert in aerospace technology, John brings to the company over a decade of experience in mechanical design and management. Prior to co-founding CMP Design, he was a founding member of the IML Design Group, specializing in electro-mechanical design. During his tenure, John helped to grow the company to a staff of 15 designers, resulting in revenues of over \$1.5 million.

Over a 10-year period before the IML Design Group, John was self-employed as a mechanical design consultant, specializing in the introduction and implementation of computer-aided design systems and technology. During this time, John provided quality solutions and services to high-profile clients including Ingersoll-Rand, Bell Northern Research, J.I. Case, Nortel Networks, and Techlogix.

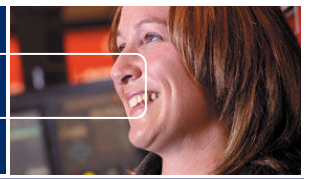
History



CMP Advanced Mechanical Solutions was founded in 1969 as Chateaugay Machine Parts, a traditional metal works company conducting approximately \$50,000 worth of business annually. In 1972, Hans Zimmerman, a 50 year old former police officer, and tinsmith from Switzerland who had recently immigrated to Canada with his young family, purchased the company.

Since that time, CMP has grown into a well-respected, dedicated enclosure solutions provider with anticipated global revenues this calendar year of over \$100 million.





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Michel Labrecque

Vice President of Human Resources

With 25 years of expertise in human resources management, Michel Labrecque oversees all organizational initiatives that have a major impact on CMP's shareholders, executives, managers, and employees. A strategic partner, Michel acts as a mediator for change management, with the goal of supporting the ongoing CMP structuring process.

Prior to joining CMP, Michel worked from 1994 to 1999 as the Vice President of Human Resources at food production company Culinar Canada. There, he oversaw a number of activities relevant to the company's 3,000 employees. His initiatives included the conversion of the status of unionized employees to contractors, and the implementation of 50 autonomous teams grouping together executives, the union and employees. Michel also played a key role in a strategic negotiation process that concluded with the signing of five collective agreements for a period of five years.

From 1989 to 1994, Michel was Director of Human Resources at Labatt, representing 2,200 employees. At Labatt, Michel implemented a 60-person telemarketing network within a record timeframe of two months. He also played a major role in two mass reorganizations. Additionally, over a period of 30 months, he helped to reduce absenteeism by 50 percent.

As Director of Human Resources for Sico Inc. between 1979 and 1989, Michel's strategic initiatives helped the company to win several IRIS Awards for its innovative Health & Safety, Excellence, and EAP programs.

Michel has a Bachelor in Industrial Relations from Laval University. He has been President of the Quebec Continuous Improvement Network since 1995, which has seen over 40 high profile manufacturing enterprises including Johnson & Johnson, Alcoa, and Alcan implement world class tools. He is also a member of the Organizational Development Network, an international learning community that develops and supports professionals in human organization and systems development.



About CMP Advanced Mechanical Solutions Ltd.

CMP Advanced Mechanical Solutions is a trusted North American leader of metal enclosures and high precision machining providing truly custom solutions from complete product design, production to electro-mechanical integration. CMP delivers unique supply solutions and outstanding value to Customers that go above and beyond the norms of a supplier.