



Media Brief

“How hard can it be?”

Metrics Engineered Supply Chains

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MES Inc. is a Global Sourcing and Supply Chain Management company with offices and warehouses around the globe. It serves some of the largest OEMs and OEM suppliers in North America, Europe and Australia.



THE SUPPLY CHAIN PROCESS



#1

SOURCING
SUPPLIERS



#2

QUALITY
MANAGEMENT



#3

GLOBAL
LOGISTICS



#4

DOMESTIC
OPERATIONS



#5

INVENTORY
MANAGEMENT

WHERE WE ARE

HEADQUARTERS: COLUMBUS, OH



MONTERREY, MEXICO
NINGBO, CHINA
POLAND, EUROPE
TOKYO, JAPAN
MUMBAI, INDIA
HO CHI MINH, VIETNAM
HONG KONG

125 ASSOCIATES WORLD WIDE



INDUSTRIES SERVED & COMMODITIES



■ LIGHTNING (53%) ■ INDUSTRIAL (18%) ■ AUTOMOTIVE (15%) ■ ALUMINUM (49%) ■ ZINC (19%) ■ STEEL (15%) ■ IRON (9%)

The President



Hiten Shah, Owner and President of MES, Inc. believes that human beings have unlimited potential and he is the living proof.

Having started his career as a plastics engineer, Hiten had very little knowledge about overseeing a global supply chain. Fortunately, with experience as key manager, process engineer, engineering manager then director of engineering, vice president of sales, and director of joint venture sales, he was ready for the challenge.

Hiten built MES, Inc. on a culture of trust and honesty, where employees have the freedom to express themselves and where everyone in the company strives to treat all people -coworkers, customers, and suppliers - fairly and transparently. MES today incorporates both his ambitious work ethic and his personal values.

Hiten Shah, President

Hiten received a degree in Plastics Engineering from Bhagubhai Polytechnic in Mumbai and then attended the University of Massachusetts at Lowell. He was holding a Master's Degree by the age of 21. Hiten credits a lot of his success to his wife Heena.

MES has been ISO 9001:2008 certified since 2009. We are recognized as an Minority Certified Company through South Central Ohio Minority Business council (SCOMBC).

Our advisors



Michael Thomas

Founder – Partner / Stonehenge Partners

Michael retired in October, 2014 from Stonehenge Partners, Inc., where he was a partner. From 1999 to his retirement, he was responsible for providing counsel in matters of investment origination, portfolio asset management and disposition of investments. Prior to joining Stonehenge, he co-founded and served as Executive Vice President and Treasurer of JMAC, Inc. His activities at JMAC included direct investment in the financial services, publishing, health care, real estate and manufacturing sectors. From 1971 to 1980, Michael was employed by Ernst and Young LLP, managing its Columbus, Ohio tax practice. He holds a B.A. in business administration from the University of Notre Dame.



Mike Swartzlander **Owner – Cast Strategies, LLC / Retired Director – Ashland Chemicals**

Mike is an accomplished executive with more than 37 years' experience and a focus on building and implementing global growth strategies. Prior to starting Cast Strategies in 2009. He served as Ashland Inc.'s first Managing Director in India. Previously, Mike served in a number of leadership positions at Ashland, including Vice President of Ashland Inc., General Manager of Ashland's global castings consumables business and management positions at the company's composites and electronic chemicals businesses. Prior to Ashland, Mike held management positions at Union Carbide Corporation and the Tate & Lyle Co. starting numerous specialty chemical businesses in the U.S., Asia and Europe. He holds a Bachelor's in Chemical Engineering from Carnegie Mellon and a Master's in Chemical Engineering from the University of Delaware.



Alberto Pinones

COO – Hitachi Automotive Systems Americas

Alberto has been a senior Executive CEO for over 6 years with Hitachi Automotive Systems Americas and Grupo Industrial Saltillo. At Hitachi he was in charge of 3 Factories in Toluca overseeing manufacturing finish products. Alberto was responsible for the entire business ranging from sales, business strategy, operational strategy, purchasing, financial, etc. In Grupo Industrial Saltillo he managed all areas of the Foundry Business, including 4500 workers with five operations, 4 foundries, one machining shop and sales offices over Detroit and Germany. Lead a multicultural group of Directors, in different key areas such as Commercial, Operations, Finance and Human Resources, Alberto is an expert in the administration of companies with strong emphasis on the automotive industry in Mexico and the North American Trade Agreement. He holds a Bachelor's Degree in Biochemistry, a Master's in Business and a Masters in Leadership for Manufacturing all from the Monterrey Institute of Technology and Higher Education.



James Arens

Retired President / Schnipke Engraving, Diamond Power, GM

James has served as a President and COO of Schnipke Engraving for 8 years starting 1998. Before that he was the Vice President of International Operations for Diamonds Power International for 13 years starting 1978. He has a Bachelor's and a Master's Degree from Marquette University.

“There is no reason why any individual cannot realize their dreams if they put their mind to it and are willing to work diligently towards it”

MES functions in a system that gives equal priority to our clients, our suppliers and last, but not least, our employees.

Clients

We believe that our clients don't have to settle or make tradeoffs between quality, speed and price when sourcing internationally. They can have it all, we create win-win solutions with the right approach to the global market and global supply chain. MES inspires organizations to renounce compromising, allows them to focus on what they do best and by doing so, become the best.

Suppliers

MES takes pride in having committed supplier partners and believes it is only as good as its suppliers. We are committed to the partnership and to further helping them towards their competitiveness and growth goals.

Employees

MES cannot exist without the “MES family”. We grow together and because of that we are building every day a place that people love because it is challenging, exciting and participative.

Our vision enables us to:

- Create win-win solutions for our customers
- Create challenging and exciting work environment for our associates
- Developing quality suppliers across the globe

Milestones

2007	<ul style="list-style-type: none">• Hiten Shah started the company known today as Marketing and Engineering Solutions• The Ohio warehouse is set-up
2009	<ul style="list-style-type: none">• ISO 9001 certification• The first quality engineer is hired
2010	<ul style="list-style-type: none">• India sourcing office was set-up
2011	<ul style="list-style-type: none">• MES goes global: China office is set and a 3PL warehouse is set in Mexico.• The Hong Kong Business is incorporated• First black belt engineer hired
2012	<ul style="list-style-type: none">• The California warehouse is set-up
2013	<ul style="list-style-type: none">• MES starts sourcing from Vietnam and Taiwan• 220% growth in sales compared with 2012
2014	<ul style="list-style-type: none">• Own warehouse inaugurated in Apodaca, Mexico• MES becomes a beneficiary of the IMMEX Program in Mexico• The Houston warehouse is set-up
2015	<ul style="list-style-type: none">• Achievements and awards: Inc. 500; Fast 50; Smart 50• Hiten Shah is an EY Entrepreneur Of The Year® 2015 Award finalist in Ohio Valley
2016	<ul style="list-style-type: none">• Awards: Inc.500, Fast 50, Smart 50, Diversity in Business, Ohio Asian Award• First acquisition completed, MES enters the hydraulics industry• MES counts 100 associates worldwide• MESH is launched, a one of a kind, cross-department, tool of data storage and analytics

2018

- MES is home to 150+ associates worldwide
- MES doubles the revenues recorded in 2014
- Two new warehouses open in Mexico in Queretaro and Guadalajara

2019

- Euro Metrics warehouse operations opens & receives their first shipment
- Achievements and awards: Smart 50, Top 10 Places to Work, Corporate Excellence, Corporate Citizen
- Euro Metrics adds new supply chain & inventory management services

2020

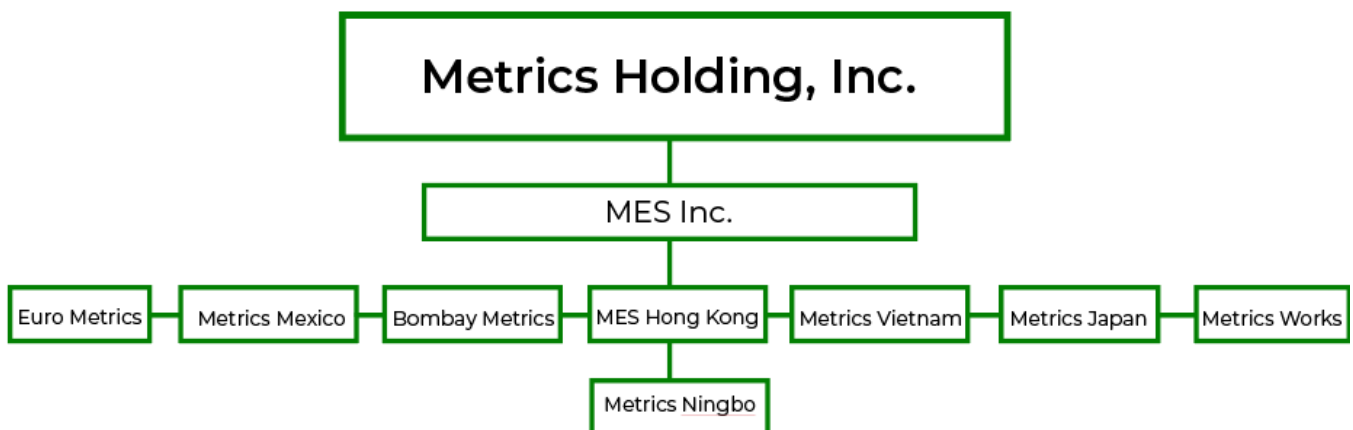
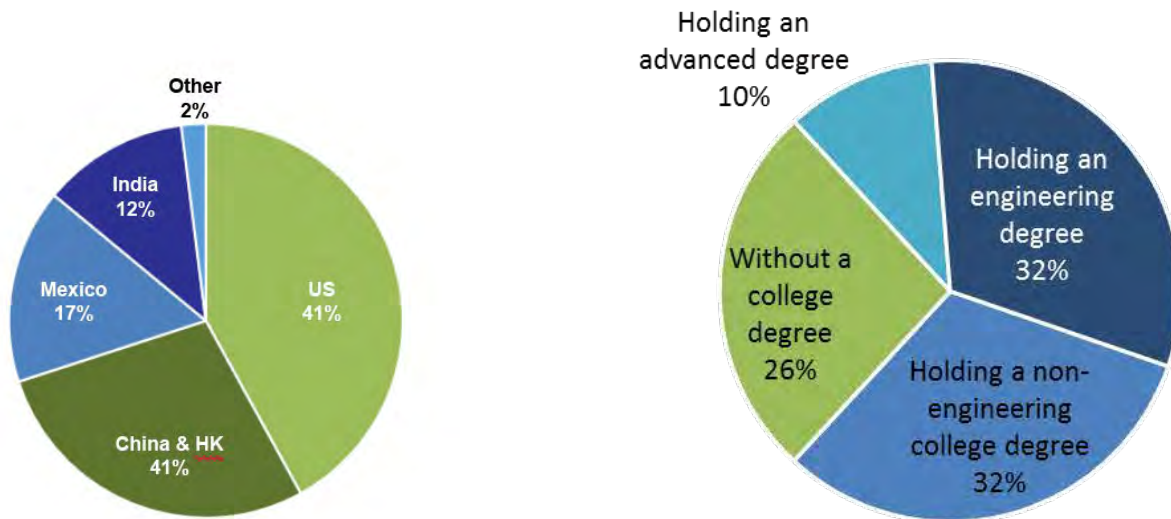
- **MES wins Best Places to Work by Business First**
 - **MES wins Smart 50 award for the sixth year in a row**
-

Global Reach

“I did not want to be tied to just one country. I wanted us to be a global sourcing and supply chain group”.

MES goes where its clients are or where they want to be. We are constantly searching for the next big opportunity that will come through for our clients in terms of product quality, speed and price even if it takes us across the globe.

Distribution of Associates





Hong Kong – MES Hong Kong

MES Hong Kong serves as a global trading hub for our global operations. Main activities:

- Direct purchasing from suppliers in Mainland China, Taiwan, Malaysia, Vietnam and other Asian countries including the management of the negotiations, logistics and supply chain, pricing.
- Acts as a consultant to suppliers for quality improvement processes
- Provides purchasing resources, quality engineers, logistics and admin support, financial and accounting resources for the management of global purchasing
- Acts as parent company to Ningbo Metrics

MES Hong Kong is owned by MES (www.mesinc.net) based out of Columbus, Ohio. It was setup in Hong Kong because of:

Regional command and control center. Hong Kong, while it is no longer the manufacturing hub it used to be, it has become the command and control center for both local and international companies interested in sourcing and trading Asian manufactured products. Many companies manufacturing in Asia set their operations hubs Hong Kong as a location for higher value functions such as research and development, prototyping, quality control, supply chain management, etc.

Strategic position. Due to its geographical positioning, close to one of the largest manufacturing province cluster, 30% of Mainland China's exports go through Hong Kong.



China - Ningbo Metrics



Ningbo Metrics is a supply chain, sourcing and trading company based in Zhejiang province of China – City of Ningbo. Main Activities performed are:

- Supplier Research and Audits
- Supplier Development
- Quality Audits and Inspection Services
- Supplier Quality Management Activities
- Purchasing and Sourcing

Ningbo Metrics
<http://www.metricsningbo.com/>

The office was setup in Ningbo because of:

The hard-to-replicate clusters of efficient suppliers. Ningbo's manufacturing industry cluster development has been spectacular, transforming it into an important production and export center for castings, injection molded products and various other industrial products. The production has been driven by worldwide demand of iron, steel, aluminum, magnesium, zinc and titanium.

The number and scale of various manufacturers of hard commodities continuously improves driving more and more FDI and ensuring a partnership climate between the Chinese suppliers and their clients. The increase in competition and the maturity of the relationships between Chinese suppliers and their clients has led to an increase in technological improvements, product quality and significant decreases in rejects.

Excellent infrastructure and an ongoing plan for further development meant to facilitate trade for:

- Large-scale industries taking advantage of the deep-water harbor, such as petrochemical, steel, building-material industry,
- High-technology and high-value industry such as precision optical, machinery, biological engineering, electronics, and new material production,
- Export-oriented processing industry and international trades.

Ningbo Metrics serves a variety of clients in Hong Kong, Spain, UK, India, US, Canada and Mexico. It also serves its parent company – MES in US and Mexico.

India - Bombay Metrics



Bombay Metrics is a supply chain, sourcing and trading company based in Mumbai in the state of Maharashtra, India. Main Activities performed are:

- Supplier Research and Audits
- Supplier Development
- Quality Audits and Inspection Services
- Supplier Quality Management Activities
- Purchasing and Sourcing

Bombay Metrics
<http://www.bombaymetrics.com/>

The office was setup in the state of Maharashtra and Mumbai more specifically because:

The state of Maharashtra together with Gujarat (the two states where most of our suppliers are located – 78% of our Indian supplier base) are strong manufacturing states that account for 34% of India's manufacturing gross output. Maharashtra also ranks number 2 in number of factories and people employed and is among the leader states in labor productivity.

Mumbai is the **economic hub and commercial and financial center** of India. Logistically, Mumbai is **well connected** to the rest of India. It is the railhead for the Western and Central railways while the airport handles three-fifths of India's international flights and nearly two-fifths of its domestic flights. The facilities provided by the city's harbor make Mumbai India's principal western port handling a significant portion of India's maritime trade.

The recent aggressive **development of the production of metals, chemicals, automobiles, and electronics** triggered the increase of specialized companies. More and more efficient and technologically advanced methods improved the production processes and in turn the output of the industry increased along with the quality of the products. The basic metals industry is maturing with the innovative techniques as it is helping the product market to enlarge.

Bombay Metrics serves a variety of clients in Hong Kong, Spain, UK, India, US, Canada and Mexico. It also serves its parent company – MES in US and Mexico.



Mexico - Metrics Mexico Trading Company

With over 40 free trade agreements, manufactured goods representing 80% and automotive related goods 25% of the total exports, Mexico is a growing manufacturing force. Significant investment has been announced by major OEMs creating a demand for quality upstream suppliers.

Mexico Metrics
<http://www.metricsmexico.com>

Leading the development is the state of Nuevo Leon which received over \$1B in FDI in 2014, directed mainly towards manufacturing, currently produces 11% of all Mexico's manufactured goods and registers the highest productivity in the country. Nuevo Leon instituted the so-called "Triple Helix System", a collaboration between the state universities and industry, which translated into the consolidation of 9 efficient industrial clusters. With more than 2,900 foreign companies, it is the production leader in many important sectors of the Mexican economy like Automotive, Aerospace, Home Appliances, Software and IT, Healthcare, etc.



In the heart of Nuevo Leon, Monterrey is a genuine "Beta City" - a critical urban node that supports a wide range of advanced industries and because of the proximity to the US border, the headquarters for some of the most important industrial groups. International and local OEMs, our clients included, are attracted and incentivized by the incredible business opportunities in Mexico and they will invest significantly in manufacturing facilities and operations in the upcoming period. They expect to find quality and reliable suppliers.

MES has been working hard to consolidate its presence in Mexico. We have started shipments to Mexico in the summer of 2011 and by the winter of the same year we were already warehousing and serving our clients out of Monterrey. Our office, located in Apodaca, Nuevo Leon, Mexico underwent many transformations. We have and continue to add staff including a country manager, quality engineers, warehouse coordinators and sales account managers. In October, 2014 we have acquired our own warehouse in Apodaca with a surface of 7,200 sqm.

In May 2015, after a year-long process, MES became a beneficiary of the **IMMEX Program** which allows the temporary importation of goods that are used in an industrial or service process intended to produce, transform or repair foreign goods imported temporarily for its subsequent export or the provision of export services, without covering the payment of the general tax for import, the VAT and, where appropriate, the countervailing duties.

Metrics Vietnam



Metrics Vietnam is a supply chain, sourcing and trading company based in Ho Chi Minh City, Vietnam. Main Activities performed are:

- Supplier Research and Audits
- Supplier Development
- Quality Audits and Inspection Services
- Supplier Quality Management Activities
- Purchasing and Sourcing

Metrics Vietnam is a full-service provider of global manufacturing and supply chain management services. The scope of our business is, literally, worldwide. We help our customers find the right overseas manufacturing sources for their products, working with highly qualified, ISO-certified suppliers from India, China, Australia, Taiwan, Vietnam and Malaysia. Then we guide these parts to their final destination, managing each step in the supply chain process, including finishing and assembly operations leading to just-in-time delivery.

Metrics Vietnam manufacturing industry cluster development has been spectacular, transforming it into an important production and export center for castings, injection molded products and various other industrial products. The production has been driven by worldwide demand of iron, steel, aluminum, magnesium, zinc and titanium.

Metrics Vietnam serves a variety of clients in Hong Kong, Spain, UK, India, US, Canada and Mexico. It also serves its parent company – MES in the United States



Metrics Japan

Metrics Japan is a supply chain, sourcing and trading company based in Tokyo, Japan. Activities performed are:

- Supplier Research and Audits
- Supplier Development
- Quality Audits and Inspection Services
- New business development
- Purchasing and Sourcing

Metrics Japan is a full-service provider of global manufacturing and supply chain management services. The scope of our business is, literally, worldwide. We help our customers find the right overseas manufacturing sources for their products, working with highly qualified, ISO-certified suppliers from India, China, Australia, Taiwan, Vietnam and Malaysia. Then we guide these parts to their final destination, managing each step in the supply chain process, including finishing and assembly operations leading to just-in-time delivery.

Metrics Japan serves a variety of clients in Hong Kong, Spain, UK, India, US, Canada and Mexico. It also serves its parent company – MES in the United States

EURO Metrics



EURO METRICS is an European division of global MES Group. It's based in Poland, in Zielona Góra.

Main performed activities:

- Support European companies in area of: products design, production of components, its supply chain, storage and quality control.
- Selecting suppliers, that meet high standard of MES Group; verification and development of cooperation.

Why are we located in Zielona Góra? It's just couple of hours driving distance to the capitals of three European countries: Berlin (Germany), Warsaw (Poland) and Prague (Czech Republic). Poland as a huge market, where a lot of lighting and automotive companies based their production plants, is a place where MES Group certainly can find the right customers as well as the right suppliers to cooperate with.

Short distance to Germany (the strongest economy in Europe) but also other emerging markets, is also important advantage of our location.

Our customers are based out of Poland, UK, Netherlands and Hungary.

Euro Metrics milestones:

2017 – Founding of Euro Metrics office;

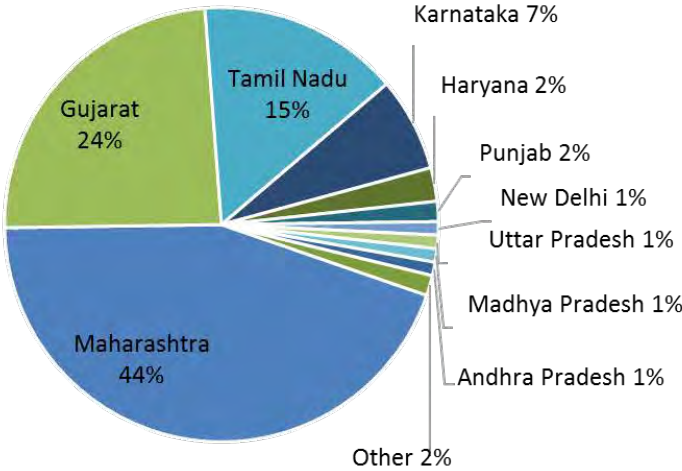
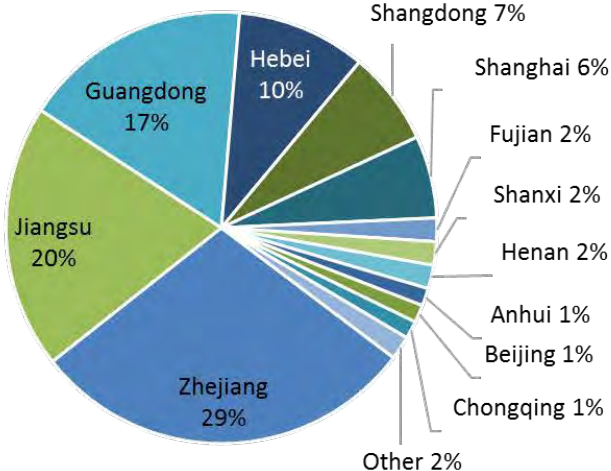
2018 – Launching local 3PL warehouse, first deliveries contracted;

2019 – Supply chain, quality, sales team added, ISO 9001 certified;

2020 – Finance and HR team onboard, sales office in UK opened, sourcing activities in Europe began.

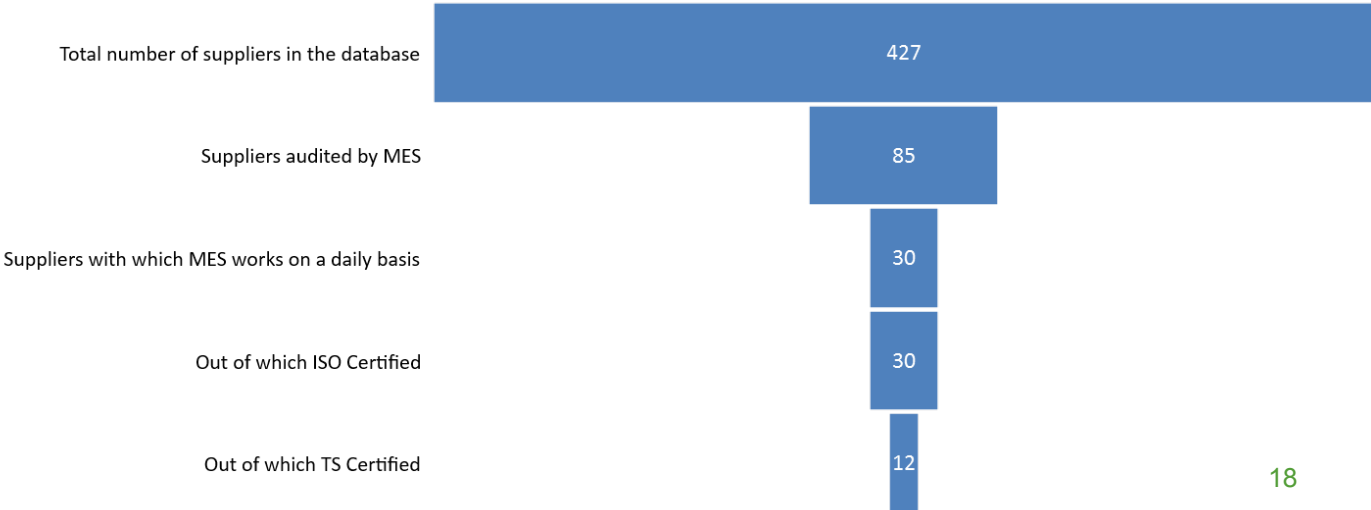
Global Supply Base

Currently MES counts on a supplier base of 227 manufacturing companies in China and 200 in India.



MES counts on a base of over 427 suppliers between China and India. MES has personally audited 20% of these suppliers and actively works with 30 suppliers, all of which are ISO Certified. For automotive projects, MES will use only the TS certified suppliers. 12 suppliers currently have the TS Certification.

Because of MES' business model, the capacities are unlimited.



Our services and solutions



Marketing and Engineering Solutions (MES) Inc., is a full-service provider of global manufacturing and supply chain management services. We source manufactured components from India, China, Australia, Taiwan, Vietnam and Malaysia. MES maintains warehouse facilities in Ohio, California, Texas and Mexico. We help many North American OEMs by managing the entire outsourced manufacturing process.

The promise to our clients:

- Reduce costs by 20-55% on global manufacturing sourcing
- Reduce inventory levels from more than 56 days down to 3 days.
- Develop custom engineered products meeting extensive quality specification requirements for direct delivery to your plants

“One of the keys to our success is the quality and efficiency of our SCM process”

The process includes:

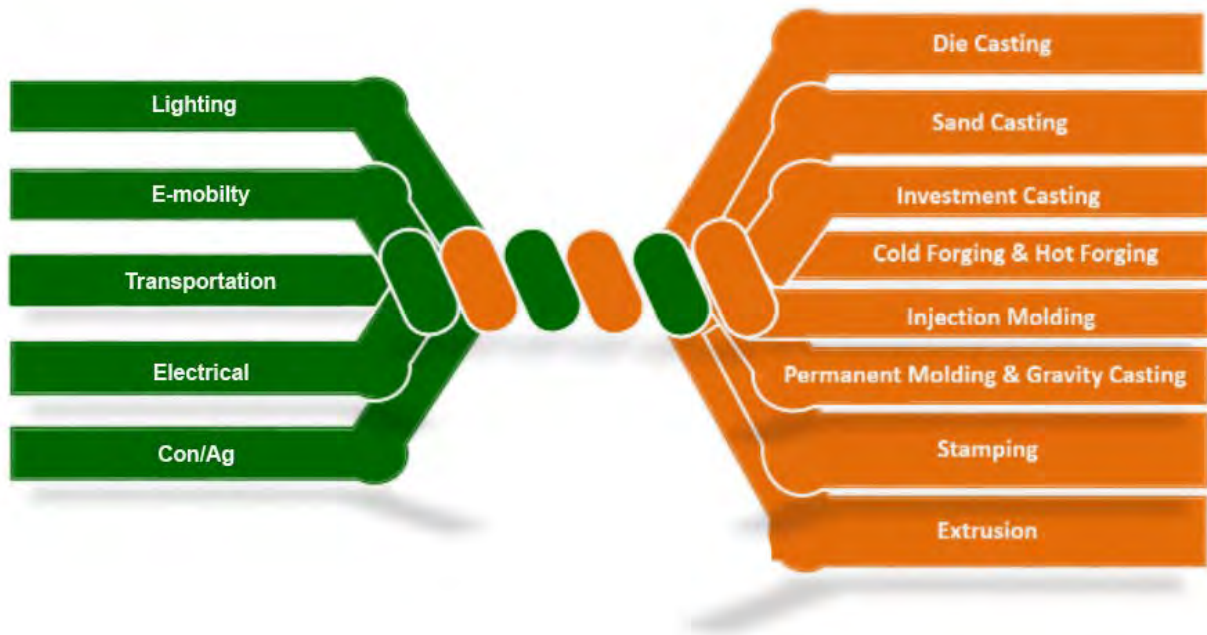
- Sourcing quality manufacturing resources: raw materials & manufacturing supplier
- Managing the quality control process for manufacturing and finished products
- Logistics: containerizing, exporting, importing to the destination country and final delivery
- Domestic operations, such as final machining, part marking, coatings, etc.
- Warehousing; JIT Delivery

Proud member of:

COLUMBUS
CHAMBER
OF COMMERCE



MES Industry / Capabilities Matrix:



Keys to Success – Our 3 C's

- Our ability to maintain our **Culture**
- Our commitment to **Customer Service**
- Our focus on **Cost Efficiency** and waste reduction

Our Customers

Listed in alphabetical order and not limited to:

-

Human Resources



MES currently employs 150 people internationally. Our talented staff includes six sigma engineers, sourcing experts, quality inspectors, supply chain experts, sales and account managers, business analysts and support staff to ensure best-in-class metrics for the work we do.

MES strives to acquire talented and skilled employees through all media available (web, newspaper, referrals, etc.) in all of the international locations it operates in.

We **retain** employees by:

- Giving them a strong sense of autonomy,
- Encouraging trust and integrity,
- Treating them fairly and transparently,
- Making them feel part of the family.

We **develop** employees through one-on-one coaching, trainings and frequent contact with the owner.

We take pride in our employees and they take pride in being part of the MES family.

SHARE IN YOUR SUCCESS



American Red Cross
Asha Ray of Hope
Autism Speaks
Berwyn East Academy
Big Brothers and Big Sisters
Boy Scouts of America
CHA Animal Shelter
Child Fund
CHLOE Inc.
Church of Christ of the Apostolic Faith
Community Shelter Board
Dartmouth-Hitchcock Norris Cotton Cancer Center
Dempsey Challenge
Education Reimbursement for Staff of Wonderkids India
business
Ekal Vidyalaya
Federation of Indian Association Central OH
Gahanna Special Olympics
Girl Scouts
Global Visionaries
Grove City Vineyard
Gujarati Mandal of Central Ohio
Hartley's Hawgs Bass Fishing Club
Highpoint Evangelical Christian Church
Hospice of Central Ohio
Jain Center of Central Ohio
Jain Social Group
Lions Club India
Man Tian Xing Service Center for the Disabled
Mid-Ohio Food Bank
National Alliance on Mental Illness (NAMI)
National Church Residences
New England Healing Sports Association (NEHSA)
Shree Bidada Sarvodaya Trust
St. Matthew Catholic School
Susan G. Komen Race for Cure
Team Rubicon
Vraj
Western Golf Associations Evans Scholars Foundations
YWCA Columbus, OH

We consider ourselves lucky to be a part of a global team of dedicated professionals committed to providing best supply chain services. We also realize that an individual and an organization has responsibility and the power to make a difference. Having the global footprint, we believe we have the resources and reach to make a significant positive impact in the communities we are in.

GIVING:

- We encourage, empower and support our global teams to engage in causes which are dearest to their hearts to help their local communities.
- Most of our passion, energies and funds will be dedicated to local educational or medical institutions.
- We also celebrate our diversity and will contribute to religious organizations of various kids.
- We will also commit to civic responsibilities and engage in inner city improvements, restoration of historical buildings and other such causes.
- While there are lots of opportunities to help globally, we will stay focused on impacting the communities where we are operating in first. Think Local.
- We will donate through our company funds, donor-advised funds and Wonderkids Metrics Charitable Trust in India.

This year, the excellent work and efforts of our associates and management have been recognized in multiple ways in a record number of occasions. MES was honored to make, for the 5th year in a row, the **Inc. 500** ranking of the fastest growing companies in the US and to receive, for the 4th year in a row, the Columbus Business First's **Fast 50** Award. The two awards complement each other and recognize the incredible growth rate of MES which went from a \$30M revenue in 2013 to \$80M forecasted for 2016. Behind these two awards lies the relentless and passionate effort of talented individuals who every day, strive to ensure our clients best-in-class products and services.

Commenting on the growth of MES, President and CEO, Hiten Shah says:

“There are no secrets to success, it is the result of preparation, hard work, and learning from our own failures. I feel very fortunate to have great people who are invested not only in their own success with our company, but who truly care about our customer’s success, as well. I am surrounded by talented individuals who take a team approach to overcome the challenges we face as MES changes and grows daily.”

After in 2015 MES received from Smart Business Magazine the **Smart 50** Award, in 2016, Shraddha Patel, controller, was recognized by the same magazine as one of the top progressive women of the Smartest 50 companies for her role in effectively build and lead the organization. Shraddha who is responsible for global accounting and finance with senior accountants reporting to her in Hong Kong, China, India and Mexico has been the leading force behind some of MES’ most successful initiatives. She works effectively with our global accounting and tax partners in all of these countries. At MES, we are proud to foster a culture where women are empowered to affect change and are encouraged to innovate. We are committed to support women

encouraged to innovate. we are committed to support women and celebrate their significant contributions to our company.

Absolute new entries this year were the Columbus Business First's **Diversity in Business Awards** and the **Ohio Asian Awards** and they are both a recognition of MES' strive to make diversity and inclusion key elements of its business and workplace as well as its contribution to the minorities in the community.

When asked about diversity in the workplace, Hiten Shah said:

“Two thirds of our team is located outside of U.S. We focus on attracting the best people who will fit in our “family. These are people who seamlessly align with our values of impeccable customer service, who are pro-active and team players. In our Columbus office, we celebrate Diwali, the Dragon Boat Festival, the Day of the Dead as well as Thanksgiving and Christmas to join in our teams’ celebrations and learn more about each other in the process. We want MES Inc. to be the best place to work with diversity in thought, background and experiences”.

MES was named a winner of the [2020 Business First Best Places to Work](#) and recognized as a premier organization with several outstanding characteristics of a great workplace. The program recognizes companies and organizations in Central Ohio that are changing the business landscape regarding employee engagement. Employees at each of the companies were surveyed, and their responses ranked by an independent third party, Quantum Workplace. Companies were then scored in areas such as senior leadership, team effectiveness, work recognition, and benefits. The finalist companies are those that rated highest in one of five size categories (micro, small, medium, large, and extra companies).



The annual Business First Magazine C-Suites Award Gala took place on September 7th at Hyatt Regency, Downtown Columbus. Hiten Shah, president and CEO of MES, Inc., and Heena Shah were invited to attend the Award Ceremony for Hiten to receive this honor. The publication's C-Suite Awards recognized C-level executives for the leadership, business and civic contributions they made, both in their organizations and the greater Central Ohio community. Business First assembled business school professors in Ohio to judge a prestigious group of nominees from a wide array of for-profit, non-profit and



“The 2017 ACQ5 Global Award winners represent the best of breed in all industry sectors and have earned these honors by standing out in a group of very impressive finalists. We are fortunate enough to work with some of the most influential and enterprising private organizations in the world and are proud to share their message with our readers. Relying on reader insight and experience to provide nominations to the panel remains the cornerstone of our program and to identify industry leaders, individuals, teams and organizations.

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