

# **GAINI COMPANY LIMITED**

## **PRE - FEASIBILITY STUDY REPORT**

### **MANUFACTURING OF TUBE MILL AND TMT BARS ROLLING MILL PLANT**



Prepared for:  
Gaini company ltd,  
P.o box 2018,  
5th floor, Sky City mall UD SM RD  
Dar es salaam  
Tanzania.

February, 2025

## TABLE OF CONTENTS

1. Executive summary .....	- 3 -
1.1. Preamble.....	- 3 -
1.2. Products & services.....	- 4 -
1.3. Market analysis .....	- 4 -
1.4. Strategy & implementation .....	- 5 -
1.5. Management .....	- 5 -
1.6. Investment structure.....	- 5 -
2.0. Company and industry information .....	- 7 -
2.1. Company.....	- 7 -
2.2. Vision of gcl.....	- 7 -
2.3. Products and services .....	- 7 -
2.4. Market presence .....	- 7 -
2.5. Suppliers and buyers.....	- 7 -
2.6. Employment and expansion .....	- 8 -
2.7. Legal entity & ownership .....	- 8 -
2.8. Project location / premises .....	- 8 -
2.9. Key assets.....	- 8 -
3.0. Market analysis .....	- 9 -
3.1. Market size and growth .....	- 9 -
3.2. Target customer .....	- 9 -
3.4. Market size and growth of the manufacturing sector .....	- 11 -
4.0. Strategy & implementation.....	- 14 -
4.1. Marketing strategy.....	- 14 -
4.2. Sales strategy .....	- 15 -
5.0. Management & organization structure.....	- 20 -
5.1. Organizational structure .....	- 20 -
5.2. Board of directors/senior management team.....	- 20 -
7.0 financial plan .....	- 22 -
7.0 financial plan .....	- 22 -
7.8 conclusion .....	- 23 -
projected financial statements.....	- 24 -

# **1. EXECUTIVE SUMMARY**

## **1.1. PREAMBLE**

Gaini Company Limited is a established company created number of business under taking among others include carrying the business of manufacturing tube mill related products and steel related products such, Sheets and Plates, Wire mesh, beams and columns, Square bars and Thermo Mechanically Treated (TMT) steel bars of various sizes in Tanzania Mainland. Gaini Company Limited was incorporated in Tanzania on 28/06/2013 with Certificate of Incorporation No. 100478

This pre - feasibility study report is submitted to ascertain techno-economic viability and social desirability of implementing the project mainly assessed four core areas namely market and financial feasibility, technical feasibility, resource and and social and institutional feasibility.

GAINI COMPANY LIMITED initial plan is to produce high-strength corrosion-resistant (HS-CR) reinforcement steel bars, tube mills, wire mesh, sheets plates and other steel related building materials. The factory is anticipated to be state-of-the-art, fully computerized, and automatic steel rolling mill plant which will have a production capacity of up to 25 tons per hour, resulting in an annual production of 100,000 metric tons.

To maintain the quality of the products GAINI COMPANY LIMITED will be importing raw materials from top ferrous mild steel billet manufacturers worldwide and conducting rigorous quality tests at every stage of production. GAINI COMPANY LIMITED goal is to provide our customers with fast turnaround, exceptional quality, unparalleled customer service, and competitive pricing.

GAINI COMPANY LIMITED have project managers who have good experience in Business Project Management in the number of projects which are owned by shareholders of GAINI COMPANY LIMITED in Tanzania. The shareholders of this Company having been in business for several years in Tanzania have seen a great potential and bright future in the demand of steel products in building Industry and now the Company's management has made decision to invest in Tube mill and TMT steel manufacturing plant. The Infrastructures for this project will be located in Coast Region, Kibaha District Council, Plot no 313, Block No. B at Kiongo Mlandizi Township

The proposed project is estimated to cost about USD 34,754,000 over a period of five years. The project sponsors have enough financial resources to implement project. The profits gained from operation shall be reinvested.

The objectives of this pre - feasibility study Report are of two fold. First is to determine the viability of the proposed project. Second is to facilitate the application for Tanzania Investment Centre (TIC) Certificate of Incentives so as to access exemptions on duties, VAT deferments/ exemption in Capital goods and other benefits and protections as statutorily provided for under Tanzania Investment Act (2023) for the Project.

## **1.2. PRODUCTS & SERVICES**

GAINI COMPANY LIMITED will be manufacturing manufacturer of cold rolling sheets, structural steel products and galvanized /aluzinc roofing sheets. Gain steel products will be made from quality steel sourced from global steel companies, Gaini Company Limited products will conform to international standards. Gaini Company Limited competitively priced products will be sold through a nationwide network of dealers & Distributors. The Company will work in real-time with our customers to meet their design needs, which reduce errors and detect design flaws early in the process. In turn, this will save the customer time and money.

GAINI COMPANY LIMITED plans to position itself as a forward-thinking company that continually invests in new ideas and technologies - unlike our competitors, which are similar mould manufacturing facilities. Because of our unique sophisticated technology and efficient processes, The Company will be in a position to potentially compete on price and quality. Additionally, there will be unique Virtual Design Centre which will gives Gaini Company Limited a definitive advantage.

## **1.3. MARKET ANALYSIS**

The demand for iron steel products in Tanzania and Regional in general is projected to increase substantially in near future given high growth rate of the real estate and construction industries in these countries. Tanzania's construction sector was forecasted to grow about 10% in 2016 in comparison to 2015, averaging 8.8% over the next five years and 9% over the full 10-year forecasted period. However, the steel market in Tanzania has been experiencing steady growth, driven by increasing infrastructural development in the construction and automobile industries, the expansion in port and rail infrastructure which will boost Tanzania's industrial capabilities and raise its profile as a trade hub. The market is expected to grow at a compound annual growth rate (CAGR) of 2.9% during the forecast period of 2020-2026

The Tanzania construction market was valued at approximately USD 5.88 billion in 2025 and is expected to reach USD 7.39 billion by 2030, growing at a compound annual growth rate (CAGR) of 4.67% during the forecast period. The industry is projected to grow by 5.8% in 2024, driven by the following factors.

- i. **Infrastructural Development:** The government's focus on infrastructure projects, such as roads, bridges, and buildings, has significantly boosted the demand for construction services.
- ii. **Urbanization:** Rapid urbanization and population growth have fuelled the demand for residential and commercial infrastructure.
- iii. **Foreign Investments:** Tanzania has attracted significant foreign investments in the construction sector, with international companies partnering with local firms to leverage their expertise.
- iv. **Government Initiatives:** Favourable policies and initiatives by the Tanzanian government have encouraged investment in the construction sector.

The increasing demand for steel products in building industry in the country and the regional together with the rising cost/price of imports provide an opportunity for Investment in the domestic production of the tube mill and steel bar products. It is estimated that the current imports of the product in Tanzania can be met by domestic investment of around \$ 322 million.

#### **1.4. STRATEGY & IMPLEMENTATION**

To achieve our business goals, The Company will create a high-tech, precision manufacturing facility and will implement highly efficient operations processes. The Gaini Company Limited plan to promote Steel products an aggressively by targeted marketing campaign, this will include a media campaign, print and online advertising and a targeted direct-mail campaign. In addition, The Company will focus heavily on establishing our presence within the industry at relevant trade shows.

#### **1.5. MANAGEMENT**

The management of Gaini Company Limited (GCL) shall be constituted by the following organization set up:- Board of Directors, General Manger who is responsible on the supervision on the entire operations of the Company, a company accountant, Marketing Manager, Production Manager who will be directly responsible for all matters pertaining manufacturing of the products.

#### **1.6. INVESTMENT STRUCTURE**

The project is estimated to cost 34,754,000 \$ at fully capacity, the money covers investment in Machineries and Equipments, furniture and fittings, pre-expenses and working Capital. The equity contributed by the shareholders is 17,400,000\$ equivalent to 50.1% where a loan financing from Local Bank will be 17,354,000\$.

However, a financial policy of the Company state that the profits generated will be re-invested.

Forecasted financial Information, Financial information of Gaini Company Limited is projected within five years. The company projected profit and Loss, account show a respectable turnover of more than 85,654 \$ in the third year. The profits gained on fifth year are projected to be 326,271\$. The projected balance sheet, shows the increase of more than 8,305,460.66 \$ in the Second year of operation and more than 5,340,942.21 \$ in the 5<sup>th</sup> year of the usefully lifetime of the implementation during which the business will be evaluated again. The financial documents show that the business has a positive net cash flow.

## **2.0. COMPANY AND INDUSTRY INFORMATION**

### **2.1. COMPANY**

Gaini Company Limited (GCL) is a prominent company based in Tanzania, specializing in the export and import of various products. The company has established itself as a key player in the building materials and hardware market, particularly in the Lake Zone, Dodoma, and Dar es Salaam regions. GCL is currently expanding its operations to the Southern Highlands and Northern Zone, aiming to become the most preferred supplier of building materials and hardware in Tanzania.

### **2.2. VISION OG GCL**

Gaini Company Limited vision is focusing on becoming a leading supplier of building materials and hardware items in Tanzania, ensuring customer satisfaction, and contributing to the growth of the construction industry.

Gaini Company Limited is committed to providing high-quality building materials and hardware items, ensuring customer satisfaction, and contributing to the growth of the construction industry in Tanzania.

### **2.3. PRODUCTS AND SERVICES**

Currently the GCL offer a wide range of services and products among others include trading of the following goods and services:

- i. **Building Materials:** GCL offers a wide range of building materials, including cement, steel, roofing sheets, and other construction essentials.
- ii. **Hardware Items:** The company supplies various hardware items required for construction and maintenance.
- iii. **Export and Import:** GCL is involved in the export and import of products, with a focus on markets such as Congo for exports and Uganda, Kenya, and the United Kingdom for imports.

### **2.4. MARKET PRESENCE**

GCL has exported 14 shipments to buyers, with key exported products falling under HSN Codes 6809, 3209, and 7610. The primary market for these exports is Congo.

GCL has imported 555 shipments from 24 suppliers, with the main sources being Uganda, Kenya, and the United Kingdom. The imported goods primarily consist of items categorized under HSN Codes 7210, 4411, and 7317.

### **2.5. SUPPLIERS AND BUYERS**

Some of the leading suppliers for GCL's imports include Rolfings Rolling Mills Limited, Tim Sales Ltd, and Giant Steel Industries Ltd. The major buyers involved in GCL's exports include Adele Mawawa Kayind.

## 2.6. EMPLOYMENT AND EXPANSION

GCL has posted various job vacancies, including positions for marketing officers, procurement officers, store personnel, IT personnel, cashiers, salespeople, and graphic designers. The company is actively expanding its operations to new regions, including the Southern Highlands and Northern Zone.

## 2.7. LEGAL ENTITY & OWNERSHIP

M/s Gaini Company Limited is Incorporated Company with Certificate of Incorporation Number 100478 Issued on 28/06/2013 Registrar of Companies under Company Act of 2002. The Company's principal shareholders who hold equal shares of ownership in the Company are as follows: -

NAME OF DIRECTORS	NATIONALITY	NUMBER OF SHARES %
Peter Mtera Chacha	Tanzanian	90
Happynes John Nyamkulo	Tanzanian	10

## 2.8. PROJECT LOCATION / PREMISES

M/s Gaini Company Limited has acquired Industrial site at Coast, Kibaha District Council, Plot No 313, Block No B at Kiongo Mlandizi Township with size of 831,005 sq meter. The site will accommodate space for plant and machinery, Iron furnace, outbound logistic ware houses, administration Offices and parking yard for cargo trucks.

## 2.9. KEY ASSETS

M/s Gaini Company Limited works facility at Kibaha will have a Furnace Division to manufacture Billets and a Rolling Mill Division to manufacture TMT Bars and which will have installed capacity to manufacture 50,000 to 100,000 Tonnes of steel annually.

Thermo-Mechanically Treated re-bars will be manufactured using the EVCON-TURBO process which is a method for quenching and self-tempering of steel bars at the end of the rolling process. TMT is made using only Billets and are 100% Billet Made.

## **3.0. MARKET ANALYSIS**

### **3.1. MARKET SIZE AND GROWTH**

The long steel products market in Tanzania generated a revenue of USD 441.8 million in 2022 and is expected to reach USD 489.3 million by 2030, growing at a compound annual growth rate (CAGR) of 1.3% from 2023 to 2030. Rebars were the largest revenue-generating product in 2022, and wire rods are expected to be the fastest-growing segment during the forecast period. The steel market in Tanzania can be segmented into various product categories, including:

- Rebars: Used for reinforcing concrete in construction projects.
- Steel Roofing Sheets: Widely used in residential and commercial buildings.
- Structural Steel: Used in the construction of buildings, bridges, and other infrastructure.
- Pipes and Tubes: Used in various industrial applications, including water and gas transportation.

The domestic demand for steel products in Tanzania is expected to continue growing, driven by ongoing infrastructural projects and increasing demand from various sectors. Addressing challenges such as high energy costs and the lack of skilled labor will be crucial for sustained growth.

### **3.2. TARGET CUSTOMER**

After extensive research, M/s Gaini Company Limited decided to initially pursue market segments in the following industry: -

- i. Construction Industry which covers residential Buildings: Steel and tube products are used in the construction of houses, apartments, and other residential structures.
- ii. Commercial Buildings: Office buildings, shopping malls, and other commercial properties require steel for structural support.
- iii. Infrastructure Projects: Bridges, roads, and other infrastructure projects heavily rely on steel products.
- iv. Industrial Sector Manufacturing: Steel is used in the production of machinery, equipment, and tools.
- v. Automotive Industry: Steel and tube products are essential for manufacturing vehicle frames, bodies, and other components.

- vi. Energy Sector: Steel pipes and tubes are used in oil and gas exploration, as well as in power plants.
- vii. Agriculture - Farm Equipment: Steel is used in the production of tractors, plows, and other agricultural machinery.
- viii. Irrigation Systems: Steel pipes are used in irrigation systems to transport water.
- ix. Furniture: Steel tubes are used in the production of modern and durable furniture.
- x. Transportation Railways: Steel is used in the construction of railway tracks and train components.

The demand for steel and tube mill products in Tanzania is driven by the growth in these sectors, supported by government initiatives and foreign investments. This is a very distinct market with very different needs. The real estate industry's purchasing decisions are driven primarily by price; the industry focuses on a fast turnaround time and quality to make purchasing decisions.

### **3.3. MANUFACTURING SECTOR TRENDS**

The steel manufacturing industry in Tanzania has been experiencing notable growth and development contributed by the following factors: -

- i. Infrastructural Development: The government's focus on infrastructure projects, such as roads, bridges, and buildings, has significantly boosted the demand for steel products. This has led to increased production and investment in the steel industry.
- ii. Urbanization and Industrialization: Rapid urbanization and industrial growth have fueled the demand for steel in construction, automotive, and manufacturing sectors. This trend is expected to continue as Tanzania's economy grows.
- iii. Government Initiatives: Supportive government policies aimed at promoting industrialization and local manufacturing have positively impacted the steel industry. Initiatives like the Tanzania Water Investment Program (TanWIP) and various road infrastructure projects are driving demand for steel.
- iv. Energy Management: The high cost of energy and operational inefficiencies have been challenges for the steel industry. However, there is a growing focus

on energy management solutions to reduce production costs and enhance operational efficiency.

- v. Environmental Sustainability: There is increasing pressure from governmental regulatory bodies and non-governmental organizations to reduce pollution and minimize the environmental footprint of steel manufacturing. This has led to the adoption of cleaner and more sustainable practices.
- vi. Foreign Investments: Tanzania has attracted significant foreign investments in the steel sector, with international companies partnering with local firms to leverage their expertise and resources.
- vii. Technological Advancements: The adoption of advanced technologies and automation in steel manufacturing processes has improved production efficiency and product quality

The Tanzania steel market is expected to grow at a compound annual growth rate (CAGR) of 2.9% during the forecast period of 2020-2026. The market was valued at approximately USD 5.88 billion in 2025 and is expected to reach USD 7.39 billion by 2030

### **3.4. MARKET SIZE AND GROWTH OF THE MANUFACTURING SECTOR**

Manufacturing sector output for 2023 was \$6.64 billion, a 7.05% increase from 2022. The output for 2022 was \$6.20 billion, a 9.35% increase from 2021. The manufacturing sector contributed approximately 23.2% to Tanzania's GDP in 2022.

Key Sub-Sectors of the Manufacturing Sector Include

- i. Food Processing: This is one of the largest sub-sectors, including the processing of agricultural products such as grains, fruits, and vegetables.
- ii. Textiles and Clothing: The textile industry is growing, with investments in modern machinery and technology.
- iii. Chemicals and Pharmaceuticals: This sub-sector includes the production of industrial chemicals, fertilizers, and pharmaceuticals.
- iv. Construction Materials: Manufacturing of cement, steel, and other construction materials is a significant part of the sector.
- v. Mining and Quarrying: Contributing approximately 10% to the GDP, this sub-sector focuses on extracting and processing valuable mineral resources

### **3.5. POLICIES AND REGULATORY FRAMEWORK**

The future discourse for industrial development in Tanzania is elaborated in the “Sustainable Industrial Development Policy - SIDP”. The main purpose of SIDP is to set out a path for industrializing Tanzania so that by the turn of the first quarter of the 21<sup>st</sup> Century it becomes a semi industrialized country.

In its approach SIDP embraces the principles of a market-led economy and competitiveness. It points out plainly that industry would only prosper in the hands of increased private sector participation both in decision making and implementation. The government in this aspect has vowed to increasingly provide an environment which is welcoming, attractive, and stable and that can encourage private sector investment.






The private sector in its part should take all necessary initiatives to respond and manage challenges of globalization. Firms are challenged to pursue firm strategies which are geared towards building the necessary capabilities to enable them compete in the world market.

### **3.6. INDUSTRIAL SUPPORT ORGANIZATIONS**

The government has established several institutions to render support services to the industrial sector. Among them are: The National Development Corporation (NDC), the Small Industries Development Organization (SIDO), the Centre for Agricultural Mechanization and Rural Technology (CARMATEC), the Export Processing Zones Authority (EPZA), the Tanzania Industrial Research Development Organization (TIRDO), the Tanzania Engineering and Manufacturing Design Organization (TEMDO) and Tanzania Bureau of Standards (TBS).

### **3.7. CHALLENGES FACING THE MANUFACTURING SECTOR**

The Manufacturing sector is faced by a number of challenges including;

-  Poor technology;
-  Insufficient industries/ factories;
-  Unreliable market for the final processed goods;
-  High cost of power, unreliability of power and underdeveloped infrastructure;
-  Unreliable availability of raw materials;

- ✚ Small number of trained manpower.

### 3.8. SWOT ANALYSIS

#### Strengths

- Manufacturing & production expertise
- Understanding of emerging technologies
- Understanding of target markets
- Competitive product pricing
- Exceptional quality and customer service
- Implementation of cost saving processes

#### The Company weaknesses

Worst shortcomings that might hold the company back from progress, the following rank highest:

- Limited resources for marketing program which is quite expensive and demanding.

#### Opportunities

- New products & processes
- Bringing new technology into the industry
- Developing a new reputation
- Hiring new talent
- New innovations and applications of our technology

#### Threats

- Impact of new legislation
- Technologies developed by competitors
- Challenges in building a talented staff
- Retaining key staff members
- Market demand fluctuations

## **4.0. STRATEGY & IMPLEMENTATION**

### **4.1. MARKETING STRATEGY**

M/s Gaini Company Limited recognizes the critical importance of marketing. The Company will require a properly designed and executed marketing plan to ensure market penetration and business success. Until the Company hire an in-house sales and marketing team, The Company will work with a marketing and public relations firm. Once a sales and marketing staff are in place, The Company will re-assess the need for an outside firm.

In addition to conveying to our potential customers the fast turnaround, exceptional quality, unparalleled customer service and competitive pricing offered by M/s Gaini Company Limited, The Company will also position our Company as future-minded and a leader in the integration of innovative technology into the steel manufacturing process.

Gaini Company Limited marketing plan will include an initial publicity campaign that introduces our Company in Tanzania and East Africa. Further, The Company will launch a comprehensive advertising campaign in automotive manufacturing devise trade publications and related The Company web sites. The publicity campaign will be closely followed by a direct-mail campaign to targeted customers. The other main component of our marketing plan will be to attend trade shows which will require both construction and maintenance, marketing materials such as brochures, and promotional items such as pens with our logo.

To increase local awareness of our Company and to foster a positive public perception, The Company will participate in and sponsor local charity events such as Walk for the Cure and youth sports teams. The Company will also reach out to local high schools and colleges to offer internships and promote careers in manufacturing.

## **4.2. SALES STRATEGY**

M/s Gaini Company Limited will build a sales team focused on securing new business in the short and long term. The sales team will be motivated by commissions and performance-based bonuses.

Under the direction of executive management, The Company will employ an outside sales staff as well as an inside sales staff, which will be cross-trained to handle general customer service calls. The outside sales staff will focus primarily on trade show attendance, comprehensive follow up, relationship building, closing deals, and securing referrals.

## **4.3. STRATEGIC ALLIANCES**

The Company plan to develop strategic alliances with local and regional (EAC) steel rolling milling companies manufacturing facilities that do not have mould-making capabilities within their facilities.

## **4.4. TECHNOLOGY:**

The technology/Machinery required for Steel Melting Shop unit are:

- Prefabricated Steel Structure building to accommodate TMT Bar Mill plant, the prefabricated building will be imported into units
- 200,000 Tons Per annum TMT Bar Mill consisting of Suitable Billet re-heating furnace, Stands, Gear Boxes, Motors, Shears, Pinch Rollers, Tail Breakers, TMT Quenching system, Automatic Twin channel type Cooling bed and Packing line.
- Melting Shop Machinery item like Induction Furnace, dies for casting and other misc. items etc
- Rolling Mill Electricals like Motors, drivers, pumps, electrical panels, cables, liquid starters.
- Two sets of 8000 KW Solid State Power Supply Unit with two numbers of 20000 Kg Steel Frame Furnaces based Turnkey project Furnace Transformer, Auxiliary Transformer, Air Pollution Control System for Induction Furnace and 2-Strand Continuous Casting Machine, EOT Cranes, Auxiliaries and material handling equipment,
- Rolling Mill Auxiliary equipments like EOT cranes, Air compressor, gas cutting machines and other Misc. auxiliary equipment etc

#### 4.5. BRIEF DESCRIPTION OF THE MILL

The proposed Rebar Mill is designed to produce Rebars in Low & Medium Carbon Steel Grades with an annual capacity of 30 TPH. The Mill shall be designed for Rolling of 130mm x 130mm Billets. The mill parameters are as follows.

- i) **Type of Project** : Green Field Project
- ii) **Layout** : The proposed layout is laid in straight line  
: The Continuous mill will be installed at ground floor level with pass line (+) 850mm.
- iii) **Raw Material to start with** : 130 mm x 130 mm x 6/3 m long Billets.  
: 100 mm x 100 mm x 6/3 m long Billets.
- iv) **Billet Weight** : 780/390 kg
- v) **Billet Specifications** : Low and Medium Carbon Steel

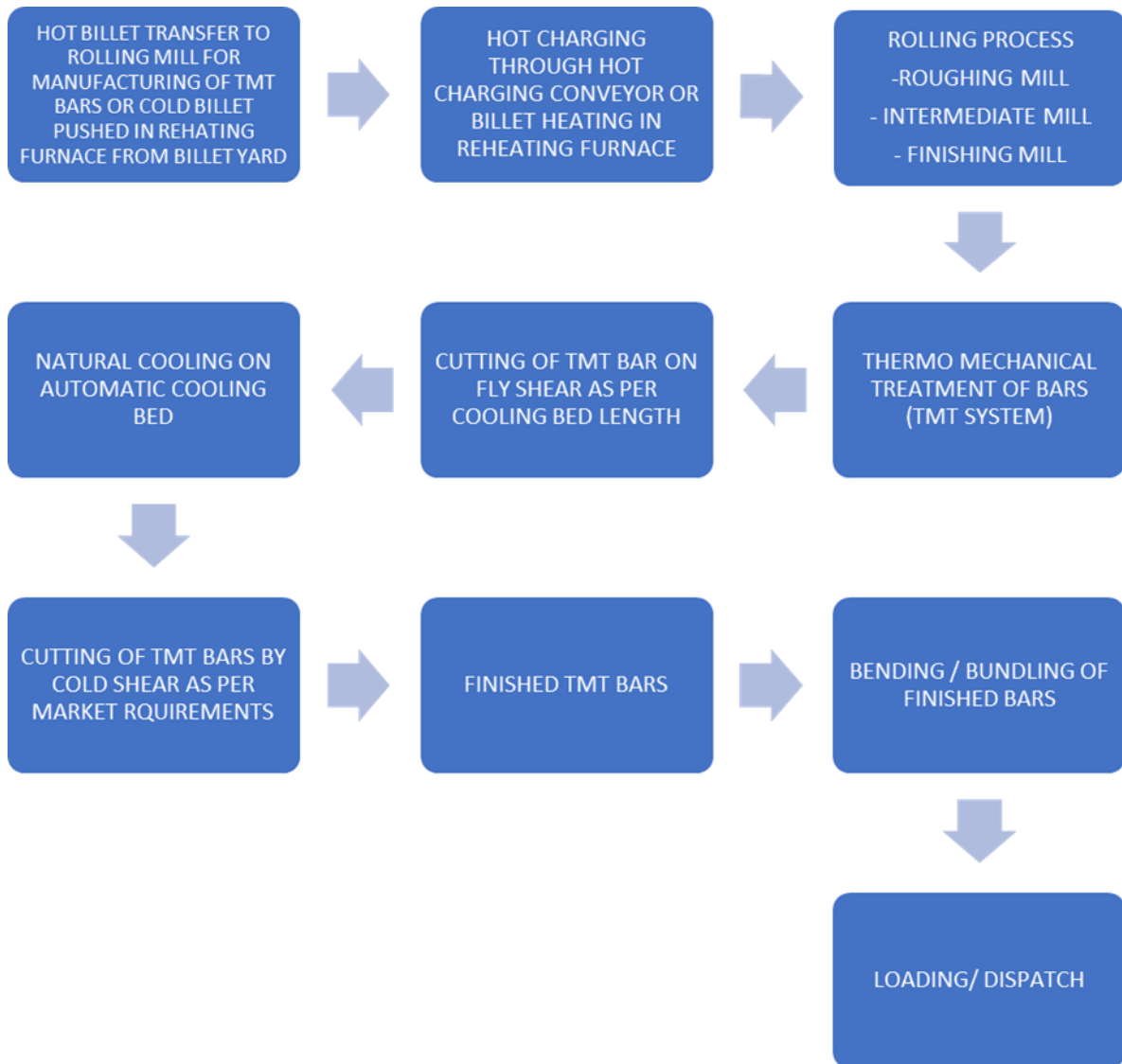
In order to achieve the best final product quality, the following billet characteristics should satisfy:

Max. side difference	±1.5%
Max. diagonal difference	±1.0%
Max. rhomboids ((Dmax-Dmin) / Dmin)	<2.0%
Straightness	<0.5%
Fixed length	±25mm
Max. concavity and convexity	<1.0%
Minimum side Torsion not being allowed	

Burrs as may result from cutting operations and fractured billet ends are not acceptable.

- vi) **Finished products**
  - a) **Rebar Sizes**: : Ø8mm to Ø32mm  
IS:1786 Grades for TMT Rebar : Fe500, Fe500D, Fe550, Fe550D
- vii) **Steel Grade (Finished TMT Bars)**  
High strength TMT bars as per IS 1786: 2008 Grades Fe 415, Fe 415D, Fe 500, Fe 550D, Fe 550 and Fe 550D

viii) **Process Technology**



ix) **TMT Bar Rolling Mill Equipment**

	<b>Mill Equipment</b>	
1.	510mm (20") Roughing Mill	1 Stand
2.	400mm. Continuous Mill	2 Stand
3.	360mm. Continuous Mill	4 Stand
4.	320mm. Continuous Mill	4 Stand
5.	275mm. Continuous Mill	6 Stand
6.	Auxiliary Equipments.	1 Set.
7.	Vertical Looper.	2 Set.

8.	Rotary Dividing Shear & Pinch roll units	1 Set.
9.	Continuous Shear	1 Set.
10.	TMT System (THERMEX MAKE)	1 Set.
11.	Automatic Cooling Bed for Bar Mill	1 Set.
12.	Packing Line	1 Set.
13.	Re-Heating Furnace	1 Set.
14.	Electricals	1 Set.
15.	Workshop Machinery	1 Set.
16.	Testing Equipments	1 Set.
17.	CNC Notching & Roll Branding M/c.	1 Set.
18.	Air Oil & Water Pipeline	1 Set.
19.	Site Fabrication	1 Set.
20.	Tools& Tackles.	1 Set
21.	Measuring Instrument for Workshop	1 Set
22.	Cranes (10 T x 4 Nos.)	1 Set.
23.	Weighing Scale (100 Tons)	1 Set.

#### **4.6. GAINI COMPANY LIMITED GOALS TOWARDS THE PROJECT**

Below is a list of business goals and milestones that Gaini Company Limited aims to achieve over the next three years:

- Secure necessary funds for the project
- Purchase machinery, equipment and supplies.
- Hire skilled employees to complete our team.
- Successfully penetrate targeted markets.
- Secure contracts to achieve projected sales goals.
- Become a profitable Company.
- Establish a solid reputation as an industry leader.

GCL first major milestones will be securing funds and setting up the project. This is our primary focus right now. In three years, The Company hope to have established our Company in the community and within our industry.

#### **4.7. EXIT STRATEGY**

Should management or our investors seek a business exit, there are several options the Company would be willing to pursue. Our Company could most likely be sold to a manufacturing Company that does not already have manufacturing capabilities. A management buyout could also be pursued once our business credit is firmly established.

## **5.0. MANAGEMENT & ORGANAZATION STRUCTURE**

### **5.1. Organizational Structure**

M/s Gaini Company Limited understands the importance of a loyal and enthusiastic team to reduce turnover and increase productivity. Gaini Company's management philosophy will encourage responsibility and mutual respect. While the Company will present a strong decisive management team, The Company will also foster an atmosphere of genuine employee appreciation and open communication. M/s Gaini Company Limited has planned to have the following organization structures.

### **5.2. Board of Directors/Senior Management Team**

M/s Gaini Company Limited shall be managed by the board of Directors which is the apex body for strategic decision making of the project. Directors of the Company are the ones who having shares in M/s Gaini Company Limited.

### **5.3. General /Operational Manager**

Immediate after Board of Director the shall be a General Manager who will be responsible to take care of mater pertaining operation and managing daily activities of the project as well as other staffs welfares and report them to the board of directors.

### **5.4. Production Manager**

Production Manager will be employed who expected to have an extensive background in related metal manufacturing. He/she will be directly responsible for all production functions maintenance of quality standards of the products; training of employees in methods of producing quality products.

### **5.5. Accountant/cash**

An accountant will be employed who expected to have good experience in accounting system as well as he will be responsible in managing cash of M/s Gaini Company Limited but also keeping books of accounts properly.

### **5.6. Management Agreements**

Management Agreements will be executed between M/s Gaini Company Limited and other team managers. The purpose of these agreements is to define the expectations of both parties, establish an incentive structure, and define the grounds under which the agreement may be terminated.

### **5.7. Confidentiality Agreements**

M/s Gaini Company Limited will enforce that all employees sign a confidentiality agreement. Confidentiality agreements with our employees and partners will protect our products, operating systems, policies and procedures. Having a confidentiality agreement in place is essential to protect the company's trade secrets, and show our employees that we take our business seriously.

## 6.0. FINANCIAL INVESTMENT PLAN

### 6.1. FINANCIAL INVESTMENT PLAN

The capex is anticipated to be 34,754,000\$ over a period of five years as shown in the table below:-

Investment plan						
planning years >>	2026	2027	2028	2029	2030	TOTAL
Investment	\$	\$	\$	\$	\$	\$
Land and Building	1,800,000	1,000,000	1,000,000	1,000,000	1,000,000	5,800,000
Plant and Machinery	3,700,000	2,500,000	2,600,000	2,800,000	2,100,000	13,700,000
Equipment	2,000,000	800,000	500,000	500,000	500,000	4,300,000
Motor Vehicle	570,000	200,000	130,000	154,000	100,000	1,154,000
Furniture & Fixtures	500,000	300,000	300,000	200,000	100,000	1,400,000
Working Capital	2,400,000	2,000,000	2,000,000	1,000,000	1,000,000	8,400,000
<b>Total investment</b>	<b>10,970,000</b>	<b>6,800,000</b>	<b>6,530,000</b>	<b>5,654,000</b>	<b>4,800,000</b>	<b>34,754,000</b>

### 6.2. FINANCING PLAN

The equity financing to be contributed by the shareholders is anticipated to 17,400,000\$ equivalent to 50.1% where a loan financing from Local Bank will be 17,354,000\$. However, a financial policy of the Company state that the profits generated will be re-invested.

Financing plan					
planning years >>	2026	2027	2028	2029	2030
Shareholders equity	\$	\$	\$	\$	\$
Equity contribution (or withdrawal)	5,000,000	5,000,000	2,200,000	2,500,000	2,700,000
Share capital	5,000,000	10,000,000	12,200,000	14,700,000	17,400,000
Long-term loans from bank					
Loans drawn at the beginning of the year	5,000,000	3,400,000	3,300,000	2,800,000	2,600,000
Repayments made at the end of the year	254,000	354,000	454,000	554,000	654,000
Basis for interest calculation - end of year	5,000,000	8,146,000	11,092,000	13,438,000	15,484,000
Interest rate	0.06	0.06	0.06	0.06	0.06
Interest expenses	300,000	488,760	665,520	806,280	929,040
Loan balance: year end	4,746,000	7,792,000	10,638,000	12,884,000	14,830,000

### 6.3. FINANCIAL INCOME STATEMENT PROJECTIONS

Financial information of Gaini Company Limited is projected within five years. The company projected profit and Loss, account show a respectable turnover of more than 85,654 \$ in the third year. The profits gained on fifth year are projected to be 326,271\$. The projected balance sheet, shows the increase of more than 8,305,460.66 \$ in the Second year of operation and more than 5,340,942.21 \$ in the 5<sup>th</sup> year of the usefully lifetime of the implementation during which the business will be evaluated again. The financial documents show that the business has a positive net cash flow.

#### **6.4. ASSUMPTIONS**

- M/s Gaini Company Limited will invest more than 34,754,000 \$

Rate of depreciation were assumed as follows:

Building	5%
Plant & Equipment	20%
Furniture and fixtures	20%
Leasehold improvements	20%
Plant	20%
Motor Vehicles	25%

- Demand of steels products in the Real estate sector will continue to follow present trends.

#### **6.5. CONCLUSION**

The project as analyzed in this report is economically, financially and technically viable. The project has come at the right time to provide the much needed quality products for Tanzanian as a whole.

# PROJECTED FINANCIAL STATEMENTS

<b>GIANI COMPANY LIMITED</b>					
<b>PROJECTED INCOME STATEMENT</b>					
planning years >>	2026	2027	2028	2029	2030
	\$	\$	\$	\$	\$
Total net sales	12,541,000	14,217,500	17,177,500	18,847,500	20,917,500
TMT	5,785,000	6,230,000	7,565,000	8,010,000	8,455,000
Sheet Plates	2,756,000	3,187,500	3,612,500	4,037,500	4,462,500
Others	4,000,000	4,800,000	6,000,000	6,800,000	8,000,000
<b>Total revenues</b>	<b>12,541,000</b>	<b>14,217,500</b>	<b>17,177,500</b>	<b>18,847,500</b>	<b>20,917,500</b>
<b>Cost of goods sold COGS</b>	<b>11,529,149</b>	<b>12,398,176</b>	<b>14,521,158</b>	<b>15,471,030</b>	<b>16,892,662</b>
Raw material	4,200,000	5,000,000	6,000,000	6,500,000	7,800,000
Semi finished products / components	7,000,000	7,000,000	7,900,000	8,400,000	8,500,000
Energy	200,000	250,000	450,000	380,000	400,000
Utilities	10,000	15,000	18,000	19,000	21,000
Production salaries	105,149	116,676	133,658	151,030	158,162
Production workspace	8,000	10,000	12,000	13,000	13,500
Other production costs	6,000	6,500	7,500	8,000	
<b>Gross profit</b>	<b>1,011,851</b>	<b>1,819,324</b>	<b>2,656,342</b>	<b>3,376,470</b>	<b>4,024,838</b>
<b>Selling, general and administrative expenses SG&amp;A</b>	<b>106,831</b>	<b>118,899</b>	<b>129,968</b>	<b>142,038</b>	<b>155,108</b>
Salaries	6,831	6,899	6,968	7,038	7,108
Workspace	20,000	25,000	30,000	35,000	40,000
Marketing & sales expenses	50,000	55,000	60,000	65,000	68,000
General office and utilities expenses	30,000	32,000	33,000	35,000	40,000
<b>Operating profit / EBITDA</b>	<b>905,020</b>	<b>1,700,425</b>	<b>2,526,374</b>	<b>3,234,432</b>	<b>3,869,730</b>
Depreciation	785,000	1,251,667	1,706,000	2,126,133	2,504,467
Interest expenses (loan from bank)	300,000	488,760	665,520	806,280	929,040
Interest income from investments (bank deposit)	-	4,000	8,800	14,800	22,800
Extraordinary charges (or incomes)	6,000	9,000	12,000	14,500	17,000
Currency exchange adjustments	2,000	3,000	4,000	4,500	5,000
Fees and provisions	4,000	6,000	8,000	10,000	12,000
Income tax	-	-	-	58,617	125,767
<b>Net profit (or loss)</b>	<b>- 185,980</b>	<b>- 45,002</b>	<b>151,654</b>	<b>243,701</b>	<b>316,256</b>

<b>GAINI COMPANY LIMITED</b>					
<b>PROJECTED CASH FLOW STATEMENT</b>					
<b>planning years &gt;&gt;</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Cash flow from operating activities</b>					
Operating profit (EBITDA)	905,020	1,700,425	2,526,374	3,234,432	3,869,730
Interest expenses	- 300,000	- 488,760	- 665,520	- 806,280	- 929,040
Interest income from investments (bank deposit)	-	4,000	8,800	14,800	22,800
Extraordinary charges (or incomes)	- 6,000	- 9,000	- 12,000	- 14,500	- 17,000
Income tax	-	-	-	58,617	125,767
Movements in working capital					
Decrease (or - increase) in accounts receivable	- 3,092,301	- 413,384	- 729,863	- 411,781	- 510,411
Decrease (or - increase) in inventories	- 3,790,405	- 285,707	- 697,967	- 312,287	- 467,386
Increase (or - decrease) in accounts payable	2,842,804	214,281	523,475	234,215	350,539
Increase (or - decrease) in other provisions	-	-	-	-	-
<b>Total cash flow from operating activities</b>	<b>- 3,440,883</b>	<b>721,855</b>	<b>953,299</b>	<b>1,879,982</b>	<b>2,193,465</b>
<b>Cash flow from investing activities</b>					
Sale (or - purchase) of fixed assets	- 10,970,000	- 6,800,000	- 6,530,000	- 5,654,000	- 4,800,000
Sale (- purchase) of long-term financial investments	- 30,000	- 5,000	- 5,000	- 10,000	- 5,000
Decrease (or - increase) of goodwill	- 7,000	- 3,000	- 2,000	- 3,000	- 2,000
cash placed in the deposit account	- 100,000	- 120,000	- 150,000	- 200,000	- 300,000
<b>Total cash flow from investing activities:</b>	<b>- 11,107,000</b>	<b>- 6,928,000</b>	<b>- 6,687,000</b>	<b>- 5,867,000</b>	<b>- 5,107,000</b>
<b>Free cash flow</b>	<b>- 14,547,883</b>	<b>- 6,206,145</b>	<b>- 5,733,701</b>	<b>- 3,987,018</b>	<b>- 2,913,535</b>
<b>Cash flow from financing activities</b>					
Long term loans drawn	5,000,000	3,400,000	3,300,000	2,800,000	2,600,000
Repayments of loans made	- 254,000	- 354,000	- 454,000	- 554,000	- 654,000
Equity contribution (or - withdrawal)	5,000,000	5,000,000	2,200,000	2,500,000	2,700,000
Dividend paid	-	-	3,033	4,874	6,325
<b>Total cash flow from financing activities</b>	<b>9,746,000</b>	<b>8,046,000</b>	<b>5,042,967</b>	<b>4,741,126</b>	<b>4,639,675</b>
Total net increase (- decrease) in cash	- 4,801,883	1,839,855	- 690,734	754,108	1,726,140
<b>Cash balance: beginning of the year</b>	<b>-</b>	<b>-4,801,883</b>	<b>-2,962,028</b>	<b>-3,652,762</b>	<b>-2,898,654</b>
<b>Cash balance: end of the year</b>	<b>- 4,801,883</b>	<b>-2,962,028</b>	<b>-3,652,762</b>	<b>-2,898,654</b>	<b>-1,172,514</b>

<b>GIANI COMPANY LIMITED</b>					
<b>PROJECTED BALANCE SHEET</b>					
<b>planning years &gt;&gt;</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>
	\$	\$	\$	\$	\$
<b>Long-term assets</b>					
Fixed assets: property, plant and equipment	10,185,000	15,733,333	20,557,333	24,085,200	26,380,733
Long-term financial investments	30,000	35,000	40,000	50,000	55,000
Goodwill	7,000	10,000	12,000	15,000	17,000
<b>Total long-term assets</b>	<b>10,222,000</b>	<b>15,778,333</b>	<b>20,609,333</b>	<b>24,150,200</b>	<b>26,452,733</b>
<b>Current assets</b>					
Cash & cash equivalents (current account)	- 4,801,883	- 2,962,028	- 3,652,762	- 2,898,654	- 1,172,514
Deposit account	100,000	220,000	370,000	570,000	870,000
Accounts receivable	3,092,301	3,505,685	4,235,548	4,647,329	5,157,740
Inventories	3,790,405	4,076,113	4,774,079	5,086,366	5,553,752
<b>Total current assets</b>	<b>2,180,824</b>	<b>4,839,769</b>	<b>5,726,865</b>	<b>7,405,041</b>	<b>10,408,978</b>
<b>Total assets</b>	<b>12,402,824</b>	<b>20,618,103</b>	<b>26,336,199</b>	<b>31,555,241</b>	<b>36,861,711</b>
<b>Long-term liabilities</b>					
Long-term loans	4,746,000	7,792,000	10,638,000	12,884,000	14,830,000
<b>Total long-term liabilities</b>	<b>4,746,000</b>	<b>7,792,000</b>	<b>10,638,000</b>	<b>12,884,000</b>	<b>14,830,000</b>
<b>Current liabilities</b>					
Accounts payable	2,842,804	3,057,084	3,580,559	3,814,775	4,165,314
<b>Total current liabilities</b>	<b>2,842,804</b>	<b>3,057,084</b>	<b>3,580,559</b>	<b>3,814,775</b>	<b>4,165,314</b>
<b>Shareholders equity</b>					
<b>Share capital</b>	<b>5,000,000</b>	<b>10,000,000</b>	<b>12,200,000</b>	<b>14,700,000</b>	<b>17,400,000</b>
Reserves	-	-	3,033	7,907	14,232
Retained earnings (or - accumulated losses)	- 185,980	- 230,982	- 85,394	148,559	452,165
<b>Total shareholders' equity</b>	<b>4,814,020</b>	<b>9,769,018</b>	<b>12,117,639</b>	<b>14,856,467</b>	<b>17,866,397</b>
<b>Total liabilities &amp; equity</b>	<b>12,402,824</b>	<b>20,618,103</b>	<b>26,336,199</b>	<b>31,555,241</b>	<b>36,861,711</b>

<b>Investment and depreciation plan</b>					
<b>planning years &gt;&gt;</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>
	\$	\$	\$	\$	\$
Investment					
Land and Building	1,800,000	1,000,000	1,000,000	1,000,000	1,000,000
Plant and Machinery	3,700,000	2,500,000	2,600,000	2,800,000	2,100,000
Equipment	2,000,000	800,000	500,000	500,000	500,000
Motor Vehicle	570,000	200,000	130,000	154,000	100,000
Furniture & Fixtures	500,000	300,000	300,000	200,000	100,000
Other Assets	2,400,000	2,000,000	2,000,000	1,000,000	1,000,000
<b>Total investment</b>	<b>10,970,000</b>	<b>6,800,000</b>	<b>6,530,000</b>	<b>5,654,000</b>	<b>4,800,000</b>
<b>Fixed assets accumulated: at cost</b>	<b>10,970,000</b>	<b>17,770,000</b>	<b>24,300,000</b>	<b>29,954,000</b>	<b>34,754,000</b>
<b>Depreciation</b>					
Land and Building	360,000	560,000	760,000	960,000	1,160,000
Plant and Machinery	185,000	310,000	440,000	580,000	685,000
Equipment	100,000	140,000	165,000	190,000	215,000
Motor Vehicle	19,000	25,667	30,000	35,133	38,467
Furniture & Fixtures	25,000	40,000	55,000	65,000	70,000
Working Capital	96,000	176,000	256,000	296,000	336,000
<b>Total depreciation</b>	<b>785,000</b>	<b>1,251,667</b>	<b>1,706,000</b>	<b>2,126,133</b>	<b>2,504,467</b>
<b>Total depreciation accumulated</b>	<b>785,000</b>	<b>2,036,667</b>	<b>3,742,667</b>	<b>5,868,800</b>	<b>8,373,267</b>
<b>Net asset book value</b>	<b>10,185,000</b>	<b>15,733,333</b>	<b>20,557,333</b>	<b>24,085,200</b>	<b>26,380,733</b>
Depreciation period: linear, in years					
Land and Building	5				
Plant and Machinery	20				
Equipment	20				
Motor Vehicle	30				
Furniture & Fixtures	20				
Other Assets	25				

<b>Reconciliation of shareholders equity</b>					
<b>planning years &gt;&gt;</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>
	\$	\$	\$	\$	\$
Beginning shareholders equity	-	4,814,019.90	9,769,018.32	12,117,639.38	14,856,466.51
+ Net profit (or - loss)	- 185,980.10	- 45,001.58	151,654.15	243,701.15	316,256.09
+ Equity contribution (or - withdrawal)	5,000,000.00	5,000,000.00	2,200,000.00	2,500,000.00	2,700,000.00
- Dividends paid	-	-	- 3,033.08	- 4,874.02	- 6,325.12
Ending shareholders equity	4,814,019.90	9,769,018.32	12,117,639.38	14,856,466.51	17,866,397.48
Additional reserves	-	-	3,033.08	4,874.02	6,325.12
Dividends paid	-	-	3,033.08	4,874.02	6,325.12
Retained earnings (or accumulated losses)	- 185,980.10	- 45,001.58	145,587.98	233,953.11	303,605.85

Calculation of income tax planning years >>	2026	2027	2028	2029	2030
	\$	\$	\$	\$	\$
Net profit after extraordinary ite	- 185,980.10	- 49,001.58	142,854.15	287,518.42	419,222.99
Income tax rate	0.30	0.30	0.30	0.30	0.30
Net loss carried forward	- 185,980.10	- 234,981.68	- 92,127.54	-	-
Taxable income	-	-	-	195,390.88	419,222.99
Income tax	-	-	-	58,617.26	125,766.90

No.	Personnel Funtion / category	Number of employees					Expected annual salary increase %	Annual salary (1)/ employee USD				
		2026	2027	2028	2029	2030		2026	2027	2028	2029	2030
1	Directors	2	2	2	2	2	1%	3,500	3,542	3,585	3,628	3,671
2	Mangers	4	4	4	4	4	1%	2,500	2,530	2,560	2,591	2,622
3	Engeneers	6	6	6	6	6	1%	1,300	1,316	1,331	1,347	1,364
4	Technical Staffs	150	170	200	230	240	1%	450	455	461	466	472
5	Accountatnt	2	2	2	2	2	1%	500	506	512	518	524
6		0	0	0	0	0	0%	0	0	0	0	0
7		0	0	0	0	0	0%	0	0	0	0	0
8		0	0	0	0	0	0%	0	0	0	0	0
9		0	0	0	0	0	0%	0	0	0	0	0
10		0	0	0	0	0	0%	0	0	0	0	0
11		0	0	0	0	0	0%	0	0	0	0	0
12		0	0	0	0	0	0%	0	0	0	0	0
<b>Subtotal</b>		164	184	214	244	254						

Salaries - Selling, general and administrative expenses SG&A

No.	Personnel Funtion / category	Number of employees					Expected annual salary increase %	Annual salary (1)/ employee USD				
		2026	2027	2028	2029	2030		2026	2027	2028	2029	2030
1	Quality Control Inspectors	2	2	2	2	2	1%	500	505	510	515	520
2	Machine Operators	3	3	3	3	3	1%	500	505	510	515	520
3	Fabricators	2	2	2	2	2	1%	400	404	408	412	416
4	Maintenance Technicians	2	2	2	2	2	1%	350	354	357	361	364
5	Mechanical Engineers	3	3	3	3	3	1%	400	404	408	412	416
6	Maintenance Technicians	4	4	4	4	4	1%	350	354	357	361	364
7		0	0	0	0	0	0%	0	0	0	0	0
8		0	0	0	0	0	0%	0	0	0	0	0
9		0	0	0	0	0	0%	0	0	0	0	0
10		0	0	0	0	0	0%	0	0	0	0	0
11		0	0	0	0	0	0%	0	0	0	0	0
12		0	0	0	0	0	0%	0	0	0	0	0
<b>Subtotal</b>		16	16	16	16	16						
<b>Total</b>		180	200	230	260	270						



No.	Personnel Function / category	Number of employees					Expected annual salary increase	Annual salary (1) / employee Euro					Social insurance as % of salary	Training expense as % of salary	Fringe benefits as % of salary	Total cost / employee Euro					Total cost / category Euro					
		2026	2027	2028	2029	2030		2026	2027	2028	2029	2030				2026	2027	2028	2029	2030	2026	2027	2028	2029	2030	
1	Directors	2	2	2	2	2	1%	3,500	3,542	3,585	3,628	3,671	10.00%	1.00%	1.70%	3,945	3,992	4,040	4,088	4,137	7,889	7,984	8,079	8,176	8,275	
2	Mangers	4	4	4	4	4	1%	2,500	2,530	2,560	2,591	2,622	10.00%	1.00%	1.70%	2,818	2,851	2,886	2,920	2,955	11,270	11,405	11,542	11,681	11,821	
3	Engineers	6	6	6	6	6	1%	1,300	1,316	1,331	1,347	1,364	10.00%	1.00%	1.70%	1,465	1,483	1,500	1,518	1,537	8,791	8,896	9,003	9,111	9,223	
4	Technical Staffs	150	170	200	230	240	1%	450	455	461	466	472	10.00%	1.00%	1.70%	507	513	519	526	532	76,073	87,250	103,879	120,894	127,664	
5	Accountant	2	2	2	2	2	1%	500	506	512	518	524	10.00%	1.00%	1.70%	564	570	577	584	591	1,127	1,141	1,154	1,168	1,182	
6		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
7		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
8		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
9		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
10		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
11		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
12		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
<b>Subtotal</b>		164	184	214	244	254															105,149	116,676	133,658	151,030	158,163	
Salaries - Selling, general and administrative expenses SG&A																										
No.	Personnel Function / category	Number of employees					Expected annual salary increase	Annual salary (1) / employee Euro					Social insurance as % of salary	Training expense as % of salary	Fringe benefits as % of salary	Total cost / employee Euro					Total cost / category Euro					
		2026	2027	2028	2029	2030		2026	2027	2028	2029	2030				2026	2027	2028	2029	2030	2026	2027	2028	2029	2030	
1	Quality Control Inspectors	2	2	2	2	2	1%	500	505	510	515	520	1.20%	1.10%	1.20%	518	523	528	533	539	1,035	1,045	1,056	1,066	1,077	
2	Machine Operators	3	3	3	3	3	1%	500	505	510	515	520	1.20%	1.10%	1.20%	518	523	528	533	539	1,553	1,568	1,584	1,600	1,615	
3	Fabricators	2	2	2	2	2	1%	400	404	408	412	416	1.20%	1.10%	1.20%	414	418	422	427	431	828	836	845	853	862	
4	Maintenance Technicians	2	2	2	2	2	1%	350	354	357	361	364	1.20%	1.10%	1.20%	362	366	370	373	377	725	732	739	746	754	
5	Mechanical Engineers	3	3	3	3	3	1%	400	404	408	412	416	1.20%	1.10%	1.20%	414	418	422	427	431	1,242	1,254	1,267	1,280	1,293	
6	Maintenance Technicians	4	4	4	4	4	1%	350	354	357	361	364	1.20%	1.10%	1.20%	362	366	370	373	377	1,449	1,463	1,478	1,493	1,508	
7		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
8		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
9		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
10		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
11		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
12		0	0	0	0	0	0%	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0	0	0	0	0	0	0	0	
<b>Subtotal</b>		16	16	16	16	16															6,831	6,899	6,968	7,038	7,103	
<b>Total</b>		180	200	230	260	270															111,980	123,575	140,626	158,068	165,270	