



WEST INDIES

ST. AUGUSTINE CAMPUS

MANUFACTURING

PROFILE 10:

MELAMINE

The Development of Project Profiles for the

Manufacturing Sector of T&T

ABSTRACT

Melamine is a very important organic chemical used in many applications. T&T is able to provide the major component of melamine for the manufacturing of melamine based products such as adhesives, melamine moulding compounds, laminates and plastics.

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1 Description of the Opportunity

1.1 Summary

Melamine is a derivative from gas. Melamine resin is a very durable thermosetting plastic formed by combining melamine with formaldehyde. A thermosetting plastic, is a plastic that can melt and take the shape of a mould but after it is cooled it is virtually unbreakable and dishwasher safe.

Ferrostaal, a Germany based firm partnered with Methanol Holdings Trinidad Limited (MHTL) and constructed a petrochemical plant, the AUM (Ammonium Urea-ammonianitrate Melamine) complex. The AUM complex was built in close proximity to the existing plant of MHTL as the idea is to create a cluster within the Point Lisas area. The AUM complex has been producing melamine since 2010 and have markets from as far East as India and China and huge markets in the United States. T&T is one of the world's largest producers/exporters of melamine powder however the downstream industry for melamine does not exist in T&T. Melamine powder could be used in making moulding compound which could then be used in a variety of applications.

T&T has a stable gas supply, stable weather and infrastructure already in place for a melamine downstream industry and there exist opportunities for partnerships or investors to take advantage of the locally produced high quality melamine. This profile consists of the production of melamine moulding compound for various uses. A financial assessment of the activities described in this profile yielded the following results shown in Table 1.

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Manufacturing Profile 10: Melamine

| SCENARIO | INVESTMENT (IN | PAYBACK | 10 YEAR NPV (IN | IRR (10YR) |
|-------------|----------------|---------|-----------------|------------|
| | MILLION USD) | PERIOD | MILLION USD) | |
| Optimistic | 6.521 | 4 Yrs | 4.98 | 31% |
| Moderate | 6.52 | 6 Yrs | 2.67 | 23% |
| Pessimistic | 6.52 | 10 Yrs | 0.371 | 14% |

1.2 Product Mix

Melamine moulding compounds, laminates, adhesives, surface coatings, halogen free fire retardants and plasticisers were some of the products being considered for this profile. However, this profile focuses on the production of melamine moulding compounds and high end related products for simplicity. Developing a profile for all the former products would require several different profiles as each product requires different equipment, floor space, workforce etc. and to be produced in its own plant. The possibility of developing downstream industries in all of them remains a desirable possibility, though.

Products made from the high quality melamine powder produced in T&T is however, a definite good fit with the quality of dinnerware in demand by the global restaurant business, from where this venture would achieve the majority of its sales. Sales would also come from institutions such as hospitals, offices and schools which seek robust crockery with the resilient properties and ease of care as high end melamine. Restaurant display and serving items, dinnerware sets, kitchen tools such as tongs, ladles, serving spoons, pot spoons, etc. and popular individual pieces of crockery such plates, cups and tumblers would be the primary products for this enterprise. Sales would be aimed at business markets such as 2

hotels, restaurants and institutions such as hospitals, but it is predicted that up to 40% of sales would come from consumer markets, through retailers such as department stores.

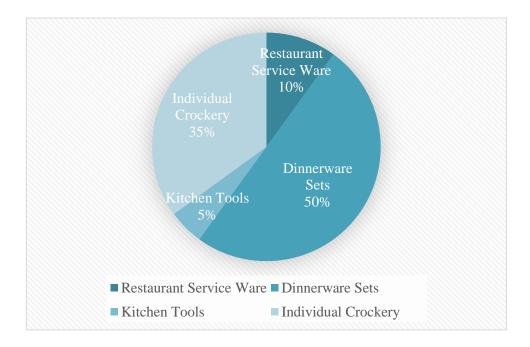


Figure 1: Melamine Product Mix

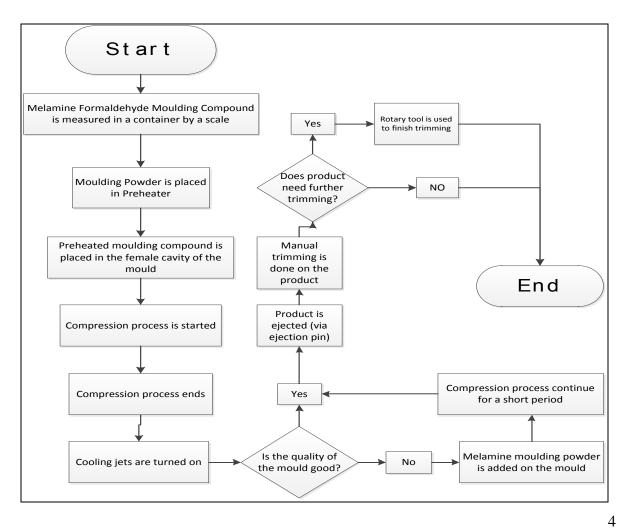
| Table 2 | High End Melamine Products | |
|---------|----------------------------|--|
| | | |

| PRODUCT | DESCRIPTION | | ESTIMATED | |
|--------------------------------------|-------------|-------|-----------|-------|
| | | | | % OF |
| | | | | SALES |
| Restaurant Display and Serving Items | White | | | 10% |
| Dinnerware Sets | White, | Solid | Coloured, | 50% |
| | Patterned | | | |
| Kitchen Tools | White, | Solid | Coloured, | 5% |
| | Patterned | | | |
| Individual Crockery | White, | Solid | Coloured, | 35% |

| Patterned | |
|-----------|--|

1.3 Description of Activities

Melamine easily reacts with formaldehyde to yield melamine-formaldehyde (MF) resins which are generally used in various applications such as moulding compounds. A chart showing the activities to produced moulded thermoset plastic products is shown in Figure 2. Compression moulding is the most suitable process for executing the product line as described in Section 1.2 Product Mix.



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Manufacturing Profile 10: Melamine

Figure 2: Description of Activities Source: *Leanna N. Sutherland (MIC)*

2 Industry Overview

2.1 Industry Description

Melamine is a very important organic chemical used in many applications such as the manufacturing of laminates and decorative panels. It easily reacts with formaldehyde to yield melamine-formaldehyde (MF) resins which are generally used in various applications such as adhesives, moulding compounds, surface coatings, paper treatments, textiles, and flame retardants. However, the major applications of melamine used worldwide was found to be 29% adhesives, 36% Low Pressure Laminate (LPL), 11% High Pressure Laminate (HPL), 8% Coatings, 8% Moulding Powders and 8% others. On the other hand, for the Americas, the following melamine applications were found; 21% HPL, 29% LPL, 22% Coatings, 8% Adhesives, 4% Moulding Powders and 16% others.

From 2007 to 2010, the worldwide capacity of melamine has increased by 9% and in 2015 it was projected that the market size of melamine should be around 1.663million metric tons internationally. It is projected that from 2015 to 2023, the global melamine market would continue to grow and there would be robust growth in the global building and construction industry.

2.2 Incentives

A number of incentives are available for investors. In addition to general incentives, there are incentives related to manufacturing as well as agro-processing. (All values for incentives are in TT where US 1. = TT \$6.74 on 17 August, 2016)

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- *The Fiscal Incentives Act*, offers a waiver of income tax on dividends or other distributions, other than interest, out of profits derived from manufacture of approved products.
- *Total Relief from Value Added Tax* on imports for highly capital intensive enterprises.
- *The Customs & Excise Act* offers investors duty free importation of plant, machinery, equipment, components and raw materials, as specified in the Third Schedule of the Customs Tariff.
- *The Foreign Investment Act* allows a foreign investor to purchase land not exceeding one acre for residential purposes and five acres for commercial purposes without obtaining a license. In order to purchase land in excess of these amounts, a foreign investor must apply for a license from the Minister of Finance. Additionally, foreign investors are allowed to purchase up to 30 per cent of the cumulative shareholding in a public company.

3 Stakeholder Analysis

The various stakeholders were analysed using Mitchell, Agle and Wood's Power Legitimacy Urgency model. The Power, Legitimacy, Urgency model results in eight different stakeholder groups. These groups are defined by which of the three (3) attributes each individual stakeholder group possesses. Firstly stakeholders were identified as shown in Table 3.

| SUPPLIER | TRANSPORT | PROCESSING OF | DISTRIBUTION |
|---------------------|-------------|---------------------|---------------------------|
| | | MELAMINE | |
| MHTL - AUM Complex | MHTL | MHTL | Local hardware |
| Government Agencies | Government | Public Utilities | Global manufacturers of |
| | agencies | | melamine products |
| UWI/UTT | Transport | Government Agencies | Furniture industry |
| | contractors | | |
| Banks/ investors | | Processors | Automotive industry |
| Public utilities | | | Agriculture industry |
| | | | Building and construction |
| | | | industry |

 Table 3: Stakeholder Identification for Melamine

Stakeholders taken into consideration in this study were rated on a scale from 1 to 5 for degree of possession of each attribute where 1 was the lowest and 5 was the highest. The result of this preliminary analysis is summarized in Table 4 and Figure 3.

| | STAKEHOLDER | POWER | LEGITIMACY | URGENCY | TOTAL |
|----|--|-------|------------|---------|-------|
| 1 | Government Agencies | 3 | 4 | 3 | 10 |
| 2 | R&D Institutions | 1 | 1 | 4 | 6 |
| 3 | Manufacturers (Local/Foreign) | 4 | 4 | 4 | 12 |
| 4 | Wholesalers/Retailers | 3 | 3 | 3 | 9 |
| 5 | Agricultural Industry | 3 | 3 | 3 | 9 |
| 6 | Automotive Industry | 3 | 3 | 3 | 9 |
| 7 | Building and Construction Companies | 3 | 3 | 3 | 9 |
| 8 | Fibres, Textiles & Coatings Companies | 3 | 3 | 3 | 9 |
| 9 | Local Hardware | 3 | 3 | 3 | 9 |
| 10 | MHTL | 4 | 4 | 4 | 12 |
| 11 | MIC | 4 | 4 | 4 | 12 |
| 12 | UWI/ UTT | 2 | 4 | 4 | 10 |
| 13 | Transport Contractors | 3 | 2 | 2 | 7 |
| 14 | Banks/ investors | 4 | 3 | 4 | 11 |

Table 4: Stakeholder Analysis

Manufacturing Profile 10: Melamine

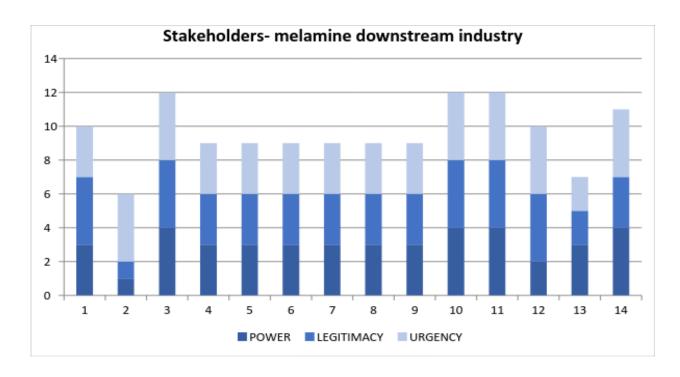


Figure 3: Stakeholders in the Melamine downstream industry

4 Environmental Scan

4.1 External Analysis

PESTLE

The environmental scan started with an evaluation of the external environment for Melamine. This was done using the PESTLE tool where Political, Economic, Social, Technological, Legal and Environmental (physical) benefits or concerns regarding the venture were identified and their potential impact individually assessed. See Table 5.

| CATEGORY | SITUATION | POTENTIAL IMPACT |
|-----------|------------------------------|--|
| Political | Downstream energy | This is favourable for the sector since |
| | industries are considered | melamine powder can be further |
| | desirable by successive | developed into various manufactured |
| | administrations which have | goods. |
| | formed the Government of | |
| | the Republic of Trinidad and | |
| | Tobago (GORTT). | |
| Economic | Countries such as China and | Depending on the areas chosen, there |
| | the U.S. have interest in | would be a lot of competition from |
| | developing downstream | larger, cheaper producers. For example, |
| | industries such as these and | crockery made from melamine is subject |
| | melamine powder is a popular | to brutal competition, particularly from |
| | product from the downstream | China. Melamine powder is also subject |
| | gas industry. | to competition, and T&T's melamine |
| | | powder was recently challenged based on |
| | | anti-dumping legislation in the United |

Table 5: PESTLE Analysis of Melamine

| | | States of America. |
|---------------|-----------------------------------|---|
| Social | Melamine is quite versatile | Capitalising on the full potential of |
| | and a number of different | melamine could lead to greater profits |
| | industries can result from | from diverse product lines as markets |
| | capitalising on its potential, as | increase with wide acceptance of |
| | individuals and industries | melamine as a substitute product for |
| | have accepted its use on a | traditional plastics and other materials. |
| | wide scale. | |
| Technological | The use of modern | More skilled workers will be needed, |
| | technology is necessary for | which directly increases salaries making |
| | the industry to be | the industry one that needs high financial |
| | competitive, however, the | investment to function. |
| | technology is moderate by | |
| | T&T's standards. | |
| Legal | There exist several incentives | Government incentives are attractive. It is |
| | for investors. | likely that most of the product would be |
| | | exported so this venture would be able to |
| | | register under the free trade zone act. |
| Environmental | Melamine, has been linked to | Care must be taken to avoid the leeching |
| | increased risk of kidney | of melamine into food via the product |
| | cancer ¹ . | line developed. |

PORTER'S 5 FORCES

¹http://www.foodpackagingforum.org/Food-Packaging-Health/Melamine

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The second part of the external analysis was an analysis of the competitive environment. For this analysis Porter's 5 Forces (P5F) was used. P5F looks at the rivalry among existing competitors, the threat of new entrants, the threat of substitute products, the bargaining power of suppliers and the bargaining power of customers. Using the P5F tool is superior to simply identifying competitors in the marketplace and assessing their potential threat. This is because this tool also allows for the analysis of threats that may not already exist and be visible or threats from other products or ventures that may not be identical or even operate in the same industry but which are threats, nonetheless. See Table 6.

| FORCE | DESCRIPTION | THREAT |
|------------------|--|--------|
| Existing rivalry | T&T only produces melamine for export, there is no | HIGH |
| | local industry that manufactures products using | |
| | melamine. However, there are many international | |
| | manufacturers of melamine products. Thus making the | |
| | threat of existing rivalry HIGH. | |
| Threat of new | Depending on the selected product mix, the industry | LOW |
| entrant | requires a considerable initial capital investment. Thus | |
| | the threat of new entrants is LOW. | |
| Threat of | T&T intends to manufacture products that have high | LOW |
| substitute | end value, such as adhesives and moulding compounds. | ТО |
| products | There may not be as many channels for the high end | MEDIUM |
| | value added products when compared to low end | |
| | products like mass produced melamine dishes. The | |
| | threat from substitute products can range from LOW to | |
| | MEDIUM. | |
| Bargaining | Even though the focus is on high end value added | MEDIUM |

 Table 6: Competitive Issues with Melamine

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| power of | products, customers still have lucrative options, thus | ТО |
|------------|--|--------|
| customers | the bargaining power of customers is MEDIUM to | HIGH |
| | HIGH. | |
| Bargaining | The raw material needed is high quality melamine | MEDIUM |
| power of | powder which is locally manufactured. The supplier is | |
| suppliers | T&T. So as long as the industry can meet the demand | |
| | for export and home production the bargaining power | |
| | of the supplier will be MEDIUM. | |

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4.2 Internal Analysis

SWOT

The SWOT tool was used to conduct an Internal Analysis for the venture. The first phase of the SWOT tool identified the Strengths and Weaknesses inherent to the proposed project; and major Opportunities in and Threats to the industry (see Table 7). The second phase recommends how strengths and opportunities can be exploited and threats can be mitigated and weaknesses addressed respectively; this is addressed elsewhere in the report.

| STRENGTHS | WEAKNESSES |
|---|--|
| • Strong technical capabilities | • Production of these downstream |
| • Availability of main raw materials | melamine products will be new to T&T |
| • Availability of land, port facilities | • Strong marketing of high value added |
| | products would have to be done in an |
| | environment of distrust regarding |
| | dumped goods |
| | • Not vertically integrated |
| OPPORTUNITIES | THREATS |
| • Opportunity for the creation of | • Recession throughout which can lead to |
| sustainable downstream | reduced demand and/or resulting in low |
| manufacturing industries based on | investor/business confidence |
| melamine powder. | • Poor public image of melamine mainly |
| • Proximity of T&T to South and | because of the misuse in babies' milk |
| | |
| Central America provides a | and other food products. |
| competitive advantage via lower | and other food products.Low gas production in T&T could |

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| | those suppliers out of China. |
|---|----------------------------------|
| • | Increasing demand for melamine |
| | products from South and Central |
| | America and African markets. |
| • | There may be the opportunity to |
| | supplement raw material based on |
| | gas from nearby Venezuela. |

5 Sub-Sector Assessment

Melamine, was assessed on various criteria including market demand, raw material cost and availability, energy use, investment value, finished product value and availability of labour. This was based on a factor rating method developed by subject-matter experts. On each of the criterion, the venture was given a rating from 1 to 10. These were weighted according to the relative importance of the criteria and a final score calculated. The final score for the Melamine plant was 7.499 out of a possible 10, which was high among the potential investment opportunities. See Table 8.

| CRITERION | ASSESSMENT | WEIGHT (%) | RATING (1-10) | SCORE |
|----------------|--|---------------|------------------|-------|
| Demand | High demand for products. Steady | 19.6% | 9 | 1.764 |
| | growth market and opportunities for | | | |
| | diversification. | | | |
| Finished | There are both low and high value | 17.4% | 7 | 1.218 |
| product value | finished products for the segments in | | | |
| | which the venture would operate. | | | |
| Raw material | The major raw material, melamine, is | 13.0% | 9 | 1.17 |
| (availability) | locally produced by MHTL. Ease of | | | |
| | availability of raw materials. | | | |
| Raw material | The cost of raw material is relatively | 13.0% | 8 | 1.04 |
| (cost) | low, as it is manufactured locally and | | | |
| | T&T has low-cost energy to facilitate | | | |
| | such operations. | | | |
| Legislation/ | Government has selected the area as an | 10.9% | 7 | 0.763 |

Table 8: Sub-sector Assessment of Melamine

| regulation/ | area of focus as there are numerous | | | |
|--------------|---|------|-------|-------|
| government | applications melamine can be used for | | | |
| focus | globally. | | | |
| Energy | Low usage of energy under normal8.7%7 | | 0.609 | |
| | conditions. | | | |
| Labour | There is readily available skilled labour | 8.7% | 6 | 0.522 |
| market | because of free tertiary education. | | | |
| | Unskilled labour can be developed | | | |
| | through continuous training. | | | |
| Investment | Many opportunities are available and | 6.5% | 5 | 0.325 |
| value | they vary in level of initial investment | | | |
| | from high (adhesives) to low (coatings) | | | |
| Technology | There is need for proprietary | 2.2% | 4 | 0.088 |
| | technology. | | | |
| Job creation | Advanced technology would be | 0.0% | 5 | 0.00 |
| | required to be competitive, as such, | | | |
| | skilled labour is needed. The plan is to | | | |
| | create a downstream industry which | | | |
| | consists of several different plants, so | | | |
| | operators would be needed for each | | | |
| | plant. Expected to create jobs for at | | | |
| | least 100 persons. | | | |
| TOTAL | | 100% | 67 | 7.499 |

6 Identification of Value Added Services

Value stream analysis, VSM has its genesis in the Toyota Production System of Lean Manufacturing. It essentially shows, on a single page, how value is created along the extended value chain from suppliers to customers for a single product type. When the value stream is mapped and assessed, opportunities for improvement may only then be identified. The value stream indicates other services that will be necessary for the successful realization of the venture. See Figure 4.

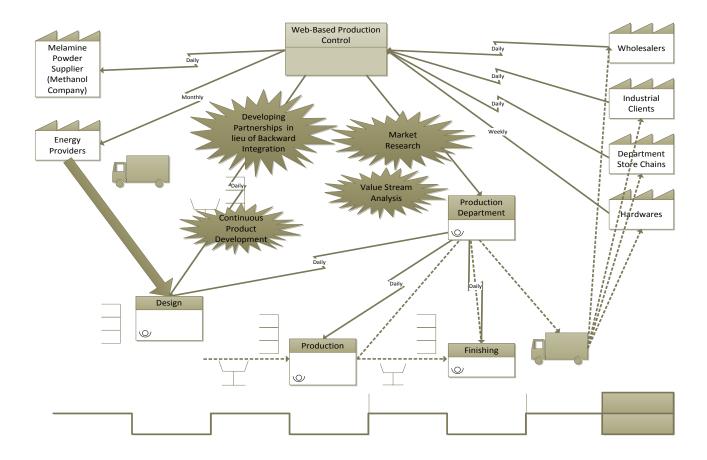


Figure 4: Value Stream Map of Melamine

6.1 Supply Chain Issues

Market Research and Analysis:

For this particular profile to be successful, the customers that need to be courted vary greatly. As can be gleaned from the value stream map above, customers range from government organizations such as hospitals, to private institutions such as restaurants to bulk sale for the sake of attracting public customers. Each group would require specialized marketing plans and liaisons to be successful.

Gas Production:

Melamine is a by-product of the natural gas process. Given that natural gas production in Trinidad and Tobago has been declining, this trend could have a negative effect on the production of melamine, resulting in problems with securing a consistent supply of raw materials. One possible solution to this problem is the importation of melamine from other countries where it is made in bulk and can be sold cheaply, such as China.

Public Image:

Given the events of the Chinese Milk scandal in 2008 (Huang 2014), when children milk products were found to be contaminated with melamine, it is possible that negative image of the product could affect how willing persons are to purchase the products as well as invest in the organization. This can only be combated using Public Relations strategies and public education.

7 Financial Analysis

7.1 Infrastructure

This facility will utilize approximately 15,000 sqft for its operations, at the cost of \$1,352,273.00 USD. Preparation cost will be in the vicinity of \$400,000 USD, with an additional \$20,000.00 USD for the installation of a 48kV electrical kiosk. (See Table 9)

Table 9: Infrastructure Costs

| DESCRIPTION | COST (USD) |
|--|--------------|
| Purchase of a 15,000sqft warehouse/factory | 1,352,273.00 |
| Installation of fire and security systems, air conditioning, plumbing, | 400,000.00 |
| electrical works etc. to make the building ready of occupation | |
| Cost of installing a 48kV electrical kiosk | 20,000.000 |
| TOTAL | 1,772,273.00 |

7.2 Annual Utilities Usage

Water and electricity will be important for this venture since heat is extensively used in the process. A generous allocation of Total: **\$57,350.00 USD** has been budgeted for the annual utilities usage. Energy saving, sustainable practices are encouraged from inception, however.

7.3 Salaries

| POSITION | NUMBER OF EMPLOYEES | UNIT ANNUAL SALARY (USD) | TOTAL ANNUAL SALARY (USD) |
|-----------------------------|------------------------|-----------------------------------|------------------------------|
| General Manager | 1 | 30,000 | 30,000 |
| Executive Assistant | 1 | 12,000 | 12,000 |
| Production Manager | 1 | 24,000 | 24,000 |
| Marketing Manager | 1 | 24,000 | 24,000 |
| Admin and Financial Manager | 1 | 24,000 | 24,000 |
| Admin Assistant | 1 | 9,000 | 9,000 |
| Accounting Assistant | 1 | 10,000 | 10,000 |
| Engineer | 1 | 18,000 | 18,000 |
| Floor Operators | 15 | 9,000 | 135,000 |
| Maintenance Technician | 1 | 12,000 | 12,000 |
| Sales Officers | 3 | 18,000 | 54,000 |
| Sales Assistant | 1 | 9,000 | 9,000 |
| Merchandisers | 3 | 9,000 | 27,000 |
| TOTAL | 31 | | 388,000 |

Table 10: Summary of Annual Salaries (All currency in USD)

7.4 Legal/Statutory Fees

Legal/statutory fees were estimated at **\$9,000 USD.**

7.5 Base Operational Costs

Estimates of yearly cost were done using a conservative base as shown in Table 11.

Table 11: Summary of Base Operational Costs

| COST CENTRE | COST (USD) | DESCRIPTION |
|-----------------------------|------------|------------------------------------|
| Marketing/Promotion/Product | 205,000.00 | Not including salaries/bonuses |
| Development | | |
| Maintenance | 40,000 | (On Call Service Company/ OEM |
| | | Representative) |
| Security | 30,000 | |
| Telecommunication | 15,000 | (Phone and Internet Services) |
| Miscellaneous | 25,000 | 2% of expected annual income |
| Vehicle Rentals/Leases | 55,000 | Delivery Trucks, Material Handling |
| | | Vehicles e.g. Forklifts |
| Insurance/ Export | 60,000 | 5% of expected annual income |
| TOTAL | 430,000.00 | |

7.5 Equipment

Equipment purchased at the beginning of the project was also estimated to be **US\$1,750,000.00** for the following pieces of equipment.

- Compression Moulding Machine
- Moulds
- Preheater Machine
- Trimming Machine
- Air Compressor
- Chiller Tower

7.6 Analysis

This venture was analysed based on optimistic, pessimistic and moderate scenarios. In each case the investment remained the same, however the revenue was manipulated to account for not achieving sales targets of variations in price. Notwithstanding, expenses were held the same in each scenario. The initial investment \$6.52mill US and the NPV, IRR and Payback Period was calculated for each scenario as shown in Table 1. Positive and Negative Cash Flows for the 10 Year period under analysis are shown in Figure 5. The figures shown are from the optimistic scenario.

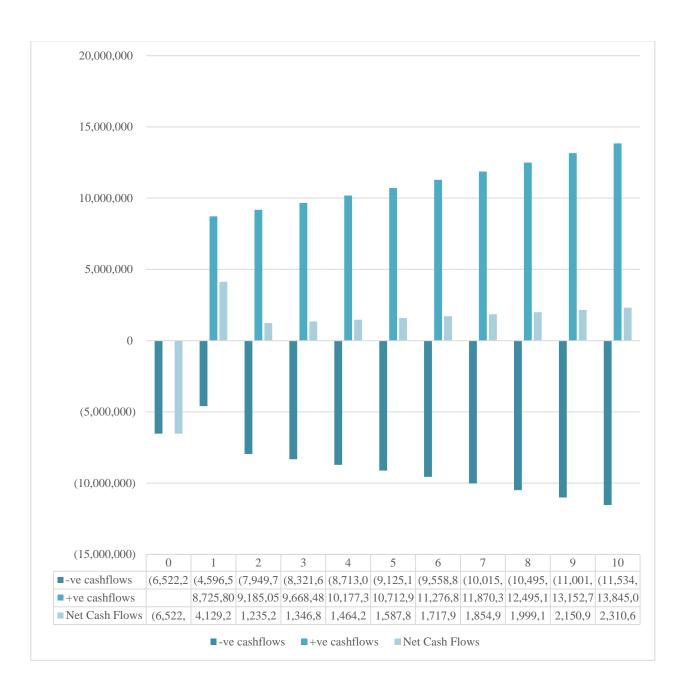


Figure 5: Estimated Cash Flows for Years 0 to 10 Optimistic Scenario

8 Human Resources

8.1 Organisation Chart

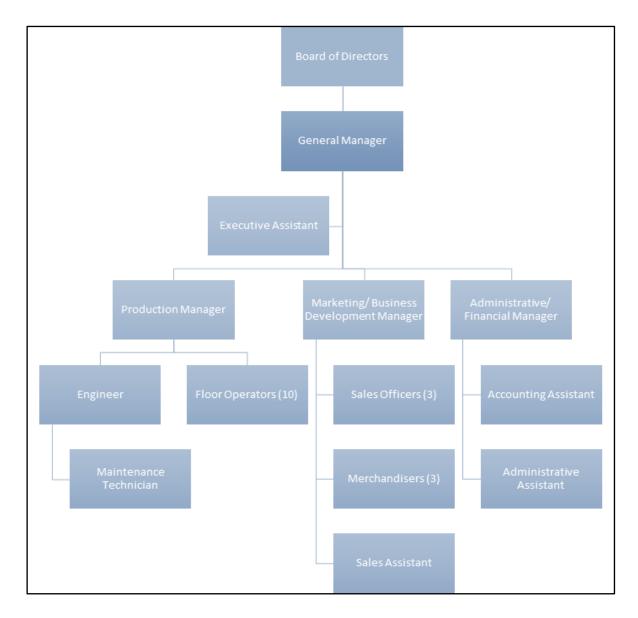


Figure 6: Organizational Chart for Melamine Products

8.2 Job Descriptions for Key Positions

Table 12: Job Descriptions

| POSITION | RESPONSIBILITY |
|--------------------------|---|
| Board of Directors (BOD) | The Board of Directors will involve the Chairperson who is |
| | very knowledgeable in Materials, in the Manufacturing |
| | sector, Secretary/Financial Controller, Engineer, Legal |
| | Advisor, a Business Development/Marketing Professional |
| | and a Major Investor. |
| General Manager | The General Manager will report to the BOD and will |
| | assume overall responsibility for the management and |
| | operations of the organization. Included would be product |
| | development, business development, operations, production, |
| | financial control, quality control, and training of employees |
| | in all aspects of the operation. |
| Executive Assistant | The Executive Assistant reports to the General Manager and |
| | performs general administrative duties essential to the |
| | efficient running of the organization. He/she handles |
| | communication from the company, manages the office, |
| | schedules and keeps records of major meetings. The |
| | Executive Assistant is also responsible for record keeping |
| | throughout the company, orders office consumables and |
| | manages contractors for cleaning and other similar services. |
| Finance/ Admin Manager | The Finance/Admin Manager is accountable for Human |
| | Resource Management as well as controlling the company's |
| | finances. Also, he/she is responsible for reporting to the |
| | board any variances from the targets established. The |

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| | · · · · · · · · · · · · · · · · · · · |
|----------------------|---|
| | Finance/ Admin Manager will produce regular Management |
| | and Financial Reports and will perform internal audits on |
| | the company's operations on a regular basis. He/she will |
| | ensure that any/all statutory requirements are met and hold |
| | responsibility for the warehouse and stores. |
| Accounting Assistant | The Accounting Assistant job is to process all bills, |
| | invoices, accounts payable and receivable and others along |
| | with the preparation of the payroll and reports as necessary. |
| Admin Assistant | The Administrative Assistant reports to the Finance and |
| | Admin Manager and is responsible for general |
| | administrative duties related to purchasing, and |
| | warehouse/stock control, respectively. |
| Marketing & Business | The Marketing & Business Development Manager (MBDM) |
| Development Manager | is responsible for promoting the product and for the actual |
| | online and physical sales of the product into new and |
| | existing markets. The MBDM will also contribute to new |
| | product development based on feedback from the market |
| | and for using all forms of media to assist in the promotion |
| | and sales of the product. The MBDM is responsible for |
| | planning, advertising, public relations, product development |
| | and distribution. |
| Sales Officers | The Local, Regional and International Sales Officers are |
| | required to execute sales according to targets and to |
| | establish and maintain strong relationships with major |
| | customers. They also participate in New Business and New |
| | Product Development based on feedback from customers. |
| Merchandisers | The merchandisers generally complete the sales of products |
| | to the various clients in conjunction with the rest of the |
| | marketing and sales team. Their duties are to ensure that the |
| | |

| | accurate documentation is prepared and where necessary, the physical delivery of products to the client, ports, or couriers. |
|------------------------|---|
| Sales Assistant | The Sales Assistant main job is to co-ordinate the orders in the department and prepare any necessary documentation for sharing with the customer, internal parties and the |
| Production Manager | warehouse. The Production Manager (PM) duty is to ensure proper production planning is on par with demand and runs the plant ensuring there is adequate raw material, the finished product is of good quality, and production quantity is met. The PM is also involved in the development of manufacturing new product. The PM is champion of safety and quality and is involved in selection, installation and maintenance of all equipment. The Engineer and Floor Operators report to the PM. |
| Engineer | The Engineer is accountable for the health, safety and quality control of the plant on a daily basis. The Engineer is also responsible for ensuring that all the equipment is kept in good condition and for allocating responsibilities to the Maintenance Technician. |
| Maintenance Technician | The Maintenance Technician duty is to work alongside with the engineer and ensure 100% availability of equipment, when required. The Maintenance Technician will execute preventative measures together with troubleshoot processes and diagnose mechanical, hydraulic and pneumatic problems associated with process equipment. |
| Floor Operators | The Floor Operators operate the machines to make the specific product. They also ensure smooth operation by |

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| performing duties such as cleaning, packing, driving |
|---|
| forklifts, storage, etc. Their span of duties ranges from the |
| shop floor to the warehouse. |

8.3 Labour Availability

| CATEGORY | UNEMPLOYED | EMPLOYED | POTENTIAL EMPLOYMENT POOL |
|---|------------|----------|---|
| Professionals Engineer Sales Assistant Admin Assistant Accounting Assistant Executive Assistant | 900 | 36700 | Graduates from any of the sixteen (16) Universities of the West Indies Open Campus locations in the Caribbean, and/or any of UTT campuses in Trinidad. |
| Legislators, senior officials, managers Board of Directors General Manager Production Manager Finance/ Admin Manager Business Development & | 400 | 61300 | Sourced from the existing pool of unemployed and employed persons through interviews and the subsequent process of filtering. |

Table 13: Potential labour pools for proposed positions

| Marketing Manager | | | |
|----------------------------|-----------|-------|-------------------------------|
| Clerks | 5100 | 67100 | Can be sourced from several |
| Calas Officer | | | training centres in Trinidad |
| Sales Officer | | | registered under the |
| • Merchandiser | | | Accreditation Council of |
| | | | Trinidad and Tobago (ACTT) |
| Technicians | 1500 | 69300 | E.g. Crane Safe Technical |
| Maintenance | | | Institute, Advanced Solutions |
| Maintenance Technician | | | Technical Institute and |
| reennetair | reenneran | | Technical Institute for |
| Floor Operators | 600 | 57700 | Learning, just to list a few. |
| | | | |

9 Location

Point Lisas Industrial Estate because of proximity to the Port and sources of raw material. Otherwise, the melamine powder could be transported to any other suitable industrial estate for further processing. The assessment of the most suitable locations for the establishment of the proposed facility, was determined using a factor rating method. Fourteen (14) rating criteria were used in this particular instance. These criteria can be found in the first column of the Table 13.

| | Weight | Trincity | Aranguez | Central | Diego Martin | South | Arima | Tobago | | |
|--|--------|----------|----------|---------|--------------|---------------|-------|--------|------|----------|
| Availability of services and supplies | 0.048 | 80 | 80 | 80 | 80 | 80 | 80 | 60 | 540 | 0.078763 |
| Environmental considerations | 0.010 | 75 | 75 | 75 | 75 | 75 | 75 | 90 | 540 | 0.078763 |
| Infrastructure - land availability | 0.095 | 65 | 70 | 90 | 60 | 60 | 75 | 60 | 480 | 0.070012 |
| Infrastructure - land/construction costs | 0.105 | 60 | 60 | 80 | 50 | 60 | 60 | 40 | 410 | 0.059802 |
| Infrastructure - roadways/access | 0.124 | 80 | 80 | 60 | 70 | 70 | 80 | 50 | 490 | 0.07147 |
| Labor availability experience/skills | 0.067 | 90 | 70 | 75 | 75 | 80 | 80 | 60 | 530 | 0.077305 |
| Labour cost | 0.048 | 75 | 75 | 75 | 75 | 75 | 75 | 65 | 515 | 0.075117 |
| Proximity to emergency services | 0.000 | | | | | | | | 0 | 0 |
| Proximity to port | 0.086 | 80 | 80 | 80 | 80 | 70 | 75 | 60 | 525 | 0.076575 |
| Proximity to raw materials | 0.057 | 80 | 80 | 80 | 60 | 60 | 60 | 50 | 470 | 0.068553 |
| Utilities - electricity | 0.105 | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 630 | 0.09189 |
| Utilities - gas | 0.086 | 90 | 90 | 90 | 90 | ⁹⁰ | 90 | 80 | 620 | 0.090432 |
| Utilities - telecom | 0.086 | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 630 | 0.09189 |
| Utilities - water | 0.086 | 75 | 75 | 70 | 60 | 75 | 70 | 50 | 475 | 0.069282 |
| Total | 1.000 | 1030 | 1015 | 1035 | 955 | 975 | 1000 | 845 | 6856 | |

Table 14: A general assessment of locations in T&T

The locations considered were those that have previously been identified for national economic development, i.e., key economic zones. These locations were considered as they are well positioned for the establishment of new businesses. Accordingly, access to the necessary infrastructure, services and other critical resources would be more readily available, as compared to most other locations across the country.

As in other similar assessments, the results of the assessment indicate that the seven locations in Trinidad are all relatively well positioned to setup the proposed manufacturing facilities.

Best Locations based on rankings

- 1) Central Trinidad: 1035
- 2) Trincity: 1030
- 3) Aranguez: 1015
- 4) Arima: 1000
- 5) South: 975
- 6) Diego Martin: 955
- 7) Tobago: 845

Manufacturing Profile 10: Melamine

10 List of Potential Investors and Partners

Table 14 gives a list of potential investors and partners, together with contact information.

The list is not exhaustive.

| nweg 1 |
|---|
| Box 601 |
| 0 AP Geleen |
| Netherlands |
| ephone: +31 46 7020 111 (General) |
| x +31 46 7020 192 |
| lail: info.melamine@ocinitrogen.com |
| |
| : +32 2 676 72 30 |
| : +32 2 676 73 59 |
| ail: formacare@cefic.be |
| ntic Avenue Point Lisas Industrial Estate |
| va Trinidad W.I. |
| phone: 1-868-636-2906 |
| : 1-868-636-4501 |
| ail: http://ttmethanol.com |
| |
| Century Drive, |
| city Business Park, |
| coya |
| ephone: +1 (868) 663-4MIC (4642) |
| 663-6055 |
| ail: info@mic.co.tt |
| |

| Table 15: Potential Investors and Partners |
|--|
|--|

| Borealis AG | IZD Tower |
|-------------|-------------------------------|
| | Wagramer Strasse 17-19 |
| | 1220 Vienna |
| | Austria |
| | Tel: +43 1 22 400 300 |
| | Fax: +43 1 22 400 333 |
| | Email: info@borealisgroup.com |

11 Concluding Remarks

Diverse opportunities exist to further process the high quality melamine powder produced by T&T process plants in Point Lisas Industrial Estate. These include adhesives, coatings and dinnerware. Before products such as dinnerware could be produced, however, melamine moulding compound would have to be produced and this venture would have to consider producing it or have a partnership with an investor who can fund its start-up services.

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