



All in One Packaging and Shipping Supplies Including Corrugated and Paperboard Boxes, Labels, Protective Package Equipment, Moving Supplies and Printing Services



Robert Meggy
President & CEO

CEOCFO: *Mr. Meggy, what is the focus at Great Little Box Company? What is your range of services?*

Mr. Meggy: We started out as a corrugated box manufacturer. Through acquisitions, we now manufacture labels, flexible packaging, folding cartons, rigid boxes and foam protective packaging. We are a one-stop shop packaging company that has grown from only 2 people to 300 plus people right now.

CEOCFO: *Do people coming to you know what they want or are they coming to you for ideas, perhaps design suggestions? What is the range of customers?*

Mr. Meggy: There is a huge range. We have over 10,000 customers. Some know exactly what they need. Others have a sample that they have seen elsewhere and they want a certain type of box or packaging. Some have no idea. They just bring their product in and let our design team be creative. A lot depends on the goal of the packaging- whether retailing in Big Box where the packaging sells the product, to chocolate where luxury is important or primarily shipping warehouse to warehouse where protection is the main driver of the packaging.

CEOCFO: *What is new in packaging?*

Mr. Meggy: The major changes in the last few years are the incorporation of digital print-, which allows for incredible graphics at lower volumes without the prohibitive pre-press costs of other types of printing. Flexible packaging and stand up pouches have also made inroads to retailer shelves in the past 5 years. The other main change of the last decade is the proliferation of Big Box retailing. Now, packaging must safely transport goods all over North America but also be retail ready to display and sell the product with high-end graphics.

CEOCFO: *Will you tell us about your locations?*

Mr. Meggy: Our main plant is on a small island between Richmond and Vancouver B.C. Our facility is over 250,000 square feet situated on 10 acres. We are right on the water, which is great. We have a sand volleyball court we built by the water. We also have gazebos, a rooftop patio and we are trying to put a dock in right now. It was designed for our staff's enjoyment. We also have a 24/7 gym in the building. It is a nice place to be with lots of large spaces.

CEOCFO: *Did you initially understand the need for amenities for your employees or as the company developed, how do you make it a real comfortable place to work.*

Mr. Meggy: We work very hard on that. When we hire people, we have 7-8 interviews. We run very openly here with open book management. We have a gym that is open 24/7 and a personal trainer on staff. If anyone wants to donate to charities, we generally match it. We have monthly meetings going over everything about the company. We are unique for a private company, as we run open book. We share financials every month and everyone takes more interest in the company because we have profit sharing every month. Employees care about how much money we have made because they get a cut of it. They also big goal every year, in that if we make our yearly profit goal the whole company goes on a trip together. We go to either Mexico or to Vegas. We probably make a trip every two or so years. It is very good for the company and for employee morale.

CEOCFO: *How did you know as you were growing the company that this was the best direction, that what was good for your people would result in successful business?*

Mr. Meggy: I have worked at other companies where I was the controller. The last couple of businesses went into receivership, just terrible management and I thought I could do better than that. I found that keeping people informed,

makes them much more part of the company and I have always been very strong in that. My first hire is still here. It makes it so much better and everyone cares more. We reward ideas, and let people know how valuable their input is. Everyone in the company always know what is happening. It makes a huge difference running a company because it is in everyone's best interest for the company to do well because they get a cut of it. Our turnover here is had always been extremely low.

CEOCFO: *What do you find out in interview eight that you might now find out in interview one?*

Mr. Meggy: We want nice people. Every interview, people break down more. When you get married, how long you go out with a future spouse is usually a couple of years before you get married, yet you spend most of your waking hours with people you work with. Most companies do one or two interviews and hope for the best. We do a number of interviews and ask many personal questions. We have many social events here and we like people that want to go to social events. I notice that people who do not go to social events do not last very long. They are not bad people; they just move on because they are not interested in people that they work with. People that have outside interest are far more engaging than people who just say that they just lazed around on the weekend. Someone who is active and went on a hike over the weekend is usually a much better fit with our culture. We want outgoing, motivated people. You do not find that in one or two interviews. Every interview, they break down more to the real person. It takes us many times but from that, we get a lot better people. We have a great group of people here that enjoy working with each other. They care more and try more.

“We are a one-stop shop packaging company that has grown from only 2 people to 300 plus people right now.” - Robert Meggy

CEOCFO: *Would you tell us about the equipment that you need to manufacture? Does it change much? Are there new materials you need to use?*

Mr. Meggy: There are sometimes new materials. Materials always get better. As we grow bigger, we get more automated equipment, so we are growing constantly. When I started the company, I had three little machines that were very basic. Now we have numerous machines, some that take several people to operate. Many are very automated. It depends on the size of the order. If you are doing one hundred boxes, you do not require a two million or five million dollar piece of equipment, but if you are doing a hundred thousand boxes, we do. We have quite a range of equipment now covering many areas. We are always on the outlook to invest in equipment. It is a lot more automation and speed. It is economics because when you have a lot large orders, you want to have a good, automated machine to control labour costs.

CEOCFO: *Do you have an inventory of standard products?*

Mr. Meggy: Yes we do. We have them for various things. We have about a hundred or so of different standard stock boxes. Sometimes people want a hundred, ten or something like that; they do not need custom box made, but a standard box. We have a number of them. When it comes to labels or folding cartons, most of it is custom. Everyone requires something different. Our focus is primarily as a custom house- providing specific packaging solutions for each of our customers.

CEOCFO: *Is sustainable products an area for you?*

Mr. Meggy: We are always on top of that but it is not the main driver in our industry. Sustainable initiatives are always being developed and we make sure we are part of it all the time. We are always versed in efficiency. Most board is recycled. You have to have some virgin fiber, or you are never going to have any board at all. We ensure our board is at least 60% recycled material. Some industries may be different but everything here is recycled, especially corrugated. Everything comes from trees and recycled afterwards. It is remade into corrugated board again. A lot of the board is recycled but it is not feasible to have 100% of board recycled. It looks the same and is the same price. It is a very good industry in that way that it comes from nature and goes back in the end.

CEOCFO: *What is next for the company?*

Mr. Meggy: We are always looking for something else to go into and are growing. It makes a fun atmosphere to grow all the time. We are always looking at other opportunities to acquire other companies and increase what we do here. The product lines we do, most of the packaging and there are still a few other areas that we could get into possibly but we are certainly covered very well. A great deal of it comes to economics and where it is worthwhile or not to do it. It is good for everyone when we grow, it provides opportunity.

CEOCFO: *Why is Great Little Box Company exceptional?*

Mr. Meggy: The way we deal with people, everyone here cares more. The best thing I did was running open book and sharing financial information. Everyone cares more about the company and when the company is successful, everyone

gets part of it. That is the biggest single thing we do here. We spend a lot of time hiring to make sure we get good people. Our turnover is very low but everyone in the plant takes an interest. If anyone comes up with a good idea or can improve something, they are rewarded for it. We have monthly meetings with all employees and it is celebrated at that forum. We have many social events. It helps to ensure people get along great with each other and get to know people from another part of the company. We pay for everything. If we have a good year, we bring everyone down to Mexico and you don't see many companies do that. We have good sales people. People are much more motivated to do things to try to grow the company. I go around every week to talk to virtually everyone in the company that I can. I make sure I run it very openly and it makes life a lot nicer.

Interview conducted by: Lynn Fosse, Senior Editor, CEOCFO Magazine



Great Little Box Company

Great people to deal with • Great packaging solutions

Great Little Box Company Ltd.

For more information visit:

www.glbc.com

Contact:

Robert Meggy

604-301-3701

rmeggy@glbc.com