



All Around

04.2019

The Employee Magazine of Franke

1949 - 2019



70 years of
innovation

COVER STORY:

Flexibility

Responding quickly & flexibly in a dynamic world.

Brand-building: New logo, new claim

Franke Global: China trip and new faces

Franke Technology: Gear cutting & 3D printing

We are Franke: Campaign Shoulder Views for everyone

Franke Digital: Franke WIKI and Franke Messenger

Training: Franke NEXT



2021

2020

COVER PHOTO: **Roland Niegel** usually works in linear guide manufacturing and is currently supporting the team in plant 5 - a prime example of flexibility at the workplace. Thank you very much for that!



The employees have been informed about the current situation of the company through several info events.



Dear Ladies and Gentleman,

The fourth issue of our magazine All Around concludes this year's series of interesting information for you. We hope that we were able to provide you with an **overview of the big picture** at Franke.

Those who have developed an eye for the whole feel connected with their colleagues and recognise that each individual contributes to the overall success of the company. But they also recognise that the working world is changing. Fixed structures, traditions and established rules lose their relevance. **Flexibility** and **agility** are the signs of the times.

„Thanks to your flexibility, we achieved a lot together in 2019 despite the global turbulence. The outlook for 2020 is uncertain. Nevertheless, we are looking ahead with confidence.“

2019 was a very demanding year for us. The company has changed a lot in many ways. **25 new employees** joined us over the course of this year alone. In addition to internal challenges, the weakening economy is also causing us problems.

Concentrating on the essentials, postponing pending plans and cutting budgets have helped to master the situation well so far. Our employees learned more details recently during our information events. We are currently setting the course for the coming financial year and are confident.

For **2020**, we expect very different capacity utilisation, which will require a great deal of flexibility from us. The willingness to take on **new tasks** at new workplaces in new teams will have a decisive influence on how successful we are. Our appeal to you is: join us, contribute to our success, contribute to making the company as a whole better every day.

We would like to thank you very much for your commitment in the past year and wish you relaxing holidays.

Your management,

Daniel Groz
General partner,
General manager

Sascha Eberhard
General manager

Globally weakened economy requires flexible action

We respond to market developments

Excerpts from the information event on our situation

Order intake in the mechanical engineering sector has declined sharply in the last quarter. Exports in particular are experiencing a marked slowdown. At Franke, we feel this most strongly in the areas of bearing elements / bearing assemblies and linear systems. Numerous customers have reduced their order volumes here.

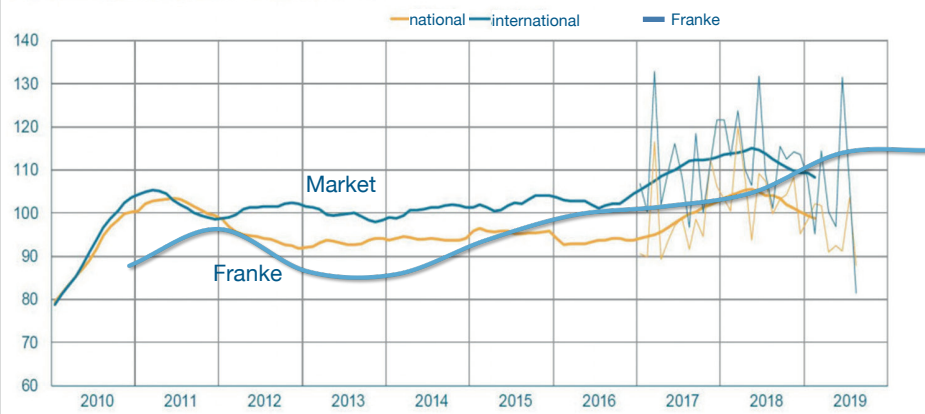
We are able to largely compensate for these losses thanks to the still well utilized business with CT bearings for medical and safety technology.

In order to respond flexibly to market developments, a package of more than 30 measures was put together that affects all special areas. Everyone can help keep the company on course.

We are using the current situation as an opportunity and motivation to further improve ourselves.

ORDER INTAKE Market vs. Franke

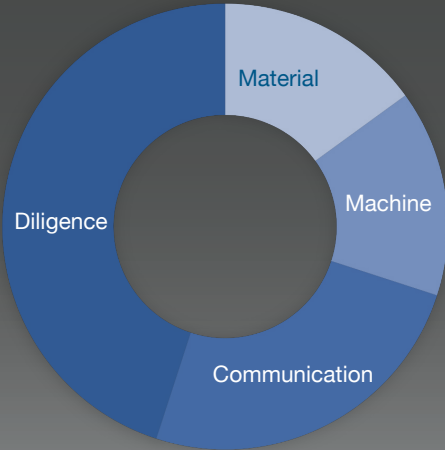
Source VDMA, changes in %



The curve clearly shows that the order intake at Franke is closely linked to the general mechanical engineering sector and is slightly delayed in its development. For 2020, we therefore expect order intake to be at the same level as in 2019 at most.

Failure costs at their highest in 2019 3.000 € per employee

Everyone can help improve the situation



*This is how high the error costs were in euro in 2019. Errors are expensive. Errors are wasteful and directly influence the revenue. Avoiding errors and eliminating sources of error is one of our common goals for 2020.

Company goals for 2020 have been defined We are all pulling together

Reduce failure costs and increase productivity

For the first time since the introduction of our **goal system**, the goals are primarily aligned with the **company goals** and not with the individual goals of the special areas. In this way, we reflect the actual interrelationships within the company and aim to ensure that everyone participates to the same extent in achieving our goals.

For example, when it comes to **reducing failure costs**, which have risen sharply this year, this goal was traditionally assigned to the quality management team. In reality, the costs of defects are only measured there. However, many teams can contribute to the avoidance of errors, starting with sales, through design and work preparation to production and shipping. If this goal is pursued together, the chance of achieving it is much higher.

Aim for goals together and take responsibility!



COVER STORY: Flexibility

Measures:

Economic activity	We organise the different workloads in the areas L, C and F. Employees show a high degree of flexibility and commitment. We are working towards the same goal.
Investitionen	We continue to invest in the company. Major projects (e.g. expansion of plant 6) will be postponed. Our focus areas are: consolidation, CT warehouse capacity, digitisation, innovation and further training.
Lean	Lean management will be further put into practice and become a part of corporate culture. Franke develops into a lean tech company with high efficiency and minimum waste.
Quality	Reduce failure costs - initiate measures operationally and strategically.
Qualification	Further training for the optimal implementation of digital transformation, strengthening methods (e.g. Lean) and increasing workplace flexibility.
Organisation	Further development of the matrix organisation and mapping of processes (Franke-Wiki)
Innovations	We create an environment for agility and innovation. Now is the time and opportunity to develop new products, new manufacturing methods and innovative services.

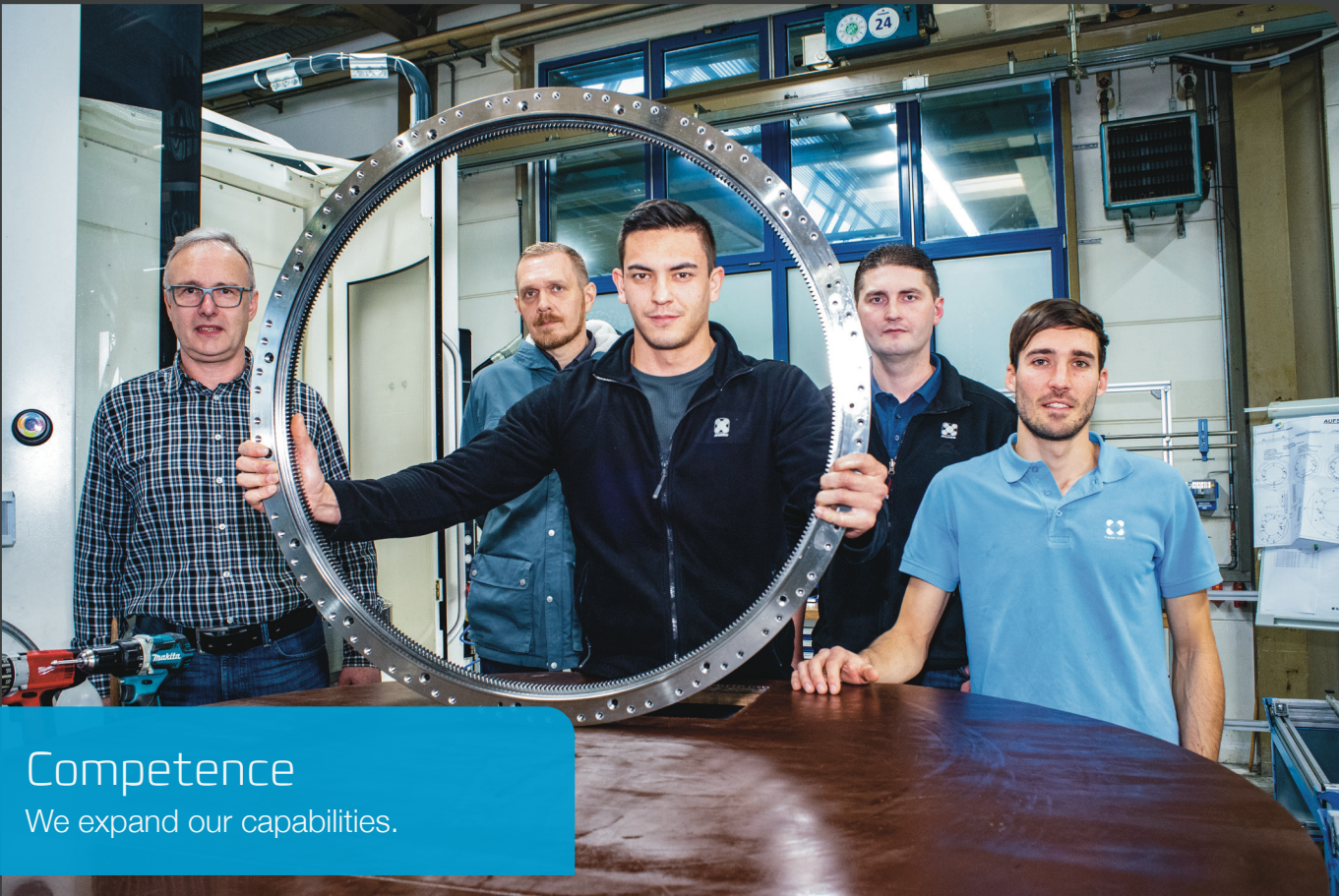
Company Goals 2020:

ORDER INTAKE maintain the current level despite the crisis	DELIVERY RELIABILITY increase to 92%	FAILURE COSTS joint efforts to achieve a significant reduction	EXPORT SHARE increase to >50% despite customs barriers	ENVIRONMENT reduce CO2, promote alternative energy
SALES REVENUE increase C, L & F further decrease if necessary	PURCHASE INDEX reduce despite rising prices (e.g. energy)	CUSTOMER PROJECTS double the number, reach out directly	INNOVATIONS increase activity (products, materials, manufacturing)	WORK SAFETY accidents at work = 0
PRODUCTIVITY increase through effective measures (LEAN)	INVENTORY TURNOVER increase, produce the right products	CUSTOMER COUNT increase through targeted marketing campaigns	PROCESSING TIME reduce, shorten lay-over and set-up times	SICKNESS RATE reduce to < 5%, promote health

DMC 125 was upgraded for the insertion of gearing.

Showing teeth in plant 2

Gear cutting technology becomes another field of competence at Franke.



Competence
We expand our capabilities.

The project team consisting of **Jürgen Winter, Joachim Heinrich, Konstantin Pelz, Alexander Stibner** and **Dennis Baumann** at the DMC 125 in plant 2, where gearings can now be produced in series.

All-round service for our customers: starting now, we can also gear bearing assemblies ourselves.

Until now, we have always relied on external service providers when our customers ordered bearing assemblies with gearing. From now on we can carry out gearings of form module 2 in certain diameter ranges ourselves. The DMC 125 in plant 2 was upgraded, and at the same time investments were made in measuring equipment and software to be able to measure the geared rings.

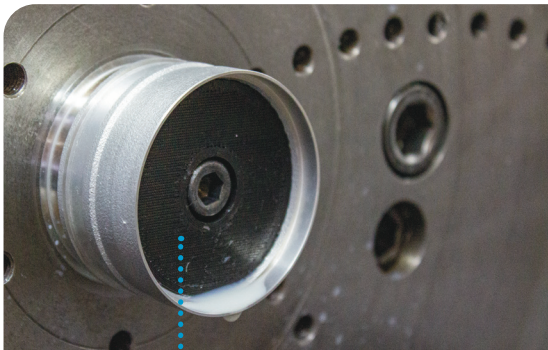
The benefits for Franke:

- we gain time (no logistics to suppliers and no delivery times)
- we increase the quality (the demands and reality of the gear quality often differ in the case of external contracting)
- we save costs and can now gear to manufacturing costs

Components, spare parts, fixtures - Marian Mutschler introduces 3D printing at Franke.

3D printer in use non-stop

3D-printed plastic parts are widely used in our production and development teams.



3D-printed plastic socket for clamping a filigree bearing ring on a processing machine.



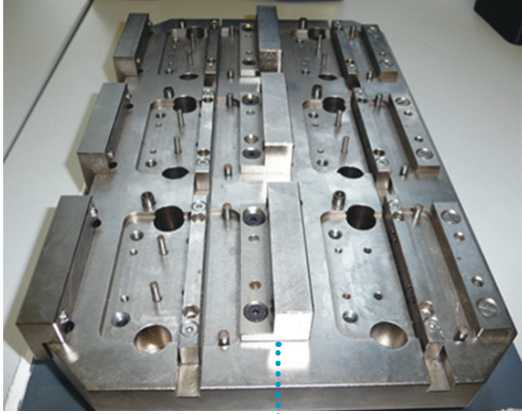
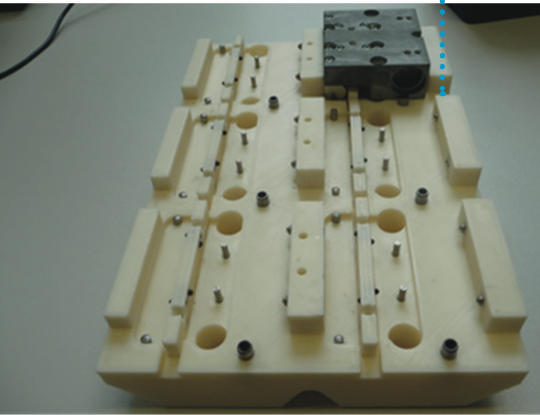
Marian Mutschler (Construction & Development) during the final presentation of his project to implement a 3D printer at Franke.

The plastic 3D printer at Franke Technicum is running hot in two ways: it heats up to melt the filament into the desired shape and it hardly comes to rest.

Fixtures are in great demand as helpers in daily production work. They facilitate the clamping and machining of workpieces or act as stops and cut-off pieces, especially in series production. Whereas fixtures used to be made of metal at great expense, 3D-printed plastic is now used wherever possible. Marian Mutschler from the construction team, who installed the printer in our company, makes full use of the technical possibilities of the device.

The benefits for Franke:

- we gain time (no orders from suppliers)
- we increase productivity (3D-printed parts can be adapted much better to meet requirements)
- we save costs (for example if fixtures are made of plastic instead of metal)

	New 3D printing design: Dimensions LxWxH: 260x170x49 mm Weight: 0,74 kg Production parts: 22 pieces Standard parts: 96 pieces Processing time: 6 weeks Costs: 591 €
	Previous design (metal): Dimensions LxWxH: 301x186x51 mm Weight: 8,36 kg Production parts: 44 pieces Standard parts: 156 pieces Processing time: 12 weeks Cost: 2990 €

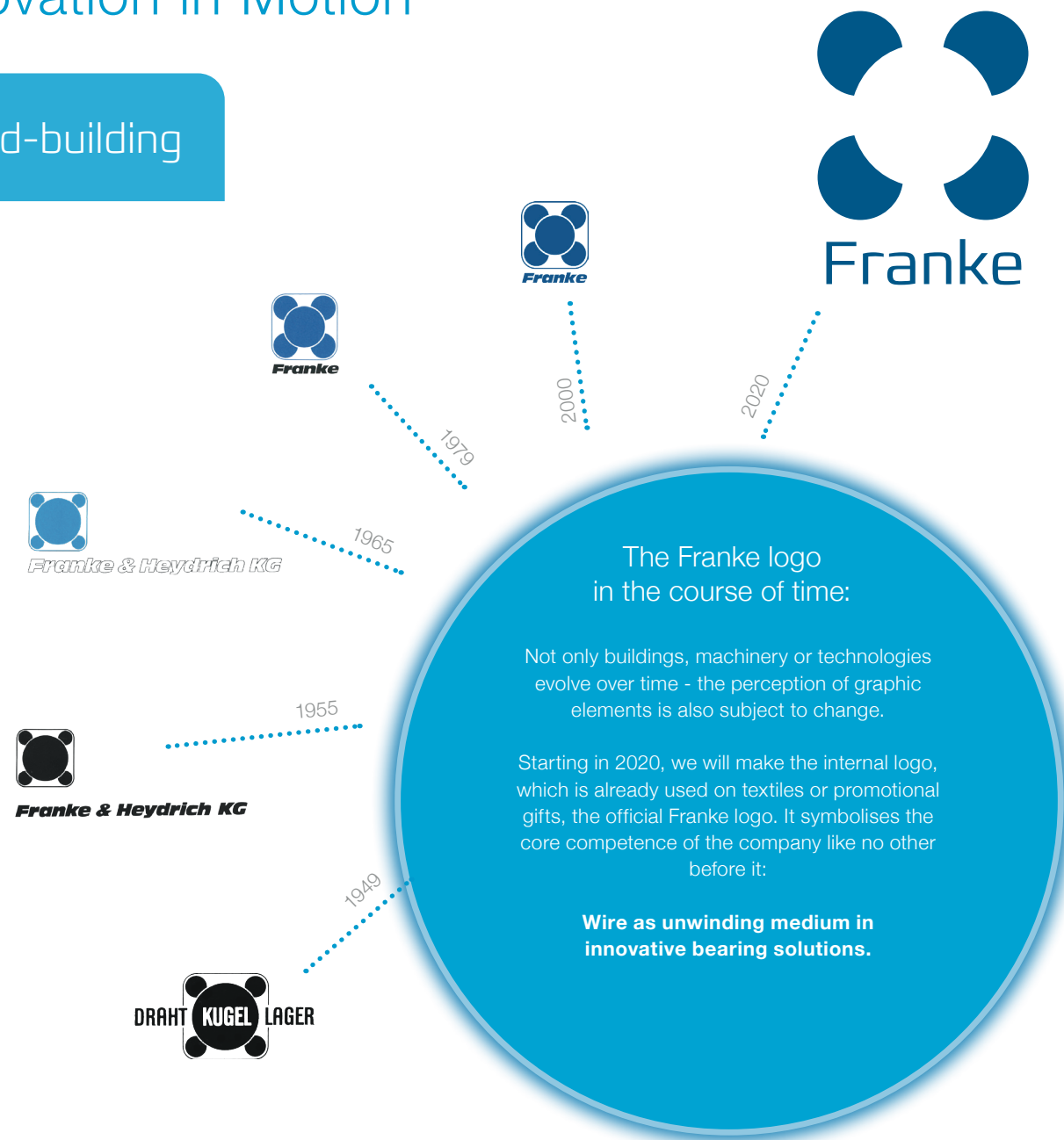
Save
the date:

Keynote lecture on 3D
printing February 2020.
Invitation and exact date
follow.

Franke 2020 - New logo and brand claim:

Innovation in Motion

Brand-building



The company logo can be found on numerous media and objects. The change will take place step by step and will keep us busy the whole of next year.

Numerous specialist areas are involved in the transition. A timeline supports the quick changeover. We would like to ask all of you to go through the company attentively and inform us if any changes have been overlooked. The easiest way is to send a photo via Franke Messenger to **Lena Walter** or **Gerhard Reininger**.

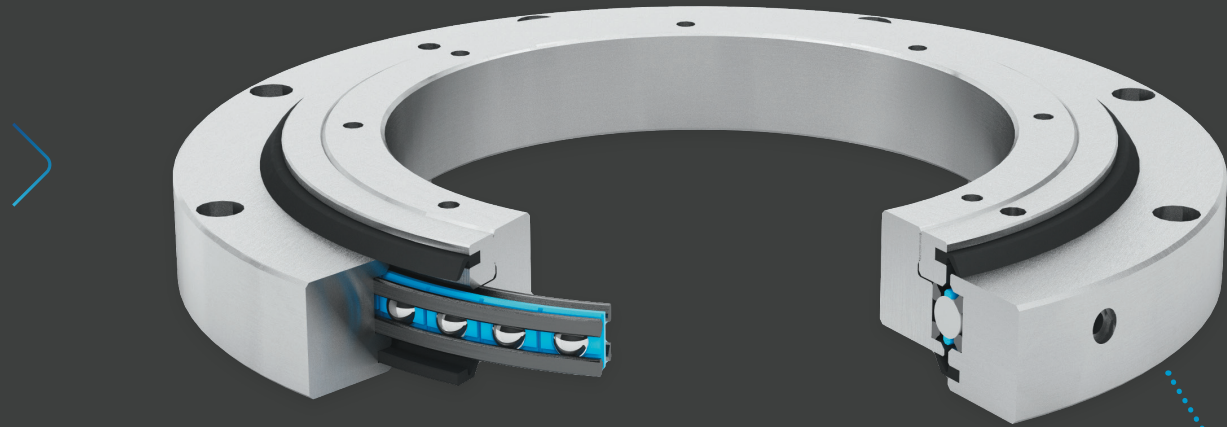


announcements catalogues
 business cards franking machine
 PowerPoints messenger All Around trade show booth
 Facebook advertising material **Franke App** flyers
 internal memo clothing
 pictures in the company stationery stickers notepads
 stamp Logos on buildings
 signs flags doors programs
 e-mail signatures surveys
 e-mailings forms vehicles
 certificates questionnaires job openings
 drawings offers advertisements
Website WIKI NEXT



Franke wire race bearings in the stage technology of the Bregenz Festival

Franke bearing elements swivels Rigolettos right hand



Application example

In the summer of 2020 Giuseppe Verdi's opera „Rigoletto“ will be performed on the world-famous lake stage of the Bregenz Festival.

As is so often the case at the Bregenz Festival, the stage design is spectacular. For Giuseppe Verdi's opera „Rigoletto“ it consists of a 14m high movable fool's head and two large playable hands. Head and hands belong to the court jester Rigoletto, the main character in Verdi's opera.

Rigolettos right hand is 8m high and has a weight of 8.5 tons. It is hydraulically movable in 8 joints, manufactured by the Swiss construction company Senn AG. Two Franke bearing assemblies, each with a diameter of 600 mm, are used to pivot the hand. They ensure that the hand executes the desired pivoting movement.

You can get an impression of the dimensions of the stage design from TÜV Austria, who has checked the safety of the system.

Video on YouTube: https://youtu.be/LOC04yT7_al

Stage technology Bregenz Festival

Stage design Rigoletto, movement of the right hand (wrist swings forward)

Requirements:

- Centre clearance for cable entry
- Sealing on both sides (rain, seawater)
- Radial load
- Short delivery time

Solution:

2x standard bearing assemblies LVA-600

Benefits:

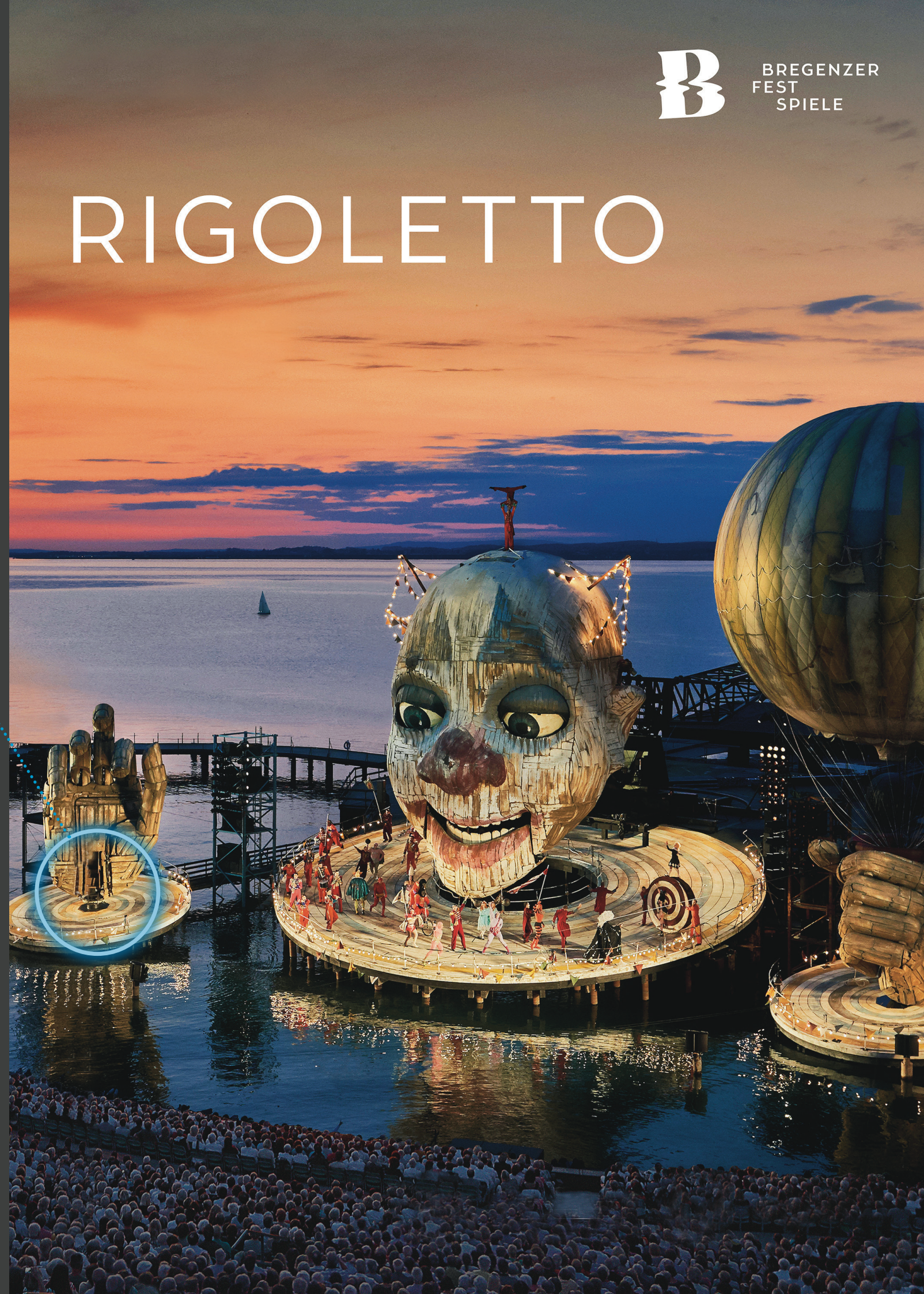
- Cost-effective (event budget)
- Robust construction
- Easy integration
- Short-term delivery date from stock

Potential:

One-time demand, deployment from July - August 2020



RIGOLETTO



On the road in China:
Partnership in China

Udo Jarmer, Peter Wetzel and Petra Abele were visiting our partner XREB

Regular visits to our representative XREB in China are very important for the coordination of mutual business relations.

XREB is a subsidiary of Thyssen Krupp Rothe Erde and has been our partner for the distribution of Franke special bearings in China for many years. The performance spectrum has been continuously expanded so that XREB now manufactures its own CT bearing housings and Franke only supplies the race rings.

This makes it all the more important that we contribute our know-how to XREB and, together with the specialists there, set up and design processes and procedures in such a way that the same quality standards and services are guaranteed as at Franke.

Franke worldwide

Petra Abele supports XREB and our CT customers in China from our headquarters in Aalen. Peter Wetzel and his team produce race rings for XREB and Udo Jarmer monitors compliance of our quality guidelines. All three were recently guests at XREB and were able to strengthen their contacts with their interlocutors as well as gain an impression of the local conditions.

Traditional dinner in good company. From left to right: (unknown), Udo Jarmer, Chang Chaofeng, Peter Wetzel, Yan Changbin, Haddia Wang, Emma Zhou, Shuang Cai, Petra Abele.



New representatives / new faces
Franke Spain and Franke USA reorganised

Ignacio Garcia and Owen Maxwell take care of our customers in Spain and the USA.



Ignacio Garcia
Franke Spain
Madrid
www.franke-spain.com

With Ignacio Garcia, an old acquaintance returns to his home-land after a few years in Russia. Still active for Franke.

Ignacio Garcia has worked for Franke for many years. Most recently, he was pioneering in Russia, where he established Franke's first representative office. However, the task turned out to be more difficult than expected. The mechanisms in the Russian market are strongly geared towards domestic manufacturers, making it very difficult for foreign manufacturers to gain foothold there.

Even before his work in Russia, Ignacio Garcia worked as a technical consultant in the field for our Spanish representative at the time. In the middle of this year he returned to his home country and founded the company **Franke Spain** as Franke's only official representative in Spain. For us, this is a further step in our efforts to install exclusive representatives worldwide.

We wish Ignacio Garcia and Franke Spain good luck for the future!



Franke in Spain

- Annual revenue:
• 500 K€
Share of sales:
• 1 %
Customer count:
• 78
Important industries:
• Packaging
• Safety technology



Franke in USA

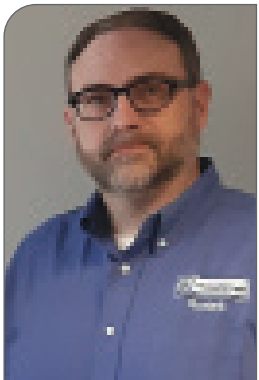
- Annual revenue:
• 4 Mio€
Share of sales:
• 10 %
Customer count:
• 25
Important industries:
• Medical technology
• Safety technology
• Solar industry

Changes in the USA: our representative Rotek Inc. becomes Thyssen Krupp Rothe Erde USA and with Owen Maxwell a new man starts there exclusively for Franke.

For many decades, the American subsidiary of our partner Rothe Erde has been our representative for wire race bearings in the United States. In this huge country, we rely on the established sales structure of a strong cooperation partner. Even without the currently restrictive customs policy in the USA, it has been difficult in the past to win new customers. Franke special bearings are products requiring intensive consultation and competition is strong.

Owen Maxwell now faces the task of winning new customers for Franke wire race bearings. He already attended a technical workshop in our company headquarters, where he received the necessary know-how to advise customers. Together with the Franke sales team for the USA, he will now start working on the American market.

We wish TK Rothe Erde and Owen Maxwell all the best!



Owen Maxwell
TK Rothe Erde USA
Aurora
www.tkreusa.com

Trade fairs

MOTEK - our regional trade fair in Baden Württemberg

The trade fair team led by **Michael Bärstecher** welcomed numerous visitors.



Franke wire race bearings and special bearings are still largely unknown. Trade fairs are a good opportunity to increase awareness and gain new customers. **Dina Ladenburger** from the marketing team answers the questions of interested visitors.



Michael Bärstecher giving an interview. He explains the advantages and special features of 3D-printed lightweight bearings. The video of the interview can be seen here: <https://youtu.be/457b2Tz0cj0>

A highlight at the Motek booth was the prototype of the British e-bike with hubless rims. **Christian Burghard** explains how the integrated Franke bearing elements work.

Trade fairs

FMB Bad Salzuflen - Well attended regional trade fair

In the sales territory of **Andreas Böttcher** the FMB is the most important trade fair for our customers.



Andreas Böttcher and **Michael Bärstecher** attended the FMB trade fair in Bad Salzuflen in early November. The FMB is the regional fair for North Rhine-Westphalia. Andreas Böttcher was able to welcome numerous customers at our booth.

New contacts were made and we even succeeded in placing a customer order directly from the trade fair.

Trade fairs in autumn:
Branding & Customer Care

Many thanks to everyone involved
for their commitment!

The trade fair schedule for 2020
can be found on the Franke
website under „Events“.

Trade fairs

AIM at Aalen University

Established information event for students

The Aalen Industrial Fair AIM at the Aalen University of Applied Sciences is a popular event among students and companies alike.

The local university fair introduces Franke to students and graduates as an interesting employer.

Organised once a year by students since 1994, this fair is primarily aimed at students and professors at Aalen University. In the meantime, the fair has grown to over 140 exhibitors.

For Franke, the fair has become an ideal platform for attracting young talent and increasing awareness in the university sector. This year **Kristina Gaugler**, **Christian Burghard** and **Dina Ladenburger** were on site for us.



Shoulder Views open for all active employees:

Take a look over your colleagues shoulder...

... and learn what their daily life looks like at work.



Shoulder Views

Enjoy coming together,
strengthen the sense of community!

„Shoulder Views“ are an important measure to sustainably strengthen cooperation and appreciation in our company as part of our Franke 2020 strategy. Now all of our employees have the chance to participate in a Shoulder View!

After the successful pilot project at the beginning of the year, we would now like to offer our Shoulder Views to all active employees. We encourage them to seize the opportunity and spend a day in a specialist area that interests them.

Conditions of participation:

1. All employees currently working for the company are eligible to participate.
2. Each participant can apply for 1 Shoulder View for the year 2020. Simply fill out the form and submit it. In addition to visits to other specialist areas, we also offer special activities such as visits to customers / partners / trade fairs.
3. Shoulder Views can vary in duration depending on the subject area/activity. The duration is listed on the registration form.
4. Tick 2 specialist areas/activities for selection. The organisation team has the possibility to ensure an even distribution of the Shoulder Views.

5. You can specify 2 desired dates for your Shoulder view, which however cannot be guaranteed. In order not to disturb the work in the departments too much, a maximum of 2 Shoulder Views per quarter are carried out in each specialist area. The appointments are coordinated by the organisation team.

6. We would like to ask you to submit a feedback form after your Shoulder View.

The organisation team is available for all further questions. We are looking forward to active participation!

„We take care of organising the Shoulder Views and are available for your questions. We are also happy to support the host teams in planning the Shoulder View day ahead of time, so that the event is a success for everyone involved!“



The organisation team for Shoulder Views:

Sylvia Birzele Tel. 213, Messenger
Gabriele DiNucci Tel. 226, Messenger
Leon Francz Messenger
Nicola Gentner Tel. 103, Messenger
Inessa Kauz Tel. 134, Messenger
Lena Walter Tel. 114, Messenger

This is what the registration form for our employees looks like.

Registration for a Shoulder View:

To participate the employees fill out and submit a registration form to the organisation team by 31 January 2020.

We look forward to your participation!

Anmeldung zu einem

Schulterblick bei Franke



Am "Schulterblick"-Tag gehen wir zusammen zum Teamleiter Ihres Wunschteams. Er sorgt dafür, dass Sie alle Mitarbeiterinnen und Mitarbeiter dort kennenlernen. Je nach Möglichkeit können Sie in Ihrem Wunschteam zusehen, mitmachen, Fragen stellen.

Bitte ausfüllen und bis 31.01. 2020 zurück an das Orga-Team

☐ Ja, ich bin dabei
und nehme am Projekt "Schulterblicke" teil.

Name: _____ Team: _____

Ich interessiere mich für folgende Schulterblicke:
(bitte 2 Möglichkeiten zur Auswahl ankreuzen)

Team	Ort	Dauer	Teamleiter
Produktion:			
L: Drahtwälzlager/Drehverbindungen			
<input type="checkbox"/> Ringfertigung (Rollen/Richten)	Werk 1	1T	Holger Baumann
<input type="checkbox"/> Ringfertigung (Schleiferei)	Werk 1	1T	Holger Baumann
<input type="checkbox"/> Montage	Werk 4	0,5T	Rainer Fischer
<input type="checkbox"/> Spanabhebende Fertigung	Werk 2	1T	Florian Hammerl
C: CT-Lager			
<input type="checkbox"/> Produktion/Montage	Werk 5	1T	Timo Bosch
F: Linearsysteme			
<input type="checkbox"/> Produktion/Montage	Werk 3	1T	Richard Schwab
Weitere Fachbereiche:			
<input type="checkbox"/> Qualitätsmanagement	Werk 4	1T	Udo Jarmer
<input type="checkbox"/> Versand	Werk 4	1T	Michael Momessc
<input type="checkbox"/> Franke Technicum	Werk 2	1T	Philipp Kieweg
<input type="checkbox"/> Azubi-Werkstatt	Werk 2	1T	Klaus Mayer
Verwaltung:			
<input type="checkbox"/> Geschäftsführung	Werk 1	0,5T	Sascha Eberhard
<input type="checkbox"/> Verkauf / techn. Vertrieb	Werk 1	1T	Stephan Kuhn
<input type="checkbox"/> Marketing / Werbung	Werk 1	1T	Doreen Grässle
<input type="checkbox"/> Einkauf / Materialwirtschaft	Werk 1	1T	Oliver Schröder
<input type="checkbox"/> Arbeitsvorbereitung	Werk 1	1T	Stephan Szymanc
<input type="checkbox"/> Konstruktion & Entwicklung	Werk 1	1T	Jörg Egelhaaf
<input type="checkbox"/> IT / EDV	Werk 1	1T	Roman Borsch
Sonderaktion:			
<input type="checkbox"/> Teilnahme an einem Kundenbesuch		1T	
<input type="checkbox"/> Teilnahme an einem Lieferantenbesuch		1T	
<input type="checkbox"/> Teilnahme an einer Messe		1T	
<input type="checkbox"/> Teilnahme an einer Vertretertagung		1T	

Meine Wunschtermine:

Monat 1: _____ Monat 2: _____

Datum, Unterschrift: _____



Thomas Hägele
Environment,
energy and fire
protection officer

„Please be careful with resources and avoid waste. - It's good for the environment and good for our wallet.“

Energy costs are currently rising sharply. Electricity alone currently costs more than € 350,000 per year. In 2020, the price of electricity will rise by a further 15% - additional costs that we will have to make up for. We are therefore working on projects to conserve resources and ensure sustainability.

Our **paper consumption** decreased by 10% in 2019. There's still room for improvement here! Avoiding **waste and plastic** should not only be a priority at home, but also at work. *Please help us with this!*

Environment / Energy

Environmental figures

Electricity costs in % of sales revenue



Energy consumption in megawatt hours



Environment / Safety

We stand up for our environment.

Fire drill in plant 6 on November 8:

28 fire protection assistants trained

To prevent fire a training for fire protection assistants was conducted. There were 28 participants. The task of the fire safety assistants is to ensure the fire safety regulations, to evacuate the staff and to fight incipient fires.

In the event of a fire, everyone can help. A fire extinguisher may be operated without instruction if there is no fire protection helper nearby. *The locations of the fire extinguishers are marked on the escape and rescue plans.*

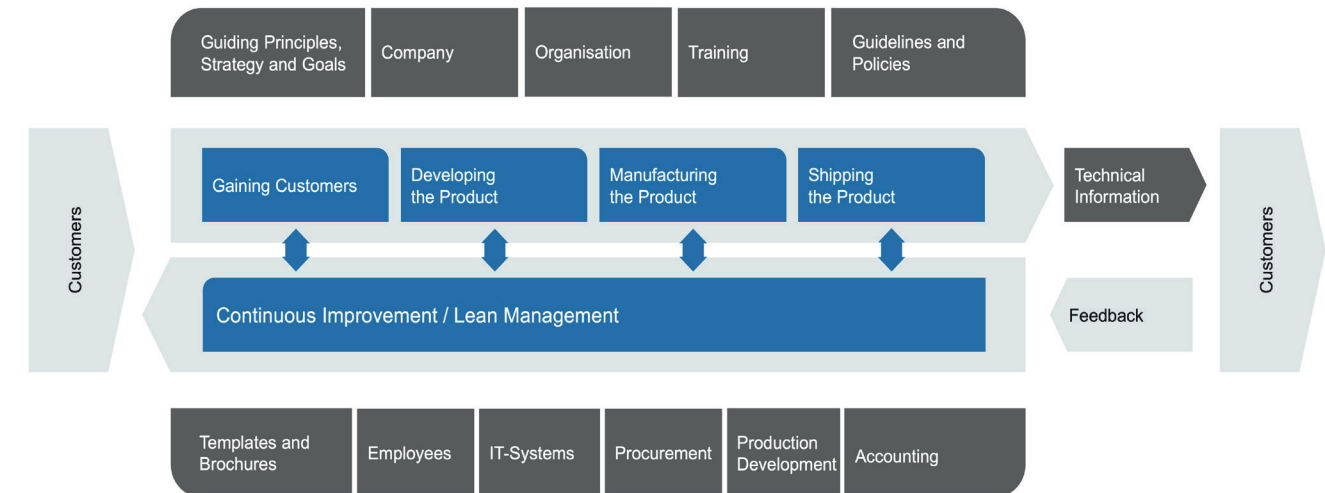
We would like to take this opportunity to thank all our employees who are taking on additional services!



Your database for Franke knowledge 2020:

Franke WIKI offers access to important information

Introduction and test phase completed - live launch and training of all users.



From now on you can access all important information directly on your screen. **Franke WIKI** maps all internal processes and has work instructions and documents ready. Training measures are currently underway for all employees.

„The introduction of Franke WIKI is going very well. So far, 188 processes and 314 work instructions have been created. Thank you very much for your commitment!“



Steve Kumtepe
project leader
Franke WIKI

Information & Communication Franke Messenger

Currently around 120 users



The Franke Messenger has become increasingly popular. Almost half of the employees use the opportunity to get in touch with others.

June 2019:	October 2019:
45 groups	60 groups
600 group messages	1.400 group messages
1.400 individual messages	4.900 individual messages

Messenger is available from the **Google Playstore** and **Apple Store**. Login data can be obtained from **Daniel Faulhaber**, IT (Tel. 149, d.faulhaber@franke-gmbh.de).

Franke Digital

Low-paper administration

Salary notification DATEV

Starting in 2020, DATEV will take care of notification

As part of the transition to low-paper administration, **DATEV** will be responsible for sending **wage/salary notifications** starting in January.

Employees who would like to receive their message electronically in the future, can apply to **Frank Helbig** in the personnel office at any time. At present, 104 colleagues are already making use of this environmentally friendly solution.

Haven't switched yet?

Employees who switch their salary notification to electronic delivery by 31.01.20, will receive a USB stick.



Working at Franke

Works council / Company counselling

Dear colleagues,

a hard year lies behind us. It was marked by the implementation of many internal projects and, in the end, by great efforts to compensate for the different capacity utilization of the specialist areas. We would like to take this opportunity to thank you for your commitment and cooperation!

The changing times don't pass Franke by. If anything has become clear in the past year, it is that we must increasingly focus on the major trends in industry and society in order to remain competitive and successful.

Be it digitalisation or our efforts to avoid waste through processes and instructions. Be it appreciative communication or a fair remuneration system. If we don't concentrate on the important issues, we'll turn a standstill into a step backwards. The picture of the downward moving escalator at the information event has worried some of you. You might think „what else can I do“ or „I am already at my limit“ and worry about your future livelihood. We would like to dispel those worries.

At Franke you are in a healthy, high-performance company. The company has grown continuously for 70 years and will continue to do so. This is ensured by well-considered management decisions and 270 loyal employees. And last but not least, your works council, which will continue to keep an eye on your well-being.

Thank you very much for the faithful cooperation last year, Merry Christmas and a Happy New Year!

Your works council,
Gabriele DiNucci & Jürgen Häfele

Column Dr. Rolf Siedler

Raise your heads - not your hands:
against thoughtlessness

Dear readers,

what a milestone when a baby can hold his head! It took a lot of trying, but at some point the training of the neck muscles pays off and the baby sees the world!

But heads get heavier, muscles get older and if you fail to keep your neck muscles in shape, your chin sinks back to your chest and you can't see further than your own nose. And with the clear view many lose their judgement and sympathy for everyone around them. Some then long for a strong hand that sweeps away everything that stands against their own narrow-mindedness. - Don't let it get that far!

Don't let your head hang and instead confidently show your face in an increasingly poisoned culture of raised right hands. Walk up to others, talk to them and sympathise with their fate. Think about it. You will see how many wonderful things can be found in the world. Your neck muscles will thank you for it.

I wish you a free, tolerant and empathetic look into the world. Help making our society a little more humane - it needs it more urgently than ever before. Happy holidays & a healthy and happy New Year wishes you

Dr. Rolf Siedler

Betriebsseelsorge Aalen, Tel. 07361 59021
aalen@betriebsseelsorge.de

New employees: New in plant 5

Ghasem Amoozegar has been a new member of the CT bearings manufacturing team of Timo Bosch in plant 5 since December 1.

Mr. Amoozegar has been with Franke as a temporary employee and has now received a firm contract.

We wish Mr. Amoozegar lots of joy and success in his team at Franke!



Klaus Niedermaier and **Wolfgang Nuding** have both worked at Franke for 40 years.

A total of eighty years of experience & commitment for Franke



Klaus Niedermaier and Wolfgang Nuding were discharged into active retirement by Gabriele DiNucci, Chairman of the Works Council.

Two colleagues with the same background have left our company. Both have been working for Franke for 40 years, they started together and are now saying goodbye together: **Klaus Niedermaier** and **Wolfgang Nuding**.

With their experience and commitment, they have rendered outstanding services to the company during their time at plant 2. Even complicated housing rings of our special bearings were always in good hands with them.

We would like to thank you for many successful years with Franke and wish you both much joy in your new phase of life. We will certainly see each other again at the next pensioners' meeting or summer party and cordially invite you to join us.

Farewell & Anniversaries

This year 18 jubilarians were honoured in a ceremony on 10 October. Two of them celebrate their 10th anniversary, seven their 20th and three their 25th. Three further employees can look back on

30 years of service with the company and three employees have also been loyal to the company for 40 years. We would like to express our sincere thanks for this!



The jubilarians of Franke GmbH are flanked by the general managers Daniel Groz (far right) and Sascha Eberhard (far left), as well as Gabriele DiNucci (chairman of the works council, back row, 2nd from left). From left: **Brigitte Schmidt** (40 Jahre), **Karsten Kräenbring** (30), **Brigitte Wild** (25), **Harald Doleschel** (40), **Birgit Widmann** (10), **Bruno Kratzel** (40), **Oliver Schröder** (25), **Thomas Winter** (20), **Artur Metzger** (20), **Heiko Kaschdailewitsch** (20), **Jens Wannner** (20), **Stephan Kuhn** (20), **Sandra Pietsch** (20), **Günter Fischer** (40), **Jörg Egelhaaf** (30).
Nicht im Bild: **Nicola Gentner** (20), **Arkadi Beimert** (30), **Alexander Schmidt** (20), **Sandra Heidrich** (30), **Tobias Mayer** (10), **Markus Bieg** (25)

TRAINEES



„I'm looking forward to being involved in the training from January. For me it means a new challenge, which I am happy to take up. Working together with young people and dealing with new technologies motivates me. I am sure that you can profit from my professional experience and look forward to my new task. Until then, Merry Christmas and all the best!“

Jürgen Häfele

Dear trainees,

in order to strengthen the community among the trainees, we organise **trainee events** on a regular basis.

In **2019** we have organised the following events:

- Regular trainee breakfasts
- Trainee teambuilding workshop with the agency Neon
- Summer dinner together
- In the second week of October we visited the **MOTEK** trade fair in Stuttgart and also visited the Franke booth.

In **2020**, support in the commercial area will be expanded. With **Jürgen Häfele** you will have an experienced trainer at your side who also knows CNC programming very well.

An organisation team has already been set up to prepare the **Start-it trade fair** in February in the vocational school centre. **Oliver Groke** is in charge of the project, **Pia Albersmeier** and **Svenja Brunnhuber** are also part of the team. As you surely

noticed at the info event, the company logo and claim will change in January. The trade fair appearance will get a completely new face.

Thank you very much for your commitment in the past year! Together we have succeeded in further improving the quality of training at Franke. At the end of the day, we all benefit from our joint efforts: our company through the next generation of capable employees and you yourself through the creation of ideal conditions for learning the profession you have chosen.

I wish you happy holidays and a healthy and happy New Year!

Your training manager
Klaus Mayer

Industrial mechanic
Cutting machine operator
Industrial clerk
Media designer
IT specialist
Warehouse specialist
Mechanical Engineering (Dual)
Digital Management (Dual)
(all m/f/d)

Trainee excursion

Visit to the Motek trade fair

The Franke trainees visited the trade fair in Stuttgart

"We met Monday morning, October 7, at the train station in Aalen to take the train to **Stuttgart** and visit the **Motek trade fair** there. Arriving at the fair, our first destination was of course the Franke booth. Many of the trainees saw our booth in action for the first time.

After we had taken a look at the booth, the trainees were divided into groups of four. All groups had the task to fill out a questionnaire about the fair. To answer the questions, the trainees had to look for exhibitors in different halls of the fair and find the answers by talking to the booth staff and using the flyers on display. This not only gave us an insight into the various products of the exhibitors at the trade fair, but also gave us a chance to get to know each other better through the mixed groups. We then met again at the Franke stand to walk back to the train station.

All in all, the visit to the fair was very interesting!"

Yours,
Lena and Oliver

You can find our trainee film via the QR-Code or on YouTube at <https://youtu.be/Zdxwo-wgyug>.



Training and study fair in Aalen 15. February 2020 9:00 - 13:00

On **Saturday, 15 February 2020**, the doors at the vocational schools in Aalen will open for the 22nd time from 9:00 a.m. to 1:00 p.m. for this year's **STARTit! Training and Study fair**. More than 170 exhibitors, including companies, banks, health insurance companies, social institutions, administrations, vocational schools and higher education institutions as well as the Bundeswehr, the Federal Police, the Customs Office and the Police, will present their training and study occupations.

The fair team of Franke-NEXT is looking forward to interested visitors. The visit of the fair is free of charge.





AOK Company Run on 26 September

Photos: Peter Hommel

We wish all our readers and their friends and families a Merry Christmas and a Happy New Year.

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