

K>MOBIL

THE **KIRCHHOFF** GROUP MAGAZINE

➤ KIRCHHOFF Group

In 2009 the company group with its four business segments will obtain a turnover of about 640 million euros and employ 4,300 people.

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➤ KIRCHHOFF Automotive

Hot and cold = high-tensile and soft: With partial press hardening components of different strengths are developed from homogenous blanks at the Tec Center.

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➤ REHA Group Automotive

REHA takes people's basic need for individual mobility into account: The successful performance on the IAA is a visible indication for it.

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➤ WITTE Werkzeuge

Presentation of the long awaited new union catalogue. 150 pages with many innovations, e. g. the new bitbox COMBIT-BOX 11.

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➤ FAUN Umwelttechnik

The area of industrial design is still not widely encountered on the disposal sector. FAUN breaks new ground with its own industrial designer. → Page 86



WE.DEVELOP.INNOVATIONS.

The 63rd IAA in Frankfurt – KIRCHHOFF Automotive as a development supplier showed its innovations to the interested specialist public and takes positive stock.
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In spite of the difficult circumstances, the participation at the IAA was an efficient and lasting success for KIRCHHOFF Automotive. Once more KIRCHHOFF Automotive could present its position as a development supplier to the automotive industry. With the use of highest tensile steels and the introduction of therefore necessary production processes, trend-setting innovations in the field of car body light weight constructions could be presented to the customers. You find the report on **page 20.**

Individual mobility is a basic human need. Especially for people with physical constraints, whether because of age or because of disability, the car is the number one means of transport and a hunk of freedom. This year the REHA Group Automotive, for the second time at an IAA, presented a total of eight vehicles with attractive mobility solutions based on BMW, OPEL and MERCEDES serial models that had been converted to serve the disabled and elderly. **Page 56.**

With the ROTOPRESS DUALPOWER the idea of brake energy retrieval for the propulsion of a compactor truck has come true. In the previous months, dumping enterprises tested how the compactor truck stood up to reality, whether the expected savings are fulfilled and if the vehicle reaches the payload values. Can FAUN reach the aspired values of the prototype in practice – fuel reduction of 30% and noise reduction of 70%? More on **page 64.**



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Imprint

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the KIRCHHOFF Group magazine

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Development of the KIRCHHOFF Group

➤ Iserlohn. Four business segments, the business year 2009 and an outlook for 2010

Dear customers and friends of our company,
dear members of the KIRCHHOFF Group,

In the expiring business year we have been confronted with the most serious global economic crisis in the postwar period. The German economy, on an isolated view, will register a 5% decline of its GNP.

But at this point I immediately would like to mention that something worse could be prevented from happening because of the European and global financial politics' quick, reasoned and consequent actions. Due to governmental guarantees and reinforcement means – which we as entrepreneurs in general do not like - a further loss of confidence within the global financial economy could be stopped and with it the global economy's blood circulation could be stabilized.

I would like to thank especially all employees in our enterprise for how they took the endeavours to counteract the crisis. The decline in results was confronted with cost discipline, austerity measures and numerous improvement projects. A lot of new products were launched successfully with only little deviations. And in our company we think onward – we have held to our education and further training and boosted innovations.

This year's autumn election results in Germany are a clear vote against more polity and for more social market economy. It is correct that the newly formed government focuses on growth and easing the tax burden. There are many positive examples for this strategy's effects, not only in Northern America but also in Europe. However, financing should not happen at the expense of our children and grandchildren but has to take place through savings and less polity.

Not only with the environment incentive in different countries, but also with numerous launches **KIRCHHOFF Automotive** could absorb bigger turnover losses in this year. In our newest plant in China we even ran above last year's turnover and also above this year's target. The trade fair visit on the International Frankfurt Motor Show (IAA) in September could compressedly present where we stand with our product range and the constituted production technologies. With firmly running operations and accruals from new business we expect a 6% increase in turnover for the coming year.

Due to additional exports we could also avoid bigger turnover declines at **FAUN Umwelttechnik**. Compliments to the sales team. The further standardization of our product range and especially our ROTOPRESS DUALPOWER came upon our customers' astir interest. If our citizens and policy want to reduce exhaust and noise emissions as well as the corresponding fuel consumption – FAUN has the solution prepared! For the coming year we see a further market tranquilization which we will beard with new products and additional sales activities.

At **WITTE Werkzeuge** a difficult year is running out. Due to the strong export orientation the worldwide recession as well as the storage cycle in a three step sales system has hit us disproportionately. We hope for new impulses from the International Hardware Fair Cologne, and with new products and new customers we see a chance to make up leeway.

The **REHA Group Automotive** is in extensive restructuring. This affects sales and operations as well as the product structure. However, with the initiated measures and the complete integration into our company group we look positively into the coming year.

In 2009, the KIRCHHOFF group with its four business segments will obtain a turnover of about 640 million euros and employ 4,300 people.

Dear customers of our company group, dear employees, the KIRCHHOFF management thanks you for your loyalty and energetic collaboration. We are looking forward to further good and successful cooperation. My father, my brothers and I send you and your relatives our best wishes for a merry Christmas and a prosperous and healthy new year.

We wish the best of luck!

Yours



J. Wolfgang Kirchhoff



J. Wolfgang Kirchhoff

Dedicated to the memory of Eduard Grüber

➤ Iserlohn. Long-standing head editor leaves enduring marks

Members of the KIRCHHOFF Group grieve for the long-standing head editor of their company magazine. He died on 30 August 2009 at the age of 89 following a long illness, which he bore with admirable courage.

Eduard Grüber was a passionate journalist. He worked for the Iserlohner Kreisanzeiger (IKZ) from 1949 to 1994. From 1977 until his retirement in 1994 at the age of 74, he was the head editor of this newspaper, which has always been the most important to the region in which our company is based.

In this position he as the authoritative journalist participated with a great sense of responsibility in the political, cultural and social discussion and with his food for thought frequently contributed to the positive development of the city of Iserlohn.

We were able to win Eduard Grüber as the head editor for our company group's new magazine after his retirement from public press. This most important means of publication to us soon gained increasing quality due to his professional experience. Not only did he coordinate layout and printing, but with his outstanding general knowledge and tireless creativity he wrote a number of articles. Historical essays

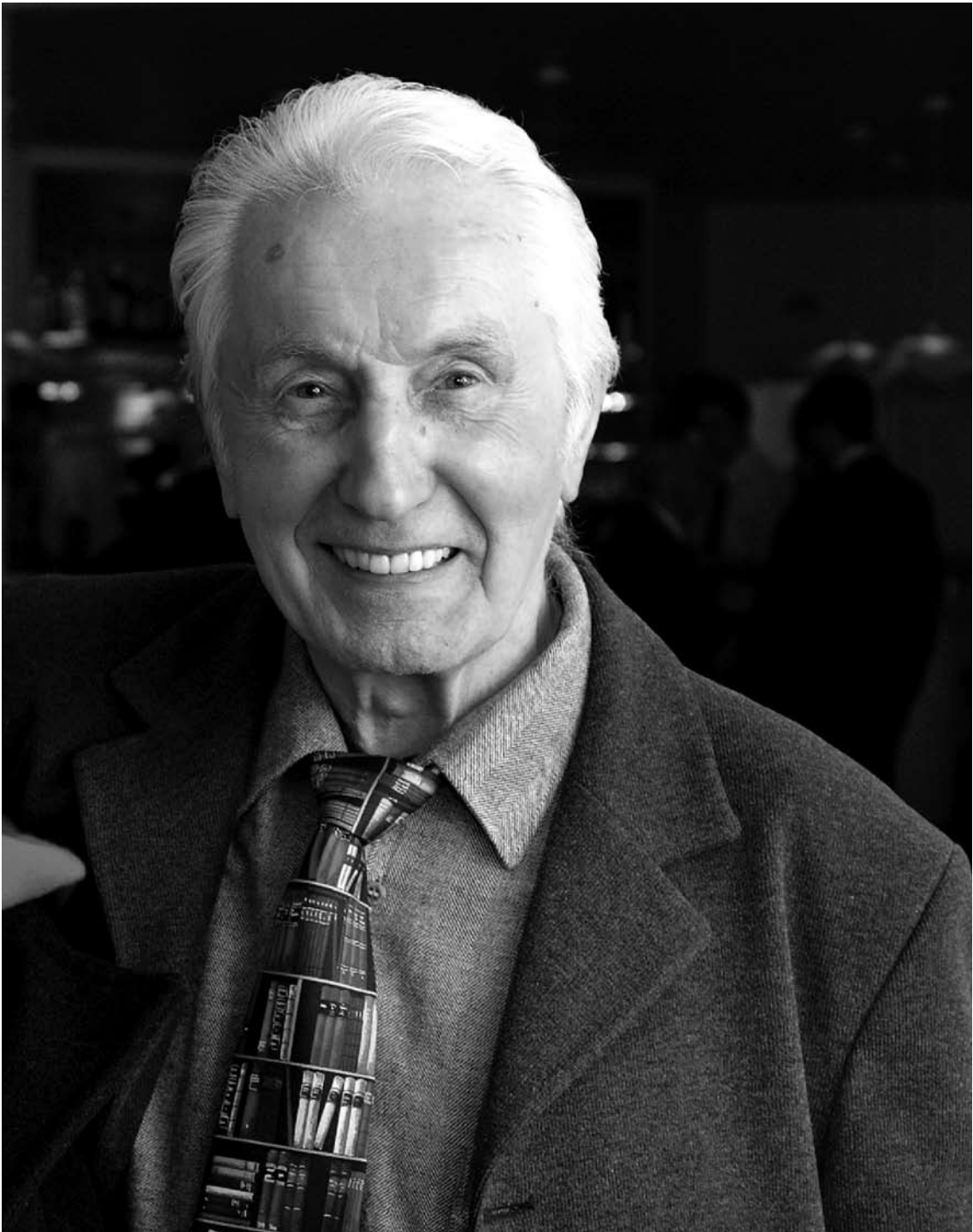
as well as reports, comments and interviews about the goings-on at our different locations are owed to his excellent pen.

Eduard Grüber also delivered descriptions of people and incidents with both happy and sad reasons from the lives of our owner families, sometimes in prose and sometimes as contemplative humorous poem.

He got enthusiastic about everything beautiful and fascinating in nature as well as in culture and art. He particularly admired every advancement of our company group and people's achievements within our family-run business.

With his inventiveness and kindness he has left lasting marks on many employees. We have lost a very good friend whose memory we will hold dear. Our deep sympathy goes out to Ingeborg, his beloved wife, and his two daughters and grandchildren.

Dr.-Ing. Jochen F. Kirchhoff



picture: IKZ

Crisis year 2009

➤ Analysis and outlook

The crisis that originated in America in September 2008 and that very quickly widened into a global financial crisis also started to affect the real economy at the end of the past year due to the massive loss of confidence and set in motion the most serious economic collapse experienced in recent times.

Remains to notice that industrial production in 2009 fell by 20%, which is also reflected by the decline of Germany's gross national product (sum of all productions and services) of approximately 5%.

However, there have been several indications of an economic recovery since autumn this year. The ifo business climate index has been climbing since July, German exports have been rising again since June and a growing number of orders have been recorded on the manufacturing sectors.

Since banks, as a result of the crisis on the real-estate and financing sectors are still in the adjustment process, the risks of sustainable upturn are still high. World politics' main aim must be the reconstruction of trust in the financial markets and a reorganization of global financial structures in order to ensure the real economy's liquidity supply so that businesses are able to fund the upturn.

After the parliamentary elections in Germany the economic policy's clear orientation towards increasing growth is necessary to drive down unemployment and reduce the river of red ink that has resulted from expensive economic programmes.

The economic programmes, e.g. the environment incentive for the automotive industry, were effective and not only resulted in good car sales in 2009 in Germany but also slowed down the overall decline.

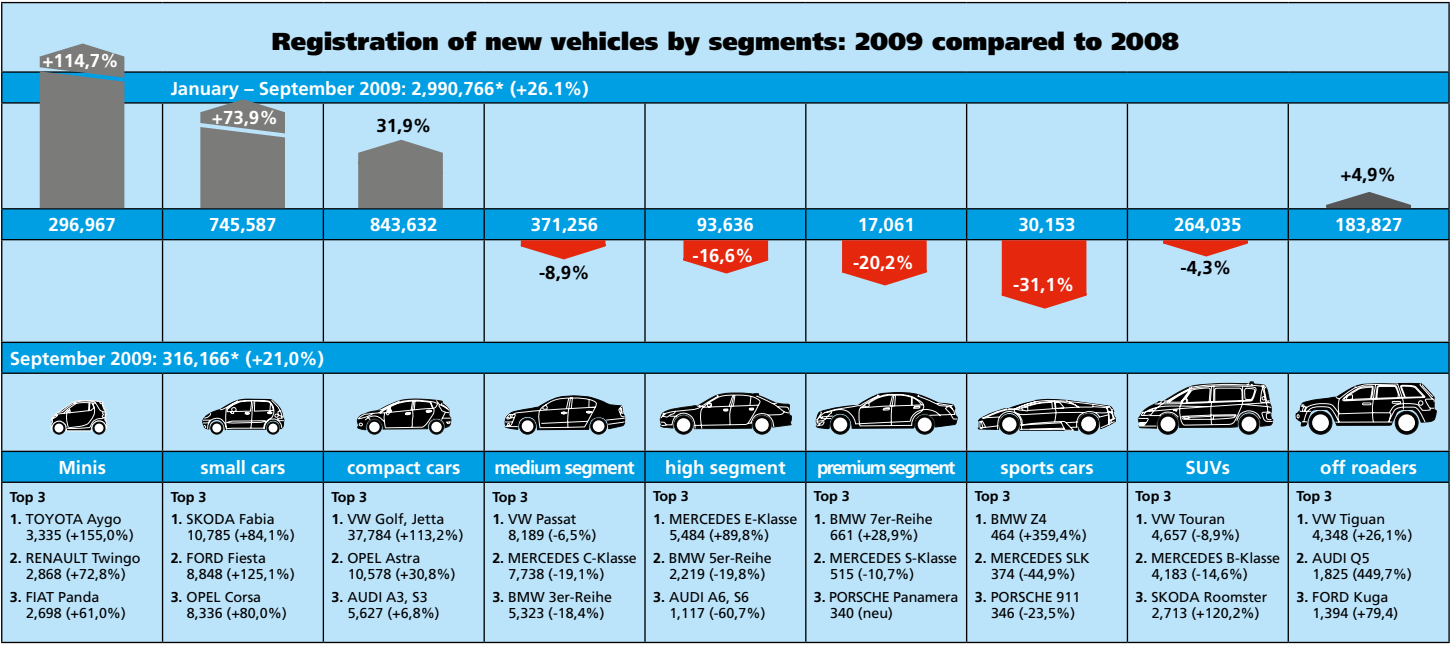
To obtain a higher growth rate we need a clear affirmation of Germany as an industrial base for which the new government must create a clear framework. Lasting economic improvements from which both the country and its people will benefit can only be achieved with competitive enterprises and highly productive employees.

The continuous strengthening of education, research and development is the basis for this. Innovation and new technologies constitute the key to future growth, to using energy and resources efficiently, to quality of life and to future prosperity. They are also a prerequisite that our export sector and international operations with competitive products are able to not only to hold their current position in global competition but also to improve it.



Arndt G. Kirchhoff





Registration of new vehicles by segments (source: KBA, Automobilwoche)

The car industry 2009

📍 Germany is best in class

The downturn in the real economy triggered by the financial crisis will result in an 11% drop in global car sales for 2009. In absolute figures: more than eight million less vehicles will be sold compared with figures for 2008.

The USA was one of the worst hit by the recession with -20%, followed by Japan with -15%, but also the new EU members with a fall of 23% and especially Russia with -42% had to note down huge slacks.

These negative developments are probably not only due to the general economic crisis but also to structural problems in the countries concerned. This – in conjunction with the appropriate economic policies – is the reason why developments in Germany are currently bucking the trend.

According to the Greek philosopher Aristotle “We cannot change the wind but we can set the sails properly.” the national government with the introduction of the environment incentive has in due time introduced measures to cushion the decline. The result is that by September 2009, 26% more cars were registered in Germany than in the previ-

ous year. In the first place the vehicle categories Minis, small and compact cars were the beneficiaries - and where the latter two are concerned, the three best in class were all products of German manufacturers.

Since KIRCHHOFF Automotive serves many customers in exactly these segments, this positive trend also expresses in our recent business development. Orders appear to show that the previous course will continue to the end of 2009 even after the runout of the environment incentive in August.

Domestic sales, however, only constitute 30% of production by German vehicle manufacturers; 70% of sales are generated from exports. The major share of German vehicles is exported to other European countries where the recovery set in considerably slower. But following the good results of Germany’s affirmative actions the recovery is also being boosted in many other countries with corresponding purchasing incentives.

The forecast for the next few years remains relatively restrained: current thinking indicates that

Innovation characteristic	successful suppliers	less successful suppliers
Economic success as means of differentiation	suppliers with “very good turnover and growth rates” as well as “good to very good profits”...	suppliers with “good to very good turnover and growth rates” but “stagnating to bad profits” ...
1. financial basis	... at the same time have a very good financial basis for innovations	... at the same time have a stagnating to bad financial basis for innovations
2. innovation strategies	... systematically control and measure their innovation activities ... have a higher share of turnover with innovative products and can reduce development times more intensively ... more often analyse their competitors’ strengths and weaknesses and their own technology potential	... in their majority do not control their innovation activities systematically ... have a lower share of turnover with innovative products and can reduce development times less intensively ... less often analyse their competitors’ strengths and weaknesses and their own technology potential
3. relationship to OEMs	... prevalently have relationships to OEMs that foster innovations and ROI	... have relationships to OEMs that foster growth but they cannot shape them in order to foster ROI
4. knowledge strategies	... prevalently practice knowledge management and follow the example of the learning organization ... attach a high strategic importance to networking internal and external knowledge resources	... to a small extent have knowledge management and are less of a learning organization ... attach medium importance to networking interinternal and low importance to networking external knowledge resources
5. Organization and social innovations	... exploit the employees’ potential ideas in a clearly better way ... more prevalently go for work design and equilibration of interests	... prevalently leave their employees’ potential ideas as fallow land ... have deficits in work design and equilibration of interests

Source: FAST e.V.

the worldwide production record of over 60 million vehicles achieved in 2007 will not be repeated before 2014 whereby the greatest growth will clearly occur beyond the classical triad of markets constituted by the USA, Japan, Western Europe. The best case indicates that Western Europe may only expect production figures to stabilise at 13 million cars per year. That is two million vehicles less than in the record year of 2007.

As a consequence of these market developments, experts forecast that the automotive and supplier industries are facing a process of radical restructuring. Many suppliers’ existence is endangered, profound consolidation for the sector appears inevitable, and in the end, liquidity will decide about the winners and losers. Siegfried Roth of FAST e.V. has summed up the criteria for prospective successful suppliers in five categories of innovation (see the above chart).

For years, KIRCHHOFF Automotive has been working to meet these criteria by broadening its innovation management, strengthening its equity structure and extending its international orientation.

Results regarding innovations in the field of car body light weight constructions by using highest tensile steels and the introduction of therefore necessary production processes and regarding the international orientation in cooperation with technologically leading partners could be presented successfully to our customers on this year’s IAA. We have been guided by one of Henry Ford’s sayings: “Obstacles are those frightful things you see when you take your eyes off your goal.”

Our target: to continue generating profitable growth for our company group in a customer-oriented way by emerging from a local production specialist towards a global development specialist. Already today we are well-positioned for this, and even the economic development in the difficult year 2009 has not changed this fact.

Ulrich G. Schröder

Commercially successful suppliers are also successful innovators.

225 years of the KIRCHHOFF Group in an archive

➤ Iserlohn. Archiving KIRCHHOFF’s historic documents



(From left to right): Rolf B ker, Ilona Sch n, Bruno Dittrich, Klaus H bscher



It’s the same at home: valuable items, memories, documents, certificates and pictures fill up crates, boxes and files over the years and someday need to be tidied up in a way that those things needed for a special purpose can be found at the first go.

Can you imagine the important, interesting, curious and valuable things that have accrued in the KIRCHHOFF Group’s archives in 225 years?

The task: to archive properly the existing treasures in preparation of the 225th anniversary of our company group in 2010.

And how to do this?

We were able to win four long-standing members of staff – all now in their well-earned retirement – to handle this “titanic task”:

- Bruno Dittrich, 70, at KIRCHHOFF from 1954 to 2004 as Head of Works Planning
- Rolf B ker, 74, at KIRCHHOFF from 1951 to 2000 as Head of Purchasing at WITTE Werkzeuge

- Klaus H bscher, 71, at KIRCHHOFF from 1952 to 1997 as Head of Sales MERCEDES BENZ
- And as the “pet of the family” Ilona Sch n, 59 at KIRCHHOFF from 1973 to 2009 as Head of Sales Non-Automotive.

The knowledge that they had gained during the many years of their employment and their high identification with their company guaranteed that they succeeded to clearly document the company history in more than 500 folders in troublesome detail work. And according to their own statements it was also

great fun because incidently many personal memories revived.

The “gang of pensioners” – together 180 years of life represent 80% of the company history – did an excellent job and therefore we’re very grateful to them. The archive is well arranged ... bring on the anniversary!

Ulrich G. Schr der

(From left to right): Rolf B ker, Bruno Dittrich and Klaus H bscher as football fans in 1973

Important visitors at KIRCHHOFF Automotive

➤ Iserlohn. Minister Lutz Lienenkämper is impressed by KIRCHHOFF Automotive



Federal and regional political notables in front of the new hot forming line (from right to left): Dr -Ing. Jochen F. Kirchhoff, Lutz Lienenkämper, Thorsten Schick, Rolf Kramer, Ulrich G. Schröder

Lutz Lienenkämper (State Minister for Construction and Traffic NRW), Thorsten Schick (Member of the Landtag Märkischer Kreis I and First Vice Mayor of Iserlohn) as well as Rolf Kramer (CDU Chairman in the Iserlohn town council) visited the KIRCHHOFF Automotive plant in Iserlohn Sümmern on 6 November 2009.

Dr Jochen F. Kirchhoff welcomed the guests with a short KIRCHHOFF Group presentation. Impressed by the company history, Minister Lienenkämper commented, *“It is unusual that a family run company in its fourth generation has been continuously growing for more than two centuries.”* KIRCHHOFF Automotive’s development would show the strength of a private managed medium sized company.

Dr Jochen F. Kirchhoff emphasized, *“Arriving on the market and being able to sell one’s products is most important. Immediately after this stand satisfied employees.”* Minister Lienenkämper confirmed that this generally characterizes the middle class. *“This government places the middle class in its policy’s focus. The federal government’s task is creating the prerequisites for us to move well-positioned from the crisis into the recovering phase. We need growth, growth, growth.”* so the minister’s words. Therefore, innovations have an outstanding meaning – KIRCHHOFF Automotive, which steadily is involved in developing new technologies and products, follows this approach and as a consequence sees itself well prepared for the upswing.

Among other things, the cooperation between enterprises and universities was topic of a discussion. Minister Lienenkämper claimed , *“We in NRW need the densest and best high school network to remain the industrial state number one. We already have the densest high school network, bridges exist between universities and enterprises. But they have to be broadenend and trespassed more intensively.”* Thereby, Dr Jochen F. Kirchhoff highlighted the existing cooperations between KIRCHHOFF Automotive and the TU Darmstadt, the RWTH Aachen and the FH Südwestfalen. In this context, Ulrich G. Schröder stressed the meaning of clusters in the area of research and development. Also here KIRCHHOFF Automotive

is well involved as a member of the VIA and the Automotive Competence Center Südwestfalen.
Eva Rademacher

Minister Lutz Lienenkämper is interested in the new twin wire welding technology.

Automotive Center Südwestfalen (ACS)

➤ Attendorn. Innovation through research



(From left to right): Thomas Pfänder, Unity, author of the future study 2015; Arndt G. Kirchhoff, CEO KIRCHHOFF Automotive; Frank Beckehoff, Olpe District Administrator; Prof Ralf Schnell, Vice-Chancellor of the University of Siegen; Prof Bernd Engel, University of Siegen, Machine Construction Faculty

The current harsh climate in the global automotive industry has in particular caused many suppliers to consider the challenges they are facing, how they can adapt to them and what the automotive supplier industry will look like in the year 2015.

“The turbulent conditions in which companies find themselves at the moment are causing conventional business models to lose their persuasive power. We need to understand this phase as an opportunity and the chance to start again creatively. As one of the largest employers in Germany, the automotive industry plays a fundamental role in the general economic development. A plank of the downstream automotive supplier industry is located in Northrhine-Westphalia, particularly in south Westphalia.”

> Prof Ralf Schnell – vice-chancellor of the University of Siegen, and Frank Beckehoff – Olpe District Administrator.

A study of the University of Siegen entitled “Future Study Concerning the Competitiveness of the Automotive Supplier Industry in South Westphalia in 2015 – an Indicator for Automotive Suppliers” (“Zukunftsstudie zur Wettbewerbsfähigkeit der Automobilzulieferindustrie in Südwestfalen 2015 – Ein Wegweiser für Automobilzulieferer”) offers propositions for this.

The study has come to the conclusion that for an increasing number of tasks that are being outsourced by original equipment manufacturers suppliers need to enter joint ventures with

other companies – even competitors – in order to successfully acquire orders ranging from development to global production. One important prerequisite for winning such orders is innovation management: in regard to their core competencies, businesses must always remain at the state-of-the-art.

Commenting on this, Arndt G. Kirchhoff said: *“Our home region is a top industrial business location but where so far innovation through research has come off badly. The right approach to bundle forces into several directions is the cooperation with the University of Siegen, the FH Südwestfalen (South Westphalia University of Applied Sciences) and various research institutes. The result of these considerations is the establishment of an automotive competence centre for South Westphalia located in Attendorn. This competence centre, however, can only work successfully if the businesses operating in the South Westphalian automotive supplier industry crucially collaborate.”*

Effectively thinking the future in advance: the study has defined 23 factors of success on which all participating companies with the assistance of the competence centre will work in view of securing their future. The study is available from publikationen@unity.de.

Ulrich G. Schröder

Advance through technology

➤ Ingolstadt. 100 years of AUDI



A milestone birthday is always an occasion for celebrations: AUDI could celebrate the 100th anniversary of its founding in July 2009.

On 16 July 1909 the founding father August Horch established the Horch Automobilwerke GmbH in Zwickau which already in April 1910 renamed as AUDI Automobilwerke. For those who aren't familiar with Latin: AUDI is the Latin translation for “Listen!” (“Horch!” in German) and it is said to have been the idea of August Horch's son that came to him while he was doing his Latin homework.

Over the course of the company's long history, the original businesses of WANDERER, HORCH, DKW and AUDI/NSU finally formed AUDI AG whose symbol till this day consists of four rings that represent the origins of the vehicle manufacturer.

“Vorsprung durch Technik” (“Advance through technology”): after changeful developments in different vehicle classes, AUDI today operates as a comprehensive supplier and manufacturer of premium vehicles.

KIRCHHOFF Automotive, whose original business was founded 225 years ago and which has also been a supplier to the automotive industry for 100 years, is proud to have accompanied AUDI over large stretches of its successful development and congratulates cordially on its centenary.

Ulrich G. Schröder

KIRCHHOFF
AUTOMOTIVE

WIR.BEWEGEN.ZUKUNFT.

Die über 200 Jahre alte KIRCHHOFF Automotive GmbH gratuliert der ewig jungen Audi AG zum 100. Jubiläum.

**Innovation aus Tradition trifft auf
Vorsprung durch Technik.**

www.kirchhoff-gruppe.de . automotive@kirchhoff-gruppe.de



picture: MERCEDES BENZ

30 years MERCEDES G-Model

➤ Stuttgart. The all-rounder's birthday

This year the prototype of all SUVs celebrates its 30th birthday and as DAIMLER boss, Dr Dieter Zetsche, said: *"It's more successful than ever, customers are more enthusiastic than ever, and perhaps we'll be celebrating another milestone birthday in ten years' time."*

The idea to produce an all-rounder SUV began in Gratz in Austria in 1972 as a cooperation contract between MERCEDES and the specialist STEYR-PUCH: the aim was to produce a light off-road vehicle with four-wheel drive for private users. Besides the indestructible workhorse's many merits the Die Welt Magazine in its issue from 27 June 2009 above all mentions the stable car body: *"A robust ladder frame has all times served as the backbone to this off roader."*

The side members – double U-profiles welded along the entire length of the vehicle – have from

the start been supplied by KIRCHHOFF Automotive's Iserlohn plant and, as one of the guarantors of this exceptional vehicle's remarkable cross-country capability, have been in production practically without change for 30 years.

Thirty years of the G-Model and no end in sight – KIRCHHOFF Automotive cordially wishes happy birthday and is proud to have been a supplier from the first day on and thus to have made a small contribution to this off-roader's success.

Ulrich G. Schröder



picture: OPEL.de

“GENERAL MOTORS Supplier of the Year”

➤ Troy. Successful cooperation receives another award.

It is really something special when a supplier for the sixth time and thereof the fifth consecutive time is honoured the award “Supplier of the Year” by the world's leading automotive group GENERAL MOTORS.

On 5 June 2009, Arndt G. Kirchhoff, CEO KIRCHHOFF Automotive, and Dr Thorsten Gaitzsch, Director Sales & Technical Development, could receive the coveted award at the Heritage Center in Troy, Michigan, from the hands of the global head of purchasing at GM, Bo Andersson, and the Head of European Purchasing at the new OPEL Group, Tom McMillen. Our Canadian partner, Van Rob, also received an award in conjunction with KIRCHHOFF Automotive.

With the aim of supplying OPEL's new models with innovative technology, KIRCHHOFF Automotive has expanded its plants in Spain, Poland and Germany

and opened a new plant in China because there also the Astra and Insignia are being built. More than 65 million euros were invested in these projects in 2008.

At a reception on the occasion of the IAA in Frankfurt Hans Demant, CEO OPEL Europe, appreciated the successful cooperation with benefits for both companies by saying to J. Wolfgang Kirchhoff, COO KIRCHHOFF Automotive: *"I'm very grateful to KIRCHHOFF Automotive for its support in the perfect launch of our new Astra model in 2009. Please send my thanks and my appreciation along with my warm regards to all your employees who were involved in this."*

Ulrich G. Schröder



63rd IAA Cars in Frankfurt – A MOVING EXPERIENCE

Frankfurt. KIRCHHOFF Automotive takes positive stock



A recurring highlight for all apprentices at KIRCHHOFF Automotive and the KIRCHHOFF trade fair team: every two years – at every IAA Cars in Frankfurt am Main – the internal offspring can visualize its company's market presence and external representation among automotive experts.

KIRCHHOFF Automotive presented itself to an interested specialist public at the 63rd IAA Cars held in Frankfurt from 15 to 27 September according to the motto “WE.DEVELOP.INNOVATIONS.”.

“The 63rd IAA Cars has clearly exceeded all our expectations. The world’s most important mobility fair turned out to be a magnet for visitors in a very difficult environment. With around 850,000 visitors to the IAA, we have clearly exceeded our target,” Matthias Wissmann, President of the Verband der Automobilindustrie (VDA – Automotive Industry Association), said enthusiastically at the final press conference.

KIRCHHOFF Automotive took the opportunity on the IAA to present its new developments regarding automotive car body lightweight constructions and the use of highest tensile steels with simultaneous increase in safety to a large audience. Metal structures made from the best combination of different

materials were shown and thereto new manufacturing technologies were explained on the booth.

Ulrich G. Schröder, Member of the Management at KIRCHHOFF Automotive, summed up: *“The response was excellent. During the qualified visitor days we were able to present the full range of our performances to a very high level of visitors.”*

Besides Dr Karl-Theodor Freiherr zu Guttenberg (Federal Minister for Economic Affairs and Transport), Christa Thoben (Minister for Economic Affairs, Transport, MSEs, and Energy in Northrhine-Westphalia), Hendrik Hering (Minister for Economic Affairs, Transport, Agriculture and Viniculture in Rhineland-Palatinate) as well as the Hessian Prime Minister Roland Koch paid a visit to the KIRCHHOFF Automotive booth.



Dr Karl-Theodor zu Guttenberg: *“I am impressed by the innovation and self-confidence with that especially the suppliers encounter the crisis.”*



(From left to right): Arndt G. Kirchhoff, CEO KIRCHHOFF Automotive; J. Wolfgang Kirchhoff, COO KIRCHHOFF Automotive, Christa Thoben, Minister for Economic Affairs, MSEs and Energy in Northrhine-Westphalia; Patrick Galeski, Valentina Seiwald and Phillipp Meyer (all Speeding Scientists Siegen) and Dr.-Ing. Jochen F. Kirchhoff, Chairman of the KIRCHHOFF Group’s Advisory Board

The racing vehicle of the Speeding Scientists, the University of Siegen’s Formula Student Team that successfully realized its ambition to design and produce a competitive racing car within just one year, was the special attraction at the KIRCHHOFF booth. KIRCHHOFF Automotive supported the racing team with funds and know-how in optimizing the S3-09’s frame and crash box.

In collaboration with international cooperation partners and by using new production processes like press hardening, roll forming and laser welding, KIRCHHOFF Automotive has established a global network of leading suppliers to customers all over the world. Ideas are provided by KIRCHHOFF Automotive’s central research and development centre in Attendorf.

Another important topic on the IAA booth was the cooperation with schools, universities and univer-

sities of applied sciences that focuses on requirement-based education of specialists and executives for the automotive supplier industry in South Westphalia. In this regard, KIRCHHOFF Automotive for the second time participated in the “GOING” series of workshops organised by the VDA that is aimed at presenting university engineering courses and engineers’ work along with career prospects transparently and with a practical orientation to sixth formers.

Despite the most difficult circumstances, participation at the IAA was an absolute success because due to its sustainability and its effect on all our customers and the public it cannot be compared to any other event.

Sabine Boehle



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15.

1. Always happy: the booth management: Sabine Boehle, Eva Rademacher, Kerstin Rinscheid (from left to right). **2.** Interested listeners: Arndt G. Kirchhoff, VDA President Matthias Wissmann, Gabriele Zimmermann (VDA) (from left to right). **3.** Ulrich Schröder; Arndt G. Kirchhoff; Hendrik Hering, Minister for Economic Affairs of Rhineland-Palatinate. (from left to right). **4.** Competence centre South Westphalia: Arndt G. Kirchhoff; Prof. P. Haring Bolivar, Prorector of the University of Siegen; Christoph Wagener; Prof. B. Engel, University of Siegen Chair for Manufacturing Engineering and Tool Machines; Prof. C. Schuster, President of the South Westphalian University of Applied Sciences; Frank Ermert, (Research Transfer Body of the University of Siegen (from left to right). **5.** Minister for Economic Affairs Dr Karl-Theodor zu Guttenberg with the Speeding Scientists **6.** WE MOVE THE FUTURE: Helmut Weirich, VDA Departmental Head

7. The sales department in expectation of its customers (from right to left): Arndt G. Kirchhoff, Norbert Heil, Peter Otto Schmidt, Kerstin Rinscheid, Silvia Rauterkus **8.** Specialist competence: Dieter Bell (FORD) talking to Dr Thorsten Gaitzsch and Patrick Galeski **9.** Young scientists: Valentina Seiwald, Patrick Galeski and Philipp Meyer welcome Christa Thoben, Minister for Economic Affairs of Northrhine-Westphalia **10.** OPEL boss Hans Demant among KIRCHHOFF proprietors and Speeding Scientists **11.** Winner type: Sabine Boehle **12.** The KIRCHHOFF trade fair ballet: Sabine Boehle, Kerstin Rinscheid, Stefanie Giebler, Eva Rademacher, Annika Kebben **13.** Also Bernd Mattes, Chairman of FORD, admires the Speeding Scientists' dedication **14.** Full of praise: Roland Koch, Prime Minister of Hessen **15.** It's going upward: Christa Thoben with her State Secretary Thomas Monsau talking to the KIRCHHOFF Automotive proprietors.



Giving competent advice about KIRCHHOFF Automotive's innovations to interested visitors: Peter Kowalczyk, Engineering (l.) Joachim Höning, Research and Development (r.)

Innovations forum at DAIMLER works

➤ Düsseldorf. Automotive network for research and development

As one of 15 companies KIRCHHOFF Automotive presented itself with a booth at the innovations forum staged at the DAIMLER works in Düsseldorf on 27 August 2009.

This event has been initiated collectively by the Chamber of Industry and Commerce of North-rhine-Westphalia, the Automotive Netzwerk Südwestfalen (Automotive Network South Westphalia), the Initiative Automotive of Rhineland-Palatine and the AutoCluster NRW.

On the innovations forum, manufacturers, suppliers and research institutes from the automotive sector exhibited solutions and concepts for higher energy efficiency and environmental friendliness.

These areas play a central role in vehicle production, and society and politics are increasingly turning their attention to them. The forum also provided an opportunity for the automotive industry's representatives to get informed about current developments in terms of „best practice“, to exchange ideas and make new contacts.

Many presentations informed about subjects like efficient and resource-saving lightweight constructions with steel. In its R&D Tec Center in Attendorn KIRCHHOFF Automotive focuses on the application of highly and highest tensile steels in the new technologies press hardening and bonding in the automotive car body segment.

KIRCHHOFF Automotive exhibited the frontend structure with incorporating headlights and lock support for the BMW platform PL 6. Joachim Höning (Research and Development) and Peter Kowalczyk (Engineering) gave competent advice to interested visitors. The newly developed module is characterised by the use of various materials like high tensile steels and plastics, as well as the applications of bonding, spot-welding and e-coating.

On this innovations forum KIRCHHOFF Automotive once again could present its position as a development supplier to the automotive industry. For the automotive sector must invest to a large extent in research and development to satisfy

new directives and standards. Here, KIRCHHOFF Automotive regards itself in a good position.

Eva Rademacher

Supplier development at KIRCHHOFF Automotive

➤ Attendorn. International team performance leads to standardized system



Enjoyment about the deserved honour as Supplier of the Year (from left to right): Krzysztof Burmistrz, Sales Manager VoestAlpine Tychy; Josef Peinbauer, Sales Manager VoestAlpine Linz and Krystian Szyпка, MD Galwanotechnika-Electropoli being handed the certificate by Zbigniew Kolisz, Purchasing Director at KIRCHHOFF Polska



“Think global – act local” was once again our solution statement for the development and introduction of a new group-wide standardized supplier evaluation at KIRCHHOFF Automotive a good two years ago. Until then, each location had employed its own system so that it was practically impossible to objectively compare supplier performances from location to location. The lack of a common platform also meant that it was impossible to directly access other locations’ results.

In 2007 those responsible for purchasing, the heads of quality management and supplier consultants from the largest KIRCHHOFF Automotive locations in Germany, Poland and Portugal met in three joint workshops in order to create an overall solution. .

Finally, two central documents report the new supplier evaluation system developed by the team:

- **First:** the “KIRCHHOFF Automotive Supplier Management and Evaluation Manual”, as internal guideline for all purchasing, QM and logistics employees. Here, principles of supplier management, responsibilities, the supplier evaluation process as well as detailed evaluation criteria are obligatorily determined, among other things.
- **Secondly:** the “KIRCHHOFF Automotive Quality Assurance Guideline for Suppliers”, which constitutes the quality guideline for our series suppliers. This document can be retrieved from www.kirchhoff-group.com (Automotive - Purchasing - Download) It is mandatory for our suppliers to meet the requirements set out in this document towards all KIRCHHOFF Automotive locations. Among other things, it outlines the basic requirements on our suppliers’ QM systems, initial sampling processes, our supplier evaluation criteria as well as the management of series supplies up to handling.

In January 2008, after the intensive preparation, the new supplier evaluation was group-wide introduced with a kick-off meeting in Attendorn to those responsible for purchasing, quality management and logistics who implemented them at all Automotive locations.

Since then, monthly joint team meetings take place at all locations with those responsible for purchasing, quality management and logistics to assess supplier performances. At every location the results are uniformly recorded and saved on the central group server. By this means a general evaluation across all locations can be retrieved for group suppliers. Furthermore, each location has access to all results of the other locations’ supplier evaluations. The quarterly results are sent to our suppliers with the customary “A”, “B” or “C” classifications with uniform accompanying letters from the locations.

In addition, regular talks are held at the group level with the aim of jointly drawing the conclusions from the results. For instance, in 2009 for the first time the best suppliers at individual locations were appointed “Supplier of the Year 2008”.

Since the introduction of the new supplier evaluation system, our uniform concept and the manner in which it is actually lived by all the involved people at KIRCHHOFF Automotive have been explicitly praised in many TÜV audits and by our customers, for instance Porsche AG. A great confirmation of an outstanding international team work at KIRCHHOFF Automotive.

Klaus Lawory

Supplier development strategy for purchasing and quality: the working team meets under direction of Klaus Lawory, Group Purchasing Director, in Iserlohn

SAP in its final spurt

➤ Iserlohn. Introduction of central software modules



Top: The anchormen in front of their attentive audience from the KIRCHHOFF SAP team: Mr Pflieger and Mrs Auerbach of FIT

Right: Satisfied faces: Mr Hepping of FIT and Stefan Sauskat, CIO KIRCHHOFF Automotive

A decision was taken in 2003 to replace the heterogeneous software topology employed within the different commercial departments by a central SAP solution using the FI / CO modules. The aim was the unification and standardization of methods and processes.

This first part of the project was concluded with the successful go-live in all European countries on 1 April 2004. SAP was immediately introduced at

the companies which have since joined the group, for instance, in Hungary and China.

A project team decided in summer 2005 to also replace the old logistics, production and sales software solutions with the corresponding SAP modules. After the successful implementation of the logistics modules in Iserlohn in 2007, in Attendorn in 2008 and in China in spring 2009, preparations are ongoing to implement the

		FI/CO/AM*		LOGISTIK	
Country	location	realized	planned	realized	planned
	Iserlohn Attendorn Olpe Saarwellingen	2003/2004		04/2007	
		2003/2004		10/2008	
		2003/2004		10/2008	
		2003/2004		10/2008	
	Mielec Gliwice	2003/2004			12/2009
		2003/2004			12/2009
	Ovar Cucujaes	2003/2004			04/2012
		2003/2004			04/2012
	Suzhou	2009		04/2009	
	Esztergom	2003/2004			2010
	Letterkenny	2003/2004			2010
	Figueruelas	2003/2004			2010
	Ymeray		2010		2010

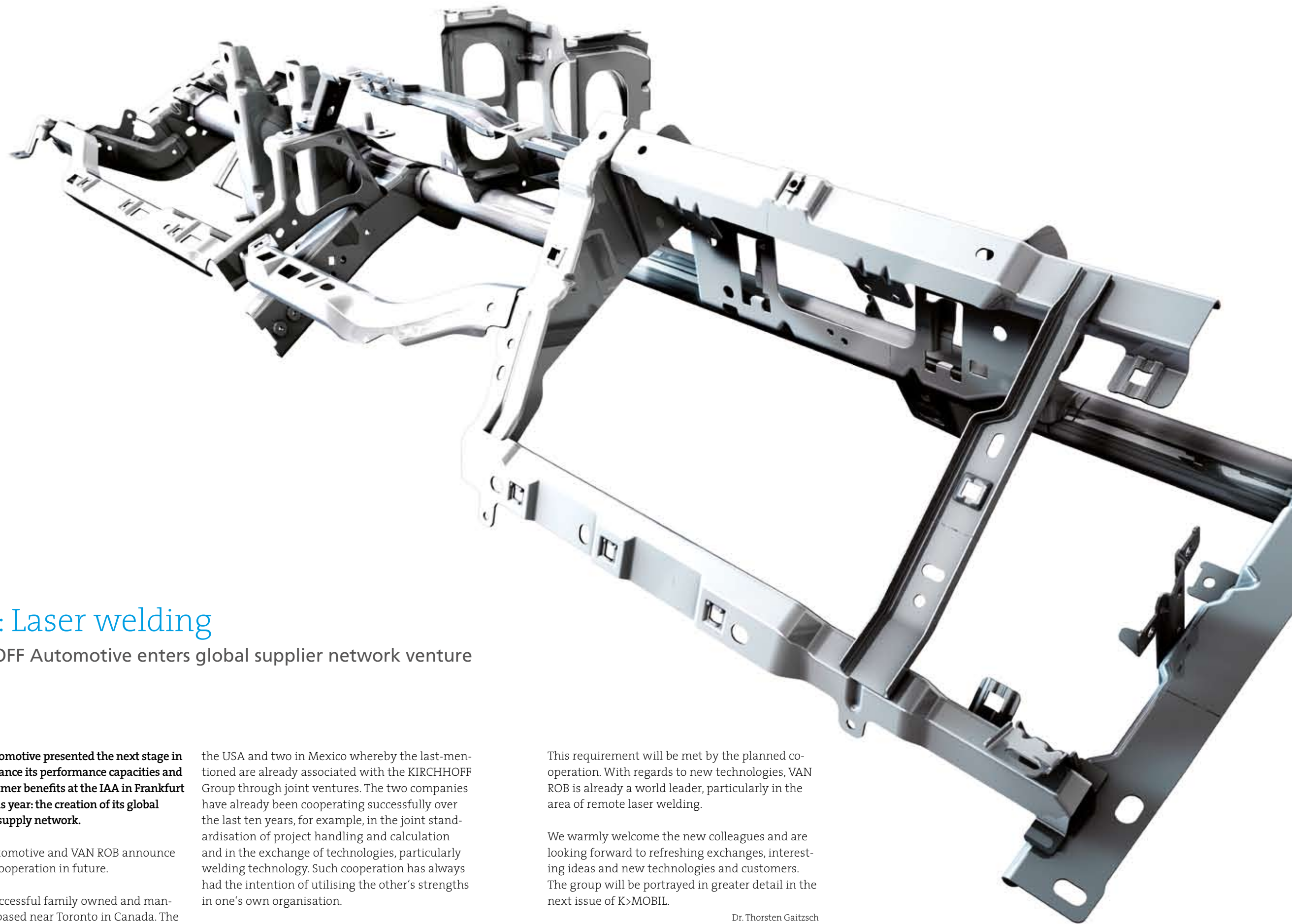
* FI = Finance, CO = Controlling, AM = Asset Management

KIRCHHOFF Automotive
SAP Rollouts

software in Poland and Portugal. The remaining locations in Hungary, France, Spain and Ireland will follow in 2010.

The German businesses on the environmental engineering sector (FAUN) also switched to SAP in 2009 and have since been working successfully with the FI and CO modules.

Rainer Spindeldreher



New technology: Laser welding

➤ Iserlohn/Aurora. KIRCHHOFF Automotive enters global supplier network venture with VAN ROB

KIRCHHOFF Automotive presented the next stage in its efforts to enhance its performance capacities and to increase customer benefits at the IAA in Frankfurt in September this year: the creation of its global technology and supply network.

KIRCHHOFF Automotive and VAN ROB announce an even closer cooperation in future.

VAN ROB is a successful family owned and managed company based near Toronto in Canada. The managing partner, Peter van Schaik, has succeeded in building up a respectable group of companies within just one generation. The company currently employs around 1,800 people at eight production sites, three of which are located in Canada, three in

the USA and two in Mexico whereby the last-mentioned are already associated with the KIRCHHOFF Group through joint ventures. The two companies have already been cooperating successfully over the last ten years, for example, in the joint standardisation of project handling and calculation and in the exchange of technologies, particularly welding technology. Such cooperation has always had the intention of utilising the other's strengths in one's own organisation.

Our globally operating customers ask for so-called global players to procure the technologies provided by KIRCHHOFF Automotive for the production of modules and components for automotive shell structures all over the world from a single partner.

This requirement will be met by the planned co-operation. With regards to new technologies, VAN ROB is already a world leader, particularly in the area of remote laser welding.

We warmly welcome the new colleagues and are looking forward to refreshing exchanges, interesting ideas and new technologies and customers. The group will be portrayed in greater detail in the next issue of K>MOBIL.

Dr. Thorsten Gaitzsch

Laser welded dash panel beam
by VAN ROB for FORD Truck



Cooperation/sponsorship by KIRCHHOFF Automotive

- Berufsbildungszentrum Olpe (Vocational Training Centre Olpe)
- Realschule Attendorn (Secondary School Attendorn)
- Professorship at FH Südwestfalen (South Westphalia University of Applied Sciences)
- Gesamtschule Iserlohn (Comprehensive School Iserlohn)
- Member of the „Wissensfabrik“ („Knowledge Factory“)
- Rivius Gymnasium Attendorn (ZEUS newspaper sponsorship)
- Gymnasium Letmathe (ZEUS newspaper sponsorship)

Attentive students finding out about training opportunities



Group of students from the Hemberg secondary school, right: Birgit Lück (Human Resources Officer, Training Supervisor for Commercial Vocations)



Training Supervisor, Stefan Jeziorski, explaining daily work at the factory.

“School and Business” working group

➤ Attendorn. Education and training important topics

“Education is in these days one of the most vital areas in general. The lack of people with qualifications in maths, information sciences, natural sciences and engineering constitutes a structural problem that is holding back the ability of German business to grow and innovate. This problem is aggravated by changing demographics. Today, 20% of students in Germany drop out of school and cannot be trained in a profession. A fact that should not be tolerated any longer,” said Arndt G. Kirchhoff. Arndt G. Kirchhoff, CEO at KIRCHHOFF Automotive in Attendorn, took the opportunity that presented itself with the visit of 46 teachers from different types of schools to draw attention to the fact that it is necessary to make greater efforts in education.

The fact that Germany was able to hold its own successfully in international competition is, according to Mr Kirchhoff, a result of the high levels of qualification in German companies.. Therefore German business makes great investments in time and money to the tune of around 27 billion euros in vocational further training. It is mandatory to defend this advance which is significant for the willingness to innovate and thus to competitiveness.

In his presentation, Jürgen Dröge, Head of Human Resources at KIRCHHOFF Automotive in Germany, discussed the opportunities of vocational learning and courses at KIRCHHOFF. He pointed out that besides basic skills, such values as good behaviour, team spirit and reliability had to be taught to ensure the ability of education for young people. Mr Dröge also provided an overview of KIRCHHOFF’s cooperation activities with schools and educational facilities.

KIRCHHOFF tries to provide information to students as early as possible. Its work here is aimed at stimulating interest in the technical professions. It also wants to assist students in making the right career choices whereby it also attempts to meet students’ skills and interests.

Jürgen Dröge

South Westphalian Automotive Network

➤ Attendorn. Second special event “Fascination Automotive”

As a result of the success of 2008, the South Westphalian Automotive Network, which has more than 300 supplier companies as members, arranged a second event focusing on the fascination of the automotive sector. The chambers of industry and commerce in Arnsberg, Hagen and Siegen in conjunction with the Arnsberg regional government and the South Westphalian Automotive Network membership staged this special automotive event for students from a variety of schools on 9 and 10 September.

The doors to automotive companies were again opened to interested 9th to 11th form students and their teachers to give them the opportunity of gaining first-hand experience of engineering.

“The fascination of engineering” – this was the motto under which more than 80 students were able to learn about products and engineering at KIRCHHOFF Automotive.

An initial presentation outlined the company’s history and products and current business locations to the visitors. This was followed by an overview of “apprenticeship and practice at KIRCHHOFF”. Besides the dif-

ferent areas in which apprenticeships with appropriate qualifications are available, this presentation also covered the various opportunities of combined and dual study courses.

Possible job prospects and promotion opportunities within the company were also outlined. Birgit Lück, Human Resources Officer at KIRCHHOFF Witte, emphasised the fact that an apprenticeship at KIRCHHOFF represents a first step into working life and could be the basis for a variety of career opportunities. Students were also told about trial days and work experience opportunities for students and teachers. The valuable tips for job applications and interviews were of particular value to the students.

The students were able to experience engineering at close hand and to gain a first-hand impression of the “real working world” during the following works tour.

Jürgen Dröge

Human resources officers meet

➤ Iserlohn. The automotive group’s human resources officers meet for a second time



(From left to right): J. Wolfgang Kirchhoff, Herve Delaveaux, Krzysztof Sypek, Szabolcs Solyom, Uwe Hartmann, Maggie Zhou, Michael Stegemann, Heiko Aland, Magdalena Mlodecka, Jürgen Dröge, Alexander Ellert and Antonio Rosas.

The internationalisation of the KIRCHHOFF Automotive Group requires a closer cooperation of the operational HR managers of all locations throughout the world. Only by establishing a working network it will be possible to put the different cultures that exist within the group to good use. Close communication creates the possibility in the scope of “best practice” to exchange good experiences and efficient methods and to introduce them on a global basis.

The human resources officers met “face-to-face” in Iserlohn on 2 November. “Working in an Intercultural Environment” – an interactive presentation by Dr Kirsten Nazarkiewicz (Consilia Institute) made the participants aware of the various ways of thinking and behaving in different cultures and the misun-

derstandings that often arise as result of interactions with each other.

Being aware of these differences will help improve teamwork in future.

Another important aspect of the day’s agenda focused on “management principles within KIRCHHOFF Automotive”. Here, the human resources officers discussed values that existed in different countries with the aim of finding common ground which determines our overall culture of management. The intention is to develop and implement a uniform culture of management. The formulation of management principles will serve as a guide to our executives and help them deliver outstanding management performances. The human resources

officers were very hopeful that these management principles could be established by the end of the year and that they would then become an integral part of the planned training events for executives at all levels.

Reports from the various countries and the presentation of the soon starting “International Project Management Training” made the exchange perfect.

The attendees regarded the newly created international HR structures and associated regular and structured communications between the countries and locations as very positive. Monthly telephone conferences will facilitate the discussion of topical problems and the utilisation of experiences gained by others. New personnel-related processes are to

be jointly developed and pushed forward. This enhanced cooperation will thus also improve human resources systems while allowing cost savings to be realised through the fact that already existing procedures wouldn’t have to be “reinvented.”

Conclusion of the event: we’ve initiated the appropriate steps – we are utilising our different approaches to find the most successful solutions and to determine common ground from which we must work.

Uwe Hartmann

Technical development at KIRCHHOFF Automotive

➤ Attendorn. Research and development merges with engineering



A strong team: (from left to right): Winfried Willeke, Director Process Development; Christoph Wagener, Director Product Development; Andreas Nebeling, Director Project Management and Dr Thorsten Gaitzsch, Executive Vice President Sales and Technical Development

Closer ties between sales and development work to the benefit of customers: a research and development team along with outstanding facilities for carrying out experiments, tests and simulations has been very systematically and ambitiously created over the last five years at Attendorn. The aim was the continuous build-up of development know-how, particularly for products and components relevant to KIRCHHOFF.

The amount and quality of customer-specific development work has been increased significantly as a result of the original engineering division being expanded in response to the growth achieved in recent years.

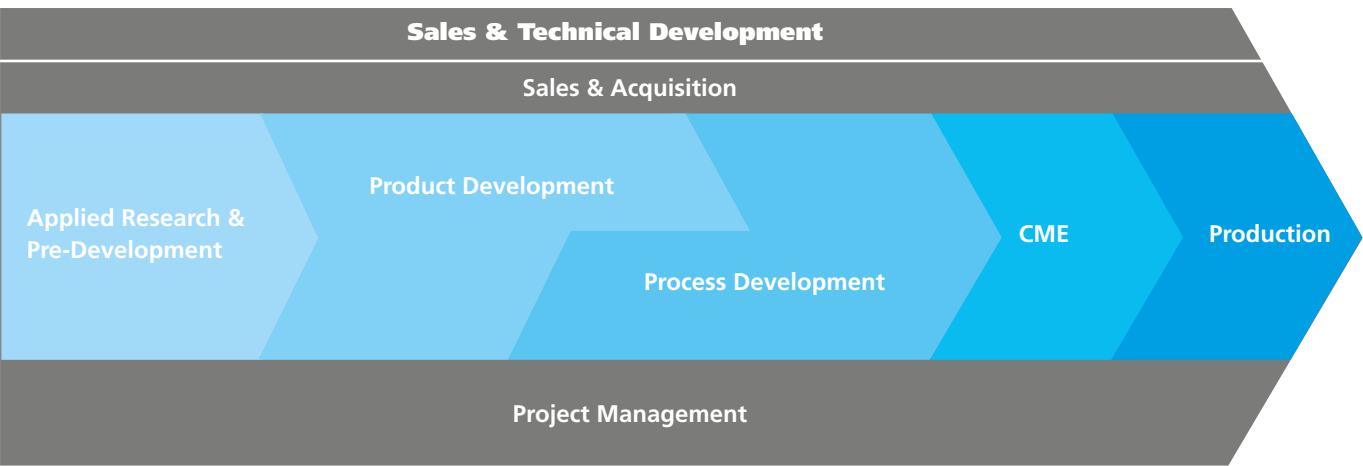
The two originally separate R&D and engineering units were merged into the Technical Development centre in spring 2009. The restructuring of the new unit, which was accompanied by sales and project management, was effected on the basis of the contents of a project chain: from research and pre-

development through the development of products of mass production right up to the development of processes.

Besides the actual development of (new) products, **product development** tasks also include the conversion of customer data into formats that KIRCHHOFF is able to process and save internally so that it may be made available to production. The range of product-development performances also covers applied sciences and pre-development work.

In order to enable us to offer the entire process chain to our customers from concept development through development of series production to series support we will invest more in this area and further increase our performance capacity.

Process development constitutes the link between product development and CME or, in other words, industrialisation. Here, method planning sets out



- Technical development on three pillars:
1. Product development, including applied research and pre-development
 2. Process development and
 3. Project management

the procedures for forming, joining and assembling individual parts and components while advance quality planning at this early stage already describes and draws up the quality-relevant requirements that will have to be met.

The prototype department, which also falls within the responsibility of the new unit, is in charge of initial product and process testing. Besides the above aspects and activities, the scope of the respective project will be calculated here by the cost-accounting department, which has intentionally been given a position of central standing within the unit. Only such a central standing can ensure that feedback from the project and any changes to the framework conditions by the customer may be taken into account during the recalculation of the respective projects.

These developments will be accompanied by the **project management**. This department reports the progress of the respective projects to customers and

forwards and implements any changes to specifications required by customers to the development departments. The new unit will also be home to engineering managers and (senior) project engineers as well as technical residents (the technical counterparts to the commercial contact partners in the sales department).

As it is required of all the other units and departments within the group, the sub-departments of the technical development will also be contributing to secure the previous and encourage the future company's growth. Accordingly, the people responsible in the sales and technical development departments will work very closely together with their work being based on great trust and confidence in each other.

Dr. Thorsten Gaitzsch

Honorary posts

➤ Iserlohn. Jürgen Dröge is a judge at the labour court



Jürgen Dröge, Head of Human Resources at KIRCHHOFF Automotive Germany

We have already often reported the KIRCHHOFF Group's social commitment in a broad range of areas. But what are individuals doing? Without wanting to put a negative spin on it: "honorary posts" usually just mean doing some voluntary work for the Red Cross, for example, or taking up the position of club treasurer or simply knocking on doors to collect money for a good cause. But the different tasks covered by such posts are just as varied as the reasons for taking them up: They range from a desire for social contact and interaction through the wish to make a difference to society while some people just take them on for the fun of it and for social integration. In other words just to get together with likable people.

Honorary posts, which include activities at local sports and other clubs, are particularly important here in the Sauerland region and almost each colleague here probably holds some kind of office during his leisure. After all, statistics show that 23 million people do voluntary work – that's almost every third person.

We started to investigate this topic and are quite certain that this article will be followed by many others because as expected it was easy to find several examples of voluntary work being done by our colleagues – and we intend to run as many stories about them as we can.

Jürgen Dröge, Head of Human Resources in Attendorn since 2007, was prepared to give the first interview.

K>MOBIL: Mr Dröge, you are a lay judge at the labour court in Iserlohn. What do you do there precisely?

"The lay judges from the employers' and employees' sides have the task of bringing their material

understanding acquired from their operational activities and their legal experience to bear on labour disputes."

K>MOBIL: So your function is similar to that of civil judges at the chambers for commercial matters where two lay judges with commercial experience are sought to enhance the court's material understanding. What qualifications do you need? Can anyone become a judge?

"Lay judges must fulfil certain requirements, for example, they must be at least 25 years of age. You have to be in permanent employment – but not in the civil service. And you mustn't have a criminal record of course. Judges on the employers' side may be managing directors, plant or personnel managers insofar as they are authorised to employ people at the company and people who possess commercial power of attorney or general commercial power of attorney. Lay judges hearing disputes and making decisions possess the same powers as the professional judge chairing the hearing. So their position is not any worse or weaker than that of the professional judge."

K>MOBIL: You said that your services were required four to six times a year. Are you appointed to the post for an indefinite period of time?

"Lay judges are appointed (and not elected) for a four-year term of office: they are appointed by the supreme labour authority of the state (Labour Minister or Senator) when they sit at the labour and state labour courts and by the Federal Minister for Work and Social Order when they sit at the federal labour court. Re-appointment after four years is possible and frequently customary."

K>MOBIL: What induced you to become a judge?

"I've been a lay judge since 1999 and am thus in my second 'tenure'. Cooperation in legal work and the resulting broadening of my professional knowledge plays a very important role for my continuing work in this area. Networking with others is also a very important aspect."

K>MOBIL: How much free time do you 'sacrifice'? What is your commitment to your voluntary work?

"I don't regard it as a 'sacrifice'. Besides the hearings at the labour court which take place during working hours, there are also further training measures for lay judges that do take up free time. Knowledge of the labour law needs to be kept up-to-date – but that's part of my job and interests me anyway. And anything that's fun isn't a chore or even a sacrifice!"

K>MOBIL: Mr Dröge, thank you for talking to us and providing us an insight into your voluntary work.

If you do exciting and interesting voluntary work that deserves to be reported, please email Kerstin Rinscheid of KIRCHHOFF Automotive in Attendorn at k.rinscheid@kirchhoffgruppe. We are looking forward to receiving your submissions.

Kerstin Rinscheid





Stephen Ringsdorf,
Apprentice



Johannes Schauf, Key Account
Manager VW



Henning Sauer,
Controlling



Jan Schillinger, Sen. Resident
MERCEDES BENZ Cars

People and opinions

➤ Frankfurt. The car of the future.

Famous manufacturers presented the car of the future in form of design studies at this year's IAA.

K>MOBIL asked KIRCHHOFF employees: "What do YOU think cars will be like in 2020?"

"With a streamlined design. All cars will look almost identical. Because you still can't change the laws of physics."

> Rudi Stelzner, Head of Purchasing

"To save weight, cars in 2020 will be characterised by hybrid components. Most cars will be powered by conventional engines. Cars that run only on electricity will be in use in urban and sub-urban environments as longer cruising ranges are not to be expected in the near future."

> Volker Wied, Process Planning

"Cars in 2020 will continue to look very sporty. New lighting technologies will give them a sporty appearance. New drives such as electric motors, which may have progressed by 2020, will make cars more environmentally friendly."

> Stephen Ringsdorf, Apprentice

"Just like today: more lightweight materials, broader mix of "fuels", even more efficient engines, wider range in the segment for small(est) cars."

> Johannes Schauf, Key Account Manager VW

"K.I.T.T. from Knight-Rider will become reality for ordinary consumers."

> Fabian Krefting, Marketing Work-experience Trainee

"Cars in 2020 will emit fewer pollutants and consume less. However they will still be powered by combustion engines but with smaller cubic capacities."

Work will continue on electric motors with more efficient batteries as an alternative. In regard to structure, more hybrid ones will be used."

> Rolf Schwarzer, Head of Applied Sciences

"Cars in 2020 will be subjected to several design studies and will look very futuristic compared with today's vehicles. The emphasis will be on reducing consumption and CO2 emissions as well as on alternative engine technologies, e.g. electric mobility, whereby the charging infrastructure will be decisive to how widespread electric cars will become. The exploitation of potentials for lightweight automotive construction with simultaneous improvements to safety will shift even further into focus. The optimised combustion engine will still dominate mass markets but, in spite of that, there will be more than two million electric cars on the roads in Germany. The one-litre car was science-fiction ten years ago

– but it's science-fact today. In any case, it will be exciting to see what 2020 brings."

> Henning Sauer, Controlling

"I see cars of 2020 as lightweight vehicles, low in consumption with electrically assisted engines which also possess a low-CO2 series hybrid drive."

> Jan Schillinger, Sen. Resident MERCEDES BENZ Cars
Office Bietigheim/Baden

The editorial team wishes to thank all participants for taking part and for their great contributions!

Kerstin Rinscheid



“Genuine values – The German industry”

➤ Berlin. BDI advertising campaign with KIRCHHOFF Automotive

The Bundesverband der Deutschen Industrie (BDI – Federal Association of German Industry) recently launched its “Genuine Values – German Industry” advertising campaign.

“The financial crisis caused a significant loss of confidence in the social and economic order. A situation that needs to be countered actively. Industry remains an important factor for stability, growth and prosperity. It provides a model for society and, with its competence, innovation, quality, sustainability

*and responsibility, it creates genuine values. Industry lies at the heart of the German economy. It provides more than eight million jobs and generates more than 25% of economic power. The crisis again demonstrated that it is industry that creates genuine values. A strong industrial Germany can only be built on the drive and courage of business people and their employees. Germany will only be able to weather the crisis with the help of industry.”***
 “How Germany can escape the crisis” – a headline that intentionally draws attention to the social

market system because the current crisis isn’t a crisis of the social market economy.

The campaign uses photographs of five companies that stand for economic continuity and performance - thereunder also KIRCHHOFF Automotive.

The KIRCHHOFF photograph is always shown with the campaign and was presented in an endless loop at this year’s conference day of industry so it

was also seen by the Federal Chancellor and other prominent guests.

More information at www.bdi.eu

**Source: bdi.eu

Kerstin Rinscheid

(From left to right): Tziabazidis Panasoris, Stefan Quast, Stefanie Schurig and Arndt G. Kirchhoff



Official ribbon cutting at the gates to the new section of the production hall. (From left to right): Janusz Chodorowski, Mayor of Mielec; Andrzej Chrabaszcz Mielec District Administrator; Dr Jochen F. Kirchhoff; J. Wolfgang Kirchhoff; Mirosław Karapyta, Voivode of Sub-Carpathia; Krystyna Skowronska, Member of Parliament; Mariusz Bładowski, Director of the Special Economic Area, and Arndt G. Kirchhoff



(From left to right): KIRCHHOFF Polska shareholders and CEOs, J. Wolfgang Kirchhoff, Ryszard Muzyczka, Dr Jochen F. Kirchhoff, Janusz Sobon, Arndt G. Kirchhoff



Top: The boss makes a save: Arndt G. Kirchhoff, CEO KIRCHHOFF Automotive in goal

10 years KIRCHHOFF Polska

➤ Mielec. Anniversary celebrations with around 200 guests



KIRCHHOFF Polska celebrated its 10th anniversary in June 2009. KIRCHHOFF Automotive has to date invested 120 million euros in its Polish locations, which now employ more than 1,000 people. This means that KIRCHHOFF is one of the largest international investors in the automotive supplier industry in Poland.

Around 500 guests attended, including many customers and suppliers as well as political and business representatives.

Arndt G. Kirchhoff, who joined in the celebrations with Dr Jochen F. Kirchhoff and J. Wolfgang Kirchhoff, launched the party on 19 June. He expressed his particular thanks to the colleagues who had contributed to the creation and development of the Polish factories. KIRCHHOFF Polska’s activities over the last ten years were presented during

the course of the celebrations. Other guests also heaped praise on the Polish locations. The new enlarged section of the production hall in Mielec has been in operation since the beginning of 2009. But it was symbolically opened during the celebrations with a demonstration for the guests of one of the production processes on two automated presses.

The press conference afterwards provided ample opportunity for outlining KIRCHHOFF Automotive’s plans for developments and corresponding investments in Poland. As Janusz Sobon, Managing Director of KIRCHHOFF Polska, explained: *“We shall be strengthening customer services, the development of innovative processes and the professionalism of our staff in our efforts to consolidate our market position. We employ highly qualified engineers who are able prepare the tasks perfectly – from*

design to the manufacture of highly complicated production tools. The planning and introduction of manufacturing processes as well as the continuous improvement of products also constitute one of KIRCHHOFF Polska’s core competencies. Many of these processes are also employed at other KIRCHHOFF Automotive plants.”

On occasion of the celebrations KIRCHHOFF Polska’s top suppliers were awarded for the first time. See the separate report on Page 26.

An open day on 20 June 2009 to which employees and their families were invited rounded off KIRCHHOFF Polska’s anniversary. Employees who’ve been with the company for more than ten years – that’s almost 100 people – were presented with a special jubilee medal.

Traditional picnics and a variety of attractions for visitors made the celebrations a genuine success. Sporting team spirit was also in evidence: in advance of the celebrations, several KIRCHHOFF employees had converted an unused piece of ground into a football pitch. The attending chairman of the Polish football association, Grzegorz Lato, couldn’t resist taking the first shot at goal to inaugurate the new playing field.

Janusz Sobon

Below: Role reversal: Grzegorz Lato, the top goal scorer at the 1974 world cup in Germany, saving attempts on goal by Krystyna Skowronska, Member of the Polish Parliament and Chair of the Financial Committee.



New welding line at KIRCHHOFF Polska Assembly II in Gliwice



Rafal Lechowski, Plant Manager at Polska Assembly in Gliwice, presenting products at the IAA in Frankfurt am Main that have been manufactured with new technologies in Poland.

New technologies increase productivity

➤ Gliwice. Metal structures manufactured with new technologies



Modern technology: double-wire welding

KIRCHHOFF Automotive continuously works on improving its global competitiveness through the permanent improvement of a cost-optimised logistics chain and innovations in organisation and products. One instance of these efforts is the implementation of new products and technologies at the KIRCHHOFF Polska Assembly works in Gliwice.

Engine mounts, dash panel beams and bumpers are just a few examples of the many new products which are being manufactured in Poland since the beginning of this year. All these products were developed at the Tec Center in Attendorn but made ready for series production in Poland.

With regards to the engine mount the implementation of innovative welding methods has produced considerable benefits over conventional products, e.g. a 30% increase in stiffness, a 30% reduction in

tool costs and 15% lower production costs. These new methods also allow the weight of dash panel beams to be reduced by up to 20%. Tailored rolled blanks provide for made to measure coils that enable material-optimised tubing to be employed in the realisation of efficient lightweight designs.

Its research and development successes in crash-management have made KIRCHHOFF Automotive one of the leading suppliers for this group of products in Europe. The factories in Poland are benefiting from the work done at the development centre and have also taken many new products for mass production last year. The bumpers for the new BMW 7- and 1-Series, for instance, have been manufactured in lightweight construction by using highest-strength steels.

KIRCHHOFF Polska Assembly in Gliwice has also commenced manufacturing new lightweight bumpers for the SKODA Yeti. These are produced by



Examples for complex metal structures from Poland: dashboard frames and engine mounts

employing a hot stamping (hot forming) process for high strength steels. The greatest benefit here is that – in spite of thinner sections and the resulting weight reduction – the parts still possess the same stiffness as their predecessors so that better impact-protection performances may be achieved.

The innovations in production process organisation have been mainly accomplished through the introduction of highly automated processes. More than 100 welding robots are in use at the Gliwice works as of 2009. An additional technological advantage, which has in particular helped us position ourselves as a one-stop supplier for our customers, has been realized with the commissioning of the cataphoretic coating facility. It is fully automated and uses best quality chemicals so that the higher demands that future standards will probably make on e-coating may be fulfilled along with all environmental regulations. The integration of this high-tech e-coating facility

within a production line together with assembly stations does not only deliver greater benefits to customers, it also creates a considerable competitive lead for the Gliwice works through the improvement of operational structuring and increase in productivity at the same time.

Janusz Sobon

The KIRCHHOFF international manufacturing network

➤ Attendorn/Mielec/Gliwice. Floor assembly for new OPEL Astra/Zafira series

With an array of new models the automotive industry is launching an increasing number of vehicle variants on the market in order to fulfill as many customer preferences as possible. The automotive supply industry has to adapt to this development. Vehicle manufacturers are outsourcing increasingly complex modules to suppliers, which requires new production concepts to meet these demands.

Appropriate strategies and production standards are called for to meet this challenge on an international basis. Thus the modular principle makes it possible to produce complete modules internationally. The manufacturing network of the KIRCHHOFF Automotive plants for the just-in-time production of floor assemblies for the new OPEL Astra is a good example of this.

The module consists of nearly 30 components and subassemblies made from various materials such as normal, galvanized and high-strength sheet metals in various shapes such as tunnels, spiders, strengtheners, nuts and threaded bolts. The individual components on their own impose high requirements regarding the various forming technologies and joining processes.

The forming processes are performed at our plants in Attendorn and Mielec on presses with press capacities ranging from 500 to 1,600 tons. OPEL also supplies individual components for the process.

The pressings are brought together at our Polish assembly plant in Gliwice, in the immediate vicinity of the manufacturing plant of our customer OPEL, where they are assembled to form complete modules. Our Attendorn plant supplies subassemblies directly to the OPEL site in Bochum.

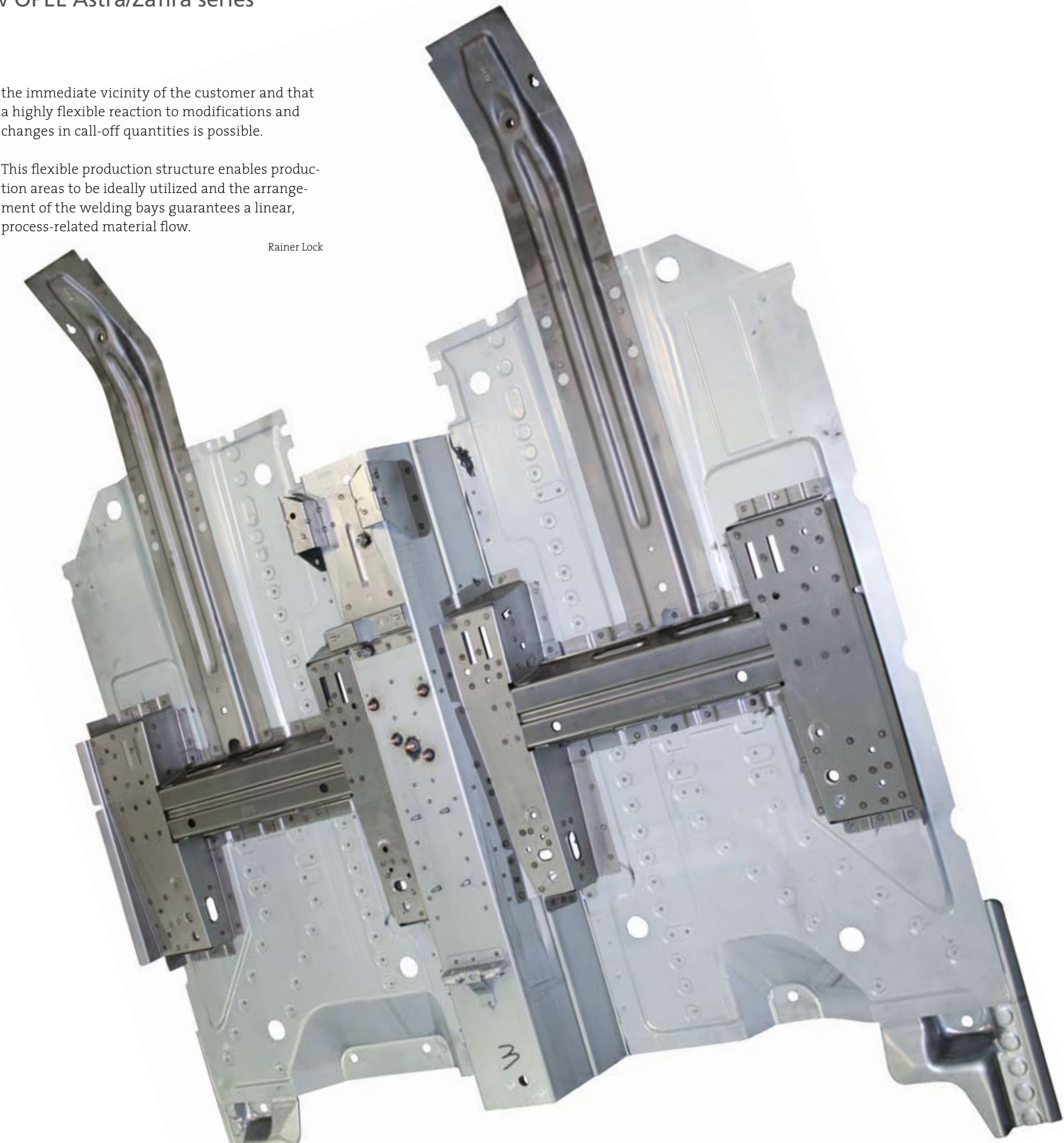
We use spot welding as well as nut and stud welding as joining techniques. The sealing together of the components – between floor panel and tunnel – is achieved by the application of sealers. Minor forming processes are also carried out in the welding bays.

The production concept, consisting of the interlinking of several manufacturing sites, guarantees a cost-optimized logistics chain and can be utilized as required on an international basis with the advantages that the greatest possible added value is achieved for the assemblies in

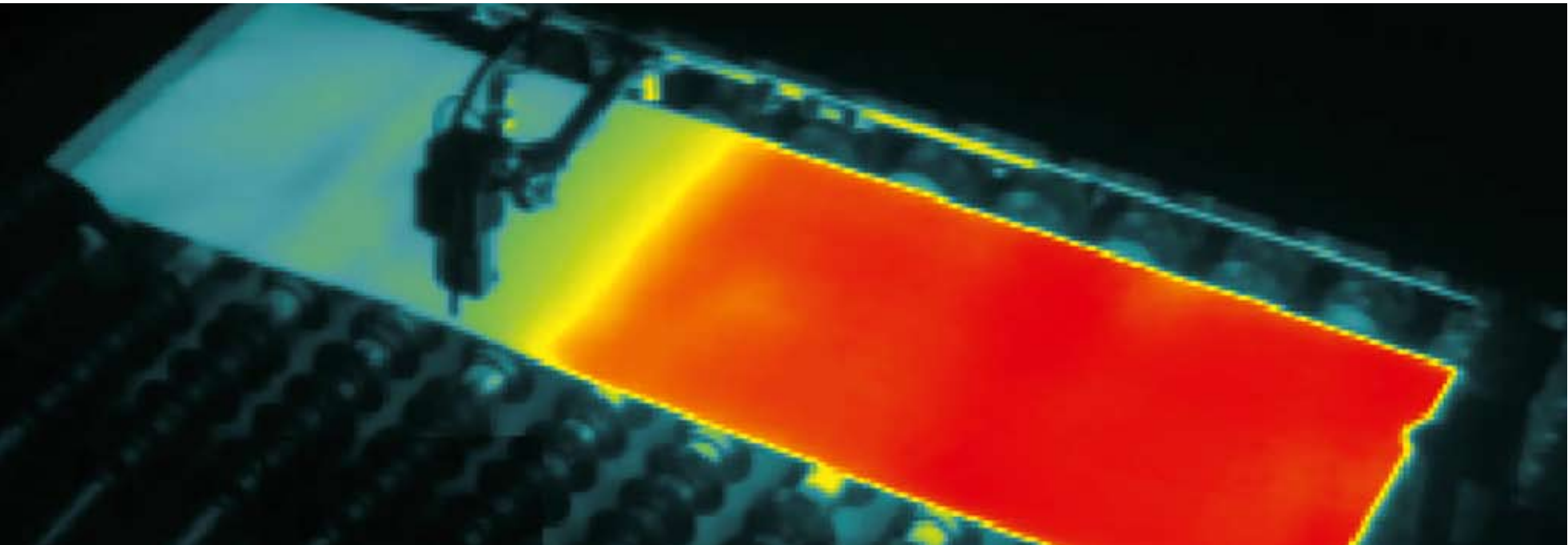
the immediate vicinity of the customer and that a highly flexible reaction to modifications and changes in call-off quantities is possible.

This flexible production structure enables production areas to be ideally utilized and the arrangement of the welding bays guarantees a linear, process-related material flow.

Rainer Lock



Customer benefit at its best: the KIRCHHOFF Automotive international process chain manufactures cost-optimized products.



Thermogram of a partially tempered blank



Partially tempered blank

Hot and cold becomes very strong and soft

➤ Attendorn. Press hardening as an innovative technique at the Tec Center

This is how the method of partial hot stamping that KIRCHHOFF Automotive’s Tec Center in Attendorn has been developing for some time might be described.

The special method of press hardening uses the conventional technique of hot forming with subsequent quenching in the tool. But the benefit of this technique over cold forming is that the hot temperatures to which the blanks are exposed during the forming process reduce flow stresses and increase ductility, which in turn provides higher natural strains. But material enhancements are much more important than the production orientated benefits: the structural changes in the material that rapid cooling produces increase tensile strength to above 1500 MPa.

KIRCHHOFF Automotive is already successfully employing this method for many parts used in a variety of OEM series products.

Previously, if customers required a customised component which needed to be hard in one area but yielding in another, the only way of fulfilling this specification was to use tailored blanks welded together by laser from materials possessing the required different material characteristic data. *Revolutionary is now that such a component possessing varying strengths in different areas can be produced out of one homogeneous blank. Thus making it no longer necessary to purchase specially produced and very expensive materials.*

The production of such components, however, is in no way trivial. The short cycle times that series production demands can only be achieved by perfectly coordinating the press hardening system with regards to the heating-up time in the furnace, handling and forming, resp. hardening. And where partially hardened components are concerned, it is necessary to create areas with different material structures during the cooling process so that the specified mechanical property requirements may be fulfilled. On the one hand, the blank heated to temperatures of around 950°C must be quenched at a cooling rate of at least 27 K/s so that tensile strength may be increased to around 1500 MPa as desired and an elongation-at-break factor of over 5% may be achieved. On the other hand, specific areas

may only be cooled slowly at less than 15 K/s in order to create homogeneous strengths of around 650 MPa with an elongation-at-break factor of around 10%. Press hardening is an innovative technique possessing the potential for use within a number of other developments. Partial press hardening is currently being implemented in series production and will further enhance KIRCHHOFF Automotive’s standing as a leading automotive supplier.

Markus Löcker, Marc Horlacher, Jörg Klüppelberg

KIRCHHOFF France to be restructured

➤ Ymeray. LEAN production and LEAN management to determine new business orientation



Five new welding cells at KIRCHHOFF Automotive in Ymeray

With the aim of safeguarding our activities in France on long-term basis, we have decided to reorient KIRCHHOFF France's operations. The decision was taken as a consequence of adjustments to procurement strategies introduced by RENAULT and PSA in response to declining market shares and the current crisis in sales. Both will in future be purchasing considerably fewer stamping parts in France.

In pursuit of our desire to meet customer demands, we shall be converting our France works into a JIT plant that is based close to the customer and concentrates on the production of complex welded components. Examples of such work are the combo front ends currently being manufactured for OPEL and the start of cross car beam (CCB) production for the new CITROËN C2/C3.

Five welding cells were installed in Ymeray between October 2008 and June 2009 for Faurecia's CCB production output destined for the next generation CITROËN C2 and C3 models. Their organisational set-up, storage areas, goods receipt and dispatch adhere to the principles of both route-optimised logistics and first-in/first-out handling. The concept was prepared by a local team in close cooperation with the central CME. All logistics between the arrival of components, preassembly, main assembly and shipment is controlled by a kanban system. The projected 450,000 CCBs per year will be assembled in three shifts by 17 employees, the supply of stamping parts will be ensured by the factory in Ireland. It is intended that the entire works will adhere to the principles of LEAN production and LEAN management.

Stefan Leitzgen, Alexander Ellert

Seat rails for the Astra platform

➤ Attendorn. Robot facility for seat rail production successfully taken into operation

A new production line manufacturing seat rails for the new OPEL Astra was finally approved in Attendorn at the end of September.

The production line manufactures with a total of twelve latest generation robots components to some extent made from high strength materials that are being supplied to our works in Poland and to GM in Ellesmere Port for completion of the floor group.

The ergonomic machine layout (four cells with three robots each) allows the plant to be operated by two workers. The welded components are stacked on to conveyor belts by handling robots, which thus reduces the handling workload for the system supervisor to a minimum so that his main job is to ensure the mounting of the plant.

A sophisticated jig concept almost entirely eliminates the possibility of any mistakes being made. The installed 100% monitoring and documentation of all welding parameters, including the extraction of inaccurate parts, guarantee perfect quality components for our customers at all times.

At this point, we would like to thank all who contributed to the project for their great efforts, which have turned the manufacture of these components in Attendorn into another achievement that will bring additional success over the long-term to KIRCHHOFF Automotive.

Frank Meier



Production line for the manufacture of seat rails for the new OPEL Astra at the KIRCHHOFF Automotive works in Attendorn

Opening of Tool Shop Training Centre

➤ Ovar. Learning how good teams deliver good work



Left: Rainer Spindeldrehher, CFO KIRCHHOFF Automotive (on the very right), opening the Tool Shop Training Center in Portugal

Right (from left to right): Antonio Rosas, HR Manager; Paul van Rooij, Managing Director KIRCHHOFF Portugal; Adriano Olivera, TTC Trainee

The KIRCHHOFF Portugal Tool Shop Training Centre (TTC) was officially opened on 11 September 2009. The centre was built in cooperation between KIRCHHOFF Portugal and the IEFPP – CFA, the Portuguese labour authority’s training centre in Aveiro.

The concept for the TTC was implemented to textbook standards with the aim of satisfying KIRCHHOFF Portugal’s specific requirements and expectations. The courses that the centre will be offering are generally recognised at European level and intend to train students as toolmaker or technician.

The courses will run for 18 months and will include 2,500 hours of basic training (with priorities being placed on such subjects as mathematics, Portuguese, English, citizenship, corporate culture and values) as well as technical training - theoretically and practically. To comply with teaching regulations, the training will in future be further enhanced through the regular introduction of new classes.

Many IEFPP – CFA representatives, including the vice representative for the region, Dr João Cravino, attended the official opening of the training centre where they emphasised the great importance of the project to the entire institution. The inaugural speech was held by Rainer Spindeldrehher, CFO of KIRCHHOFF Automotive, and was followed by expressions of how important the project was to all

concerned by João Meireles, Industrial Engineering Manager at KIRCHHOFF Portugal; Luis Costa, Director of Financial Budgeting; and a student representative. The participation of Dr Adolfo Ferreira, a celebrated tool maker, who officially opened the courses, was very moving. His speech was the highlight of the important ceremony, which had been intentionally held within just a small group of people.

After the speeches, the students were accompanied to their workplaces where they checked tools and safety equipment. The opening ended with a photo session and lunch at the “Quinta da Varanda” close to the Ovar production site.

The road towards acquiring the necessary skills will be long, hard and exciting. The best students completing the courses here will be given the opportunity of employment with KIRCHHOFF Portugal, which will be a very important factor in student motivation. The instructors and the TTC management team face the challenge of assisting young capable people and of encouraging the growth of their individual skills and professional potentials in a team-based corporate culture.

António Rosas



China – first local order

➤ Suzhou. Local sales team wins first major order



The local sales and engineering team in Suzhou was able to report its first major success to Germany in September. Against strong Chinese and European competitors, the team won the production order for the cross car beam to be built into the new FORD Focus for the manufacturer, CFMA, a joint venture between CHANA, FORD and MAZDA.

The new order is of special strategic importance to KIRCHHOFF because it is the first that has been acquired in China and wasn’t placed by the European purchasing organisations of our customers.

A new KIRCHHOFF JIT plant will be built in Chongqing to fulfil the new order.

Chongqing, with an estimated population of 30 million people, is the largest city in China and is located around 1,800 kilometres to the west of Shanghai. With an annual production of around 1.2 million cars and trucks, it is also one of the most important automotive centres in the country.

The new JIT plant will be built on an area of 1,000 m² and manned by 30 workers for a planned quantity of 140,000 vehicles per year. A robot welding cell, a mechanical handling of the CCB tubes and an assembly line will be installed in order to be able to provide first parts in November 2010.

Stefan Leitzgen, Daniel Cheng

Chongqing City where the Jialing river flows into the Yangtze



Individual mobility concepts for all life's situations

➤ Frankfurt. IAA participation attracts many visitors

Individual mobility is a basic human need. Cars do not only represent a means of transport, they're also an expression of personality and freedom. Cars constitute a primary means of transport particularly for people whose movement is restricted due to age or disability. In Germany, around one million cars have been registered to people in these groups. Vehicle conversion companies adapt these cars entirely to the personal and physical needs of such people enabling them to remain individually mobile in spite of their restrictions.

A leading vehicle converter in Germany is REHA Group Automotive, which is a member of the KIRCHHOFF Group. At its second presentation at the IAA, it this year exhibited a total of eight vehicles with attractive mobility solutions based on BMW, OPEL and MERCEDES production models that had been converted to serve the disabled and elderly. The company exhibited swivelling and turning seats, cruise controls and head-up displays especially adapted to the requirements of this group of people. Modern and comfortable conversions enhance mobility and improve road safety.

The vehicles converted by REHA Group Automotive to satisfy the needs of people whose mobility is restricted were not only on show at the joint stand

of the Verband der Fahrzeugumrüster für mobilitätseingeschränkte Personen (VFMP – Association of Vehicle Converters for People with Restricted Mobility), DEKRA and Deutscher Verkehrssicherheitsrat (DVR – German Road-Safety Council), the stand organisers had also made it possible to directly experience and drive the vehicles. Visitors were able to test their driving skills in converted vehicles on a test course set up on the outdoor testing and driving area on the premises of the IAA.

The great interest from visitors demonstrated the importance that vehicle manufacturers and the disabled place on preserving mobility. As a spokesperson for BMW confirmed: *"The unexpected high numbers of people whose mobility is restricted and elderly people from Germany and other countries visiting the stand will have certainly helped increase awareness for the "Driving Aids by BMW" programme and the interest in BMW in the target group."*

More information about vehicle conversions to help the disabled and elderly is available at www.reha.com or by sending an email to info@reha.com.

Tobias Zebralla, Ulrich G. Schröder



Left: REHA wheelchair-lifting platform, Linear Type EA 1185
Right: REHA Swing-Up turning seat cassette system





New CEO

➤ Hilden. Ralf Philipps moves to REHA Group Automotive



Ralf Philipps

Ralf Philipps was appointed to the management of REHA Group Automotive GmbH & Co KG as of 15 June 2009.

Ralf Philipps can look back on 21 years of successful professional experience as a shareholder and member of the management at DULEVO International.

Here, he was in charge of the daily operational business and shortly after joining the company he built up a national sales network that helped considerably increase company sales.

Ralf Philipps became a member of the VDI's expert commission in 2007 which on behalf of the Bundesumweltamt (Federal Environment Agency) pushed forward the development of the environmental guideline VDI 1000 - fundamentals and instructions in compliance with DIN Standard 820 - "Low emission Street-Sweeping Machines". He has also written and published several trade articles.

Ralf Philipps will now use these many years of experience to turn REHA Group Automotive into another successful unit within the KIRCHHOFF Group and through healthy growth secure sustained success of REHA Group Automotive. .

It's already apparent today that REHA Group Automotive will be adding further locations to the six already existing with the intention of satisfying customers' continuously growing demands.

Ralf Philipps was born in Krefeld in 1963; he has two children.

We warmly welcome Ralf Philipps to REHA Group Automotive and wish him great success with the tasks he faces.

Uwe Hartmann



International Hardware fair in Cologne - outlook

➤ Cologne. WITTE Werkzeuge at the 2010 International Practical World

The International Hardware fair is held every two years in Cologne. The next show will be taking place from 28 February to 3 March 2010.

WITTE Werkzeuge will again be taking part in the world's leading trade fair for tools, fastenings, locks and fittings. You will find us at the usual place in

Hall 10.2, Stand No. B4/C5. We are looking forward to this opportunity of presenting our products and innovations in assembly tools for screws and nuts.

Uwe Kittling



New WITTE catalogue

➤ Hagen. The full range now on 150 pages



The contents of the new WITTE catalogue have been updated and expanded by 50 %.

Long awaited, it's arrived at last! After five years, WITTE Werkzeuge has brought out its general catalogue including everything about assembly tools for screws and nuts.

The entire range of products from screwdrivers through bits to sales aids has been clearly structured and presented on 150 pages. The contents have been revised and new products included so that the catalogue is now by 50% more comprehensive than previous editions.

An overview of the contents in the shape of an opening matrix and a new index at the end of the catalogue will simplify product searches.

Highlights have been presented at the beginning of each range of screwdrivers by picturing an example screwdriver with memorable key words. The highlights are then followed by the individual products.

The bit section in particular has been extended and supplemented with diamond-coated bits and stainless-steel bits. New sales aids, i.e. countertop stands and perforated panel displays, that have been developed especially for the PROTOP II range of screwdrivers are now also available.

One innovation in the catalogue is the COMBIT-BOX 11 – a compact and flat bit box with ten bits and holder.

The catalogue may be ordered from www.witte-werkzeuge.de or by phoning +49 (0) 2331 / 3607-0.
Uwe Kittling

COMBIT-BOX 11

➤ Hagen. The new compact bit box with many parts on few space.



A famous name – a new design

The tool manufacturers from Hagen have developed a new high quality bit storage and transport box that is characterised by a compact and flat design.

The name says it all: the COMBIT-BOX 11 is a compact bit box. It contains ten bits and a quick-change holder and will fit in any shirt or trouser pocket.

The new open design also provides a view of the bits and holder even when the box is closed – while the contents remain safely protected from falling out. When open, it can also be safely stood on a workbench, table or window sill without the danger of falling over. This design that allows the box to stand on a flat surface is an additional benefit over many other bit boxes on the market.

It's really easy to remove the bits and holder from the open box. The designations of the individual bits have been written on the box itself to make finding the appropriately sized bit easier.

The COMBIT-BOX 11 is available in the following qualities with eight different combinations: Diamond, Bitflex Tin, Stainless Steel and Industry. But the COMBIT-BOX 11 also delivers benefits to the sales room: customers can quickly find out about the new product by the blister packaging or the eye-catching countertop display.

COMBIT-BOX 11: an attractive design, comfortable handling, for all toolboxes and top-quality in equipment and layout.

Uwe Kittling

The COMBIT-BOX 11 possesses a top and bottom section. It may be easily opened by lightly pulling out the top section with the help of a catch. Turning the top section downwards into its reverse stop position creates a secure stand for the box.

Review

➤ That was the year 2009



1. The management bids farewell to Mike Crook (4th from left), who is retiring after 49 years with FAUN MV in Llangefni. 2. DTM at the Nürburgring – with FAUN sweepers always at hand 3. Beach boys Enrico Sosnoski, Martin Zeidler, Steffen Hofmann – (standing from left to right) – Martin Wittig and Mario Thieme battled it out as Team Viatic to reach 2nd place at the beach-volleyball tournament 4. Triathletes Christan Dost (cycling), Malte Sonnenburg (swimming), Harry Hellpap (sprint discipline) and Ralf Kruse (running) happy with their success at the 1st Nehlsen Triathlon 2009.

5. Nobody does it cleaner. The regional FDP association fascinated by the VIAJET FILTAIR filter sweeper. 6. Football is our life: IG-Metall youth tournament 7. Dr. Jochen F. Kirchhoff visits the sweeper works in Grimma 8. Road giants – Markus Engbert at the wheel of a restored FAUN munitions transporter at the BDE Oldtimer Tour



You win if you brake!

- Disposal operators give the thumbs up to the ROTOPRESS DUALPOWER hybrid concept.

Osterholz-Scharmbeck. "The idea is the absolute and everything in the actual world is only the realisation of an idea." (Georg Wilhelm Friedrich Hegel) An idea has been realised with the implementation of the ROTOPRESS DUALPOWER concept where braking energy is reclaimed to help power a refuse-collection vehicle. Curious-minded disposal operators have in recent months tested how the collection vehicle would do in the real world, whether the anticipated savings would actually be achieved and whether the vehicle would deliver the desired payload results.

Georg Sandkühler, Head of Developments, was responsible for gathering the data and below he provides an overview of how things stand at the moment:

K>MOBIL: 30% fuel and 75% noise reduction achieved?

"When the vehicle was used out on the rounds, we showed that we were able to reduce consumption by on average around one-third. Noise was reduced by 75%. So, strictly speaking, we've achieved much more than we had hoped for. According to the outdoor-noise directive, the labelling value for a standard ROTOPRESS on an Econic chassis is 106 dB(A). With our DUALPOWER vehicle, we achieved 91 dB(A). Taking into account the fact that a reduction of around 3 dB(A) is the equivalent of halving the volume of

noise (this has to do with logarithmic scales), we have actually achieved an improvement of several hundred percent. Speaking figuratively, 106 dB(A) is not far from a chainsaw and 91 dB(A) is the equivalent of a loud voice speaking at a lecture."

K>MOBIL: Let's get down to brass tacks. What were the exact figures?

"Individual values ranging from 27 to 62% were measured for fuel reduction when the vehicle was used on the collection rounds at different disposal companies. So we introduced the term "tour quality" to get to a statement that we could use. This is the quotient from refuse mass and kilometres travelled to make the collection. It's obvious for any refuse-collection vehicle that a tour is better the fewer kilometres it has to travel to fill the vehicle. This allows us to compare hybrid and conventional vehicles with each other (see chart). It's quite clear that from a certain tour quality the consumption curves for litres/tonnes of waste run relatively parallel to each other and that thus a constant advantage exists for the hybrid. But it's also obvious that hybrid solutions don't deliver any benefits below a certain limit because the additional weight results in efficiencies falling with increasing distances between bins.

We still have to do our homework in regard to payload values. The task here is to cut down on the additional tonne of weight that the hybrid vehicle brings compared with conventional press-plate vehicles. We are, however, optimistic at this point because we are using new components for our prototypes in a small production run of 20 vehicles instead of the standard parts previously used. The previous lifter didn't achieve the desired performance and so it's going to be replaced by a new electric one.

So all in all, we're really happy with how well our ROTOPRESS DUALPOWER vehicle has done out on the collection rounds. We shall be able to eliminate the teething problems – then there will be nothing to stand in the way of the hybrid revolution in refuse collection."

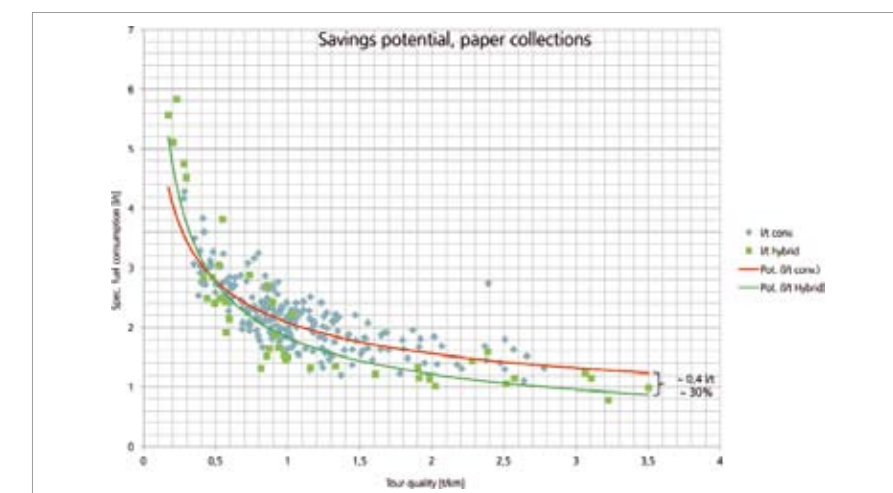
K>MOBIL: What are the next steps?

"As already mentioned, we intend to create a small run of 20 ROTOPRESS DUALPOWER vehicles. Our sales department is currently negotiating with interested companies. And we're looking for municipalities to partner tests in the use of the DUALPOWER concept at night or at off-peak times."

K>MOBIL: What comes after ROTOPRESS DUALPOWER?

"We're currently working with the Berliner Stadtreinigungsbetriebe (BSR – Berlin municipal cleaning operators) on another hybrid concept. Here, the body will be electrically operated by a hydrogen fuel cell while the vehicle itself will still be conventional. The diesel engine for the ROTOPRESS DUALPOWER concept will be replaced by the fuel cell. So collections will generate absolutely no noise or other emissions."

Claudia Schaeue



EASYPRESS and comb containers

➤ Osterholz-Scharmbeck. The careful approach



EASYPRESS with new comb attachment gets the thumbs up

The lifter arm's fingers gently approach the bin and delicately thread themselves in. It appears as if the container is being picked up by a hand. The new comb attachment on the EASYPRESS was developed for the collection of conventional 80 to 1,100 litre containers (EN 840-1). The comb lifter's four fingers move on a central shaft so that it looks like a real hand. Using only the force of gravity, they skilfully thread themselves into the containers' comb attachments. When the lifter arm moves up, a hydraulic drive swivels the fingers against a fixed locking bar and in this way stops the containers from falling off. Additional suction cups prevent the containers from rolling over.

The driver can watch the containers being picked from the cab, which is located on the left side, and which is what makes the front layout of the EASYPRESS loader so special. The lifter arm is able to swivel by up to 33° to the side and can therefore pick up containers located at a distance of up to three metres away from the vehicle's side. Drivers can always see the work area from where they're sitting and watch what's happening around them without having to get out of the cab and exposing themselves to hazardous traffic.

World-class vehicle

Johannes Klossek, Head of Construction Design, and Frank Stephan, Construction Designer, get really excited when they talk about their baby. "This vehicle

is great", said Mr Klossek. The two have been intensively and passionately accompanying the development of the EASYPRESS since 1999 when MSTS Logistik GmbH acquired the patents for the front side loader in the USA. This clever further development means that FAUN will be able to better establish the EASYPRESS on the market. Whereas the EASYPRESS could previously only be used to collect Diamond bins, the vehicle may now be efficiently and ergonomically used for collections anywhere. Tests with a prototype were commenced in different collection areas several months ago.

Series ready from 2010

FAUN will be manufacturing the EASYPRESS with comb attachment from 2010. The first order has already been placed. EASYPRESS will be taken into service in Norway next year.

The benefits of EASYPRESS at a glance:

- Great ergonomics
- Standard series chassis
- Also able to handle wheelie bins
- Lifter arm's lifting capacity: 850 kg
- Volume: 25 m³
- Payload: >10,000 kg (with 26-tonne chassis)
- Fractions: domestic waste, lightweight packaging and paper

Claudia Schaeue

Small, but VARIOPRESS

➤ Osterholz-Scharmbeck. Mission: difficult disposal in cramped areas



Technical details

- Collection container volume: 7 m³
- Body weight: 2,500 kg
- charging bin volume: 1 m³
- Charger's cycle time: 15 s
- Compaction*: 1:2
- Unloading time: 28 s
- Max. operating pressure: 180 bar
- Permissible total weight**: 7.49 t

* fraction-dependent

** Permissible total weight depending on the chassis used

The 7 m³ VARIOPRESS II is the refuse agent for areas that are difficult to access. VARIOPRESS II rear loader with curved body and FAUN Control (FCS) is now also available in widths of two metres and heights of just on three metres. The small VARIOPRESS with its 7 m³ body volume and body weight of 2,500 kilograms delivers payload benefits. Fitted on an agile MITSUBISHI CANTER chassis, the VARIOPRESS II 007 is great for densely built-up city centres and areas that are difficult to access, e.g. underground parking facilities. People with driving licences allowing them to drive vehicles weighing up to 7.49 tonnes may drive this version of the VARIOPRESS. The VARIOPRESS II 007 may also be used as a satellite vehicle for transferring loads in larger collection vehicles.

Claudia Schaeue



XXL format – VIAJET 9 added to the range

➤ The 2009 production at FAUN Viatic runs to 260 road sweepers

Grimma. From "Small" (4 m³) to "XL" (7 m³) – these are the VIAJET road-sweepers that FAUN Viatic has manufactured to date. But the VIAJET is now also available in an "XXL" format, i.e. as a voluminous 9 m³ version. Fitted with an extractor and blower shaft, the patented air re-circulating system, the extruded roller and a sweeper that is able to simultaneously sweep on the left and right, the VIAJET 9 sweeps at widths of up to 3.20 metres.

Optionally available: the integrated tail sideways moving suction system with divided suction mouth for optimum adjustment to road surfaces. The tail suction system may also be complemented with high-pressure systems delivering a variety of pressure capacities. The machine thus ideally complements FAUN Viatic's product portfolio.

Claudia Schae



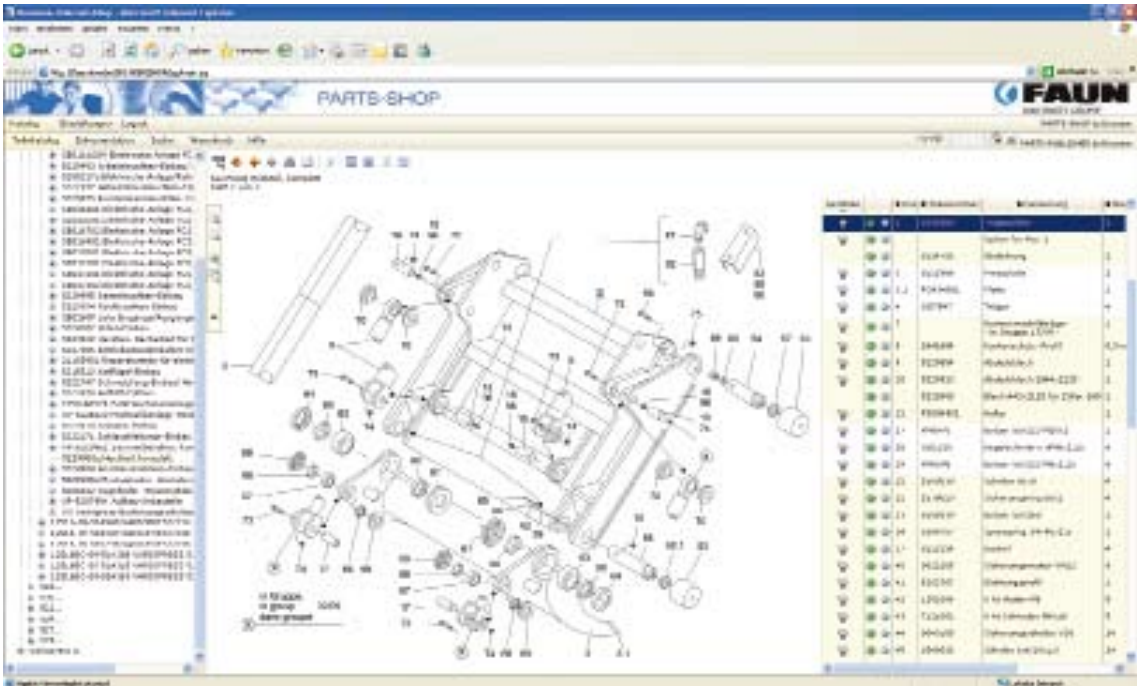
Thomas de Maizière visits sweeper manufacturer

➤ Grimma. Head of the Federal Chancellery visits FAUN

Dr Thomas de Maizière visited FAUN Viatic in Grimma this summer in his function as the Head of the Federal Chancellery. The CDU politician was invited by the local CDU candidate for state parliament, Svend-Gunnar Kirmes, to find out at

first hand about the Grimma industrial estate's economic power. Viatic's CEO, Helmut Schmeh, took the opportunity to call for more support in the development of the region's industry.

Claudia Schae



Spray cans behind bars

➤ Iserlohn.FAUN extends its range of containers for hazardous waste with transporter box for spray cans

STB 1000 – Spray-canTransportBox – is a collection and transport container for empty pressurised containers. Developed and manufactured in Iserlohn, it ideally complements the range of FAUN containers (ASF and ASP containers) for hazardous waste solids and pastes.

The STB 1000 does more
Compared with the 125 kilogram capacities of conventional containers, the STB 1000 has been licensed to transport over 550 kilograms with the type approval issued by the Bundesanstalt für Materialforschung und -prüfung (BAM – Federal Institute for Materials Research and Testing). The spray cans are stored in 1,200 x 1,000 x 1,222 millimetre hot-galvanised wire boxes. The open meshes on the sides allow residual propellant gases to safely and quickly escape, which prevents the dangerous build-up of pressure. Clever details also include the integrated collection basin for retaining leaking liquids and the stacking corners on the lids that allow up to three containers to be placed on top of each other. The container components are being manufactured in Germany and assembled at the Iserlohn works. The special

containers are distributed through MLB Lager- und Behältertechnik GmbH in Werne.

In service
Four hundred boxes have been taken into use since the product launch in 2009. The STB 1000 boxes are being employed to safely transport spray cans at Henkel-Schwarzkopf and such disposal operators as Remondis, Gareg and SHB.

Claudia Schaeue

- Technical details**
- Volume: > 550 kg
 - Dimensions: 1,200 x 1,000 x 1,222 mm
 - Production: in accordance with Sondervorschrift (SV – Special Regulation) 327 and Special Regulations (P 003, PP 17 and PP 87)
 - Type-approved by the Bundesanstalt für Materialforschung und -prüfung (BAM)

Sales:
ASBehaelter@FAUN.com
www.mlb-behaelter.de

Lost and found.

➤ Osterholz-Scharmbeck. FAUN spare parts on the Internet

The end of 2009 will see FAUN's information system for spare parts going online at www.FAUN.com. FAUN's new online spare parts catalogue has been designed to help customers correctly identify the spare parts they require.

The system will permit technical documents for individual vehicles to be called up with the help of parts numbers or designations and body numbers. When a valid parts number is entered, the corresponding explosion drawing will be presented and the respective component identified. The required number of parts will also be shown. The "shopping basket" will then allow customers to quickly and simply send price inquiries to FAUN's spare parts service.

In parts
Digitisation will commence with disposal vehicles made in 2009. Additional models will follow with FAUN sweepers also going online from next year. The extension of the online shop is also planned for 2010 so that registered customers may order parts online around the clock.

- Your benefits at a glance:**
- Simple and rapid searches using spare-parts numbers and designations
 - 24/7 information accessibility
 - Access to spare parts lists and individual item lists
 - The time saved in identifying parts using the explosion drawing constitutes the main benefit
 - Users will be taken directly to the corresponding parts lists and may easily identify the required parts when they enter the article number
 - A corresponding table of contents will quickly take users to the required parts list thus eliminating the need for searching through technical documents

Small print:
The spare parts lists always correspond to the state the vehicle was in at delivery and are not subject to change management

If you want to know more:
André Gwosdek: andregwosdek@FAUN.com
Verena Kretschmann: verenakretschmann@FAUN.com
Karl-Heinz Thölken: karl-heinzthoelken@FAUN.com
André Gwosdek



1. Augsburg Service Centre 2. The team in Augsburg also celebrated its branch's 10th anniversary. 3. Happy faces in Augsburg: Eva Blattenberger (l.), Harry Hammer and Manuela Michalski (r.) 4. Augsburg all dressed up 5. Mainz Service Centre 6. ROTOPRESS DUALPOWER pulls in the crowds in Mainz 7. The FAUN service team in Mainz 8. Bad Oldesloe Service Centre 9. The Bad Oldesloe service team, Wilfried Wittenberg and Jens Knickrehm-Wagner 10. Talking shop 11. Round tables 12. Herne Service Centre 13. Some of the team in Herne 14. + 15. Talking shop 16. Ebelsbach Service Centre 17. Erika Persch, Steffen Persch (proprietor of the Persch disposal company), Thomas Schmitz (CEO, Zoeller-Kipper GmbH), Patrick Hermanspann (CEO, FAUN Services GmbH), Roland Weidenbacher (Service Head, Zoeller-Kipper GmbH), Walter Ziegler (Mayor of Ebelsbach), Wolfgang Götz (Technical Director, FAUN Customer Centre South) at the official opening 18. + 20. Talking shop 19. FAUN team in Ebelsbach: Philipp Kohl (Workshop Manager), Marcel Mahr (Assembly Engineer) and Wolfgang Götz (Technical Director at the Service-Center Augsburg & Ebelsbach)

Even more services for disposal vehicles

FAUN stages customer-service days to open four more workshops in Germany

Now, with Bad Oldesloe, Mainz, Stuttgart and Ebelsbach, there are a total of eight locations to which disposal companies may turn if they require after-sales support for their vehicles. The workshops are easy to get to and are located within a distance of 100 kilometres of each other. FAUN is operating some of these workshops in conjunction with HALLER and ZOELLER.

As Burkard Oppmann, Sales Director Germany, explained: "We are rigorously implementing our service strategy with this concept. This presence throughout the region and the joint operation of workshops means that disposal specialists now have a one-stop service centre to which they may

turn for direct support from the manufacturers."

Patrick Hermanspann, Head of After-Sales: "We see our customers' increasing need to have their vehicles maintained by external professionals. We're aiming to fulfil this need with the new locations and the comprehensive services we're now able to deliver."

These facilities – some of which have been modernised – were opened with service days for customers thus creating a friendly setting in which disposal operators were able to acquaint themselves with the joint service strategy.

Claudia Schaeue





International cooperation

➤ Rostov-on-Don. Go east! VARIOPRESS vehicle bodies assembled for Russia

The Russian assembly engineers were supported by: Johannes Klossek, Head of Construction Design (second from left), Eugenia Funk (International Sales Export) and Bernd Neumann (Foreman of VARIOPRESS Assembly, right)

For two weeks, engineers from Chistiy Gorod watched eagle-eyed as their counterparts at FAUN went about their assembly work. The intensive training means that the Russian staff are now authorised to fit VARIOPRESS bodies to the corresponding chassis in the Russian Federation. After KOMMSH (ROTOPRESS bodies), Chistiy Gorod is the second company in Russia to install FAUN kits on location.

Chistiy Gorod is based in Rostov-on-Don in southern Russia. The company has been working for the city since 2002 and went public on 1 September 2009. The shareholder is the city of Rostov-on-Don. Around 400 people work for the company. Chistiy Gorod's fleet has 150 vehicles. Fifteen of which are by FAUN. The most recent shipment went to Kaliningrad.

Claudia Schae



➤ Tehran. PMT becomes FAUN dealer in Iran

Following the order that PMT placed with FAUN for 25 VIAJET road sweepers to be used in Iran, the company is, according to its managing director, Mahdi Vakili, also interested in selling disposal vehicles. CEO Dr Armin Vogel and Mahdi Vakili

signed a corresponding agreement when PMT representatives visited headquarters in Osterholz-Scharmbeck.

About PMT: www.pmt.ir

Claudia Schae

Dr Armin Vogel (left), CEO FAUN, and Mahdi Vakili, Managing Director PMT (centre) signing the dealer contract.

➤ Iserlohn/Annecy. Export team strengthened



Nicolas Malaplate has joined the export sales team. The 37-year old Frenchman will primarily be responsible for selling refuse vehicles and road-sweepers to the markets in Africa, southern America, central Asia and Italy.

Mr. Malaplate has gained ample experience from selling fire-service vehicles from southern Europe and South America during his time as export manager for RENAULT Trucks and IVECO MAGIRUS. Mr. Malaplate lives in Annecy and will be reporting directly to Dr. Armin Vogel.

Claudia Schae

➤ Congo. Green Kinshasa – order for 10 SYMPAJET sweepers

The Democratic Republic of the Congo has ordered ten SYMPAJET road sweepers from FAUN Viatic. The sweeper bodies fitted on Renault chassis will be given material containers possessing capacities of six cubic metres. They will be deployed in the capital city of Kinshasa. The first vehicle was already delivered in 2009, the remainder will be shipped in 2010. Nicolas Malaplate, the sales manager responsible for concluding the deal, has had a great start with FAUN.

Claudia Schae



Kinshasa, capital of the Democratic Republic of the Congo, is a modern city possessing a good transport network. This African state has a population of 66 million people; the official language is French.

Suisse Public 'og with new attendance record.

➤ Berne. J. Ochsner presents new disposal technology



VARIOPRESS II Curved Body
with OKS 09

J. Ochsner AG once again presented the latest technologies for rational refuse disposal to trade visitors at the Suisse Public, which ran from 9 to 12 June. A total of 21,000 visitors came to see what was on show at the fair.

The lively interest produced a new record attendance at J. Ochsner AG's stand. The VARIOPRESS II with curved body attracted many visitors as did the new OKS 09 bar lifter combined with the modified WIGA tipping and weighing system.

New container products also enjoyed great interest. For instance, the VACUMAT INCOLINE VM 133 refuse vacuumer, which is ready for mass production, was premiered at the fair. Mechanical compacting is now a thing of the past because waste volumes may be hygienically reduced through the use atmospheric pressure and specially adapted 80-litre sacks.

Rainer Janssen

OKS 09 bar lifter

Innovations:

- Hydraulically locking comb-clamping bar
- Inside rail guide
- Carrier-arm bearing up to 800 l with resilient rubber-buffer stop
- 60° tipping angle
- Optimised handle fitting also suitable for 800-l containers
- Pneumatic loading-edge elevator with sturdy sheet-metal loading edge (optional with loading edge cloth)
- Additional operating switch box at the rear

Features:

- Handling time for wheelie bins: seven seconds
- Pneumatic carrier-arm lock
- Great floor clearance
- Hot-dip galvanised
- Weighing and identification cells may be retrofitted
- Optional: semi-automatic contact switch at the comb bar which moves the tipper to the elevated working position when the containers are placed on it
- Sprung tapping mechanism – no shaking necessary

Containers:

- Simultaneous emptying of two MGBs (140, 240 and 360 l)
- The 800-litre steel containers may be emptied via pneumatic carrier-arm lock using the side handles
- The clamping edge on the OKS 09 moves up with the comb and will only close from a height of around 1,400 mm. This permits taller 660- / 770-litre plastic containers to be emptied over the comb.

First Minister visits FAUN

➤ Llangefni. The team roll out the red carpet for VIP visit



J. Alun Jones was recently featured as a guest speaker at a forum hosted by the German Ambassador, HE Georg Boomgaarden, on behalf of German Industry UK. J. Alun was asked to speak about his experiences of leading a German company operating in Wales. Following the forum, J. Alun met the First Minister for Wales, the Rt Hon Rhodri Morgan, and personally invited him to Llangefni to witness firsthand how recent investment by the Welsh Assembly Government was of significant benefit to the business.

FAUN UK welcomed the First Minister with a company presentation, factory tour and live demonstrations of VARIOPRESS and TRACKWAY. The First Minister also sampled some authentic German cakes and coffee!

"I was pleased to have the opportunity to visit FAUN because the company is setting an example for other businesses on how to overcome the current economic downturn by specialising in new and niche markets.", Rt Hon Rhodri Morgan, First Minister for Wales.

The Welsh Assembly Government provided aid of over £150k to improve TRACKWAY production line, including a grant of £17k to help deliver our workforce development plan, providing basic skills training in literacy, numeracy, IT and business communication to over half the workforce, and leadership training to 8 members of the administrative team.

J. Alun Jones took the opportunity to thank the First Minister for this support and detailed the benefits of the training that have already been seen by the company.

"FAUN UK are not just surviving the recession, the company is set to become very competitive when the upturn comes, by raising skill levels in the interim. It is great to see that our grant has been used positively and I sincerely wish FAUN every success for the future.", Rt Hon Rhodri Morgan, First Minister for Wales.

After the visit, the First Minister and senior executives of six German companies in Wales were invited to dinner hosted by German Industry UK. Potential opportunities in the areas of renewable energy and skills based training in Wales were discussed.

FAUN UK has recently become a member of German Industry UK, a private organisation of 250 member companies, representing manufacturing, trading and servicing, each with a German majority shareholding.

J. Alun Jones: *"It was a great opportunity for us to discuss with the First Minister the pressure that our business is facing in these tough economic times, whilst also celebrating our recent successes in both the RCV and TRACKWAY areas of the business."*
Rachael Hobbs

J. Alun Jones, Jochen Schneider and Mark Jones gave an explanation of the universal mounting frame to the First Minister.

TRACKWAY Team Exhibitions 2009

➤ London. DSEi 2009: A Model Show!



The TRACKWAY trade-fair team at the DSEi (from left: J. Alun Jones (Managing Director FAUN MV), Jochen Schneider (CEO FAUN Umwelttechnik), Chris Kendall (TRACKWAY Business Development Manager), Alan Jones (Team TRACKWAY), Marina Ruggels (Team TRACKWAY)

DSEi was an exciting show this year, and the TRACKWAY team were faced with some unusual challenges. First was the September heatwave that hit London, making the venue very warm! The next was the usual presence of anti-arms campaigners lining the entrance to the show, armed with a lot of red paint! Held at Excel centre in London, DSEi is the largest defence show in the UK, occurring every two years. The stand attracted some distinguished guests including the Head of the Malaysian Armed Forces and the Head of the Brazilian Armed Forces, as well as delegations from Jordon, Italy, Egypt and the USA Foreign Comparative Test Team.

The team showcased a brand new scale model of HGMS, which aims to demonstrate how the system works to potential customers.

“The 1:15 model is certainly impressive. It took over 6 months to build and has moveable parts so the TRACKWAY can be fully deployed and recovered. The model has certainly helped to bring the product to life in front of our influential visitors, and has attracted lots of attention to the stand.” Rachael Hobbs, TRACKWAY Market Researcher.

DSEi was incredibly successful, cumulating in an order to the value of Euro 960,000 from Defence Force Ireland. The order is for two complete Heavy Ground Mobility Systems (HGMS), which will provide a roadway of up to 300m, sustaining vehicles weighing up to 70 tonnes.

“This order is important as Ireland is a member of the Nordic Battlegroup. TRACKWAY has been purchased by other members within the group and as part of the larger European Union Battlegroup they have increased their mobility capability.” Chris Kendall, Business Development Manager

The order is in production at the FAUN UK headquarters in Llangefni, with delivery scheduled before the end of the year.

Picture Caption: The TRACKWAY Team with new HGMS scale demonstration model.

Claudia Schaeue/Tim Collet

TRACKWAY Team Demonstrations 2009

➤ Brugg. Swiss Army demonstrate TRACKWAY to new customers



The Chief of Engineers from the Malaysian Army, plus the Technical Director from Tech Prom Import of Russia saw the Heavy Ground Mobility System (HGMS) put through its paces in an extremely wet bog in Switzerland. The demonstration took place recently at the Swiss Army training ground in Brugg.

Armasuisse, who recently purchased 23 units of HGMS, expertly showed how quickly and efficiently they could lay and recover a roadway, even in the harshest conditions. “The TRACKWAY team would like to thank Armasuisse for their excellent demonstration for the Malaysian and Russian delegates,” Chris Kendall, FAUN Trackway Business Development Manager.

Mohammed Yussof bin Dato' Tahwil Azar, our Malaysian Agent, was very impressed with the day. “It is great to see a satisfied customer demonstrating the product for us. Everything was well coordinated and the delegation received a detailed brief from the Swiss Army Engineers.”

It is hoped that the Russian delegation will use HGMS for exploration, allowing rapid access to vehicles across the most demanding environments. Rashid Nurmukhometov, Technical Director at Tech Prom Import said, “Experiencing the live military demonstration by Armasuisse, has convinced us that TRACKWAY is also ideally suited for civilian use. Harsh environmental conditions in Russia cause extensive problems when installing and servicing gas and oil pipelines. Having TRACKWAY would enable us to gain vehicular access to pipelines across usually impassable terrain.”

The TRACKWAY team hope to conduct further live demonstrations to potential customers in the near future.

Tim Collet

TRACKWAY in off-road use – currently one of FAUN's most successful products



Team TRACKWAY and Armasuisse Demonstration Engineers welcome The Chief of Engineers from the Malaysian Army (Chief of – Brig Gen Dato Ir Abdul Nasser bin Ahmad (number 6 from the left), plus the Technical Director from Tech Prom Import of Russia (Rashid Nurmukhometov (number 7 from the left).



FAUN first sale of MGMS

➤ TRACKWAY and JCB collaborate

TRACKWAY enables essential military beach landings.

We are excited to announce the first sale of Medium Ground Mobility System (MGMS) for nearly ten years. The Italian Army have recently entered into a joint procurement project with FAUN and JCB. This lighter version of HGMS has a significantly different design which makes it ideal for deployment by JCB.

Three units of Medium Ground Mobility System have been purchased to assist amphibious and beach landings. MGMS is used by vehicles weighing up to 30 tonnes (MLC 30) with pneumatic tyres. The Italian Army will use the TRACKWAY to ensure equipment and personnel can be quickly deployed from a ship

when it comes into shore. Tactical readiness is essential, and without TRACKWAY vehicles laden with equipment can get stuck in the sand.

The roadway panels will be mounted onto a specially designed dispenser that is compatible with JCB shovel loaders. The TRACKWAY product is designed to work alongside strategic partners such as JCB, and it is hoped that this is the start of a successful working relationship.

The TRACKWAY will be delivered to JCB SPA by the end of 2009.

Rachael Hobbs



Futuresource in London

➤ London. FAUN makes an impression at the first exhibition

FAUN and ZOELLER attracted crowds at the first Futuresource show in London, billed as 'Europes Sustainability Event'. Hosted at the Excel centre in London, the exhibition hailed a success by the Chartered Institute of Waste Management and the Environmental Services Association.

The start on the FAUN stand was the VIAJET 4, which generated a great deal of interest due to its size and manoeuvrability.

Nick Preston, General Manager of ZOELLER Commercial operations commented, *"Innovation in waste collection solutions is at the top of the Futuresource agenda, one strongly aligned to our own. We are dedicated to the development of new products and initiatives focussed on reducing fuel consumption and increasing fuel efficiency. The show was a great success and we hope to exhibit in the future."*

Emily Shaw, Rachael Hobbs

The new VIAJET 4 impressed the visitors



People: ideas



Young, dynamic and competent

➤ FAUN works with Active e.V. – the student consulting service

Klaas A. Klonz, Dennis Kolberg and Felix Blümel (from left to right)

Active e.V. – a student consulting service based in Bremen. The dynamic young consultants describe themselves as a student initiative for students.

The association was founded by young students to help its members gain practical experience from providing consulting services to medium-sized businesses. The association sees itself as an interface between science and business in the Bremen area. The in Bremen unique project quickly became a success.

A welcome idea

The non-profit organisation counts more than 60 members which in itself is a great achievement for the still young association (established in December 2005). The association depends on the work of its members who are drawn from a wide variety of faculties at Bremen university and university of applied sciences.

The members already started to think about putting their know-how at the organisation's disposal early on. The result was regular member training in project management, presentation techniques, club organisation, legal requirements and quality management. In order to convey further practical knowledge, the association also regularly works with partner companies to organise workshops focusing on case studies and examples from the real world.

This gives students the opportunity to broaden and consolidate their much-discussed soft skills – be it in teamwork or in member motivation and leadership. The young consultants may during their association career thus demonstrate that they have developed and are suitably qualified to handle demanding

tasks later on in life. And so the association's motto is also full of self-confidence: Active e. V. – we provide tomorrow's executives.

Active e.V. and FAUN

FAUN approached the student consultants from a desire to bring fresh and independent eyes into the company. Three Active consultants were given the job of analysing the current production system and discovering ways of guaranteeing capacity utilisation in the future.

Klaas A. Klonz (business sciences), Dennis Kolberg and Felix Blümel (both engineering students) made up the team which spent around three months working towards finding the best possible solutions for FAUN. The high demands made by the BDSU – the umbrella organisation for student business consulting services – ensured the quality of the services provided through extensive project controlling.

The work started with a wide-ranging analysis of the actual situation based on data gained from works tours, analyses and interviews. Starting from the actual situation, the consultants then developed proposals about how to ensure capacity utilisation in the future.

FAUN was very pleased with the young consultant's work and could see itself continuing its relationship with the Bremen students. The benefits are obvious: FAUN becomes acquainted with dedicated students who bring new ideas to the company.

And the students are already given the opportunity of gaining practical experience while they're still at university. A win-win situation for all participants.

Felix Blümel

People: young people



Curious apprentices 2009

➤ Osterholz-Scharmbeck/Grimma. "We're here to get going."

Currently 49 young people are learning the ropes of their professions at FAUN. That's the equivalent of 10% of the workforce, which is just above the national average. This year saw eleven trainees join the company: two at FAUN Viatic, which manufactures road sweepers, and nine at disposal vehicle production. Three future industrial clerks described their first few months in work:

Thirteen years spent at school to get our "A-levels" has at last come to an end and we can start out in our working lives. We shall be taking our first steps at FAUN with an attractive three-year training as industrial clerks that commenced on 1 April 2009. The new trainees were greeted with a nice breakfast accompanied by a presentation of the company by CEO, Thilo Bollenbach. We started our jobs after the welcome with Isabel Müller, the Human Resources Officer, who is also responsible for clerical trainees, accompanying us to our future workplaces.

First stage of Johanna Friedrich's training
Purchasing for disposal vehicles:
"My first work experience was in purchasing. I was hardly there for half an hour and I had already been shown how to write out orders. After that, I was allowed to write out orders on my own. It's great that FAUN is so willing to give us responsibility straight away. You get a feeling of being a part of things. I enjoyed working for FAUN from the outset. The colleagues were all very friendly and helpful, which is one of the reasons I enjoy coming to work. At the moment, I'm at the production department. The colleagues here are also very nice and helpful. I can always ask questions whenever I want and I get good and friendly answers. I'm very happy to be able to train as an industrial clerk at FAUN. I feel happy every day and I've found the assistance that all employees I've had dealings with to date give to the trainees really great."

First stage of Mona Meier's training
Disposal vehicle production:
"I initially started in production where I was immediately given an insight into the entire production

process and how the different container bodies are made and provided with the opportunity to acquire initial basic skills. I then moved to KC-Nord where I was able to experience how customer complaints, repairs, warranty and goodwill services are handled. A few days ago, I moved to logistics where I'm currently working in dispatch. And again I received a friendly welcome here and was from the start treated well and integrated so that now I'm already able to do some tasks entirely on my own. All colleagues that I've had dealings with to date have had an open ear for my questions and have provided a helping hand. The training is lots of fun and I've already learnt much in the short time I've been here. I'm already looking forward to the future and the tasks that await me during my training at FAUN."

First stage of Ina Westermann's training:
FAUN Services focuses on used and rented machines:
"For the first five months, I'll be working for FAUN Services GmbH. The expectations I had for my training were already exceeded in the first week. After being given a very nice welcome and being immediately integrated into the team, I was already given the opportunity after just a few days of drawing up rental contracts and leasing quotes. I was also happy that there was so much contact with customers and that I'm able to write orders and invoices on my own which provides me with a very extensive area of work which in turn means that there's much to learn. I've now settled in and I'm happy that I will be spending five months of my training at FAUN Services. It will allow me to become more confident in my work while being able to continue to learn."

We hope that the training will continue to be so exciting and interesting and that our future here at FAUN will be a success.

Johanna Friedrich, Mona Meier and Ina Westermann

Certified for Europe

➤ Osterholz-Scharmbeck. Dr Helga Trüpel, MEP, presents Europasses to FAUN trainees



Left: Christiane Bodammer talking to Jermaine Rodriguez, Christopher Neumann and Thomas Meier about their experiences in north Wales

Right: Dr Helga Trüpel handing over the Europasses

For the apprentices Jermaine Rodriguez (warehousing logistics specialist) and Philipp Maile, Christopher Neumann and Thomas Meier (all mechatronics engineers), the three weeks' work experience in north Wales at FAUN Municipal Vehicles Ltd. did not only pose a linguistic challenge. Colleagues helped to immediately integrate the four into daily work where they faced both challenging daily tasks as well as language obstacles.

But the effort was worth it in the end. Learning for life and the Europass – Mobility is an initiative that is supported by the European Commission

and aimed at helping young people present their qualifications, abilities and skills in a way that can be clearly understood throughout Europe. FAUN has been participating in the initiative for several years and provides trainees with the opportunity of benefiting from work-experience stints at its locations in other countries. FAUN is assisted in its work here by Christiane Bodammer of Osterholz-Scharmbeck's vocational training colleges. The trainees were afforded the special honour in June 2009 of receiving their Europasses from the hands of Dr Helga Trüpel, MEP, and Dr Bodo Stange of Stade Chambers of Industry and Commerce.

Claudia Schae

Learning to think in alternatives

➤ Matthias Kohlmann accepts voluntary teaching assignment at Bremen University of Applied Sciences



many diploma and bachelor theses and have worked as a second examiner. But contact with the Bremen University of Applied Sciences became more regular and then the dean asked me at the beginning of the year whether I could see myself teaching. I jumped at the chance and now, with 7th semester students, I immerse myself in cost and performance accounting for three semester periods a week."

K>MOBIL: A self-critical question: what qualifies you to teach students?

"I'm not really an anxious person and I immediately said I would do it. For over ten years, I've been associating with young adults through my voluntary work accompanying them on trips. Feedback from the students has also shown that they respond well to me or my way of teaching. It's particularly important to take young people seriously. The link to the practical world that I create in my lectures and exercises will also make it easier for students to find their feet in their professional lives. It's my aim to provide students with a toolbox with a sufficient selection of skills that they can use later on in life by asking themselves what tools they need to use for a specific purpose. And I want them to know how to think in alternatives."

Bremen. Matthias Kohlmann, Director of Group Controlling FAUN Group, has since the winter semester of 2009/2010 been teaching the European Course of Business and Administration at Bremen University of Applied Sciences. K-MOBIL spoke to him about the new assignment.

K>MOBIL: Mr Kohlmann, every Friday from the start of the 2009/2010 winter semester, you are to be found at the Bremen University of Applied Sciences. Why did you have to go back to school?

"Well I didn't have to go back. I've accepted a teaching post for internal accounting, i.e. cost and performance accounting."

K>MOBIL: What inspired you to take on the post?

"I've been keeping in touch with a variety of universities through FAUN for years. For example, with BITS in Iserlohn or the universities of applied sciences in Bremen and Bremerhaven. I've supervised

K>MOBIL: Does this create any input for your practical work at FAUN?

"When preparing my lessons, I go through bundled specialist knowledge that you don't encounter in this way at seminars. Reflecting on reality creates new impetus. Subjects are redefined and structured. I often ask myself how to approach a theoretical task and how I could apply such approaches to FAUN. You become self-critical."

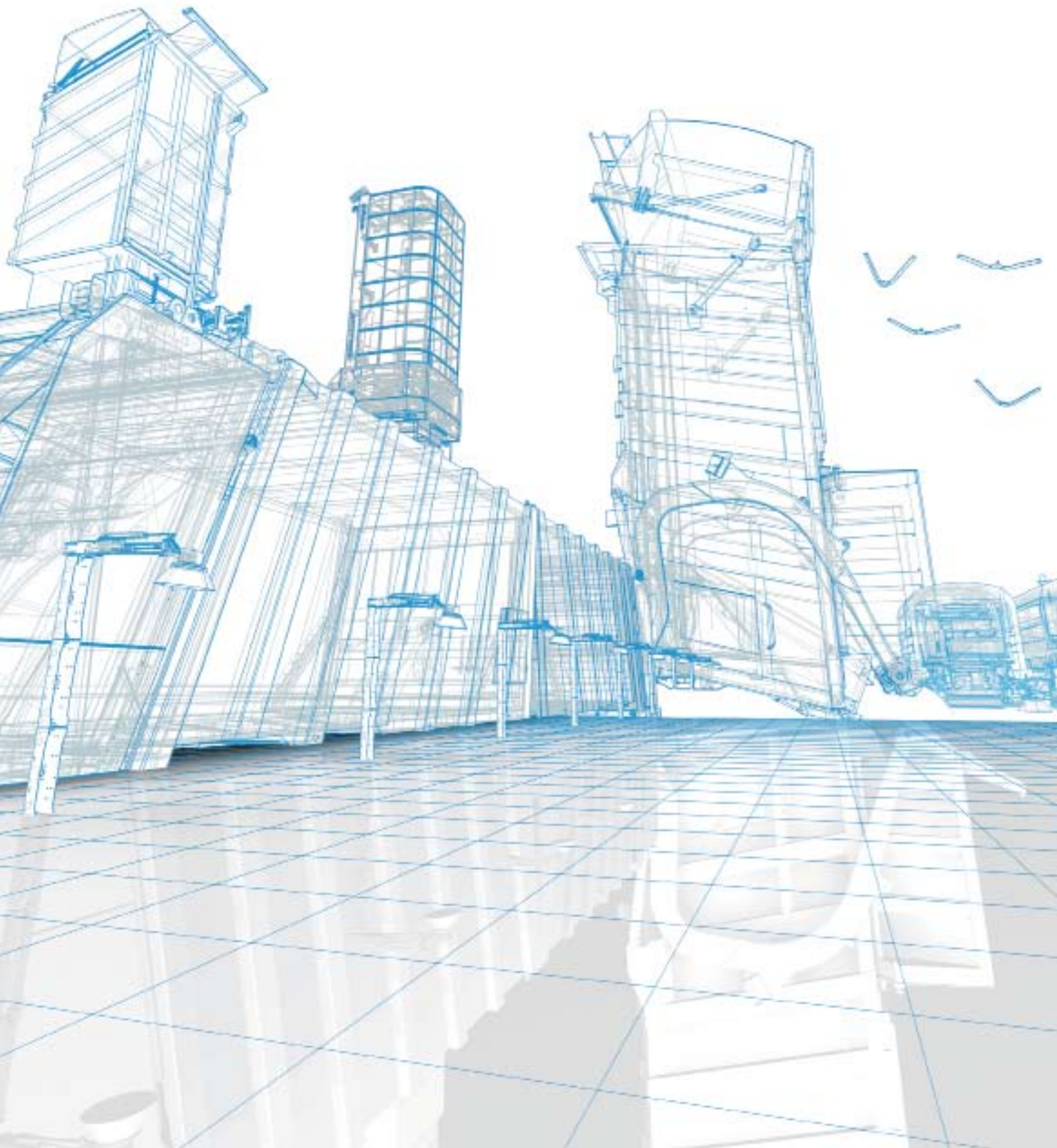
K>MOBIL: Be honest: what's more fun?

"I would say that students are more easy to challenge in a positive way. And (here Mr Kohlmann chuckles) it's easier to discuss break-even points with students than with CEOs who're personally involved. However, the opportunities to structure and change things are greater outside academia. All in all, teaching supplements my everyday work very well. "

Claudia Schae

Industrial design meets construction design

➤ Osterholz-Scharmbeck. Top-class disposal vehicles are created at the interface between industrial design and construction design



Powerful double: Johannes Klossek, Head of Construction Design (left), and Tim Krapp, Industrial Designer (right)

Industrial design is still not widely encountered on the disposal sector. Although design firms are frequently employed with the visualisation of projects, such design firms are too often not included in the process of creation. But FAUN has made a change here because it hopes to benefit from the interdisciplinary fusion of construction design and industrial design for disposal vehicles with the employment of Tim Krapp – an industrial designer – who joined the company in October 2008.

Industrial design for refuse-collection vehicles. Absurd? Not at all! Industrial design has been important to the automotive industry since Henry Ford. Disposal vehicles are frequently manufactured in the same way as other automotive products with useful development processes that are being employed there being adapted and introduced here. As is industrial design. This is where distinctions and unique characteristics are created by which manufacturers may stand out from the competition and create benefits for themselves. Industrial designer Tim Krapp participates in the process of creation that takes place in the construction design department where ideas are born, put to paper, subjected to feasibility studies and implemented if successful. And this is the area in which Tim Krapp pursues general design processes:

- During the **research and planning phase**, information about competitors and target groups is collated and assessed to enable a picture of the actual situation on the market that is as precise as possible to be drawn up. At the end of this phase, the tasks at hand must be clearly formulated.
- The **idea phase** that follows provides designers with the opportunity of coming up with different creative approaches with few constraints; at this stage, there's no great need to subject ideas to any real scrutiny in regard to feasibility.

- Then during the **conceptual phase**, work on further developing the selected ideas is commenced with the help of CAD, 3D models, visualisation renderings, samples and, in particular, by scrutinising the constructive design. Close cooperation with the construction-design department is very important and productive at this point.
- The last details of the final design from the **conceptual phase** are then subjected to rigorous scrutiny during the development stage with the aim of optimisation from a manufacturing point of view. In the best case, final modifications can be made before work commences on the production of a prototype.
- The **project-planning phase** offers the last opportunity for any final modifications to be made before the corresponding data is sent to the production department for the product to then be brought to series maturity through cooperation with this department.
- New or modified products continue to **require care** after they have been launched. Which includes the monitoring of series production and subsequent modification work.

Tim Krapp talking about his certainly rare professional challenge at the manufacturer of bodies for refuse-collection vehicles: *"It's exciting to make the wider public aware of how important industrial design is even on such substantial products as disposal vehicles. The challenge I face is to question things that have existed for ages. Things that have existed in the past will always continue to exist. Only more simply, cleanly and efficiently. Even – and particularly – on a vehicle that takes rubbish away. I'm not concerned with turning everything upside down but with allowing all aspects of design, including aesthetics, ergonomics, materiality, sustainability and so on, to penetrate down to the last detail of our products."*

Claudia Schae, Tim Krapp

Industrial design is to be found in almost all the products that surround us. A fundamental distinction is made here between consumer and capital goods – with the latter including commercial vehicles. The task of industrial design is to come up with a product that fulfils defined requirements and presents its strengths in an aesthetically conclusive style. Corporate identity also plays a decisive role in a company's approach. Customers must be enabled to use the product in the best way possible from an ergonomic point of view. Designers must also always consider the capacity of designs to be integrated within industrial manufacturing processes.



WE.MOVE.FUTURE.

We wish you and your families a peaceful Christmas and a good start to the New Year!



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