

# K»MOBIL

THE  KIRCHHOFF GROUP MAGAZINE

➤ **KIRCHHOFF Group:**

The group is growing: Since 1.1.2006, REHA Group Automotive, an individual vehicle converter, has been a member of the company group. ➔ P. 04

➤ **KIRCHHOFF Automotive:**

After the success in 2005, the company is again proud to receive the GM »Supplier of the year« award in Detroit in 2006. ➔ Page 09

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Cork is nature. WITTE Werkzeuge opens up a completely new field with its new screwdriver series MAXXPRO nature. ➔ Page 23

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Particulate dust? The new VIAJET FILTAIR sweeper achieves 99.95 % dust-free sweeping. ➔ Page 25



Mobility   
that fascinates

Vehicle conversions for people with limited mobility

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# Individual mobility is a basic human need

➤ **Hilden, Iserlohn. New company division REHA Automotive.**

Dr.-Ing. Jochen F. Kirchhoff  
Chairman of the Board of  
Directors of the KIRCHHOFF  
Group

»We want to utilize our  
expertise in automotive  
technology to make a  
significant contribution to  
this important social task.«



At the end of 2005, KIRCHHOFF Automotive acquired the majority share in REHA Automobiltechnik GmbH & Co. KG and incorporated this company into the KIRCHHOFF Group as a fourth business division under the new company name of REHA Automotive GmbH & Co. KG.

The company, with its headquarters at Hilden near Düsseldorf, has six locations throughout Germany and one in Poland and is a leader in the customized conversion of motor vehicles to suit the needs of people with limited mobility. The company carries out tasks such as consultancy, planning and execution of individual conversion measures to meet the requirements of both actively and passively disabled drivers.

With the increasing longevity of the population and a consequently growing number of disabilities, we wish to help those concerned to continue participating in road travel by means of a modified vehicle and to fulfill their desire for individual mobility for as long as possible.

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With best regards,

Dr.-Ing. Jochen F. Kirchhoff



# REHA – Wide Spectrum of Performance



Loading systems for wheelchairs



Loading ramp systems of all kinds



All types of strap fixtures

➤ **Hilden, Iserlohn. The group is growing: Since 1 January 2006, REHA Group Automotive, custom converter of vehicles, has been a member company of the KIRCHHOFF Group.**

»Mobility for Mankind« is the guiding idea for all business segments within the KIRCHHOFF Group. The fourth and youngest business division, REHA Automotive GmbH & Co. KG, makes this motto reality in a very special way by converting production vehicles to meet the needs of people with limited mobility. Founded in 1981, the company has six locations in Germany, one in Poland

and employs a staff of 60 highly qualified people including engineers, electronics specialists, vehicle technology experts and mechanics. REHA develops customized conversion systems for all types of vehicles ranging from compact cars to vans. Even luxury limousines and sports cars can be individually configured. The spectrum of performance covers the complete service from the initial

design to the made-to-measure installation. During 2005, more than 1500 vehicles of all possible makes were converted to meet various special requirements, providing more mobility for disabled persons and their dependents. These conversions are, of course, often performed in close cooperation with the approved maintenance workshops of the car manufacturers.



# Individual vehicle conversions



Steering aid, here using motorcycle handlebars



Boarding assistance with swivel system



Pedal adaption

BMW, Opel, Ford, VW and Chrysler all make good use of REHA Group expertise whenever they require it, as do Citroën and Renault, Toyota, Honda, Mitsubishi and Hyundai. The nationwide distribution of locations throughout Germany ensures the necessary proximity to the customer for this commercial sector too.

The REHA Group supports specialized maintenance and repair workshops through promotional measures such as sales personnel training, with demonstration vehicles and presence at exhibitions and fairs. The services offered include a customer hotline, direct workshop conversions, warranties and safety inspection arrangements. REHA safety standards are guaranteed by certifications such as DIN EN ISO 9001, state-recognized safety tests and EU regulations.

Due to the demographic development of the population, there is an increasing number of older people with the unbroken will for mobility – and REHA with its solutions can look forward to further growth in this rapidly developing market. KIRCHHOFF Automotive and REHA will be keeping step: WE.MOVE.FUTURE

Here are several examples to illustrate how REHA helps people overcome their individual disabilities and achieve automotive mobility.

**Problem: Muscular dystrophy or MS**

**Solution: Boarding aid**

- wheelchair lifting ramp

**Seating systems**

- combined seat runners driving aid
- cycle handlebar steering with reduction of operating force

**Problem: Paraplegia**

complete paralysis of the legs

**Solution: Loading aid**

- wheelchair loading system (operated from driver's seat)

**Driving aids**

- manual operation of accelerator and brake

**Steering aid**

- rotation knob on steering wheel

**Control aid**

- mini multi-commander

**Problem: Paralysis or amputation of right leg**

**Solution: Pedal adaptation**

- relocation of accelerator to left

**Problem: Paralysis or amputation of an arm**

**Solution: Steering aid**

- rotation knob on steering wheel
- multi-commander to operate column change

**Problem: Very tall persons (over 2 m)**

**Solution: Repositioning of seat runners**

- runners are moved back 6 – 8 cm

**Problem: Very short persons (less than 1.5 m)**

**Solution: Pedal adaption**

- elongated pedals
- Seating system**
- seat adaption with adjustment (vertical/horizontal)

The solutions to problems shown here represent only a selection of the entire REHA performance spectrum. Further details are available on our homepage under: [www.reha.com](http://www.reha.com).

Ulrich G. Schröder



# »And the moral of the story...«

➤ **Economically necessary globalization and integrity in dealing with employees is not a contradiction! Morals and ethics in a global economy: Report on the lecture given by Dr.-Ing. Jochen F. Kirchhoff on 28 April 2006 during the automobile congress at the Ruhr University in Bochum**

## ➤ **Ability to transform secures the future**

The development of the KIRCHHOFF Group is a story of continuous change. The foundation of the parent company dates back to the year 1785 in Iserlohn, in which the WITTE needle factory started operating regionally with great success. WITTE produced all types of needles for household, crafts and industrial use.

## ➤ **The origin of global activity and thought**

In 1879, the factory achieved an international reputation under the leadership of Friedrich Kirchhoff. Two million needles were produced (Fig. 1) and sold daily. In 1894 an extremely far-reaching decision was made – a pressing plant was founded. This initially produced parts for pulleys and then for wagon components (Fig. 3). Finally it began manufacturing parts for the automotive industry – and has been doing so ever since cars have existed.

## ➤ **Always ready to face structural change**

In 1950, the manufacture of needles gave way to the production of hand tools (Fig. 2). At that time, other countries were flooding the world market with cheap needles. The German factory had a staff of highly skilled, trained workers who were specialists in making products from thin steel wire. They now concentrated on producing screwdriver blades and developing high-grade tool grips. The number of employees grew.

## ➤ **Expansion based on core competence and market opportunities**

With the acquisition of the company M. Kutsch in Attendorn in 1984, the expansion of KIRCHHOFF Automotive began. The motto of the nineties »From single parts to modules« is now being replaced by a broader objective. The current motto is »From the module to the shell« and international automobile manufacturers will in future be supplied with complete chassis structures (Fig. 4). What started with the production of wagon parts and has today reached its peak in the production of complete passenger car modules is happening in a similar form and with a time lag in the utility vehicle market. Within the

KIRCHHOFF Group, the Iserlohn pressing plant is gathering a great deal of experience in the production of truck chassis frames (Fig. 5). This, among other aspects, played an important role in the decision to acquire the waste collection and environment vehicle section of FAUN in 1994. Today, FAUN is European market leader in the production of communal vehicles (See example fig. 6) with seven factories in six different countries. KIRCHHOFF Automotive currently manufactures at 16 locations in eight countries. WITTE Werkzeuge is active in Hagen, Germany and also in El Salto, Mexico. With the acquisition of REHA Group Automotive, the specialist in converting vehicles to suit the particular requirements of people with limited mobility, the responsibility of the KIRCHHOFF Group has now grown by further plants located in both Germany and Poland. The group management is now responsible for more than 30 production plants in twelve countries as well as over 100 service centers worldwide. Around 4000 employees are currently engaged in jobs with good prospects all around the world.

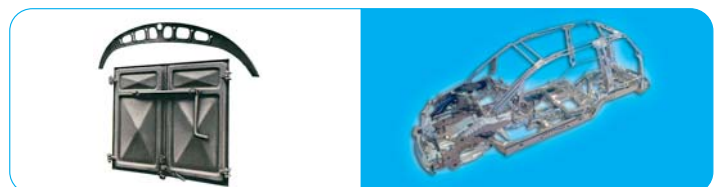
## ➤ **New market opportunities: Diversification provides greater benefits to customers and stability in times of crisis**

With increasing human longevity and a growing number of disabled persons generally, the REHA business sector opens up new market opportunities and also presents increased social responsibility for the KIRCHHOFF Group. Both present and future jobs can be secured by the financial power of the corporate group. Here again, the competence of KIRCHHOFF Automotive and FAUN Umwelttechnik are multiplied by the special expertise of the Hilden vehicle converter REHA and will result in future work for all concerned. FAUN will, for example, in synergy with REHA, be able to build the first sweeper in the world that can be driven and operated by employees with limited mobility. *»The diversification of the offered range produces not only an internal win-win situation. The structure also results in advantages to customers, which improves competitiveness and secures jobs. But only when steady profitability is achieved, is it possible to carry out innovations in order to utilize market opportunities in the future.«*

Figs. 1+2: From the sewing needle to the professional screwdriver



Figs. 3+4: From the wagon component to the body in white



»Until now, the companies of the KIRCHHOFF Group have always managed to adapt to the continuously changing market situation by means of timely innovations«.

### → Family-owned for four generations, medium-sized, flexible, proprietor-managed

The leadership of the company group by Dr. Jochen F. Kirchhoff and his sons Arndt G., Dr. Johannes F. and J. Wolfgang Kirchhoff guarantees successful further development and a continuation of the over 220-year tradition. Social orientation and the spirit of the founding family marks the international management of the group and is clearly expressed in many points:

- Foundation of the works health insurance as early as 1855
- Traditionally high trainee quota (up to 10 %)
- Regular information through intranet and company magazine
- Constructive cooperation with the works councils

»It is part of the family tradition that all generations of owners should be socio-politically involved and hold honorary appointments in social causes.« In fact, some members of the family have held up to 30 honorary offices, serving the public in art and culture, sport, education or the integration of underprivileged social groups.

Regional sponsoring also plays an important role in the companies of the KIRCHHOFF Group. »Without the support of companies, many clubs could not perform their essential social tasks. Here we feel we have an obligation.«

### → Reasons for and consequences of internationalization

In order to increase profitability, and thereby competitiveness, and to protect jobs, the KIRCHHOFF Group has been successfully following a course of internationalization since 1984. The improvement in customer orientation and the rapid and long-term penetration of overseas markets have not only protected existing jobs in Germany but have also formed the basis for the creation of new jobs right up to 2005. The majority of investments up to 2004 were clearly made in inland locations too. »Particularly in the automotive industry, domestic and overseas investments are not contradictory but a necessary and inevitable combination.« The KIRCHHOFF global

Sales and Engineering Center was recently inaugurated in Attendorn, Germany.

»We want our employees to take pleasure in their work and to be proud of what they have achieved.«

Dr.-Ing. Jochen F. Kirchhoff,  
Chairman of the Board of  
Directors of the  
KIRCHHOFF Group

»The increasing pressure of global competition calls for quotations on the basis of the best cost structure in each particular case. If one plans to secure long-term orders in a global market and maintain jobs in Germany, there is no room for a purely emotional decision. Also mixed-cost calculations on the basis of hourly wages of the domestic and overseas plants are only an interim solution. In the medium term, the market requires the most favorable solutions.

KIRCHHOFF Group's offers must provide the individual customer with the greatest possible benefit. China, India and Russia are increasingly in focus – as growing markets for our products and consequently as locations for production plants at the doorsteps of existing and future customers.«

... Continued on next page.

Figs. 5+6: From the truck chassis frame to the robust communal vehicle.



The corporate objectives highlight the values of the Group.

1. Customer satisfaction in terms of quality, costs and service
2. Healthy, contented and qualified employees
3. Continual innovation of products, technologies and processes
4. Economical, environmentally friendly use of resources
5. Maintenance and increase of competitiveness through sustainable profitability



# Immeasurable services performed

## ➤ Iserlohn. A debt of gratitude to a model secretary.

Marion Raubart (r.) together with her successor Anna Pietrzak



At the end of last year, after 35 years of exemplary service, Marion Raubart took leave of the company to enter early retirement for health reasons. *»For more than half of your life, with your ever friendly and helpful disposition, you have been of invaluable service to our company, to my family and to myself personally. Your ability to work under pressure was endless, your dealings with our customers and with personalities from politics and society discreet, confidential and reliable, as was your contact with our managerial staff, whose personnel files you personally looked after for more than two decades.«* These points were emphasized by Dr. Jochen F. Kirchhoff during the celebratory dinner held shortly before Christmas 2005 in honor of the retiring personal secretary. Since 1970, Marion Raubart has helped write the history of a whole generation of both company and family. She experienced and accompanied the new building and the extending of the original factory in Stefanstrasse, the development of the Iserlohn Heath location and at the modern facilities in Sümmern and Hagen as well as the trendsetting acquisition of the Kutsch company in Attendorn and finally the development and growth of the KIRCHHOFF Group as we know it today. This was the statement made by the senior member Dr. Ing. Jochen F. Kirchhoff in the company of his wife Lore, his daughter Eva Barbara and his three sons, Arndt Günter, Johannes and Wolfgang to his departing personal secretary, who was unable to hide the nostalgic feelings she had on the occasion of her farewell. He wished her every success for the future and hoped that she too would look back with satisfaction on their common experiences and achievements.

Anna Pietrzak

⇒ **»We still have a great problem in recognizing the facts.«**

### **Great need for adaptation and reform in Germany**

If one simply compares the costs for one hour's work and the working hours at our automotive locations worldwide, one point soon becomes clear – if the process of reform in Germany does not advance more quickly, an increasing number of companies offering their products to a global market will be forced to transfer first the less qualified and then the more qualified jobs abroad. Some faster rethinking is necessary for the good of everybody. Society must be confronted with reality by politicians, the media and opinion-forming public figures (including union officials). Increased efforts are necessary, particularly for:

- the labor market, tariff and social policies
- state activity and bureaucracy
- educational policies

### ⇒ **Ethics and transparency, if dismissals, partial closure of plants and factory shutdowns become inevitable**

*»In order to adapt to the market situation or to a continued drop in demand, dismissals or shutdowns can become inevitable. The use of mixed calculations with cheaper overseas locations to maintain jobs in domestic plants that are no longer economically viable can be only an interim solution. It is not ethically justifiable to retain product programs, works sections or individual plants running when this increases the overall damage and in the end jeopardizes the entire corporation. The profitability of the corporation must remain sufficient to ensure the ability to make investments and innovations. This may not be morally discredited.*

*For those affected by dismissal, these economically correct decisions are difficult to understand. They are often forced to come to the painful conclusion that even long years of personal diligence and good cooperation in a company are, due to circumstances beyond their control, in vain and are unable to escape their personal fate. This makes frank and factual information and communication in good time absolutely essential. Alternative jobs within a company or in more successful sectors of a group should be offered if possible. An acceptable balance of interests should be agreed upon.«*

In order to avoid these steps being taken, the proprietary family and the management do everything possible to create innovations, to increase customer benefit and to raise the ability to compete. This requires sustainable profitability in any case. If segments of a corporation endanger this in the medium or long term, they must be either closed down or relocated in order to serve the interest of the other jobs and the corporation as a whole. The KIRCHHOFF Group, with its capacity for transformation and internationalization, has shown in the past 50 years that this is the right way to secure growth and employment in the long term. Jörg Hesse



# Successful even during hard times!

## ➤ Detroit. GM again awards KIRCHHOFF Automotive the »Supplier of the year«.

For the second consecutive time, General Motors has selected KIRCHHOFF Automotive as the »Supplier of the year 2005« for excellent performance during the business year of 2005. Managing Director Arndt G. Kirchhoff and Senior Engineering Manager Andreas Nebeling were present at the prize-giving ceremony in Detroit on 24 April 2006.

*»We see KIRCHHOFF Automotive as an example for all other suppliers. The company exceeded our expectations for 2005 and will therefore receive the title of supplier of the year.... KIRCHHOFF Automotive is one of the world's best companies and we thank them for their hard work and commitment, which has helped make GM the leading car manufacturer worldwide".* These were the words of Bo Anderson, Vice President of GM Global Purchasing and Supply Chain.

This came as a particularly great surprise when the nomination letter reached the company this year, because 2005 had been a particularly difficult year for the whole automotive industry, largely due to the price of commodities.

*»This award shows how well the team spirit and excellent co-operation between all KIRCHHOFF locations functions – even during difficult times. For it is only possible to achieve this kind of performance through common effort. Hearty congratulations to all employees«,* was the comment made by Arndt G. Kirchhoff, CEO of KIRCHHOFF Automotive.

Apart from KIRCHHOFF Automotive, our Canadian partner Van Rob also received an award. From left to right: Peter van Schaik, CEO of Van Rob Stampings, Andreas Nebeling, Senior Manager Engineering, Bruce Johnson COO of Van Rob Stampings and Arndt G. Kirchhoff, Chairman & CEO of



KIRCHHOFF Automotive supplies structural and chassis components made of metal to the automotive industry. The group is represented at a total of 15 production locations in Europe and North America and has 2600 employees worldwide. The Automotive headquarters for sales and engineering is situated in Attendorn. In Europe, KIRCHHOFF supplies more than 600 different components to all GM/Opel plants. There is a KIRCHHOFF plant in the vicinity of practically every GM/Opel location in order to provide the customer the best possible on-site service. GM/Opel is one of the largest automotive customers for the KIRCHHOFF Group. In May 2006, a further production plant in Gliwice, Poland was inaugurated in order to support the local GM production of the Astra Classic and the Zafira series.

Kerstin Rinscheid

The worldwide GM award »Supplier of the year« was first presented in 1992. The winners are selected by a global team comprising the directors responsible worldwide for purchasing, engineering, production and logistics. The four main criteria for the selection are quality, service, technology and price. Of the 3600 suppliers worldwide, 85 of them received awards for their performances this year, 13 of which were from Germany.

# European ecological management

➤ **Attendorn. KIRCHHOFF Automotive Germany is a registered participant in the European Eco-Management and Audit System EMAS.**

EMAS stands for »Eco-Management and Audit Scheme« and is a management system designed to help companies to continuously improve the level of environmental protection at their plants under their own responsibility.

Any company is entitled to participate in EMAS, provided it is willing to regularly publish an environmental declaration defining concrete objectives for the improvement of in-plant protection of the environment. This declaration is controlled by an environment assessor. Only when the strict requirements of the EC audit regulations are fulfilled is the entry in the EMAS register of the International Chamber of Commerce made. EMAS thus stands for systematic in-plant environmental protection of a high order and is a very suitable instrument to raise this above the presently legally required level.

Kerstin Rinscheid



Further details can be obtained under [www.emas-register.de](http://www.emas-register.de)





# Success through efficiency

## ➤ Berlin, Attendorn. KIRCHHOFF Automotive Germany GmbH receives the German Material Efficiency Award 2005.

The German Federal Ministry for Economy and Labor presented the Material Efficiency Award for the second time in 2005. The award is given for exemplary practical performance in the fields of chemistry, construction materials, metalworking, services and logistics involving the utilization of innovations to achieve economic improvement in material efficiency.

KIRCHHOFF Automotive Germany GmbH is a company validated according to the EMAS environmental standard. The company participated in the competition with a process for using coil remnants, which was developed through to the stage of practical application at the Attendorn production plant.

Last year, around 50,000 tons of steel coil material was processed at the Attendorn plant. In the course of production, the last 4.5 to 6 meters of each steel coil had always remained unused. It had always been a difficult and time-consuming task to extract these coil ends and then to dispose of them as scrap. This is where the measure to improve material efficiency comes in. As soon as it is no longer possible to convey the coil material by means of the feed rollers, a magnetic conveyor is switched on as an auxiliary drive, which allows the material to be transported further.

In this manner it is possible to process the coil down to a remaining piece of 0.7 meters in length. A pleasant side effect of this innovation is also an improvement in work safety. This small remaining piece of the roll can also be removed from the machine without any injury hazard.

### **This innovation results in a saving of 160 tons of coil material every year at the various German production plants.**

This development is an initial step into a completely new field. It influences resources affecting the whole of the German metalworking industry, augments environmental protection, reduces scrap and uses the material for its intended purpose, i.e. the production of parts. This also convinced the jury consisting of representatives from the worlds of science, commerce, and society, who selected KIRCHHOFF Automotive Germany as the winner of the Material Efficiency Award. KIRCHHOFF does not, however, intend to patent the process, as the company is a supplier of parts and not a machine manufacturer.



The German Material Efficiency Award of the German Federal Ministry for Economy and Labor was presented to KIRCHHOFF executives Stefan Leitzgen, Siegfried Jerger and Uwe Suchland as representatives of the company on 8 December 2005. From left to right: Stefan Leitzgen, Siegfried Jerger, Uwe Suchland.

Siegfried Jerger, Manager of the Shaping Department, and Uwe Suchland, Manager for Environment and Safety, on whose initiative the company participated in the competition, received, as representatives of KIRCHHOFF, the award from Dr. Rainer Jäkel at the German Federal Ministry for Economy and Labor on 8 December 2005. In addition to the award, the winners also received a check for 10,000 euros and a certificate. The money was made available to finance further innovations at the plant. For example, a plasma screen was installed that displays current machine utilization plans.

This success shows that an environmental policy that is actually practiced in the company in a consequent fashion both substantially and enduringly strengthens the economy and productivity of the whole KIRCHHOFF Group.

Stefan Leitzgen



# Sales & Engineering

## ➤ Attendorn. Celebration of the opening of the new Sales & Engineering Center.

The S&E Center in Attendorn completed in summer 2005 was officially inaugurated with a celebration on 30 November 2005. Apart from the District Administrator for the Olpe region, Frank Beckehoff and the Mayor of Attendorn, Alfons Stumpf, the Managing Director Arndt G. Kirchhoff welcomed employees, representatives of local commerce and in particular of the project leadership from the architectural company Klein, as well as from all those companies that had participated in the construction. The building was completed within the record time of 12 months. KIRCHHOFF Automotive invested around 3 million euros in the project, thus giving a clear statement of confidence in Attendorn, Germany as a production location. 1650 square meters of office space and conference area were created to meet the future demands of the growing market. In the course of constructing the »new premises«, the »old premises« were also given a facelift and adapted to suit the new transparent design. Kerstin Rinscheid

Arndt G. Kirchhoff (far right): »Our Sales & Engineering Center at the Attendorn plant, in which all teams for worldwide customer service are located, is now situated in a modern office with matching communications structure in order to serve our customers even better than before.«



From l. to r.: Architect Eva Kirchhoff, J. Wolfgang Kirchhoff, Dr. Jochen F. Kirchhoff, Lore Kirchhoff, Dr. Ina Kirchhoff and Arndt G. Kirchhoff.

Behind the glass and the façade of noble Kössein granite lies the »technical sales heart« of KIRCHHOFF Automotive.



# Research & Development

➤ **Attendorn.** With the new Development and Prototyping Center in the immediate neighborhood of the S&E Center, KIRCHHOFF Automotive purposefully reinforces its innovation activities.

The KIRCHHOFF Automotive Development and Prototyping Center



**»Innovation is the transformation of an idea into a new product, a new service, a new process or a new business model, whereby a significant increase in value for the company and its customers is achieved.« (ACE, 2005).**

The objective of innovative ability is, apart from the long-term securing of technological competitiveness, the opening up of new markets and the improved fulfillment of customer requirements. The necessity for good innovative performance is underlined by the two economic aspects of *return on investment* and *increasing market share*.

Simultaneously, innovations are driven by external factors such as customer requirements, the pressure of competition and regulatory restrictions. In Germany, a country of high labor costs, innovations and, above all, their rapid and purposeful implementation represent the key to growth: growth that both secures existing jobs and creates new ones.

If one regards the present value-added architecture in automotive construction, the main OEM parts are the shell and the engine. Particularly as far as the shell is concerned the value-creating share will obviously be passed more and more to the component supplier. In connection with this tendency, the OEM's wishes regarding the development work to be performed by the component supplier will increase to an even

greater degree. The ordering trends of recent years have led to a clear increase in the amount of development work being carried out on the part of the component supplier. In future, many new technological trends will originate to an increasing extent from the component supplier.

Due to the steadily shortening time periods available for development in the automotive industry and the demand for cost-optimized development processes, the amount of time allowed for prototyping and test series is also becoming increasingly shorter. The result is a higher technical risk for those involved in development. For this reason, KIRCHHOFF puts particular emphasis on the use of calculation methods. Thereby the target-oriented, in-house evaluation of prototypes can be practically completed through tests. In order to meet the continuously increasing demands of automobile manufacturers on the developmental abilities of the component suppliers, the new Development and Prototype Center at KIRCHHOFF Automotive in Attendorn was created. Within an area of approximately 2400 square meters the complete process chain is represented, starting with the design concept, taking into account the construction space allocated by the customer and the specification list, via calculations, production of prototypes and evaluation of component performance through bench testing right up to the maturity phase. Christoph Wagener



# Qualified employees – a decisive competition factor

»The right qualification at the right time in the right place...«



Experience is passed on – basic and advanced training at KIRCHHOFF Automotive

Qualified employees, together with factors such as product, cost structure, processes and innovative ideas, are an important part of surviving in the face of international competition. This rule applies not only to an internationally active company group such as KIRCHHOFF Automotive but also, or particularly so, for the entire production location of Germany in general. Due to the demographic and economic development on the domestic front, securing this competitive factor continues to be a great challenge.

KIRCHHOFF Automotive has accepted this challenge and through further training, education and personnel development has made a strategic investment in the future.

The increasing automation of production processes and the related new and higher demands on the qualifications of personnel that go with it must also be taken into account. Employees must receive precise further training in order to meet these new demands. Apart from that, there are also professions whose training schemes already include the new demands to consistently train people within the company.

As in previous years, the company group will continue to honor its social obligation by providing training far beyond its own requirements.

## **The trainee quota stands at 8 percent.**

In the year 2007 therefore, apart from tool mechanics, industrial production technology mechanics, industrial clerical staff, specialized stores personnel, computer specialists, material controllers, machine and plant operators also electro-mechanics, electronics specialists for plant technology, technical draftsmen and technical product designers will be included in the range of training programs on offer at KIRCHHOFF Automotive. In the academic sector, KIRCHHOFF Automotive will continue training within a combined studies system designed to take future requirements into account.

## **KIRCHHOFF Automotive proves its ability to master the future through its personnel development and further education system.**

With support from an external consultant and within the framework of an international personnel development project through our Sales & Engineering Center in Attendorn, a potential analysis was carried out for 76 employees in order to provide these with basic and advanced training in specialized sectors and in the so-called »soft skills«.

This measure also indicates that KIRCHHOFF Automotive invests in its employees. A strategic and purposeful approach to qualification makes the employees, and with them the company, fit to master the future.

Holger Schienbein



# Cast in a very special mold

➤ **Iserlohn. Timo Müller is the first combined studies graduate.**



Graduate Engineer Timo Müller (center) proudly presents his graduation thesis with honors to the Board Chairman Jochen F. Kirchhoff (l) and Kuno Jakob (r), Human Resources manager of KIRCHHOFF Witte, Iserlohn.

The Employers Association Ruhr/Lenne reports in its annual publication 2005/2006: *»In the year 1999, representatives of the employers associations, the Hagen Chamber of Industry and Commerce and the Märkische University held a round table conference in order to develop a combined model of technical training and polytechnic university education which was to be unique in the whole of Germany. The purpose: By means of an attractive educational model to ensure a sufficient number of future young engineers for the companies in southern Westphalia. Concurrent with their technical training in a company, the young people take part in a 10-semester course of study in mechanical engineering at the university and after successfully completing their professional training they remain employed by the company until the end of the course of study.«*

As early as the winter semester of 2000/2001, with financial support from the employers association the idea was put into effect at the University of South Westphalia in Iserlohn. The new combined studies course started with 88 students. Five years later in November 2005, 13 students became graduate engineers. One of them was Timo Müller. After a sandwich course at KIRCHHOFF Ireland, he began his training as a toolmaker at KIRCHHOFF Witte and his course

of study in mechanical engineering at the Iserlohn University. Two and a half years later, having passed his examination as a toolmaker, he received a contract as a combined student. For a further two and a half years this meant four days every week working as a skilled toolmaker and one day studying – and working over the »free« weekends.

Employers Association president Horst Werner Maier-Hunke emphasized in his laudation, *»The twofold stress through study course and occupation demands an unusually high effort and a sacrifice of free time on the part of the student. While co-workers sleep in on Saturday, the combined course student attends courses at the university. While others spend pleasant, leisurely evenings together with family, friends or girlfriend, the combined course student is poring over his textbooks.«*

## **The advantages of the combined study course for the graduate:**

- Vocational training and practice-orientated university course within a shorter time
- Early integration in the company with good prospects of advancement
- Continuous combination of theory and practice
- Income from the first day on

## **And for the companies participating the following points are important, resulting in a win-win situation:**

- Gaining qualified employees
- Continuous utilization of knowledge growth
- No introductory training period required after completion of training phases
- Long-term personnel development for occupying leading positions

Dr. Kirchhoff congratulated graduate engineer Timo Müller on his examination results with the words *»He who manages all that must be cast in a very special mold indeed.«* We wish Timo Müller, who currently works in Production Engineering, a successful career at KIRCHHOFF Automotive.

Ulrich G. Schröder

# Growth in Hungary

## ➤ Esztergom. Expansion of the production capacity at KIRCHHOFF Hungaria.

At KIRCHHOFF Hungaria too, it is gradually becoming tradition: The new year began with an extension to the factory. This was made possible by the success of our customer Magyar Suzuki, who has introduced a new model every year since 2004.

This increases the total number of modules produced to almost three times the original figure – from 100,000 to 300,000 parts per annum.

This again confronts KIRCHHOFF Hungaria with a new challenge. The new project NWA (New Wagon R Agila) is the name of the successor to the present Suzuki Wagon R and the Opel Agila, which is presently assembled in Gliwice in Poland. The SOP (start of production) of the new model is scheduled for the end of December 2007. The number of units per annum for this model is estimated at 140,000.

Summary of large projects at KIRCHHOFF Hungaria:

### **2004: NCC (New SUZUKI Swift) project**

- Founding of the company
- Purchase of the 2.1 hectare site
- Erection of the first 1500-square-meter production hall and the 450-square-meter office building
- Installation of three robot cells and two spot welding machines
- SOP of the new SUZUKI Swift
- 22 assembly parts
- 80,000 automobiles per annum
- 5.2 million euros turnover
- 22 employees

SUZUKI Swift: Since 2004, KIRCHHOFF Hungaria has been producing 22 assembly parts.

### **2005: NBC (SUZUKI SX4 / FIAT Sedici)**

- Erection of a further production hall: 1500 square meters
- Installation of six robot cells and a bending press
- SOP of the NBC
- 24 assembly parts
- 60,000 automobiles per annum
- 11 million euros turnover
- 72 employees

### **2006 – 2007: NWA (New Wagon R / Agila)**

- Purchase of a further site of 2.1 hectares
- Extensions: welding shop by 3000 square meters, press shop by 3000 square meters, office building by 450 square meters
- Installation of four robot cells and three indirect projection welding machines
- Erection of a tandem press line / automatic press
- Setting up of own tool shop
- SOP of NWA in December 2007
- 27 assembly parts plus appropriate press parts
- 140,000 automobiles per annum
- 10.5 million euros increase in turnover
- 185 employees

Within three years, a factory with 185 employees and a turnover of 26 million euros has been realized in Hungary. At this point we wish to thank the German and Polish colleagues for all their help and support.

Szabolcs Sólyom

The FIAT Sedici, constructed on the NBC platform with 24 assembly parts.



# Large Investment in Mexico

➤ **Queretaro. Size of production area doubled.**



With an investment volume of 20 million euros, our joint venture in Queretaro, VRK (Van Rob Kirchhoff), has now increased its production area by 10,000 square meters to a total of 20,000 square meters. The main reason for this planned growth is the GM program T 900. In order to accommodate the production of the front end radiator support, the company has invested in a cathaphoretic painting plant, a washing plant and more than a dozen welding, riveting and processing centers. The number of employees has in the meantime risen to more than 500.

Arndt G. Kirchhoff

VRK, Queretaro:

Among other parts, the front end for the GM Program T 900 is being produced here



# Cross Car Beam for World Car

➤ **Attendorn, Toronto.**

**KIRCHHOFF Automotive has received an initial order from GM for the new World Platform »Global Epsilon«.**



A cross car beam, also referred to as an instrument panel carrier, separates the passenger cabin from the engine compartment. It also accommodates the steering wheel, airbags, etc. The new worldwide platform »Global Epsilon« will be produced in Europe, USA, China and Korea. In Europe this will be the successor to the present Vectra and the Saab 9-5. The SOP (start of production) is planned for 2009. KIRCHHOFF Automotive will produce the volume for Europe and Asia (about 700,000 vehicles p.a.) locally, whereas the volume for North America (about 500,000 vehicles p.a.) will be produced by our cooperation partner in Toronto, Canada, Van Rob Stampings.

The transatlantic project team, comprising staff from KIRCHHOFF Automotive Attendorn and Van Rob Toronto, has been working intensively on this project during the past 18 months and has, thanks to technical performance and global proximity to the customer plants, finally been able to win out over international competition. The project will now be brought to the series production stage under the central control of Attendorn.

Silvia Mues



# Think global, act local!

➤ **Wolfsburg, Stuttgart, London. Resident Engineering at KIRCHHOFF Automotive.**

Norbert Gräfe



Liam Cummins



Martin Müller



KIRCHHOFF Automotive produces in 16 plants throughout eight countries in order to guarantee customer proximity and complete service at customer locations. Our plants are not merely production facilities. Each plant serves our local customers, both supporting and transporting the work of our central Sales and Engineering organization in Attendorn, Germany.

Even in these times of electronic communication, personal contact still plays a vital role. Wherever KIRCHHOFF Auto-

motive does not yet produce locally but where customer contact is still essential, sales and engineering teams are on site to deal with customer needs.

Norbert Gräfe in Wolfsburg, Martin Müller in Stuttgart and Liam Cummins in London head our regional Resident Engineering offices. In this way we make certain that throughout Europe a competent partner for discussion can be on the spot within a matter of hours. The offices in Wolfsburg, Stuttgart and London analyze customer requirements

and wishes and provide the necessary support during the acquisition phase as well as later during the project phase.

»Behind the lines« they are supported by the efficient teams from the S&E Center in Attendorn.

These central teams, each with a permanent staff, look after customer requirements, starting with the tooling and machine processes and including many other aspects. Thus, KIRCHHOFF produces customer satisfaction through proximity again and again.

Peter Otto Schmidt

# New Plant opened in Poland

## ➤ Gliwice. The new Polish plant was inaugurated on 19 May.

The new plant KIRCHHOFF  
Polska Assembly II in Gliwice

Many came to the inaugural opening  
of the plant to congratulate

From l. to r.: Ribbon Zygmunt Frankiewicz, Dr. Jochen Kirchhoff, Teresa Korycinska, Wladyslaw Ortyl, J. Wolfgang Kirchhoff, Piotr Wojaczek, Arndt G. Kirchhoff



The KIRCHHOFF Polska Assembly II plant was officially inaugurated in a celebratory ceremony in Gliwice in May 2006. Production for the customer GM has already been running since January 2006. Apart from government representatives, colleagues from all KIRCHHOFF factories and about 150 employees, important customer representatives took part in the celebration. Among them were Helmut Kittler, Purchasing Director of GM Europe, Romuald Rytwinski, Managing Director of GMMP and also numerous members of the production, QM and logistics of GM. The numerous visitors illustrated the importance of the cooperation between KIRCHHOFF Polska and Opel.

The presence of DaimlerChrysler representatives was also a possible indication of new perspectives for future cooperation. We were able to welcome Rudi Hammerschmidt, Director of the production engineering of Mercedes-Benz Passenger Cars and Hubert Reinkunz, the Engineering Manager of the SMART factory. Furthermore, we were able to welcome prominent representatives of other customers, among them PSA Peugeot, Citroën and Faurecia. All of the guests present were clearly impressed by the plant and the potential of KIRCHHOFF Automotive in central Eastern Europe.

The symbolic ribbon was cut through simultaneously by: Dr. Jochen Kirchhoff, Arndt Kirchhoff, Wolfgang Kirchhoff, Wladyslaw Ortyl – Deputy Minister for Regional Development from Warsaw, Teresa Korycinska – Departmental Director of the Ministry of Economy, Zygmunt Frankiewicz – President of the

Town of Gliwice, and Piotr Wojaczek – Director of the Kattowitz Special Economic Zone, in which the plant is located.

Numerous representatives of the Polish parliament and the administration of the Town of Gliwice also participated in the inauguration celebration. It is largely thanks to their positive attitude that we were able to conclude this green-field investment in the record time of 10 months. In February 2005, the project was first officially nominated and in June building permission for the plant had already been granted. By December 6, the construction had already been completed!

The central objective of the investment was the stabilization of the processes and the organization. Our number one objective is the satisfaction of our customer GM/Opel in Gliwice. It is an honor to be the GM »Supplier of the Year«, but it is also an obligation to supply top quality products on time. GM Manufacturing in Gliwice, Poland, relies on its own individual quality processes, independent of any co operational standards. These require, for example, a reject rate of 0 ppm from the supplier. Every day, eight trucks deliver 42 final products to the customer GM, consisting of 39 assemblies for the body structure of the Opel Zafira and the closing plate in three versions for the Astra and Zafira models. Furthermore, every day a further six trucks loaded with 115 parts purchased from 27 suppliers located all over Europe leave our plant for GM. The products are produced using nine welding robots in six cells, with seven spot welding plants, eleven welding forceps and one foam-dispensing robot performing a daily total of 283,000 spot welds.

Janusz Sobón



# Great Confidence

## ➤ Attendorn, Olpe, Hagen, Iserlohn. Works Council members receive confirmation for their activities.

Top row (l. to r.): Wolfgang Grobbel, Mehmet Akbal, Günter Bender, Stefan Klose (chairman), Reimund Lippemeier, Miriam Zacker, Irfan Bozkir (reserve member); front row (l. to r.): Bernhard Schröder, Manfred Lohölter (deputy chairman), Kordula Stinn, Enrico Angioni (Gabi Kreusser absent)



On 3 March 2006, this year's works council elections were held at the Olpe and Attendorn plants and ten days later in Hagen and Iserlohn. About 70% of the employees entitled to vote actually did so. The work of both works council committees was ratified and 75% of the previous members re-elected. The works council chairmen Ulrich Kunz and Stefan Klose and

Top row (l. to r.): Muhamed Topcagic (deputy chairman), Helmut Obst, Heinrich Broda, Jürgen Tigges, Olaf Krage; front row (l. to r.): Wolfgang Naujoks, Ulrich Kunz (chairman), Ismet Seker, Inga Hantke (Antje Huck and Michael Meyer absent)



their two deputies Muhamed Topcagic and Manfred Lohölter were confirmed in office and will continue their work for the next four years. The central works council for KIRCHHOFF Automotive remains unchanged and consists of the two chairmen and their deputies.

Ulrich Kunz

# Heart and Expert Knowledge

## ➤ Attendorn. Friedhelm Siepe celebrates his 45-year service anniversary.



Friedhelm Siepe joined Matthias Kutsch GmbH as a 14-year-old trainee industrial clerk on 1 April 1961. After successfully

completing his apprenticeship Friedhelm Siepe, who lived in the Ennest district of Attendorn, worked from 1964 until 1968 as an export clerk. He then moved to the wages accounting department, where he continued his vocational training. Since 1984, Friedhelm Siepe has been the Human Resources Manager of the Attendorn and Olpe locations.

In his function as Human Resources Manager he has been able to develop a special relationship to the employees. His diplomatic style and his fair manner of dealing with people are not only a great incentive

for each individual, but a source of strength in the various departments, in the plant and throughout the whole company.

The management and staff of KIRCHHOFF Automotive wish to thank Friedhelm Siepe for 45 successful years, wish him pleasure in both work and leisure and, most of all, good health for the remainder of his professional career.

Kerstin Rinscheid

# Practical World 2006

## ➤ Cologne. Great interest in the latest WITTE products at this year's Practical World.

A 10-square-meter display on the rear wall of the booth shows the main attraction, the new »BITSNAP« bit box: The box opens at the touch of a button.



Well-known people from the world of politics appraising the new »MAXXPRO nature« screwdriver with the cork handle. From l. to r: J. Wolfgang Kirchhoff, Fritz Schramma (Lord Mayor of the City of Cologne), Christa Thoben, (Minister for Economy, North Rhine Westphalia) and Joachim Witt, (CEO of Koelnmesse, the Cologne trade fair company).



With nearly 75,000 trade visitors from 140 countries, the INTERNATIONAL IRONWARE FAIR / PRACTICAL WORLD 2006 again slightly improved on the results of the previous year. About 40,000 visitors, i.e. 53 percent, came from abroad. This again confirms the status of this exhibition as the world's leading fair in the tools, security technology, locks and bolts as well as construction and handyman/DIY sectors. This is how Koelnmesse, the Cologne exhibition company, summed things up at the end of the PRACTICAL WORLD 2006 trade fair: *»For those branches represented, many of whom are still facing difficult market conditions, this result is excellent«*, said Oliver P. Kuhrt, the Managing Director of the Cologne exhibition company, commenting on the attendance figures. *»The result for domestic visitors would have been even better if it had not been for the chaos caused by all the snow that fell in South Germany on the opening day. Not everybody was able to come later from Monday to Wednesday«*, was Kuhrt's comment.

Thanks to the assistance of the FWI (German Tool Industry Association), WITTE Werkzeuge was again able to exhibit at its previous and familiar booth in spite of the changes in organization and the new theme locations. Apart from numerous discussions with interested visitors and customers, we were also pleased with the interest shown in our company by prominent politicians.

On 5 March we were pleased to welcome the Minister for Economy, Medium-Sized Businesses and Energy of the State of North Rhine Westphalia, Christa Thoben, to our booth, accompanied by the Lord Mayor of Cologne, Fritz Schramma.

The visitors to the booth were visibly impressed by our new exhibition product innovations. Especially the MAXXPRO nature, the screwdriver with the cork grip and BITSNAP, the bit box innovation that opens at the press of a button, drew the visitors' attention. These new products were also the visual center of attention at the booth. On a presentation wall, the industrial innovation and worldwide novelty, the screwdriver with a cork grip MAXXPRO nature was presented in a newly designed natural pack. In a glass case, a large piece of cork bark was exhibited together with various stages of cork granulation, to enable the exhibition visitor to get an impression of the processing procedure of cork from the bark of a tree to the handle of a screwdriver. A further worldwide novelty was the new BITSNAP bit box presented in self-service blister packs as well as in an attractive counter display. The central 10-square-meter wall screen impressively showed the one-handed, three-phase opening method of the BITSNAP box. A highly motivated exhibition team again this year ensured that there was a pleasant atmosphere at the booth at all times and that the exhibition was an all-round success.

Uwe Kittling





One-handed operation – gently pressing the button automatically opens the box in the hand.

## BITSNAP, the handy bit box

➤ **Hagen. Innovations that facilitate daily work: Automatic box opening is a real eye-catcher.**

The toolmakers in Hagen have developed a new, innovative bit box that is simply a pleasure to work with. Through gentle pressure on the button the box opens at once and means it can be operated using just one hand.

Once open, the fan-shaped, semi-circular inner holder makes it a simple matter to extract each individual bit. The quick-change chuck holder for machine use as part of the set is also safely stored inside the box and can be comfortably extracted when the box is open. A further advantage of the BITSNAP box over the many other bit boxes on the market is its stability when standing. It can be easily stood

on a bench or on the ground at a building site and will not tip over. The open BITSNAP box is impressive with its neat layout, rapid change facility and high degree of user friendliness.

Only high-grade fiberglass-reinforced plastics are used in the production of BITSNAP. Just like the last 220 years, »Made in Germany« still applies for the Witte Werkzeuge products of today. The BITSNAP boxes are available to distributors in an attractive counter display or on self-service blister cards.

Uwe Kittling

Easy bit extraction – the fan-shaped arrangement makes each individual bit very easy to remove.

Secure storing of the bit holder – when the box is closed, the holder is locked in too.

Convenient holder extraction – the open construction makes it easy to push forward and extract the high-grade quick-change bit holder.





#### Cork is nature!

Cork is obtained from the bark of the cork oak. The trees, found mostly in Portugal, Spain and North Africa can become up to 300 years old when well looked after. Removal of the bark does not harm the trees in any way, can be carried out for the first time after 20 years and then every nine to ten years. As the removal of the bark stimulates new growth, the cork oak in its cultivation areas also helps maintain the environmental balance.

Through careful use of available resources, cork is fully in line with current trends.

The Portuguese cork oak – raw material for the MAXXPRO nature

## MAXXPRO nature

➤ **Hagen. Cork provides amazing slip resistance on new screwdriver design.**

With the MAXXPRO nature series, WITTE Werkzeuge presents the market with a completely new generation of screwdriver grip. The proven MAXXPRO grip shape in this series is mainly made from cork.

A new production process permits the use of this natural component as a main part of the grip. This is an absolutely unique feature. No other screwdriver anywhere in the world uses cork as material to create a grip.

The advantages of cork as a material are »close at hand«. Cork offers a non-slip surface with natural humidity absorption. Cork is also a durable, naturally renewable raw material and thus environmentally friendly.

Uwe Kittling

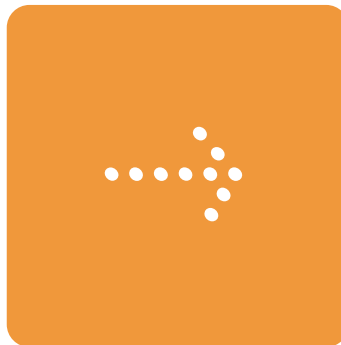




# FAUN sales under new leadership

## Walter Fambach leaves FAUN after more than 30 years of service.

Walter Fambach



Burkard Oppmann



»And in every start there dwells a magic, that gives us shelter and the strength to live.« (Excerpt from »Steps« by Hermann Hesse)

After more than 46 years of professional life and over 30 years with FAUN, Walter Fambach will be entering into well-earned retirement as of 1 July 2006. His successor as Sales Manager Germany has already been nominated. Burkard Oppmann will be directing the skills of the sales personnel from the beginning of July onwards.

»You know, all these years my job has been my hobby and now I will have to reorientate myself.« With these words, Walter Fambach describes the approaching time, when he will no longer have daily dealings with customers as the sales manager of FAUN, but can enjoy hobby and leisure in peace and quiet together with his dear wife. With his apprenticeship as an industrial clerk at MAN from 1959 until 1962, Walter Fambach laid the foundation for his future career. MAN, the Bavarian engine manufacturer was so pleased with him after the completion of his apprenticeship that he was employed in the export department, initially responsible for diesel engines. From 1969, for the next ten years he was employed as the sales manager for utility vehicles at KUKA until 1979, when he joined KSG in Augsburg as the general manager. Here later, the paths of Dr. Johannes F. Kirchhoff and Walter Fambach crossed for the first time when KSG was taken over by Edelhoff Polytechnik. When the legendary LP 901, today's POWERPRESS, was sold by Edelhoff to FAUN, Fambach joined the company FAUN in Nuremberg on 1 January 1990. In 1994, the KIRCHHOFF Group in Iserlohn acquired the company FAUN and Dr. Kirchhoff and Fambach met again. Walter Fambach stayed and as the Customer Center and Sales Manager, continued to guide the destiny of the communal vehicle manufacturer, whereby in 1996 he moved from Nuremberg to Augsburg, the present location of the Customer Center South. As from the beginning of July 2006, Fambach

will be guiding his golf equipment over the green next to his wife Melitta, his »second passion« and will remain connected to the FAUN Company in an advisory capacity.

### Walter Fambach passes on the baton of the Sales Manager Germany to Burkard Oppmann

Oppmann began his toolmaker apprenticeship with the company Voll in Würzburg in 1977. During his 14 years with this company, Oppmann's career there was quite remarkable and he became the factory manager for utility vehicles, in which capacity he also met Dr. Johannes F. Kirchhoff, who engaged him for the Augsburg subsidiary of Edelhoff Polytechnik in 1990. There the Franconian Oppmann started his career as a professional salesman. For five years he earned his daily bread at Edelhoff and during that time worked not only in Augsburg but also in Iserlohn and was particularly active in the new German states. In 1995, Burkard Oppmann followed Kirchhoff, who had taken over FAUN in 1994, to become the Customer Center Manager West in the Bottrop location. As the manager of Customer Center West he played an important role in the successful move of CC West to Herne. Here Oppmann, who enjoys traveling, was responsible not only for a team comprising 40 persons, but also for the largest sales region including the key account customer REMONDIS. His intuition for people and situations and his perseverance will be of great value to him in his new function as Sales Manager Germany. The staff of FAUN wishes both the departing and the new sales managers above all health, but also much pleasure in handling the new challenges of everyday life.

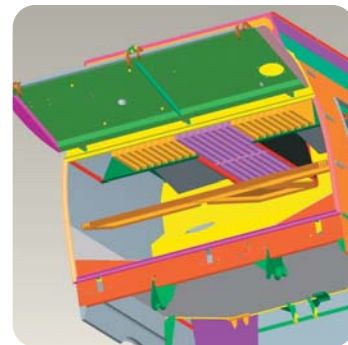
Claudia Schae

# Keeping it clean

➤ **Grimma. Particulate dust contamination? Smog? Dense city areas? Are you confronted with these problems? Then we have the right solution you need – the VIAJET FILTAIR with patented air circulation system and filter facility coupled with a hydraulic sweeper drive unit for really clean 99.95% dust-free sweeping.**



The VIAJET FILTAIR being tested at the Communal Live in Hanover.



CAD drawing of the VIAJET FILTAIR construction

It is nothing more than a barely audible »plop« that makes this machine so special. Presented to the public for the first time at the Communal Live in Hanover on 17 and 18 May 2006, the latest development of the sweeper manufacturer FAUN from the German state of Saxony really attracted the attention of visitors. The VIAJET FILTAIR has everything an economic and environmentally friendly sweeper requires. Equipped with the patented FAUN air circulation system, through which the machine sucks in 100% air, retains 70% in the sweeper circulation and blows 30% out again, all machines of the VIAJET 6/7 series can

both intake and blow during sweeper operation. In addition, and that is the new and unique part, the VIAJET FILTAIR is equipped with a filter that means the machine conforms to PM10.

During the sweeping process everything is taken in via the suction mouthpiece, including the fine particles that are not visible with the naked eye.

These particles are captured in the dust box by the filter and the 30% exhaust air leaving the circulation is 99.95% dust-free. This is a result that can only be achieved by using an air circulation system and a filter.

The filter is automatically cleaned during sweeping operation, causing the soft »plop« sound previously mentioned, but there is nothing to be seen. The numerous customers attending Communal Live reacted enthusiastically to the VIAJET FILTAIR and expressed great interest.

Claudia Schaeue

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## Keeping it clean.

**VIAJET FILTAIR**  
The filter sweeper that lets nothing through.

- > 99.95% dust-free sweeping
- > Patented air circulation system with filter (optional)
- > Low running costs

**FAUN**  
KIRCHHOFF GROUP



# Nothing is too difficult for this vehicle

➤ **The new FRONTPRESS is convincing them all in Germany and Europe.**



The largest German waste disposal company trusts it and in Great Britain and Scandinavia too, waste disposal companies rely on the performance of the FRONTPRESS from FAUN.

There are now 52 FRONTPRESS vehicles of the new type operating daily in Europe. A further 25 vehicles are currently being produced in Osterholz-Scharmbeck. But what makes this giant among the waste disposal vehicles different from its competitors? What makes it so special?

- With a 33-cubic-meter body volume and a three-axle chassis with a 4200 mm wheelbase, the FRONTPRESS offers the largest possible load volume, combined with a tight turning circle.
- High compatibility to all chassis types
- Well proven hydraulic system
- Can accommodate various containers (e.g. MGB 2.5-5 cu.m. with hinged lid (DIN 30737) or with a sliding lid (DIN 30738) as well as MGB 1.1 cu.m. per EN 840 and/or emptying containers 1.5 – 7 cu.m. with bags)
- Optimal visibility for the driver over the working area, thereby eliminating blind spots. The crew can work safely and efficiently, regardless of the weather.
- Robust, durable construction and also the lowest body weight for the large volume, resulting in highest payload capability
- Powerful hydraulic cross-over cylinders provide the pressplate with the desired performance to compact the waste to a high density in half-pack operation, resulting in full utilization of the load capacity even when dealing with lightweight materials.

- State-of-the-art technology and monitoring with CANbus controls; result: remote maintenance and diagnosis.

The latest model FRONTPRESS was not created through a computer simulation. It was developed in cooperation with the largest German waste disposal company REMONDIS and thoroughly tested in practice. But here too, FAUN keeps on working – we are continually optimizing our vehicles for the maximum benefit of the customer.

**Any questions about FRONTPRESS?**

Telephone hotline: +49 4795.955-212

Claudia Schaeue



# Hamburg loves the TERRAJET

## ➤ Hamburg. Hamburg Airport uses runway sweepers from FAUN.

At first, all you see is red. Then you see a 9-cubic-meter container and finally an immense suction and exhaust unit. The passengers at Hamburg Airport waiting to fly off into the wide world must be thrilled when they see this fire-engine-red runway sweeper, because the two cleaners from the town of

Grimma are real eye-catchers. But as we all know, the proof of the pudding is in the eating – it's the performance that counts and on that score the TERRAJET leaves nothing to be desired. 130 to 170 kW produce up to 600,000 square meters of cleared runway per hour. After putting one TERRAJET into

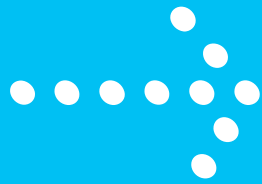
operation in 2005, the management of Hamburg Airport was totally convinced and immediately decided to order a second sweeper, which was recently delivered at the end of May 2006.

Claudia Schaeue

The TERRAJET in action at Hamburg Airport (Photo: Michael Penner)







At the cutting edge: Our man in the REFA expert committee »Vehicle Construction«, Markus Palluch.

## A man with a great mind

➤ **Osterholz-Scharmbeck. FAUN production manager Markus Palluch has been appointed to the REFA expert committee »Vehicle Construction.« Hearty congratulations from all FAUN staff members!**

Concentrated. This one word most aptly describes the FAUN production manager Markus Palluch. His work too is always concentrated and focused on the central point in question. Whether at FAUN or part-time at REFA, of which he is the chairman of the Industrial Engineering work group of the Weser/Ems district, the man from Lower Saxony is always fully concentrated on the job at hand. He is continually developing new ideas and strategies. At FAUN, for example, these are known under the titles »FAMOS« or »UMS«.

Now Palluch has been appointed to the vehicle construction expert committee of REFA. This is an honor many dream of and in which the REFA engineer is in good company. The list of names of the expert committee reads like a »Who's who« of German industry. Apart from the major automobile manufacturers, representatives of the aviation and aerospace sectors as well as from shipbuilding are all to be found in the committee of experts. Together with his 23 colleagues he will be launching new projects, for example for company internal productivity increase and process optimization. »Through this committee, networks are formed that provide access to the heart of a company« is Palluch's description of

the work of the committee. The specialists are currently preparing a course on the theme »Industrial Location Germany«.

Claudia Schaeue

### Background:

The REFA association, with its headquarters in Darmstadt, comprises ten state and regional associations, which in turn consist of about 120 regional, district and local associations. These serve the approximately 16,000 individual and company members locally.

Originally founded in 1924 as the »Reichsausschuss für Arbeitszeitvermittlung«, REFA today is a registered trademark in Germany and in over 40 other countries. REFA is dedicated to the promotion of education and science, whereby further vocational training in the production, administrative and service sectors are also popular subjects. More information available at: [www.refaly.de](http://www.refaly.de)

# The more you know

## ➤ Osterholz-Scharmbeck. Start of the **JUnior Management Programms (JUMP)** at FAUN.



FAUN-JUMP stands for concentrated measures to promote the qualification and motivation of young employees. *»Such programs exist at many large companies and for us too it is important explicitly and at an early stage to prepare potential junior managers for the demanding tasks with which they will be confronted and to give them the opportunity to further develop their existing potential.«* This was the comment of FAUN CFO Thilo Bollenbach regarding the new qualification program JUMP. JUMP will be starting at the end of June 2006 and the eleven participants of the first course will receive training on such subjects as rhetoric, personal work techniques, negotiating techniques, labor legislation and naturally also on special FAUN themes during the next twelve months. The selection criteria of the applicants for Bollenbach were the personality, the personal commitment and the present qualification of the employee. *»Junior managers must have more commitment, knowledge and responsibility than usually expected«,* commented Bollenbach further. Therefore participation in the seminars is mandatory for the applicants. After completion of this course the young people will not only know themselves better, but also be increasingly well qualified to deal with the varying everyday demands of management tasks.

Claudia Schaupe

# Thanks!

## ➤ Osterholz-Scharmbeck. **»...on Wednesday come the garbage men and pick up all the trash...«**

Osterholz-Scharmbeck. Back in the eighties the German pop group »Geier Sturzflug« used these words to loosely describe the work of the 4035 waste disposal companies in Germany. But behind the simple sounding operations of collecting, transporting and disposal as the man on the street sees it there is a world of sophisticated vehicle technology, top logistical performance and the hard work of many garbage collectors.

Therefore, for all those employees out there in the waste disposal jungle, a great word of thanks for their work is long overdue. We wish them a good trip in a genuine FAUN vehicle at all times. The more than 160 years that FAUN workers have been dealing with mobile waste disposal technology have made us the European market leader and our vehicles are robust partners both at home and overseas. We have known many of our customers and their problems and requirements concerning reliable communal vehicles for a long time. Together we create solutions that make the daily routine of waste disposal simpler and more efficient. We would like to thank all our customers who already use or will soon be receiving a genuine FAUN vehicle from wholly German production.

Claudia Schaupe

State-of-the-art waste disposal vehicle production at FAUN – all »made in Germany«





# Trends in waste collection

➤ **Modern logistics systems help reduce costs**



The most significant change in the waste disposal market over the past years has been the drastic reduction in profit margins due to the increased competition. Furthermore, waste collection agreements are now often concluded for much shorter periods than they used to be. This increases the cost consciousness of both private and communal waste disposal companies. This cost pressure forces these to look for ways of reducing costs. Where are these to be found?

The cost pools in waste collection consist of the financing costs for the vehicles (depreciation, amortization and interest), the running costs (maintenance, repair, insurance, taxes and fuel) and personnel costs. Under careful scrutiny, cost-saving potential can be found in these areas.

Through sophisticated financing concepts, which can be realized together with full-service packages offered by the body manufacturer and by using vehicles of high quality design and construction, the costs incurred during the service life of the vehicle can be reduced considerably. Through rental or leasing periods for the vehicles, which are optimally suited to the validity periods of the disposal contracts, the company can be certain of having the latest and most energy-efficient technology at its disposal. Furthermore, shorter periods for rental and leasing contracts offer other benefits too:

- High technical reliability of the vehicles
- Lower logistic outlay through reduced downtimes
- Higher motivation of personnel through new vehicles

An obvious way for waste disposal companies to reduce costs is to use fewer vehicles and fewer employees. This can be seen from the efforts made to reduce the number of reserve vehicles and to keep the vehicles in use available through regular maintenance. Here again, FAUN offers a solution with short-term rental vehicles.

## **Cost reduction potential through modern logistics concepts, Side- and front-loaders for one-man operation**

The cost reduction factor in the personnel sector is particularly noticeable with one-man vehicles. The side- and front-loaders have not yet superseded the still dominant rear loaders. The reason why these vehicle types have not yet become as popular as one would expect when considering the savings potential in areas with a rural or suburban structure is presumably the change in the planning of rounds and the area preparation required prior to any effective operation. At the end of the transport chain, that which has been forecasted for years is become increasing recognizable: The transport portion of the service waste collection is on the increase. The technical instructions on residential estate waste (TASI), which came into force on 1 June 2005, have caused a considerable increase in transport distances from waste collection to tips. The trend to segmented transport is, as a consequence, already on the increase.

## **New developments in the front-side-loader section**

A new development in front-side-loaders for domestic waste collection offers considerable advantages compared with side loaders. This vehicle type has been known through the MSTs system for a long time and has performed well in almost 20 years of operation. The idea to transfer loading to the front side of the vehicle permits a greatly improved ergonomic accommodation of the waste containers. The front-side-loader can be operated with or without loading personnel. Loading takes place where the operator/driver can see it and, as with the rear-loader, loading can be carried out with personnel from both sides of the road and requires little space. The current change suggests more use of the front-side-loader. Until now these systems were always faced with the problem that no series chassis was available. The latest FAUN innovation, a front-side-loader fitted with just one loading arm, shows that it is also possible to use a series product as a chassis. This vehicle type can, just like the traditional rear-loader, be used in almost every sector of waste disposal and offers in addition the possibility of remote controlled pick-up in one-man operation.



# Altogether 395 years for FAUN

✦ **Osterholz-Scharmbeck, Grimma, Herne, Speyer**

The front-side-loader, which allows the driver a full view of the loading operation, offers the greatest benefit. This particularly improves the loading speed because, compared with the side-loader, time-consuming viewing devices such as mirrors, cameras and monitors are no longer required.

## Rear-loaders for metropolitan areas

Nevertheless the rear-loader will not lose its importance in future, the main reason being that there are so many densely populated city areas with treatment plants within driving distance in Germany. Nowadays, the classic rear-loader tends to play the role of the general-purpose vehicle, which is capable without any modification of handling mixed bin types up to a size of MGB 1.1 cu.m. Furthermore, it is also suitable for manual loading of sacks or bulky refuse over the low loading bay without having to open the rear door. The rear-loader is thus the ideal reserve or stand-by vehicle.

In conclusion, it should be stated that there is no such thing as an ideal waste collection vehicle. On the one hand there are specialized vehicles optimally equipped to do their job and in that way help to reduce costs. On the other hand there are well proven general-purpose vehicles, which are more easily adaptable to varying tasks. Close cooperation is necessary between the manufacturer and the user. The range of rear-loaders offered makes intensive consultation necessary in order to find the optimum vehicle for the job. Those vehicles technically improved to reduce costs throughout vehicle life include components and electronics requiring new knowledge and skills for their maintenance. No matter which new technology is provided, the customer service offered will remain a vital component. This, supplemented by the best financing concept and full service offer by the manufacturer will play a decisive role in the future success of private and communal waste disposal companies.

Patrick Hermanspann

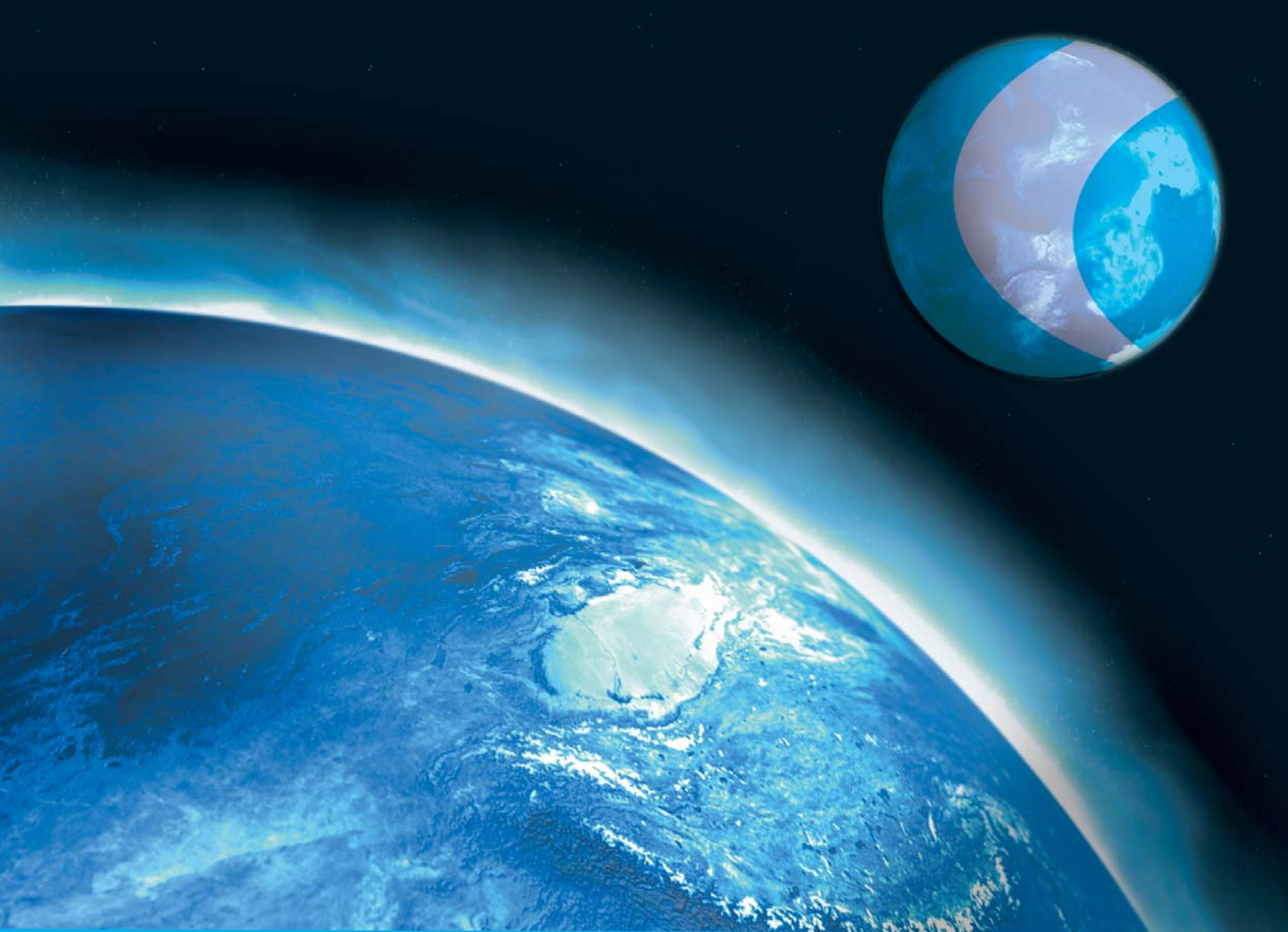
During this year, 23 employees of FAUN will be celebrating either ten or twenty-five years of service in the company. Together these colleagues have been working for FAUN for the astonishing total of 395 years or 144,175 days or 1,153,400 hours. The average age of a FAUN employee is 44 years and so it is not surprising that this year 23 FAUN staff members are celebrating or will celebrate a double-digit anniversary. The management and colleagues congratulate them heartily, thank them for all the work they have put in, their energy and their ideas. We wish them the very best for the future and much success in future projects together.

Claudia Schaeue

## Those celebrating anniversaries 2006:

Friedrich-Wilhelm Visser	01.01.06	25 years
Herbert Kess	01.01.06	25 years
Fredi Gehlken	16.02.06	25 years
Matthias Kück	09.04.06	10 years
Simone Haupt	01.06.06	10 years
Ernst Kossbiel	01.06.06	10 years
Andreas Demuth	17.06.06	10 years
Bernhard Kemmerling	01.07.06	10 years
Hans-Jürgen Ehrlich	01.07.06	10 years
Axel Scholz	01.07.06	10 years
Eugen Wegelin	01.08.06	10 years
Sven Seedorf	01.08.06	10 years
Alexander Sabrowski	01.08.06	10 years
Melanie Panhans	01.08.06	10 years
Siegfried Schmidt	03.08.06	25 years
Jan Spreen	03.08.06	25 years
Bernd Sobottka	03.08.06	25 years
Harald Sallmann	10.08.06	25 years
Reinhard Kölpin	10.08.06	25 years
Ronald Sonnenburg	01.09.06	25 years
Holger Sembritzki	23.09.06	10 years
Hannelore Hornschuch	01.11.06	25 years
Reiner Kück	09.11.06	25 years





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