



MAGAZINE OF C.A.PICARD® INTERNATIONAL – ISSUE 2022

## Flood in Morsbachtal Region

C.A.PICARD® versus the Virus

Final Report "Process Optimisation  
Focussing on LEAD Time"

C.A.PICARD® INTERNATIONAL

PLATE TECHNOLOGY

EXTRUDER TECHNOLOGY

INDUSTRIAL SERVICES



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## Dear Business Partners! Dear Employees!

Since 2020, national and international crises - humanitarian, political, economic, ecological or, more recently, military - have affected, impacted and, in some cases, significantly changed our lives. Is this a turning point? We certainly think so.

Our world is undergoing rapid, radical and unstoppable change. It feels as through the present is becoming more unsure and uncertain practically by the day. Unsure because we no longer know when things will go back to normal. Uncertain because, in many cases, we no longer know what the "normal" we are all striving for actually looks like any more. What was once considered "impossible" can today become an unexpected reality, what was once "feasible" is now, all of a sudden, utopian.

We must identify new developments, drive forward innovation and effect change to ensure we remain robust and well-positioned for the future. With their continued dedication, our team of around 500 employees worldwide are the flagbearers for this transformation process, ensuring its success with their outstanding performances.

PICUP 2022 will begin by taking a look at the flooding in the Morsbachtal region and our efforts to combat COVID-19 and protect our employees and their relatives.

We will then report on our "Process Optimisation Focussing on LEAD Time" pilot project and the progress made in e-mobility as well as present our investments in new fire alarm systems at the Remscheid and Monschau sites and our collaboration with our insurance broker GLOBAL.

This issue will also take a brief look at the process-oriented C.A.PICARD® future programme **Fit2gether**, exploring the company's social commitment and our diverse international trade fair activities before introducing our apprentices and presenting the portraits of our "newbies" and our well-earned anniversaries.

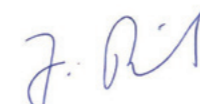
A special segment in this issue will focus on our new site in Japan. C.A.PICARD® Japan's new home should be ready to move into by the end of 2022.


We would like to thank all C.A.PICARD® employees for their tireless dedication and exceptional performances. We are also grateful to all of our customers, suppliers and business partners for their continued partnership, their loyalty and support as well as for the challenges they brought us.

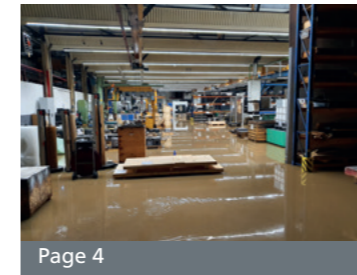
We hope you will enjoy reading the various articles and are looking forward to your continued contribution to C.A.PICARD®.

We wish you, your families and relatives much happiness, success and, above all, good health!

Carl Aug. Picard GmbH  
The Management Board

  
Josef Posniak

  
Andreas Meise



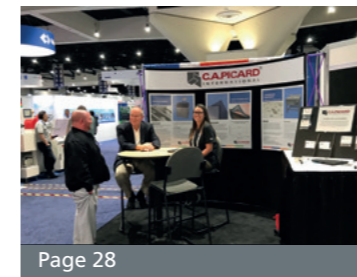
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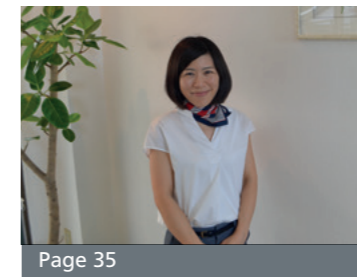
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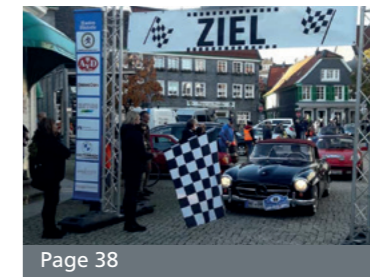
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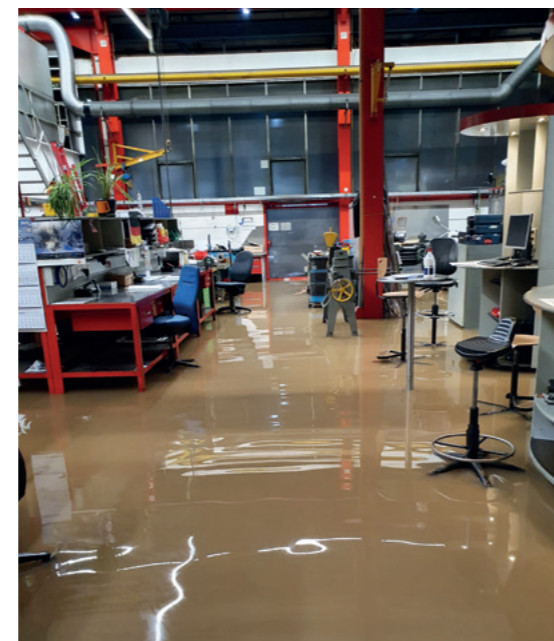
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# Flood in Morsbachtal Region

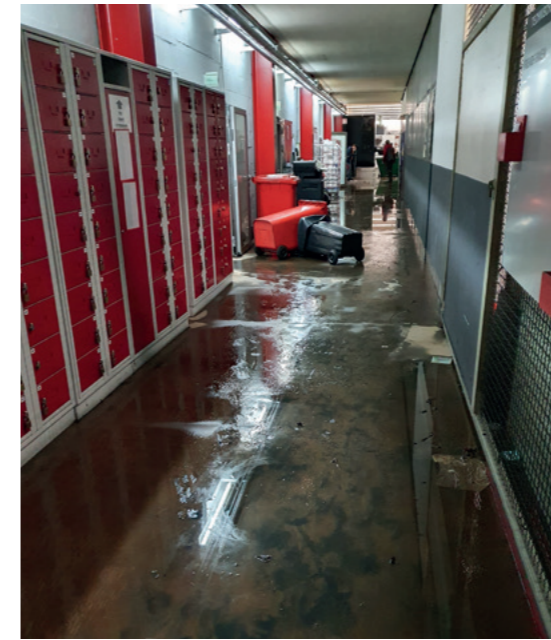
On Wednesday 14 July 2021, heavy rain caused the Morsbach river to flood, placing the company site and almost all buildings under water! Author: Andreas Meise

The night of horror:



It was only thanks to the gallant and decisive efforts of all those present that the worst was avoided, especially when it came to the furnaces.

The morning after:



On Thursday 15 July 2021, we awoke to a scene of true devastation but, thankfully, to our relief, none of our employees were harmed.

In critical situations like this there is no time to lose and all available employees quickly sprang into action with clear-up operations getting under way during the early shift. Thanks to the dedicated and considerate actions of all of our employees, we were able to get the first machines up and running and production started again as early as midday. Following electrical checks by Technical Services, we managed to get more and more machines and systems back into operation throughout the day.



In the following days and weeks, working with our insurance broker, GLOBAL, the insurer and the relevant experts, we performed an extensive survey and assessment of the damage to all infrastructure, machines and systems.

In the outdoor area, the supporting wall against the Morsbach river had almost completely broken away and had been washed out by the flood across the entire length of the wall. The Morsbach river is now up to just 1.5 m away from the property in several places. Extensive renovation of the riverbanks is absolutely crucial here looking forward.



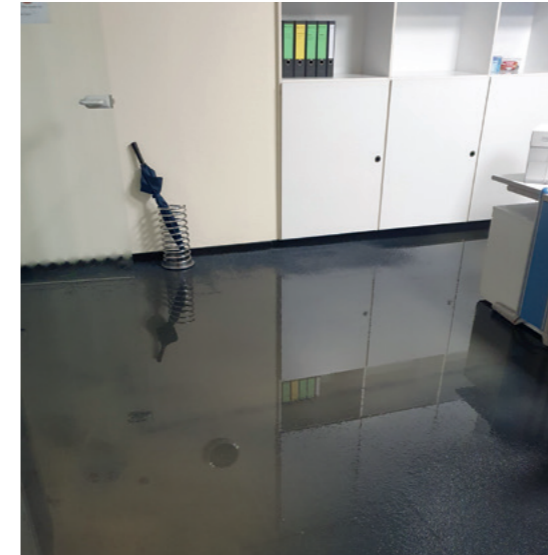
For the first few days after the flood, it was a case of "rien ne va plus", as things seemingly came to a halt. Local road maintenance authority, Straßen.NRW, blocked off the Morsbachtalstraße road due to the risk of undercutting for all personal and supplier traffic. Our site was completely cut off. Following intense talks with Straßen.NRW, the Morsbachtalstraße was reopened again on Thursday 22 July 2021 from 12pm, restricted only to traffic headed for C.A.PICARD®.



The ground floor of the administration building was no longer usable and had to be vacated. In light of this, employees switched to working from home wherever possible and office containers were set up



on the inner courtyard. The Picard family also made the villa available for us once again as an office space. Every available square metre of office space was used.



In terms of machines and systems, the furnaces in particular were heavily damaged. Heat treatment is one of C.A.PICARD®'s core competencies across all divisions and products, making the next few weeks a challenge and really putting all colleagues involved to the test. Production had to be replanned and customers had to be notified about delays in delivery. Contract heat treatment facilities had to be located and integrated into the production process. Repairing the furnaces involved almost a daily struggle for resources and spare parts, as colleagues scrambled

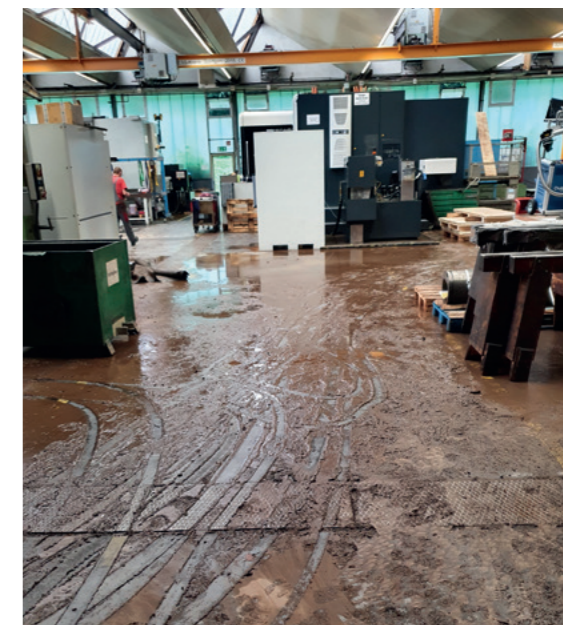


to get positive answers and contended with rejections and delays and then carried out provisional commissioning and final tests.

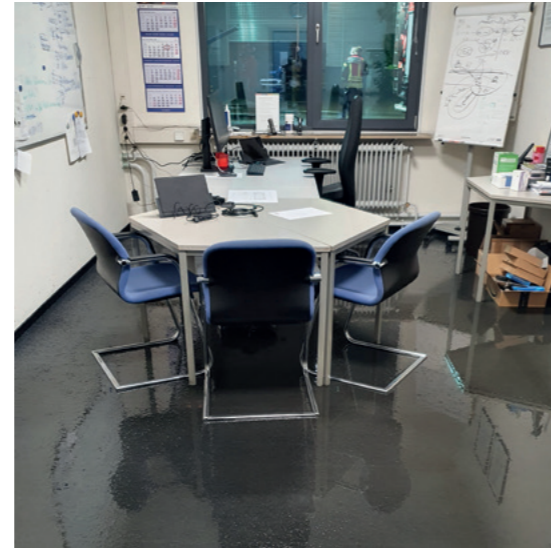
The first furnace was finally put back into operation in September. By the end of the year, around 90% of the furnaces were back up and running. The last furnace is provisionally set to go back into operation over the course of 2022.



We would like to take this opportunity to thank our suppliers and service providers for all of their valuable support and our customers for their understanding, patience and loyalty.



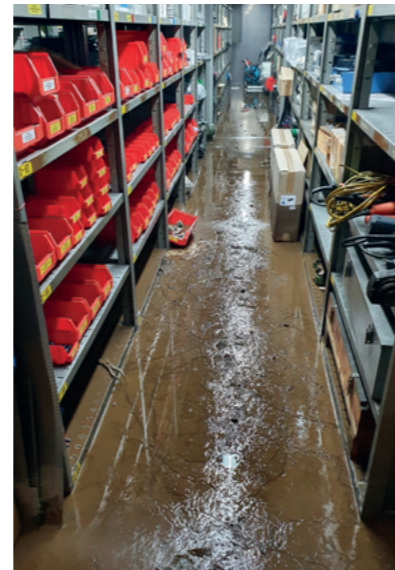
A special thanks, however, goes to our employees. It has only been thanks to their exemplary dedication, professional expertise and exceptional efforts that we have been able to successfully overcome this crisis.



### The next heavy rain is sure to come

A recent study by the international research group of the World Weather Attribution (WWA) has shown that climate change is leading to more intense and more frequent rain. Researchers assume that heavy rainfall will become increasingly intense the warmer the Earth's atmosphere becomes. These findings, combined with the floods following heavy rain that engulfed the Morsbachtal region in July last year, have forced us into action.

As a preliminary measure to protect against flooding, waste sand from our OMAX water jet system was filled into large 1,000 kg packs and placed as a dam along the Morsbach river. This will partially prevent water from entering the company premises and slow down any flooding.



Going further, C.A.PICARD® supports the Bergische Hochwasser-Warnsystem 4.0 flood warning system in the aim of improving preparedness for extreme rain events/heavy rain, developing a fine-mesh water level and rainfall sensor measuring system with measured value visualisation. Analysing this data will also allow us to predict the local water levels and high water situations. This way, we will be able to better control rainwater retention reserves in dams and monitor the water level of the Wupper river, including inflows, during both wet and dry phases.

C.A.PICARD® is also preparing a mobile flood protection system in the form of a "stop log system" for critical areas of our infrastructure.



# C.A.PICARD® versus the Virus - Follow-up to Report from PICUP 2020

The virus continued to keep us all in its grip even in 2021.

Author: Nele Gassen

This, of course, meant that the hard work continued for Carl Aug. Picard GmbH's Corona Working Group that was set up back in March 2020. We all learned how to live with the virus throughout 2020 and 2021 and to adapt to the new everyday with the virus. The much-debated wearing of masks eventually became the norm and is now almost second nature.

## Challenges and new developments in 2021

Coronavirus was rife again at the start of the year. The cool temperatures and subsequent extended stays in enclosed spaces led to a stark increase in the incidence rate. A strict lockdown across Germany soon followed. The high rate of infection also took its toll on C.A.PICARD®. In the period from February to April 2021, one of our large office spaces became a so-called "centre of infection" which led to around 40 employees being instructed to stay home by order of the local health authorities (quarantine) or C.A.PICARD® itself (safety measures).

For some members, work for the Corona Working Group became day-to-day business during this period. Tasks including everything from tracking and tracing contacts and movement profiles within the company using a standardised protocol and constant exchange with various local health authorities, to organising tests for potential contacts that had not been instructed to quarantine by health authorities. It is not a huge exaggeration to say that some of us became veritable coronavirus experts during this time. Knowledge of categories of contacts, quarantine times, tests and CT values as well as disinfection measures after a COVID-19 outbreak.

The Corona Working Group also had to keep a close eye on the constantly changing statutory provisions under the German Infection Protection Act. Field sales team members in particular were challenged to keep abreast of legal changes, regularly confronted

with the various different coronavirus rules, as they travelled to different countries on business. Whether it was lockdowns in other federal states, special entry requirements of a neighbouring country or a hotel's or airline's specific rules - everything had to be checked and taken into consideration when arranging a business trip.

Thankfully none of our colleagues that tested positive were seriously ill with the virus. However, the spread of infections within the company did highlight where better internal measures were needed and where there were particular risks. The large office space on the first floor of the administration building was subsequently completely disbanded. A large number of our colleagues of the Design department moved into spaces at the Picard villa due to insufficient capacities to work from home. Our colleagues from the Sales department Extruder Technology, on the other hand, set out fixed teams and created plans of action, using home office capacities to ensure that only a small number of employees were ever in the office at one time and avoid teams mixing.

Stricter measures for all other offices were also introduced alongside this and WFH became an integral part of work at C.A.PICARD®. Subsequently, meeting rooms were provisionally turned into office spaces to increase social distancing as much as possible. Of course, zero social contact is not possible - colleagues were able to keep in contact with one another using online meetings via Microsoft Teams.

The canteen also had to be adapted to combat the rising number of infections. Switching to a modern "to-go" concept aimed to prevent contact in the canteen area while ensuring that hungry employees still had access to freshly cooked meals from Ms Koch.

Access to free COVID-19 rapid tests for the general public was another crucial point in the fight against the virus, allowing all employees to start regular testing from April 2021. The saliva tests allow people to test for the virus without having to use a long nasal swab. The area of self-testing, however, is also constantly developing and we are continuously hearing new recommendations. From January 2022, alternative tests (alternative manufacturers and swab methods) have also been available. The aim is to detect COVID-19 and isolate as early as possible to prevent a spike in infections like we saw at the beginning of 2021. Thanks to this selection of different tests, everyone can now decide for themselves which kind of test they would like to use for regular testing.

Following many months of vaccine shortages, in 2021 we were delighted to hear that our company health centre would now be regularly supplied with doses of the vaccine, giving participating businesses the chance to arrange vaccines for their employees. All 18 of our vaccine-willing employees were quickly able to book in their first dose of the Biontech vaccine on 7 July 2021. The second doses were also provided by the company health centre just six weeks later. As of 1 September 2021, these employees were fully vaccinated and covered under Germany's so-called "3G rule" (obligation to prove vaccination, recovery from COVID-19 or a negative test). Our company's vaccination quota continued to increase.

Ensuring as much protection as possible for all employees is still the top priority for the Corona Working Group. Nevertheless, the situation has calmed down slightly thanks to the increasing number of people getting vaccinated, especially during the summer months. In light of this, we will be continuing to review our measures going forward to ensure that they correspond with the current severity of the situation. We would therefore like to take this opportunity to ask all employees once again to let us know if they have already been vaccinated. Keeping us informed helps us to keep our database for determining the vaccination quota up-to-date and make better-informed decisions with regard to our internal measures.

The so-called virus filters have been in testing as a new project since the beginning of 2022. This device can be placed almost anywhere in the room and is intended to filter the room air to significantly reduce the amount of any potential viruses in the air. A study by the University of Wuppertal was able to prove that the use of the air filtration device can lead up to a 90% reduction of particle concentrations. So far, no threshold concentration at which infection with the SARS-CoV-2 virus is expected has been determined. However, it is proven that both the risk of infection and the severity of any potential COVID-19 outbreak decreases with a lower viral load in the air. In view of this, use of air filtration devices, especially during the colder months, can be an effective additional measure to regular room ventilation. Filtration should not completely replace ventilation, however. We are still in the test phase, but the results so far are positive. Noise pollution in particular was difficult to assess prior to the first tests, but using the right settings we also have been able to achieve some promising results in this area so far. We expect to have some new updates on this exciting project in the coming weeks.

Current developments show that we are gradually returning to normal thanks to the increasing number of vaccines being administered. The Corona Working Group is also optimistic for the future, hoping that more contact and fewer protective measures will be possible soon.

# Final Report “Process Optimisation Focussing on LEAD Time”

## Extruder Technology pilot project

Authors: Sebastian Czellik, Christine Laffin, Patrick Scheffen

As we write this article, we can look back on some eventful months that even our project management team could not get through unscathed. Most recently, the COVID-19 pandemic upset our plans for the final project phase. This meant that the implementation measures and associated workshops had to be rescheduled in line with the altered circumstances. The team is therefore all the more delighted to have now successfully completed the project “Process Optimisation Focussing on LEAD Time” in the area of Extruder Technology and be able to take stock of an educational, exciting and challenging period.

The project got off to the usual start with an ACTUAL analysis of process sequences in tendering, ordering and production procedures, and by identifying problems that led to the non-adherence to the target LEAD time. The separation of business processes into an administrative part and a production part helped break down the complexity of the sequences into manageable and transparent structures.

After the results were collected, attention turned to the conceptual development of TARGET processes. Process participants and process managers collaborated in the development work in this area. Impulses were set and ideas shared during interviews and workshops. With a view to administrative processes, the primary focus was on how information is prepared, evaluated and processed. This is because we offer our customers bespoke solutions on request in addition to our standardised products. And, due to this diverse product portfolio, it is vital that we define clear communication channels and communication partners to ensure that all necessary information is available where it is actually needed: on the production floor. Qualification concepts for internal training as well as comprehensible process documentation serve to anchor process expertise from outside one’s particular field of activity, thereby strengthening the process stability.

The project consisted of three milestones: ACTUAL analysis, TARGET concept creation and the final implementation. Individual concept elements were already being implemented while the project was processed. Examples include the LEAD time key figure, which refers to the collection, measurement and presentation of the process cycle time in the C2C process (enquiry → offer, order → delivery). This was also implemented promptly by the Controller Service and gave the project team an opportunity to collect and evaluate initial data at an early stage of the project. The bottom-up approach meant that it was possible in some cases to identify process weaknesses and track them across departmental boundaries.

Additional separate evaluations, which yielded useful information about production - especially at the outset - were summarised and developed for the subsequent OEE KPI (Overall Equipment Effectiveness). This is a production KPI and an important controlling instrument for identifying and combating the waste of resources on machines operating at maximum capacity. The aim of the OEE KPI is not only to help optimise production but also to deliver continuous improvements in productivity and product quality. The OEE KPI is a tool for pinpointing system losses and measuring system times.

Shop-floor Management (SFM) plays a central role in production. SFM describes the continuous improvement at the location where value is added and enhances the supervision and management tasks in production settings. Another goal is to continuously improve all processes in line with our collective corporate goal. Daily implementation and transparent presentations in terms of resources and in the leadership team mean that managers can continuously improve the processes. In this context, SFM focuses on the three necessary elements: transparency, continuous cooperation and target-oriented process improvement.

To create transparency and an in-depth understanding of processes, we created a digital dashboard for use as an everyday tool. This dashboard allows defined process KPIs to be presented at resource level. The dashboard presents the following individual components of SFM.

Other measures incorporate the skilled employees at the resource level directly. Among other things, this includes flexible work practices for employees, which aim to reduce machine downtimes caused by staff shortages. Adjustments to the production organisation with the help of a qualification programme aim to counter this as well as ensure a high degree of flexibility in production. Assisted by a pool of reserve employees who are qualified in several areas, we plan to implement an urgently required system of resource-oriented employee scheduling. In addition to the further training of employees, the integration of shop-floor management is a key aspect of this measure.

However, conventional measures such as make-to-stock production of semi-finished oval liners for barrels can also be used here. Predefined liner variants are prefabricated during periods with fewer incoming orders. Since the “semi-finished” high-strength liners are already extensively machined, only a few work steps (assuming there are no bottlenecks) are required to complete them. In turn, this increases the availability of machines operating at maximum capacity during peak times. The network of C.A.PICARD® suppliers is another element of the flexibility measure that we can turn to when bottleneck resources are fully scheduled. Prefabricated blanks are purchased in consultation between the Production Planning and Scheduling departments to streamline set-up processes and reduce machining times in case of bottlenecks.

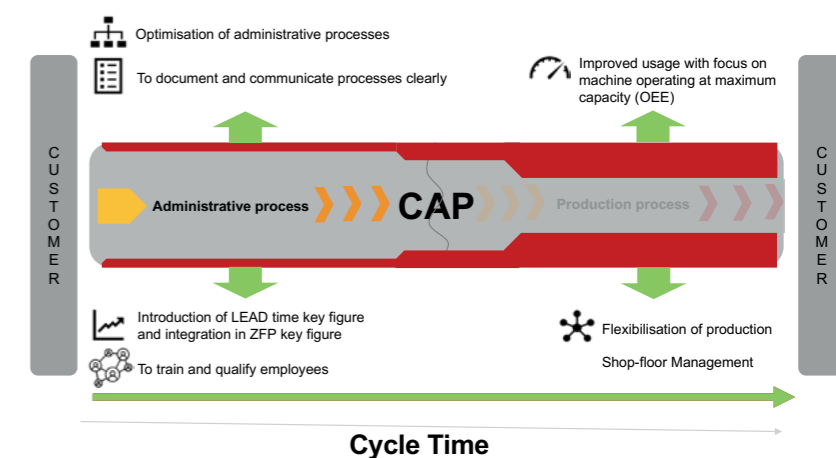
The modernisation of work equipment and workstations also helps optimise processes. Coinciding with the conversion and upgrading of our CAM and simulation software in the Production department, the project “Introducing a Digital Comprehensive 3D Manufacturing Process Chain in Remscheid (Milling Technology)” was launched specifically for this purpose. As the project name suggests, the focus was not only on the actual production technology but also on the upstream and downstream processes.

In the area of screw shafts, we plan to hire additional staff to safeguard our production processes. Unfortunately, what sounds quite straightforward is not so easy to implement. That is because it is very difficult to find qualified personnel in this particular area.

The implementation of the concepts was the first step towards optimising the C2C process and brought the project to a successful conclusion. However, this does not imply that the process design is finally complete. There is an ongoing need for continuous and dynamic adaptation in line with commercial and customer-oriented requirements.

Finally, we would like to express our sincere thanks to our dedicated colleagues for their support, to the steering committee for the trust it has shown and to our “sparring partner” Dr Kling, who always gave us a nudge in the right direction during tricky situations.

## C2C Process – Process Visualisation



# E-Mobility

Author: Lutz Pflugrad



Some three and a half years ago, we decided to take the first tentative step towards electric mobility when our city vehicle at the time, a VW Caddy, needed to be replaced. We chose a Citroën E-Berlingo, which best satisfied our requirements for a cargo van for local use.

It was joined one year later by an Audi e-tron 55. This vehicle is suitable for long distances, which meant it could be used on customer visits, for example.

Both vehicles have so far proven to be reliable.

At the middle of the year 2021, we had to replace the fleet again. Due to rapid and interesting developments in the electric vehicle market and our positive experience with these types of vehicles, we replaced some of our conventional ICE (internal combustion engine) cars with electric vehicles this time.

After driving tests conducted by company car users, we opted for the VW ID.4 and Tesla Model 3.

As a company, we have both an obligation and strong desire to minimise our greenhouse gas emissions. The motivation to use electric vehicles is based on the fact that these vehicles are greener, consume fewer resources and are responsible for

lower greenhouse gas emissions over their life cycle. They are also quieter than ICE cars and do not emit exhaust gases.

For the provisional total of eight electric vehicles in our fleet, we also need a suitable charging infrastructure. After comparing various manufacturers and providers, we decided to collaborate with EWR GmbH from Remscheid, which distributes charging systems by Chargepoint Germany GmbH.



EWR carried out the necessary underground engineering and electrical installation work and will supply, install and commission the chargers. We received a total of five chargers with two charging points each supplying a charging output of 22.5 kW. EWR will also carry out all future maintenance and safety inspections for the chargers.

Three chargers are available for the company fleet. The remaining two were installed in the staff car park, where they are available for public use by staff members, visitors to the company and other non-company users.

The advantage for us is that we received a fully integrated complete system with a contact partner that supplies the hardware and software and looks after the installation and operation from a single source. The operating software is a cloud-based platform and incorporates all functions for managing the chargers, such as monitoring of the charging points, access control, pricing and billing, reports and analyses as well as load and energy management.

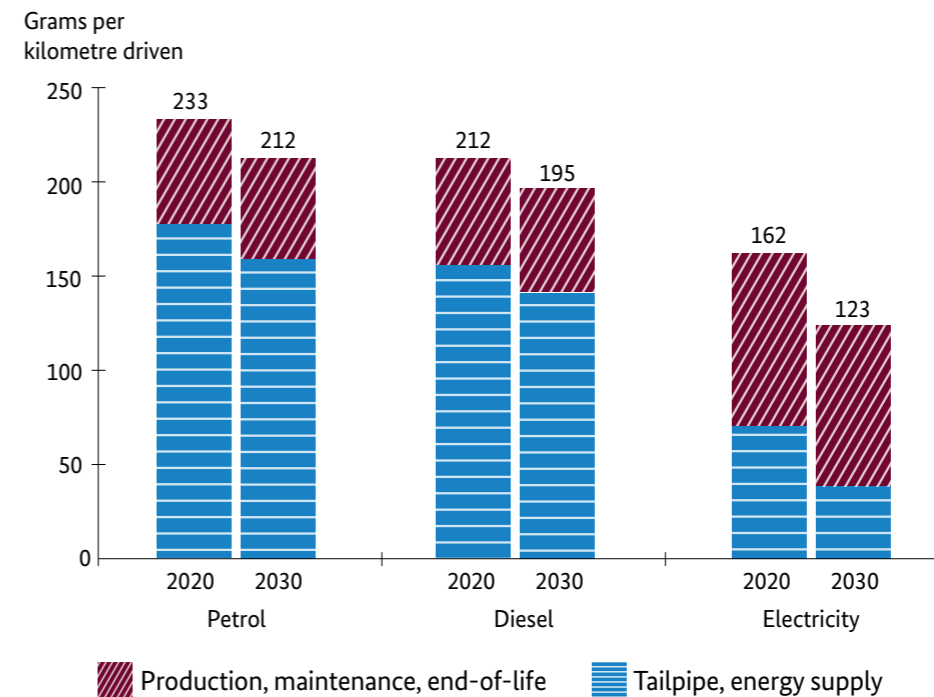
Operation is easy and intuitive. Company car users can also make use of the waiting-list function. If all chargers are occupied, a driver can register using an app or on the charger itself. Once a vehicle is fully charged, its driver will receive a notification to vacate the charger. The next registered driver is then informed that he or she can now connect his or her vehicle to the charger.

To ensure carbon-neutral vehicle operation, the chargers will be supplied exclusively with green electricity.

Assuming an average mileage of 40,000 kilometres per year per vehicle and average diesel consumption of 6.8 litres per 100 kilometres, this will cut our CO<sub>2</sub> emissions by 56.5 tons annually.

Information: 1 litre of diesel generates approximately 2.3 kilogrammes of CO<sub>2</sub> (source: www.co2online.de).

## Greenhouse gas emissions during the entire life cycle of a compact car



Source: Federal Ministry for the Environment, Nature Conservation and Nuclear Safety, "How eco-friendly are electric cars?" brochure



# Fire Alarm Systems in Remscheid and Monschau

We are currently investing in a fire alarm system (FAS) for both our parent plant in Remscheid and our plant in Monschau following the same criteria.

Author: Lutz Pflugrad

The production areas in particular will be fitted with fire detection systems across the board. Existing building monitoring systems and related extinguishing equipment will be integrated into the new FAS. Central areas (e.g. stairwells and corridors) in our administration areas will be fitted with smoke detectors. The alarm, however, will be sounded across all areas.

Such a project raised a lot of questions at first. What conditions do we need to meet when installing a FAS? What kind of alarm is suitable for a harsh industrial setting? What requirements are there with regard to insurers, authorities and fire service? Does the FAS itself need to be protected against fire? Where should automatic and manual alerting be used? What does power supply look like in the event of a fire? How long do these systems last for? What about maintenance? Is the supply of spare parts guaranteed throughout its service life? Who are the best partners? The questions were endless.

We started to get a clearer picture following our meeting with our insurer's VdS (German damage-prevention association) expert. We received information on a related standard and were provided with a directory of approved fire alarm system installation companies. An inspection of both buildings with the fire service also gave us further insight.

In the end, we were able to outline our requirements and contact various installation companies who then provided us with some detailed quotes. It was difficult to compare the different concepts and quotes directly with one another as each firm had its own philosophy, bringing different strengths and weaknesses. With support from our insurance broker, GLOBAL Assekuranz, the insurer and its experts, we were able to discuss all the arguments openly and come to a unanimous decision.

The new fire alarm systems in both plants will be installed by the Haan-based subsidiary of SECURITON Deutschland. We were already impressed with the system concept they presented as part of the quote. The deciding factor, however, was the system technology. SECURITON had some impressive products here, especially in the tricky area of heat treatment. Key aspects such as the durability of the system components, the integration of subsequent generations into the existing system and the fact that SECURITON manufactures the components itself, all contributed to the final decision as well.

The first stage was the contract negotiations where the tone of the talks was kept light and friendly. After being awarded the contract, SECURITON prepared a detailed project plan with installation plans, documents outlining responsibilities, lists of contact partners and a schedule.

Installation began in December 2021 and is expected to be complete in the second quarter of 2022.

The conclusion of a subsequent maintenance contract will also ensure that the fire alarm systems remain in operation for a long time to come.

## The system being installed in our plants includes the following components:

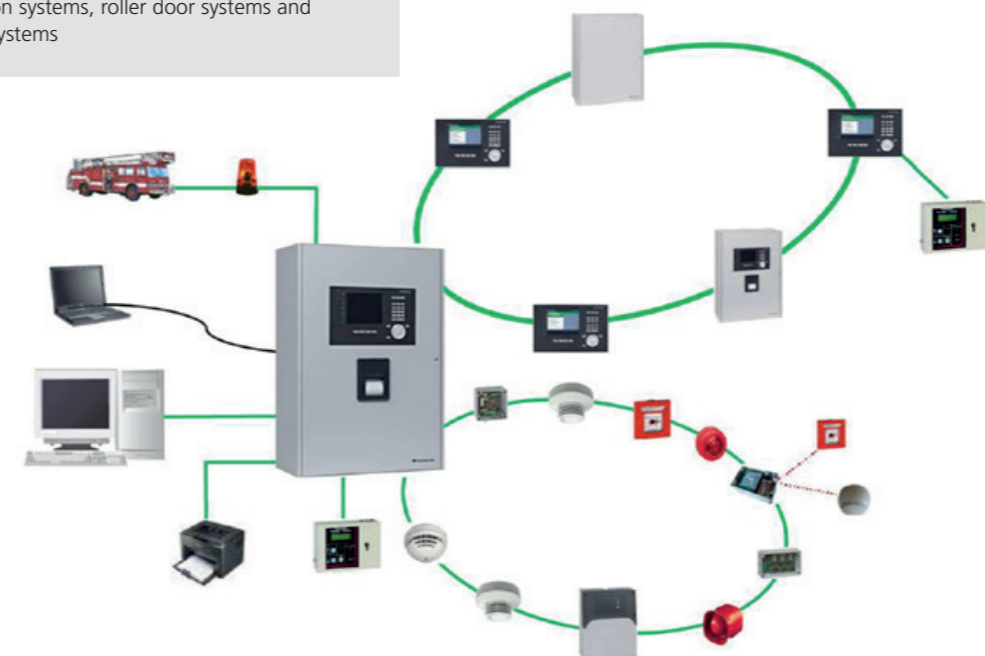
- SecuriFire 3000 fire alarm control panel as the main control panel in hall 2 at lock
- Components for contacting the fire service
- E30 fire protection barrel for housing the fire alarm control panel
- Push button alarm at the emergency exits for manual triggering in the event of fire
- Smart smoke/heat detectors for all "normal areas" and subceilings
- SecuriRAS ASD 535 aspirating smoke detector for all high hall areas with corresponding filter devices and three-way ball valve. Here, all air sampling openings are placed at least 30 cm below the hall ceiling, as is standard, to bridge the heat cushion.
- SecuriSens ADW 535 linear heat detectors for heat treatment
- Area-wide auditory alerting using sirens
- SecuriRAS ASD 535 aspirating smoke detectors for transformer areas
- SecuriRAS ASD 535 aspirating smoke detectors for split-type devices in server rooms
- Power supply units for powering special fire detectors and sirens (in acc. with Model Conduit Systems Directive)
- Coupler for inserting building extinguisher system contacts and activating smoke/heat extraction systems, roller door systems and barrier systems

## The fire alarm system is intended to achieve the following protection goals:

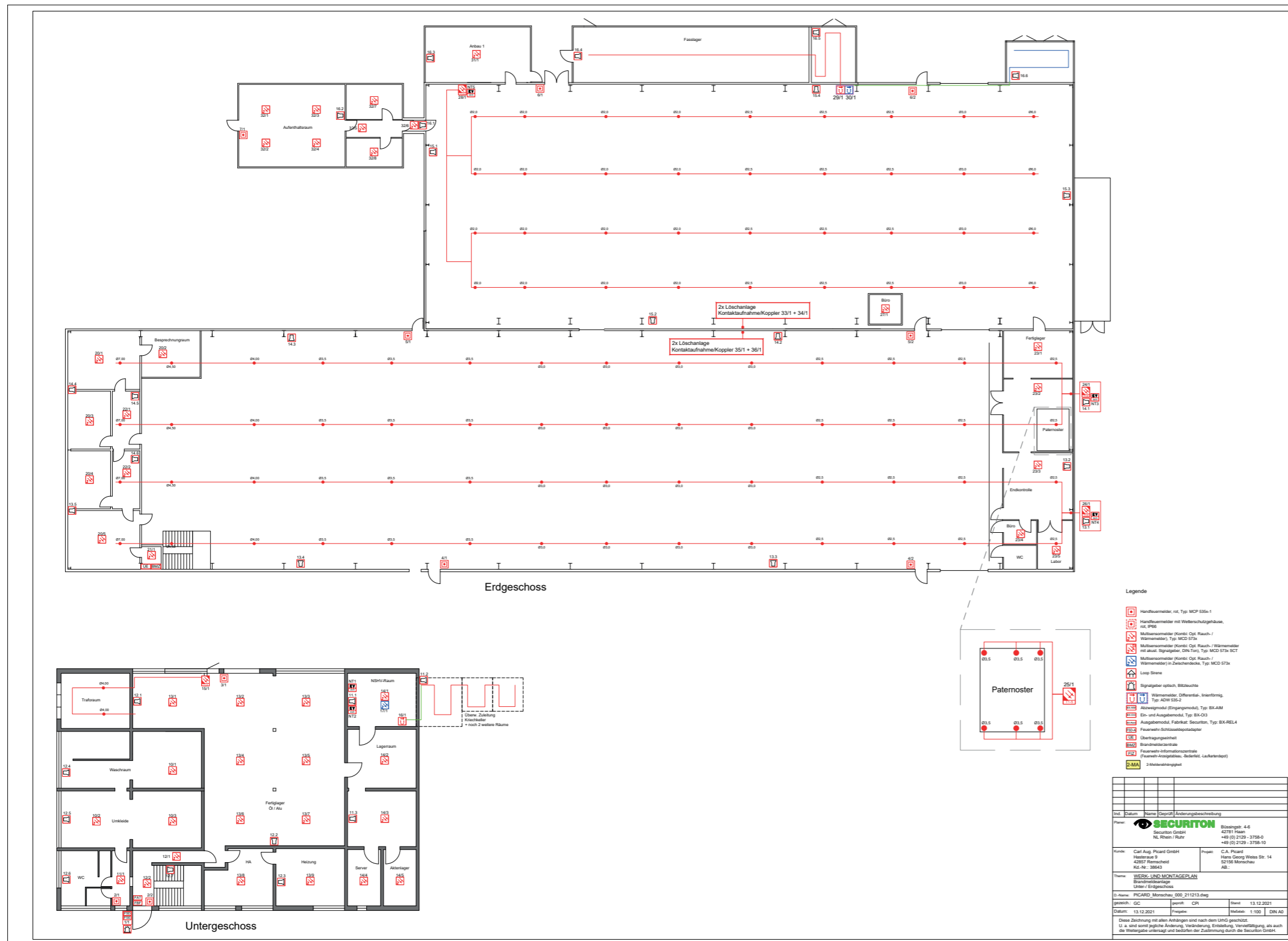
- Blanket monitoring across the production halls and in social areas
- Monitoring of escape and emergency routes (partial protection) in administration areas 1 and 2
- Integration of building extinguisher systems (technical alarm contact)
- Activation of fire protection doors and smoke/heat extraction flaps/openings
- Extensive alerting throughout the production halls, in the social area and in administration areas 1 and 2
- Activation of barrier system access 1 and 2 for fire service
- Connection to Remscheid fire service

## Basic setup of a fire alarm system:

Below is a system setup for a fire alarm system consisting of a central unit, alarm levels, fire service components and a monitoring level consisting of fire detectors or control components and devices for receiving the report of fire.



Example: layout of detector lines and point detectors in production at Monschau plant



Aspirating smoke detectors



Fire alarm control panels and their displays

# C.A.PICARD® - Insurance

It hit us like a strike of lightning from above. Without prior warning and without reason, on 21 August 2019, our insurance broker, Aon Versicherungsmakler Deutschland GmbH, informed us that our brokerage contract and the related broker support was being transferred to Global Assekuranz Versicherungsmakler GmbH. We were “invited” to accept this transfer or lose out on any further support in the future.

Author: Andreas Meise

We needed a few days to digest this message, but there was no use lamenting; we had to rise to the challenge and cooperate with the GLOBAL GROUP.

Just a few months later on 9 December 2019, Mr Stefan Uhl from the GLOBAL GROUP introduced himself in Remscheid:

## GLOBAL GRUPPE



THE GLOBAL GROUP IS OUR REGIONAL AND GLOBAL CONTACT PARTNER

GLOBAL is an owner-managed medium-sized brokerage firm that specialises in SME support in effective risk and insurance management with a focus on owner-managed and industrial companies. It works together with its clients to develop robust and cost-efficient risk strategies, recording, analysing and reducing the relevant risks and, where reasonable, transferring these risks to the insurer. In Germany, the second largest European market for commercial and industrial insurance, the GLOBAL GROUP is active across eleven different locations with its headquarters in Cologne. As a member of unison-Steadfast, the GLOBAL GROUP belongs to a global brokerage alliance, allowing it to provide global support on an international scale. Using the same unified software across all international locations, the company is able to provide regional, technology-based support locally in more than 140 countries, and all without sacrificing its strategic direction and regardless of geographical location.

And that brings us to their highly dedicated work for C.A.PICARD®: “Takeover of brokerage support from Aon, national and international assessment of the situation, risk and needs analysis, security concept, risk management and much more.”

The first stages of risk management were barely complete when everyone involved faced their first challenge in claims management. On 17 April 2020, a major fire at C.A.PICARD® caused significant material damages. A fast response and competent decision-making was crucial immediately following the fire. In addition to the necessary first measures and an efficient expert, time and adjustment management, C.A.PICARD® also needed guaranteed, reliable support in the following areas:

- Claim creation and documentation
- Consultation in the selection of suitable surveyors and coordination of surveyor deadlines
- Assessment of expert opinions
- Support with compiling documentation of damages
- Negotiations with insurers and surveyors
- Negotiations of payments on account with insurers
- Preparation of damages calculations

In the aftermath, C.A.PICARD® also required engineer-supported consultation for the selection, planning and implementation of fire alarm systems in Remscheid and Monschau as well as support in developing a business continuity management system.

Our newly gained experience and skills in claims management were really put to the test once again.

On 14 July 2021, heavy rain caused the Morsbach river to flood, placing the company site and almost all buildings under water. Thankfully, the worst

was avoided down to the amazing efforts of our employees. Again here, our GLOBAL GROUP contact partners were immediately on the scene to support us with claims management.

We have been working with the GLOBAL GROUP now for a good two years, despite our initial scepticism. Today, we can say that we have no regrets about transferring our brokerage contract and support. All of our GLOBAL GROUP contact partners have proven to be professional, competent and reliable companions.



Left picture:  
Mr Stefan Uhl, Senior Key Account Manager Industry, Global Assekuranz Versicherungsmakler GmbH

Right picture:  
Mr Roman Wolf, Key Account Manager Industry, Global Assekuranz Versicherungsmakler GmbH

# FIT2gether - Customer Orientation with Hitch-free Processes in Focus

The FIT2gether programme aims to prepare us for the future with an improved customer-to-customer process and a strengthened organisation.

Authors: Josef Posniak and Andreas Meise

Following the motto “the best is the enemy of good”, in the summer of 2021, Carl Aug. Picard GmbH - as a consequence of the results from the successful pilot project „Process Optimisation Focussing on LEAD Time“ - set out to reshape and optimise the way in which all customer-process-related business divisions and departments interact with one another.

The starting signal came in August 2021 in the form of a so-called “fitness and strategy check” that we carried out together with the Bensheim-based consultancy firm bbh consulting. Open dialogues based on constructive criticism involving colleagues from across all company divisions were used to get a picture of where we currently stand, what sets us apart and what we should pay particular attention to, all in the aim of better equipping ourselves for the challenges of the future.

### Clear feedback from the fitness and strategy check

Talks with over 50 employees as part of the fitness check highlighted where the future challenges lie. The following findings were the most important for the Management Board:

**First:** C.A.PICARD® is in healthy shape with a good perspective on the future, but resting on this with a “keep it up” attitude is not enough if we want to reach the next stages of development and continue to write our success story for a long time to come.

**Second:** As well as just dealing with important contentual issues, we must also look to add more spark and momentum to the company and set clear signals for the future.

**Third:** The best solutions do not come from textbooks; they should be devised in close exchange with C.A.PICARD® employees who, with a critical eye and high expectations, put their heart and soul into the company.

### FIT2gether - the future programme for C.A.PICARD®

Under the motto “FIT2gether”, management and employees across all levels strive to tackle and complete the following objectives:

- Develop a strategic future agenda for C.A.PICARD® that shows what the company stands for going forward, what goals should be important to everyone and what needs to be done to achieve these goals
- Redesign processes, structures and responsibilities in the customer-to-customer process - from initial customer contact to delivering the order - all with the goal of creating and implementing a forward-looking organisation

### Keeping the customer at the centre

From October to December 2021, we all made great efforts to respond to the fundamental strategic issues and improve the fitness of our organisation in a targeted manner. And we did so without any limitation on our thinking and without fear of potential changes. However, the aim in doing so was always to make working with us easier for our customers and better live up to our performance promise. In

this phase, we worked closely with all the relevant parties at our sites in Remscheid and Monschau to create the conceptional basis, determining how our value added chain should run from and to the customer and what kind of organisation would be suitable for this.

At the core, we opted for an organisational model in which all competencies and responsibilities for tasks required within the plate and extrusion divisions are combined into one team. This way, we can remove the boundaries and interfaces between departments and put as much focus as possible on what is important, allowing us to process our customers’ requests quickly and precisely. And it did not stop there: we also implemented this basic organisational logic in our production halls. To do so, we scrutinised the processes, machine allocations and management structures in our production and redesigned everything under the common FIT2gether goal.

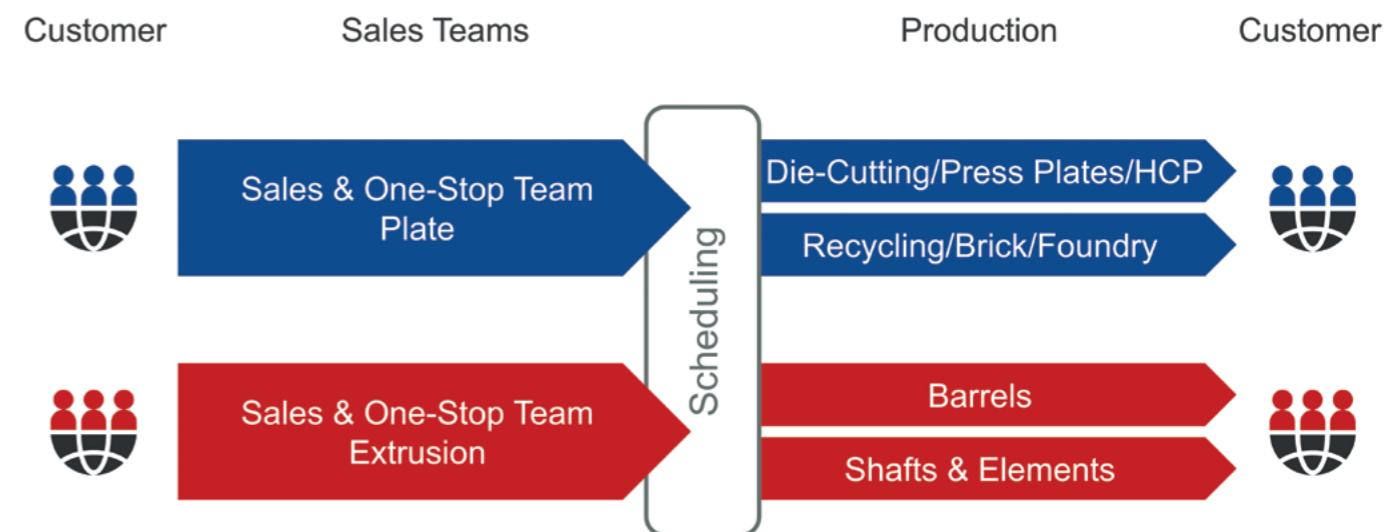
We see the new organisation and optimised processes as an excellent basis to meet our customers’ growing and changing needs and continue our growth as a company. However, as a company run and shaped by family, ensuring a nice working environment where our employees feel comfortable and can continue to grow and engage with passion is

also very important to us. For us, this new organisation delivers on all fronts: on both a market and personal level.

### A huge thank you to the whole team

All of these activities were carried out alongside ongoing operations and under certainly difficult external conditions due to the COVID-19 pandemic since summer last year. Nevertheless, we made great headway and the results we achieved are nothing to sneeze at. All this is, in large part, thanks to our employees in Remscheid and Monschau, in plate and extrusion, sales, administration and production. On behalf of the shareholders and the C.A.PICARD GmbH & Co. KG Advisory Board, we would like to take this opportunity to extend a heartfelt thank you to all of the team for their incredible commitment to the FIT2gether programme!

## Our new organisation base model (schematic)



## C.A.PICARD® at Work in Society

We have a long tradition of social commitment, which thrives on the never-ending flow of new ideas and initiatives that defines the community spirit of the towns in which we operate. C.A.PICARD® currently supports the following activities:

### Sponsorship via advertisements / other means:

- Programme for the annual rifle event, Schützenverein Wildschütz Aue e. V. (rifle club)
- Programme for the annual summer fête, Förderverein der Freiwilligen Feuerwehr Remscheid Löscheinheit Morsbachtal e. V. (Remscheid voluntary fire brigade)
- Programme for the annual fire brigade fête, Freunde und Förderer der Hastener Feuerwehr e. V. (fire brigade booster club)
- Programme for the Hasten Historic (vintage car rally)
- Advertising board at the „Sportplatz Stadtpark“ playing field for the football department of the Hastener Turnverein 1871 e. V. (sports club)
- Teaching and working materials of the KJS Gesellschaft zur Förderung des Kinder- und Jugendschutzes mbH, Wermelskirchen/Wuppertal (a child-welfare association)
- Vehicle advertisement, Stadtteil e. V. Haus Lindenhof (social work), Remscheid
- Safety vests for primary school children from Verkehrswacht Remscheid e. V. (road patrol)
- Vehicle advertisement, Förderverein Ferienfreizeit Monschau e. V. (holiday childcare programme)
- Commemorative book for FC 1921 Imgenbroich e. V.'s (football club) 100-year anniversary

### Payments as donations / membership fees:

- Steffenshammer e. V. Remscheid (association for forging technology)
- Förderkreis Deutsches Werkzeugmuseum (sponsoring society for German Tool Museum)
- Fluthilfe e. V. (flood aid)
- Duisburger Blindenwerkstätte Josef Peters e. K. (workshops for the blind and visually impaired)
- School circus project week by Schulverein der GGS Hasten e. V. (school association)
- "Bündnis Entwicklung Hilft" (alliance of development organisations) and "Aktion Deutschland Hilft" (association of German aid agencies) - emergency aid for Ukraine

## New C.A.PICARD® Japan Building

C.A. Picard Japan Co., Ltd. was founded in 1998. From its modest beginnings as a one-man operation, the company has become a prosperous subsidiary over the last almost 25 years.

Author: Andreas Meise

We have been in rented spaces right from the very beginning. As business has continued to grow, however, so too has the number of employees: C.A. Picard Japan Co., Ltd. now employs over ten people.

With support from the German parent company, C.A. Picard Japan Co., Ltd. were able to purchase a new 834 m<sup>2</sup> lot in March 2021, just 400 m away from the current premises.

Picture below shows proud owner and his employees:



The current space is found on the second floor of a building, accessible only via a narrow stairwell, and is only designed for four to six people. This small office is home to the incoming goods, packaging and shipping department. There is just one toilet for all employees; no meeting room, no break room.

It is no wonder, then, that employees at the Japan office have been eager to relocate to another building in recent years. Led by Kei Yabe, a project team started the lengthy search for a new place and, eventually, struck gold.



Once the purchase agreement was signed, it was time to begin the second stage of the long journey, as work began on selecting and hiring suitable business partners for the construction project (architects, structural engineers and builders). Initial construction plans had to be drawn up, agreed and finalised, before they could be used to submit the necessary planning applications.

And here is how it should look, the new home for C.A. Picard Japan Co., Ltd.:



In addition to the central entrance, the ground floor also has space for reception, archives, storage and shipping as well as a room for technical services such as installation and customer demonstrations. The first floor features a large office space, complete with meeting rooms, a cafeteria and break rooms for employees.

If all goes according to plan, the new building for C.A. Picard Japan Co., Ltd. will be ready in 2022.



**1 March 2022 - Ground-breaking ceremony**



**10th CW 2022 - Start of construction**



**10th CW 2022 - Construction of retaining wall**



**18th CW 2022**



# Trade Fair Participation 2020 and 2021

## Saudi Plastics & Petrochem 2020 The 17th International Plastics and Petrochemical Trade Exhibition

The exhibition was held in the Riyadh International Convention & Exhibition Centre, Riyadh, Saudi Arabia from 13 to 16 January 2020. As the nation seeks to push development according to the Saudi Vision 2030, exploring the potentials of the plastics, petrochemical, printing and packaging sectors is compulsory in order to promote industrial sustainability and to enhance the capabilities of other sectors.

By bringing together visitors and exhibitors on a vibrant platform, the event serves the objective to get together international companies and local entities to stimulate a constructive dialogue and an exchange of knowledge.

The exhibition is not large, but has exhibitors from different sectors associated with the plastics industry in the areas of:

- Plastics: chemicals, raw materials, compounds, plastic pipes and products
- Instruments: lab and control equipment, software, control and monitoring systems
- Petrochem: chemical and petrochemical processing and handling equipment, chemical engineering systems, chemical plant machinery and equipment, energy sources, environmental safety equipment, filters and filtration systems
- Plastic machinery and technology: processing recycling, mixers for food and liquids, powder compactors, crushers, shredders, grinders and pelletisers
- Other equipment for pre-processing, recycling: machinery and plants for processing, extruders and extrusion lines
- Ancillary equipment: measuring, control and test equipment
- Extruder wear parts: screws, barrels, shafts

This was the first time, C.A.PICARD® exhibited in this country. Although the number of visitors was not comparable to the major exhibitions such as

K show or ChinaPlas, C.A.PICARD® established several important contacts and had fruitful and quality discussions with a couple of major companies.

## INTERPLASTICA 2020

From 28 until 31 January 2020, we were again exhibitor at the INTERPLASTICA show in Moscow, the 23rd international trade fair for plastics and rubber. As in the past years, we could establish new contacts in the Russian market as well as consolidate existing ones.

937 exhibitors from 40 countries attracted approximately 24,950 visitors, predominantly from Russia and bordering states. The atmosphere was very positive and it was confirmed once again that the Russian market is back on track. However, there were also some concerns among many companies with regard to the spreading coronavirus, as many Russian companies expanded their business relationships particularly in China.

## IPC APEX EXPO 2020

C.A.PICARD® exhibited at the IPC APEX EXPO in San Diego, California February 4-6, 2020: one of 477 exhibitors featured in the San Diego Convention Center. 8,516 electronics manufacturing professionals from 61 countries visited the expo in 2020. Mark Fink, Nikki Shepherd and Dylan Rogan met with many customers to communicate the quality and value of C.A.PICARD®'s registration solutions to a diverse range of attendees.

## IFEX 2020

### 16th edition of International Exhibition on Foundry Technology, Equipment, Supplies and Services

The exhibition took place in the Chennai Trade Center, Chennai, India from 28 February until 1 March 2020. It is the most important trade fair for the Indi-

an foundry industry. More than 300 exhibitors from 13 countries participated in the trade fair. As several foundries are located in the region of Chennai, there was a considerably higher number of specialist visitors than the year before.

We also realised this at our booth. Together with our new Indian partner, SAS Engineering, we had some interesting conversations with existing and potential customers. The Indian market is very interested in a second supplier of wear parts, which also became evident when we visited some customers after the trade fair. In total, the exhibition and the subsequent visits were a success for C.A.PICARD®. We will continue intensifying our activities in the Indian foundry market.

## IPF Japan 2020 Virtual Trade Show

C.A.PICARD® participated in the IPF Japan 2020 Virtual Trade Show in November 2020. IPF Japan is known as a „High-tech“ Plastic & Rubber trade show. It is held in Japan every three years.

This time, however, it was held on an online platform due to the coronavirus. You could access this online exhibition until 21 May 2021, for which a registration was required.

384 companies participated in this trade show as exhibitors and 19,834 people visited this online exhibition. Compared to IPF Japan 2017, the number of people who visited our online booth was quadrupled. We believe that this good result is one of the benefits of online events.

IPF Japan 2020 Virtual Trade Show had six areas and our booth was in the „Molding Machines/Auxiliary Equipment“ area. We presented our general items such as elements, barrels, shafts, FD system and Barrel Measurement Device (BMD) via promotional film. A lot of customers visited our online booth.

## International Electronics Circuit Exhibition 2020

The International Electronics Circuit Exhibition 2020 took place in Shenzhen from 2 to 4 December 2020. The world's leading PCB and EA show was a great success. Last year's show was themed "5 Era • Smart Future" and once again increased compared to previous shows. 431 exhibitors at 2,890 booths showcased an array of products and solutions and consolidated the fair's leading status as an ideal one-stop trading platform for the PCB and EA industries.

Key facts and figures:

- 431 exhibitors from 11 countries and regions
- 3 exhibition halls with 2,890 booths on 52,500 m<sup>2</sup>
- 48,234 visits in three days
- Bookings for 2021 were enormous with 4,432 booths

During the three days of exhibition, we learned a lot about the latest information from the PCB industry.

## ChinaPlas 2021

### The 34th International Exhibition on Plastics & Rubber Industries

ChinaPlas 2021 took place from 13 to 16 April and had a total of 152,134 visitors (149,771 local and 2,363 overseas visitors). Despite the COVID-19 pandemic and the move to the new venue at Shenzhen World Exhibition & Convention Center, the number of domestic visitors increased by 23.46% compared with 2019 in Guangzhou.

During last year's exhibition, we promoted a new material with high-performance wear protection by on-site demonstrations ("scratch test"). We also offered our latest FD system (flexible dismantling system) emphasising efficiency, safety and protection for the operators as well as the screw elements and shafts. Last but not least, we presented our BMD (Barrel Measurement Device) which allows customers to improve their maintenance in a highly-effective,

accurate and time-saving way by checking the barrel wear at their extruder lines.

We hereby thank everyone for coming to our booth, for the discussions and the cooperation. It was a great pleasure to meet our customers and other visitors.

Number of visitors of Year 2017 / 2019 / 2021				
	Yr. 2017	Yr. 2019	Yr. 2021	Yr. 2021 Oversea visitors
Day 1	40,834	44,715	44,236	577 (1.30%)
Day 2	56,347	61,699	59,716	874 (1.46%)
Day 3	41,712	44,835	38,545	717 (1.86%)
Day 4	16,365	12,065	9,637	195 (2.02%)
Total	155,258	163,314	152,134	2,363 (1.55%)
		Compare Yr. 2019	-6.85%	

**International Electronics Circuit (Shanghai) Exhibition 2021 (2021 CPCA Show)**

The 30th International Electronics Circuit (Shanghai) Exhibition was held from 7 to 9 July 2021 at the National Exhibition and Convention Center in Shanghai.

Figures of the event:  
 Number of exhibitors: 712  
 Exhibition space: 55,000 m<sup>2</sup>  
 Number of visitors: 53,491

In 2021, with the recovery of household incomes, successful control of the pandemic, availability of vaccine and policy normalisation, China's economy was on the right track to recovery. During the exhibition, we learned from our visitors and customers that - in the short-to-medium term - the main driving forces of electronics and PCB industries will be:

1. New Energy Vehicles (NEVs) are expected to grow continuously. Major manufacturers of NEVs forecast an average annual growth of approximately 15% from 2021 to 2025.
2. 5G with high demand:
  - a) High acceleration of 5G infrastructure drives the industries of 5G base stations and terminals.
  - b) Manufacturing industries of 5G mobile phones, associated products and peripherals
  - c) With the advancing development of 5G technologies and infrastructures, enormous Internet of things (IoT) application oppor-

tunities and more diversified IoT applications for industry and households will continue driving the demand of electronics and PCB markets.

3. China is enhancing the existing 5G technology to develop its "5G+ Industrial Internet" strategy and has more than 1,100 "5G+ Industrial Internet" projects ongoing, covering 22 industries including cement, automobile, petrochemical, steel, mining and oil fields.

**Petfood Forum 2021**

The conference event was held in Kansas City, Missouri, September 22-24 and included an exhibition hall in which C.A. Picard, Inc. participated with a booth to exhibit our Single Screw Extruder (SSE) products. Mark Fink and Paul Diaz represented C.A. Picard, Inc. by engaging persons interested in our displayed products. Several pet food producers were very interested in our portfolio and in learning more about the chance to increase the lifetime of their extruders and decrease maintenance costs.

The exhibition included 300 suppliers. Attendees to the conference included professionals working in pet food nutrition, ingredient and processing technologies, packaging, food science, R&D, product development, food safety, QA/QC, purchasing, import/export and regulatory compliance.

**Compounding World Expo Europe 2021**

The second Compounding World Expo in Essen was again organised by AMI and took place on 29 and 30 September 2021. It was held at the same time and place together with the Plastics Recycling World Expo, the Plastics Extrusion World Expo and the Polymer Testing World Expo.

The exhibition was a good opportunity to be actually "on location" again and the numbers confirmed the regained confidence in face-to-face meetings and the possibility of networking. Last year's event recorded an increase of 18% in the number of exhibitors compared to the previous time and saw the presence of European exhibitors and visitors alike, whereas overseas visitors were limited due to the

travel restrictions caused by COVID-19. More than 50% of the visitors came from outside Germany. The two days were filled with seminars, technical presentations and debates, that were attended with utmost interest. The themes ranged from the discussion about the future of technical compounds and recycling and upcycling solutions for compounding extruders to measuring and understanding extruder wear.

It was interesting to notice that many Italian OEMs attended both the exhibition in Essen and the Packaging & Recycling convention in Arese (which took place at the same time). All major Italian players were present: Maris, Icoma, Comac, Fimic, Filtec, Bandera as well as some well-known companies such as Sirmax, Mepol and Benvic.

One of the guiding themes was the green economy and one of the mostly discussed themes was recycling.

**Fakuma 2021**

The Fakuma trade fair in Friedrichshafen was the first major international trade fair for the plastics industry which could finally be opened for visitors after some time. A bit of normality, after almost all events and exhibitions had been cancelled due to COVID-19 in the last two years. 1,470 exhibitors from 39 countries came to the 27th Fakuma - international trade fair for plastics processing - at the Lake Constance. In these times of pandemic, it was not very surprising that the number of visitors was lower than it was in the past 15 years. After all, there were 29,543 specialist visitors. The major part of them came from the DACH region as well as from the European neighbouring countries such as Italy and France. 33 companies from twelve countries visited the C.A.PICARD® booth: Finland, Hungary, The Netherlands, Slovakia, Spain, Turkey, France, Portugal, Austria, Switzerland, Italy and Germany.

**Sustainability: C.A.PICARD® services**

The main topics of Fakuma 2021 were recycling management and sustainability. A perfect match for the C.A.PICARD® services like barrel repair (among others renewal of the inliner), which were picked out as central themes with almost all visitors at the C.A.PICARD® booth.

The next two Fakuma trade fairs will also take place at Messe Friedrichshafen in 2023 and 2024, the 28th Fakuma from 17 to 21 October 2023 and the 29th Fakuma from 15 to 19 October 2024.

**Compounding World Expo North America 2021**

The Compounding World Expo in Cleveland, OH took place November 3rd-4th. C.A.PICARD® was accompanied by 238 other vendors and close to 4,000 attendees during the two-day show. Vendors included other Twin Screw Extruder (TSE) spare parts manufacturers, TSE OEMs, single screw manufacturers, raw material suppliers and more. Paul Diaz and Ray Herring attended the show to represent C.A.PICARD® to inform attendees how C.A.PICARD® can be of service to their needs. Paul and Ray had a handful of new prospects visit the booth during the two-day show and many existing customers stopped by as well. The Compounding World Expo will be returning to Cleveland, OH November 9th-10th, 2022.

**PLASTIC EXPO 2021 - Tokyo Show**

C.A.PICARD® Japan participated in the "Highly-functional Material Week" in December 2021. The EXPO is an exhibition embracing highly-functional materials technologies that are indispensable to various high-technology industries, e.g. advanced materials, processing technologies, production equipment and testing equipment. In addition, active negotiations took place among researchers and manufacturers of various fields such as automotive, electronics, medical and aerospace industries.

This EXPO was visited by about 40,000 people in three days. Compared with the "Highly-functional Material Week 2020" also held in Tokyo, which was influenced by COVID-19, the number of visitors recovered very well and many current and potential customers visited our booth.

This time, we presented BMD and FDS via promotional film:

- BMD (Barrel Measurement Device): the high efficiency of our BMD by providing accurate information on barrel wear and analytical reports



- FDS (Flexible Dismantling System) with PLC control to dismantle the screw elements from the shafts efficiently with full protection for the screw elements, the shafts and especially the workers without risk of injury

We appreciated everyone for coming to our booth, for the discussions and the cooperation. We were very pleased to meet our customers and other visitors.



Saudi Plastics & Petrochem 2020 - The 17th International Plastics and Petrochemical Trade Exhibition



INTERPLASTICA 2020



IPC APEX EXPO 2020



IFEX 2020 - 16th edition of International Exhibition on Foundry Technology, Equipment, Supplies and Services



IPF Japan 2020 Virtual Trade Show



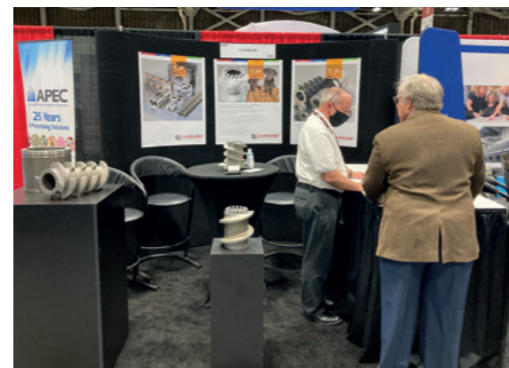
International Electronics Circuit Exhibition 2020



ChinaPlas 2021 - The 34th International Exhibition on Plastics & Rubber Industries



International Electronics Circuit (Shanghai) Exhibition 2021 (2021 CPCA Show)



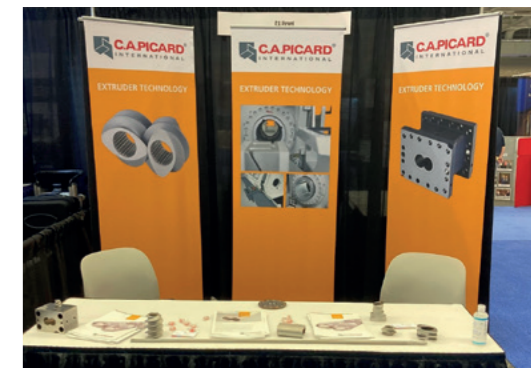
Petfood Forum 2021



Compounding World Expo Europe 2021



Fakuma 2021



Compounding World Expo North America 2021



PLASTIC EXPO 2021 - Tokyo Show

**C.A.PICARD**<sup>®</sup>  
INTERNATIONAL

We have compiled the trade fair dates 2022 on page 39.

# Apprenticeship

## Apprenticeships Started and Final Examinations Completed

In this section, as usual, we would like to present a brief overview of the new apprenticeships started and final examinations passed since our last PICUP.

### Final examination successfully passed in summer 2020

Remscheid plant

- Oguz-Furkan Firinci (Machine and Plant Operator)

### Apprenticeship starts in 2020

Remscheid plant

- Semih Aslan (Machine and Plant Operator)
- Sezer Aydin (Cutting Machine Operator)
- Oguz-Furkan Firinci (Cutting Machine Operator)
- Sophie-Marie Mirbach (Industrial Clerk)

### Final examination successfully passed in 2021

Remscheid plant

- Jamy-Lee Bauer (Machine and Plant Operator)
- Daniel Hauser (Technical Product Designer)
- Akin Mutlu (Cutting Machine Operator)

Monschau plant

- Malte-Fabian Fecht (Cutting Machine Operator)
- Lukas Willms (Cutting Machine Operator)

### Apprenticeship starts in 2021

Remscheid plant

- Jonas Degen (Cutting Machine Operator)
- Stefan Stankovic (IT Specialist)
- Erwin Wichner (Industrial Clerk)

Monschau plant

- Nico Proenen (Cutting Machine Operator)

### Final examination successfully passed in winter 2022

Remscheid plant

- Adrian Chmara (Electronics Technician for Plant Engineering)
- Oguz-Furkan Firinci (Cutting Machine Operator)
- Jessika Joanna Skowronek (Industrial Clerk)
- Stanislaus Wichner (Cutting Machine Operator)

Monschau plant

- Dominik Auxel (Cutting Machine Operator)

The partners, managing directors and workforce would like to extend their congratulations on the examinations successfully passed and wish the young newly qualified technicians every success in the future and the new apprentices an educational and stimulating time and a successful qualification.

# Portraits



Patrick Scheffen  
Head of Extrusion Production  
Monschau, Germany

My name is Patrick Scheffen and I was born in the Eifel region of Germany in 1988. I am married and have a two-year-old daughter. I currently live with my family back home in the Eifel region. I spent my university years in the student town of Aachen, Germany.

In 2013, I got the chance to join C.A.PICARD®. Completing my Master's thesis as part of my mechanical engineering degree really helped me to get to grips with my work at the Monschau site.

After graduating successfully with a Master of Engineering, I joined the company initially as Technical Manager for welding finishing in the former Oil/Aluminium/Service Engineering Solutions product division. Here, I was responsible for optimising production of hard-faced products also taking over technical support for the launch

of new products at the Monschau site.

At the end of 2014, I moved into the Extruder Technology product division and I have been working here as a process engineer ever since.

In the period from 2015-2016, I completed a two-year MBA degree in parallel to my work.

In 2016, my area of activity was expanded to include quality assurance at the Monschau site. From 2018 to the beginning of 2022, I was responsible for quality management at both the Monschau and Remscheid sites.

In 2020, I became the acting plant and production manager at the Monschau site before taking over the role officially in 2021.

In 2022, the management will undergo organisational restructuring to ensure a target-oriented alignment. At the Monschau production site, site management will refer directly to the Management Board. A team leadership level will also be created to focus and consolidate competencies within production. This flat hierarchy will serve to promote teamwork and share responsibility at an operational level, calling for a high degree of self-determination and independent action from all employees and across all company process branches.

In the course of this organisational restructuring, I have become the

site manager for the Monschau production site, heading up the team of 40 employees.

Market-driven manufacturing from a global perspective, the continuous need for improvement, the requirement for consistent, short lead times as well as constant endeavours to ensure economical production of the entire component portfolio are challenges production faces every day. The goal is to continuously maintain, optimise and improve all parameters.

In my spare time, I like above all else to spend time with my wife and my daughter. Both of my girls are a much needed support system and offer the perfect balance to my world of work. Together we face the daily challenges of a small family.

I look forward to being able to represent the site in my new role and working with all employees to achieve the challenging goals for the company.



Noriko Azuma  
Sales Assistant, Kobe, Japan

My name is Noriko Azuma and I have been working for C.A.PICARD® Japan for five years. When I was hired in May 2017, the new branch office in Kobe was opened at the same time. At the beginning, we were just two employees and the office was less than half as big as it is now. Thanks to all, the business goes well year after year and I am proud to be part of it.

I learnt English linguistics and international communication at the university and took a year off to study tourism in Canada. This experience enabled me to learn how to communicate with people from different cultures. I joined volunteer works and travelled a lot domestically, in the United States and in Mexico, which enriched my life and, of course, my skills and experience.

I worked in the academic affairs section of a university and my task was to prepare curriculums and to support students who studied abroad.

Now, I work as sales assistant. I was lucky to get the chance to work with C.A.PICARD® Japan, although my career did not have any relation to this field until then. However, my knowledge actually helps me a lot when I communicate with colleagues in Germany or Far East and when I analyse data or organise information. All colleagues at C.A.PICARD® are very supportive and cooperative and I always feel great to find the best way or solve problems for customers together with them.

Our office is located at Kobe, where I also live. Kobe is known as a major city in Japan and famous for Kobe beef, though the best thing of this city is that it has both sea and mountains nearby so that you can be in nature in 30 minutes. I always start a day looking at the sea and the mountains. I jog at the seaside three times a week and drive out of the city to see the beautiful countryside at the weekends.

More than two years and a half have been passing, since COVID-19 started to bring us so many changes and challenges. We realised that things we had taken for granted are not a given. We are all learning a lot from this experience and hopefully, the situation will have much improved for personal life as well as for business by the time the next PICUP will be published.

# Anniversaries 2021 and 2022

## 2021

### 10 years

Junguang Chen	Jiangmen
Yongxiong Chen	Jiangmen
Airong Deng	Jiangmen
Fiona Huang	Jiangmen
Zhanghao Huang	Jiangmen
Ruiguang Li	Jiangmen
Yuxiu Ou	Jiangmen
Zhuojian Ou	Jiangmen
Grace Wang	Jiangmen
Zhiming Xian	Jiangmen
Lei Zhao	Jiangmen
Xiaoping Zhou	Jiangmen
Reinhard Jentges	Monschau
Ralf Diedrich	Remscheid
Karina Gerner	Remscheid
Marvin Herzog	Remscheid
Engelbert Manß	Remscheid
Damir Martinovic	Remscheid
Andreas Meise	Remscheid
Marcel Miemus	Remscheid

Andrea Schröder	Remscheid
Alex Schulz	Remscheid
Dirk Seewald	Remscheid
Öner Senoglu	Remscheid
Rui Sousa	Remscheid

### 20 years

Willson Chen	Jiangmen
Sheng Guan	Jiangmen
Chuangming Jiang	Jiangmen
Tabea Laassoule	Remscheid

### 25 years

Fai Leung	Hong Kong
Eric Ling	Hong Kong

### 30 years

Frank Darmann	Remscheid
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### 35 years

Dirk Günther	Remscheid
Dirk Mirbach	Remscheid

### 40 years

Manfred Wirths	Remscheid
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### 45 years

Rolf Müller	Monschau
Berthold Röder	Monschau

## 2022

### 10 years

Paul Diaz	Battle Creek
Crystal Tsoi	Hong Kong
Jianhua Huang	Jiangmen
Huaxiong Ou	Jiangmen
Zhiping Zhou	Jiangmen
Takafumi Inoue	Kobe
Kai Harzheim	Monschau
at the moment Battle Creek	
Daniel Becker	Remscheid
Daniel Costa	Remscheid
Sebastian Czellig	Remscheid
Christine Laffin	Remscheid
Michail Morasch	Remscheid
Yuis Anglila Pawitri	Remscheid
Marcel Sprotte	Remscheid

### 20 years

Anna Chen	Jiangmen
RongFu Chen	Jiangmen
WeiRui Guan	Jiangmen

Huosheng Lin	Jiangmen
ZhiWen Lu	Jiangmen
ZhaoGen Ou	Jiangmen
ZuJun Wang	Jiangmen
NianQu Yuan	Jiangmen
DongYao Zhu	Jiangmen
JunCong Zhu	Jiangmen
Thorsten Kamp	Monschau
Thomas Schmeckel	Monschau
Doris Waider	Monschau
Melanie Watermann	Remscheid

### 25 years

Kevin Adams	Battle Creek
Dylan Rogan	Battle Creek
Kenny Ho	Hong Kong
Tsz Lung Tsang	Hong Kong
Marius Halek	Remscheid

### 30 years

Tobias Braun	Monschau
Stefan Theissen	Monschau
Peter Biehl	Remscheid
Rolf Reifenscheidt	Remscheid

### 35 years

Cengiz Akdere	Remscheid
Kamil Saba	Remscheid
Frank Simon	Remscheid
Stefan Tix	Remscheid

### 40 years

Siegfried Toussaint	Monschau
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Photo: G&V Design

## 17th Hasten Historic on 23 October 2021

No less than 123 cars had registered for last year's Hasten Historic event. This represented a major success for the new team of organisers led by Remscheid native Jörg Ramme, who took over the reins of the Hasten Historic from Klaus Picard and Jörg Stursberg in 2020.

Author: Jochen Schnell

Unfortunately, the start of last year's event could not be held on C.A.PICARD® premises, necessitating a search at short notice for a new starting location, ideally near to the Morsbach Valley. An ideal solution was eventually found at the Haus Müngsten event building with its spectacular setting below the Müngsten Bridge.

Immediately after the start, the competitors had to complete a regularity trial in the company car park at C.A.PICARD®. After that, the event continued via Lüttringhausen, Radevormwald and Wipperfürth to Bergisch Born, where the midday break took place at the "Qualitätssägezentrum" steel processing facility - after everyone had completed a quick time trial. The competitors fortified themselves with a hearty tasty pea soup and bread rolls before setting off on the next time trial that marked the start of the afternoon stage.

The route back to Remscheid passed through Wermelskirchen, Leverkusen-Engstenberg, Wupperhof and Lennep Handelsweg. The finish line that all

participants had to cross was set up at the old market in the heart of Lennep, where crowds of spectators gathered to admire the cars, as they were individually introduced by an announcer along with their drivers.

The wonderful day then drew to a close with a communal evening meal followed by the awards ceremony and trophy presentation at the Grillardor event location. This location also proved to be a lucky choice, as the two winning teams drove into the venue with their vehicles to rapturous applause, marking the absolute high point of the trophy presentation.

Victory in the touring sport category in 2021 went to the previous year's winners Karola and Rainer Witte in their Fiat 130 TC Abarth. Brigitte and Edwin Konopatsch in their Porsche 944S took the honours in the tourist class.

Speaking after the event, Jörg Ramme confirmed that this year's 18th Hasten Historic will take place once again at the traditional time at the end of June/early July.

## Trade Fair Dates 2022

**APEX EXPO IPC 2022**

IPC APEX EXPO 2022

25. - 27.01.2022  
San Diego, California, USA

**INTERPLASTICA 2022**

INTERPLASTICA 2022

25. - 28.01.2022  
Moscow, Russia

**PLASTIC EXPO JAPAN**

PLASTIC JAPAN  
Osaka Show  
11. - 13.05.2022  
INTEX Osaka  
Osaka, Japan

**K 2022**

K 2022

19. - 26.10.2022  
Düsseldorf, Germany

**COMPOUNDING WORLD EXPO NORTH AMERICA**

Compounding  
World Expo  
North America  
09. - 10.11.2022  
Cleveland, Ohio, USA

**PLASTIC EXPO TOKYO**

PLASTIC JAPAN  
Tokyo Show  
07. - 09.12.2022  
Makuhari Messe  
Tokyo, Japan

■ Plate Technology  
■ Extruder Technology

C.A.PICARD® always exhibits at the CPCA and the HKPCA trade fairs in China, which are the most important trade fairs for the PCB industry, as well as at the ChinaPlas, which is the biggest and most important plastics and rubber exhibition in Asia.

Due to the COVID-19 situation, HKPCA and ChinaPlas were postponed and there are no new dates at the moment. CPCA was rescheduled and is intended to take place in Shanghai from 13 to 15 September 2022. This date, however, can also be changed again due to the COVID-19 situation.

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