



# PICUP



MAGAZINE OF C.A.PICARD INTERNATIONAL – ISSUE 2014

# C.A.PICARD

**“PICARDS Wau”**  
New grinding machine  
IT Security



C.A.PICARD INTERNATIONAL

PLATE TECHNOLOGY

EXTRUDER TECHNOLOGY

INDUSTRIAL SERVICES





Dear Business Partners!  
Dear Employees!

This issue of our PICUP truly reflects the change and continuous modernisation of C.A.PICARD. Thanks to our employees' creativity and innovation, we will meet the challenges of the future.

The varied pot-pourri of pioneering topics starts with the new „aba“ surface grinding machine, followed by „Security in Information Technology“, our activities in „Cooperations and Networks“, the new generation in our Technical Services, the update on our proALPHA ERP/PPS system and the evolution of our target-oriented ZFP<sup>1000</sup> management process at team leader level - to name but a few.

It all started on 30 October 2014 with "Concentration for Change", when we signed the contract for selling C.A. Picard Engineering GmbH & Co. KG, the "Screw Press Technology" operating unit at the Monschau-Imgenbroich site as well as the "Oil" operating unit of the Picard Holding USA, Inc. at the Belleville, Perham and Shellman US sites to HAARSLEV A/S, our Danish customer of many years. This landmark decision contributes to bundling our strengths and to focus on the international distribution and production of wear parts for twin screw extruders and on expanding our Plate Technology business segment.

We want to express our thanks to all the employees transferring to Haarslev, for their dedication and many years of loyalty to C.A.PICARD, wishing them all the best and success for their personal and professional lives.

Last but not least, we would like to introduce you to the latest member of our Picard family - "PICARDS Wau". Having successfully participated in "Remscheid's Grand Lions' Parade 2014" at the end of August, our young lion is now carrying out his duties in the Morsbachtal district on top of the head office's roof.

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

We wish you and your families much happiness, success and, above all, good health for the coming year!

Carl Aug. Picard GmbH  
The Management Board

  
Josef Posniak

  
Andreas Meise

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# “PICARD’S Wau”

In the summer of last year, the city of Remscheid announced “Remscheid’s grand lions’ parade 2014”, which was to take place in 2014 to mark the 85th anniversary of Remscheid’s status as a “Großstadt” or major city.

Author: Andreas Meise



C.A.PICARD decided to take part in this initiative and the PICUP 2013 issue included an invitation to all readers of the company magazine to suggest designs for the C.A.PICARD lion as part of an ideas competition. In the end, Ms Corinna Grebel, HR Assistant at our head office in Remscheid came up with the basic idea for the layout. On this basis, a lion whose colours reflected the diversity and international profile of the company was created.

The basic working material of “metal” is represented by the silver grey colour. Red stands for

the employees and sites both in Remscheid and worldwide while the colours blue, orange and green represent the three business areas of Plate Technology, Extruder Technology and Industrial Services.

In the meantime, our lion has also been christened: “PICARD’S Wau”. The idea came from Klaus Picard. The name “PICARD’S Wau” represents a nice connection to the history of C.A.PICARD with its rich traditions, as the four Messrs Walter and Klaus Picard from the second, third and fourth generation all shared the

nickname “Wau”, which serves as a synonym for “Walter aus der Aue”.

After taking part in “Remscheid’s grand lions’ parade 2014” at the end of August, “PICARD’S Wau” returned to his enclosure in the “Hasteraue” at the beginning of September and has now taken up a position on the roof of the company building from where he can watch over the fortunes of C.A.PICARD.





# Changing Of The Guard At Technical Services



## Wolfgang Engels says “Goodbye!”

### Old and experienced

On 7 February 1978, I completed the master craftsmen exam at the Düsseldorf Chamber of Small Industries and Skilled Trades to become a master electrician.

In January 1981, I started working at C.A.PICARD Technical Services as a master electrician, then under the direction of Jürgen Pasing. On 31 January 2014, a winding-down period of several months to facilitate know-how transfer came to a close, thus marking the end of my active service at C.A.PICARD after 32 years. It was a varied, interesting and exciting time filled with diverse tasks such as ensuring, maintaining and expanding the energy supply as well as maintaining and renovating the manufacturing installations. Added to this were project plans and electrical engineering support for the branch offices.

The first major challenge was the renovation of the main power distribution systems and installation of the 500 Volt system for the REFORM grinding machines and the hardening workshop. Other projects followed in regular intervals, such as the renovation of the IMEAS grinding machines. In 1986 and 1987,

two grinding machines refurbished in Remscheid were installed in Battle Creek. Many weeks of preparatory work by the entire Technical Services was required before the machines could embark on their long journey. For both installations, which lasted a total of eleven weeks, I was accompanied by metal worker Axel Wichmann and his foreman Günther Klein.

In 1988, we started moving machinery to Hong Kong. From April to June, the Technical Services, represented by Axel Wichmann and me under the direction of Jürgen Pasing, were tasked with installing the first machines in Hong Kong (in 30 degrees of heat and 80% air humidity). This was followed in 1990 and 1997 by additional systems, which took a total of 19 weeks to install. In 1998, the company established Jiangmen I and, in 2004, the second plant in Jiangmen, where the Technical Services were involved in planning the energy supply and spent a total of 25 weeks in Jiangmen, China. By comparison, the renovation of electronic systems in Monschau from 2012 to 2013 resembled something of an easy “home game” given the number of energy planning projects completed to date.

However, all things must come to an end. The final entry has now been made in the long and exciting diary of electrical engineering exploits. There are no more electrical systems to be planned, no new power distribution systems and no IMEAS machines. Instead, I am facing into phase of peace and relaxation. And it is time to say “Goodbye”. My thanks to all the employees in the Technical Services, who assisted and supported me for so many years. Likewise, I am grateful to all my colleagues throughout the company who had to be patient with “Foreman Engels” every now and again. I would also like to thank all my colleagues in Monschau, Battle Creek, Hong Kong and Jiangmen for their excellent cooperation and support. And finally, I would like to wish my successor all the best in her new and challenging role.



## Julia Öder says “Hello!”

### Young and inquiring

On 16 June 2009, I successfully completed my examination as a state-certified mechatronics technician at the “Berufskolleg West” (technical school) in Essen. I am married and have an eight-year-old son.

I have been working at C.A.PICARD since 1 November 2013. Before entering well-earned retirement, outgoing foreman Wolfgang Engels brought me up to speed with the numerous projects underway and planned at Picard. As part of this process, I was able to see the “renovation of hall II” project in Monschau through to completion together with him and the project team in Monschau. A new main distribution system had already been installed in the basement, but I got the opportunity to participate in the replacement of the sub-distribution system in hall II. In addition, we installed and commissioned new welding cabins. Even at the project planning stage, Mr Engels demonstrated foresight by planning the main and sub-distribution systems so that they cannot only record electrical consumption data, but also detect the temperature in the fuses and report limit values - which means that the Monschau plant

has also become safer in fire protection terms. By scheduling energy data acquisition, which my colleagues from the Eifel and I put into operation, he has already laid one of the foundation stones for the new energy management system.

At the Remscheid plant, Mr Block is now Head of Technical Services in place of Mr Engels. In this context, Mr Block has also helped initiate and embark on a major project: The conversion of lighting, particularly the wasteful high-pressure HQL lights, at the Remscheid and Monschau plants to energy-saving LED illumination is envisaged. To this end, he has already conducted numerous tests and carefully sifted through the plethora of LED options before finally identifying the optimum lighting solution to meet our requirements - particularly for the difficult operation conditions in the hardening workshop. Mr Block, like Mr Engels before him, has also been introducing me to the management procedures to smooth my transition to becoming Head of Technical Services starting on 1 January 2015.

Since December 2013, I have been the electrical technician with overall responsibility for the Remscheid and Monschau plants. At present, I am also working on the project to secure CE conformity for our products in the machinery area. This currently relates to our “DCI-2000” chamber spray system for foundry applications and the FD flexible dismantling system. Regarding the latter, I am in close contact with our Managing Director from Jiangmen/China, Mr Eric Ling. Thanks to this close and constructive cooperation and, not least, to the numerous ideas, suggestions and the support received from the Remscheid plant, we will achieve this goal together.

I would like to thank all my colleagues for their proactive support during my first year at C.A.PICARD and I very much look forward to the further interesting tasks and challenges that undoubtedly lie ahead.

I look forward to working with you!

# A Changing Of The Guard With Obstacles

Author: Andreas Meise



After the departure of Mr Wolfgang Engels and his successor as Head of Remscheid Technical Services, good advice was expensive.

Gerd Block was the man of the hour, taking over the reins in Technical Services. Admittedly to begin this was not entirely a voluntary decision; only after a certain amount of coaxing and with some trepidation did he agree to take on this difficult and demanding task.

After a short training period, the Technical Services Department was back on track. Thanks to his in-depth specialist knowledge, calm and collected nature, and natural authority, the Remscheid Technical Services Department has once again become a recognised service provider within the company.

We would like to signal our recognition of the hard work involved and offer our heartfelt thanks, as well as wishing all the best for the future and much success.

# Cooperations / Networking

Everyone is familiar with the concept at some level and most have already put it into practice. Perhaps on occasion without being aware of it. Networking. This refers to the process of establishing and maintaining personal contacts with the intention of expanding and, in the best-case scenario, benefiting from them.

Author: Michael Busenbecker

The term “networking” itself describes the process of searching for new contacts while at the same time engaging actively with one’s own network, for example, by exchanging information.

In addition to private networks such as Facebook, Twitter, Xing etc. there are of course networks in which companies meet and exchange information. Depending on the topic, the networks are organised regionally or trans-regionally.

Carl Aug. Picard GmbH is also an active member of several networks. As a company, we are a member of national organisations such as the VDMA, the Süddeutsches Kunststoff-Zentrum e. V. or the Forschungsgesellschaft Kunststoffe e. V. and participate in the various networks on offer there. The primary focus of these network meetings is on exchanging information about technological developments, trends in global sales markets, changes in statutory frameworks and similar issues. Depending on their composition, these networks provide opportunities to make contact with new customers and suppliers and to maintain contacts with existing customers and competitors, thus raising their awareness of our company.

We also maintain a high company profile in networks within the triangle of Remscheid, Solingen and Wuppertal, as well as in the Bergisches Land and adjoining regions. In addition to Maschinenbau Netzwerk Bergisch Land, particular mention must go to the netzwerk-surface.net Kompetenznetzwerk für Oberflächentechnik e. V. association, which was set up in 2013. Carl Aug. Picard GmbH was not only a founding member, but is also actively involved in shaping the network through its representation on the management board. The association developed from a public promotion programme for the region and was established by companies and for companies. In its first year, the association already boasts 29 member companies from the most diverse sectors that have a common interest in surface technology. The joint activities include regular meetings held at member companies, which provides an opportunity for the host companies to present themselves while at the same time intensive discussions between members are facilitated. In addition to members, interested companies can also participate in these meetings and avail of networking opportunities themselves. Contacts between companies, institutes and universities, for example, lead to

ideas for jointly availing of publicly funded development projects as a means of implementing solutions to developments that would not otherwise be feasible for the entities acting on their own.

Furthermore, the association organises events such as the knowledge programme, which offers employees from member companies specialised training in the form of workshops. The association also provides a platform that can receive technical enquiries from potential customers and then arrange for direct contact with member companies who can supply a solution.

As a footnote to our networking activities to date, it is clear that it is also increasingly important for our company to be aware of trends and developments in industry, politics and society. In this context, networks offer an ideal platform for exchanging information and can generate stimuli for the company’s own actions. Apart from that, they offer the chance for people to cut through red tape and work collectively to quickly identify solutions to problems that are often much more difficult to address as an individual company. Last but not least, networking also helps raise the profile of one’s own company.





# After Almost 45 Years Of Uninterrupted Service, It's Time To Retire With Full Entitlements

For one of our Schmalz APH surface grinding machines originally manufactured in 1970, the time had finally come. The machine, which had provided trouble-free service for many years in multi-shift operation, was now in need of replacement and had to make way for a new ultra-modern machine from aba.

Author: Jörg Weißenfeld



From left to right: Thomas Künstler, Bilge Karaer, Dirk Seewald and Jörg Weißenfeld



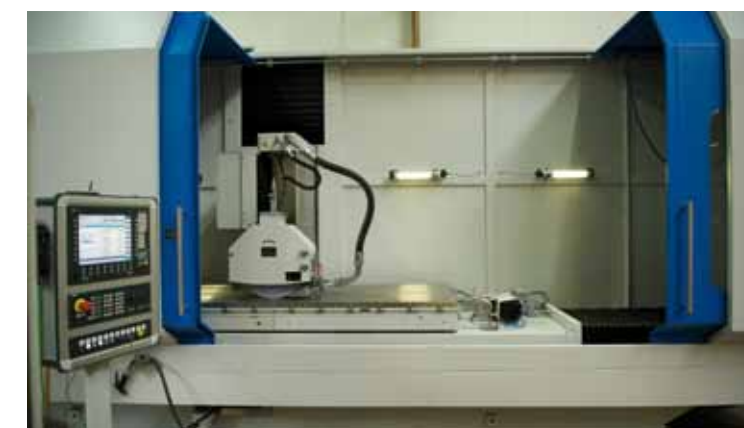
Following a lengthy planning process, it was decided that a general overhaul of the existing machine would be uneconomical and would not provide us with the necessary technological advantages. Various manufacturers were then contacted before aba Grinding Technologies GmbH was ultimately selected as the most competent partner for us.

Originally established in 1898 in Aschaffenburg, aba merged with ELB-Schliff in 2010 and has since then been part of AUTANIA AG, which in turn is owned by the Helmut Rothenberger Group. From a newly constructed plant in Aschaffenburg with approximately 200 employees, the two firms aba and ELB-Schliff now jointly manufacture standard and special grinding machines for the engineering and automotive industries.

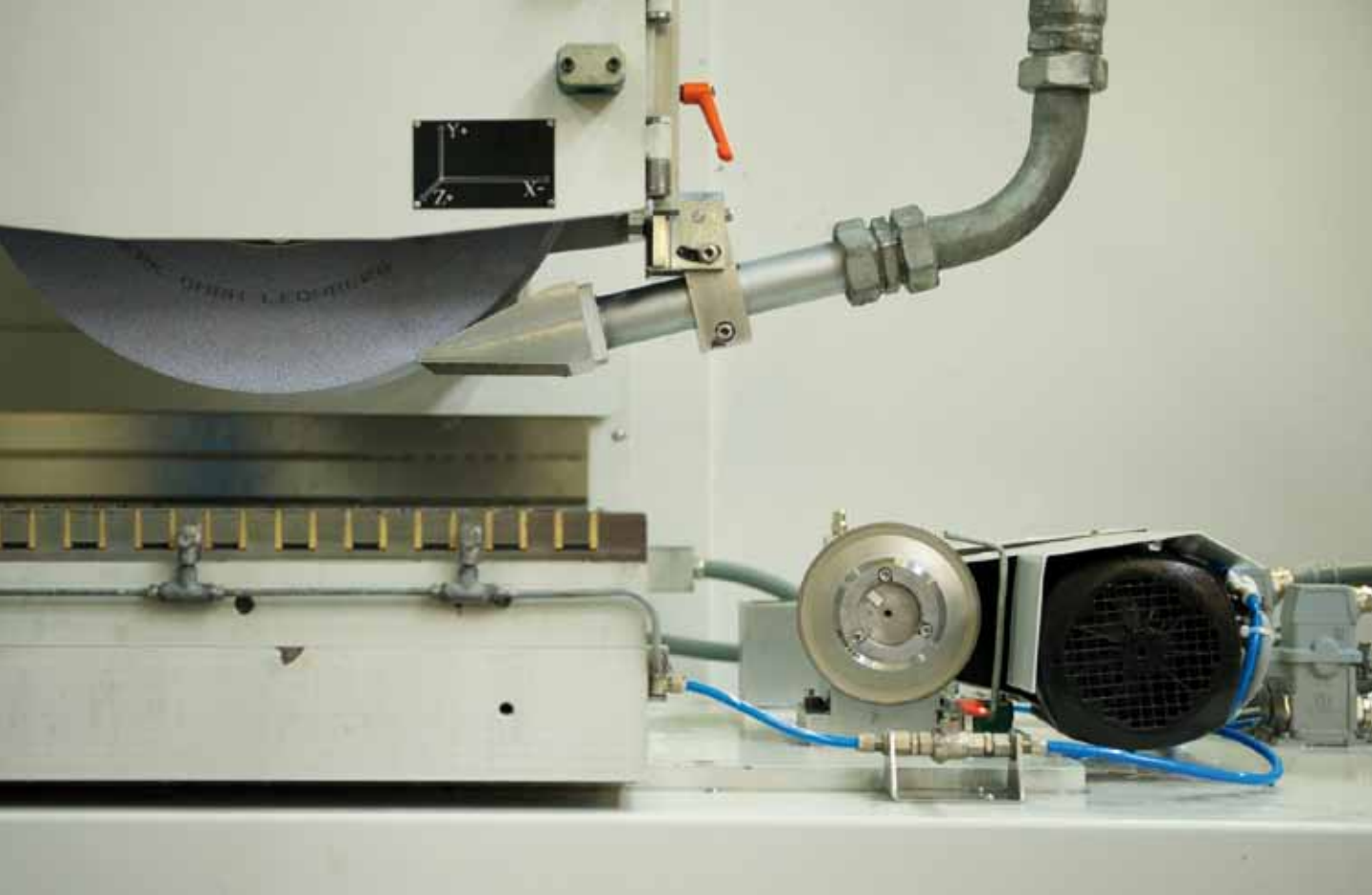
At first glance, our new grinding machine bears no resemblance to our old machine. You need to look very closely to recognise that it is actually a grinding machine. This is due to the machine's first major innovation: it is fully enclosed. In addition to the safety

aspects, the big advantage of this feature is that it prevents the cooling lubricant mist emitted by the machine from entering air in the production hall and thus contributes significantly to protecting the health of our employees.

If we now open the large sliding doors, we can recognise our typical grinding machine with a table size of 1,000 x 2,500 mm. Workpieces weighing up to five tons and measuring up to 750 mm thick can be machined.







Another special feature is that grinding wheels up to 150 mm wide can be used.

The supporting table is powered by a linear drive and moves silently at up to 60 m per minute and positioned with an accuracy of 0.001 mm. All axes are CNC-controlled and enable grinding of sloping or even spherical surfaces. In addition to normal flat grinding, that is, parallel to the table, the machine can also operate vertically, which makes it possible to perform face grinding on long strips, for example.

To enable economical grinding of contours, the machine is equipped with a profile grinding device. On pre-set input screens in the machine control system, the machine operator can enter the required geometry, which is then created with a diamond-tipped dressing roll on the grinding wheel.

If this operation is to be followed by "simple" flat grinding, the grinding wheel can be quickly changed. The grinding wheel flanges have a short taper with a face to aid precise positioning and good transmission of energy. Automatic balancing of the new grinding wheel quite literally "rounds out" the entire operation.

We sincerely hope that the working life of our new surface grinding machine is every bit as successful as that of its predecessor.

# My Initial Impressions Of Germany

Speechless, but above all excited - these were my initial reactions the day when C.A.PICARD suggested that I come to Germany.

Author: Valentina Gavardi

In the beginning, I really couldn't believe it. C.A.PICARD Italy had already all but disappeared, but here I was being offered a new opportunity.

Naturally, I didn't hesitate for a moment in accepting the offer. I felt that I had to do it, that it was an opportunity I simply couldn't pass up. Perhaps I realised subconsciously that I had always been waiting for such an opportunity to present itself.

And suddenly it had arrived - the day of departure. On 31 October 2012, I drove to Wuppertal accompanied by my family. I lived there for the first five months, or in Wuppertal-Elberfeld to be precise. I can still remember it very clearly!

I was overcome by a range of emotions - I was excited, pensive, but at the same time curious as well - and I wanted to get to know, explore and understand a new world.

I can recall my first day at C.A.PICARD in Remscheid as if it were yesterday. I started out in the Purchasing Department and found a large sign on my desk which displayed a welcome greeting in various languages. It all started here, under the direction of Marion Indenbirken.

During the initial phase, my colleagues welcomed me with open arms and were extremely helpful. The language problem was not easily overcome and I often experienced the feeling of "looking in from outside", although both Marion Indenbirken and my other colleagues, especially Dietmar Jähnsch, helped me cope with these challenges and supported me day by day throughout my training programme.

I really wanted so badly to do some work, but the first few months were devoted largely to learning German and I was only gradually able to become more actively involved in office duties.

In September 2013, another change was suggested to me. However, this one didn't involve travelling 900 km, but moving up to the next floor! I was offered a position in Extruder Technology Sales.

Somehow, I knew that things would go well for me in the new department, and didn't take long to consider the change before agreeing to it.

Here too, I was impatient and wanted to learn everything immediately, but things happen at their own pace. Bit by bit, I managed



to familiarise myself with my new duties, also thanks to the support from my colleagues and my boss, Mr Jörg Vogel. I must say that this area of responsibility is what I really enjoy doing.

Of course, my experiences in Germany are not just confined to my work. I've also had plenty of free time and fun. I often did things with my colleagues. From this, I was able to develop good contacts and in some cases close friendships, which I am very happy about.

I admit that my initial period in Germany was challenging, but everything turned out very well in the end.

And if I had to make the decision again, I would do everything exactly the same way again!

Thank you very much for this opportunity 😊

# proALPHA® Update To Version 6.1d

In November 2009, we started real-time operation of Version 5.1e of the proALPHA ERP/PPS system in all departments. The only area in which we use other systems is that of human resources management, where we use SAGE software for wage and salary accounting and the ATOSS software for staff work time recording.

After proALPHA had unveiled and released the new version 6.1d for customers in 2013, we felt that it was time to implement an update. The completely revised user interface along with numerous minor programme changes and additions looked very promising.

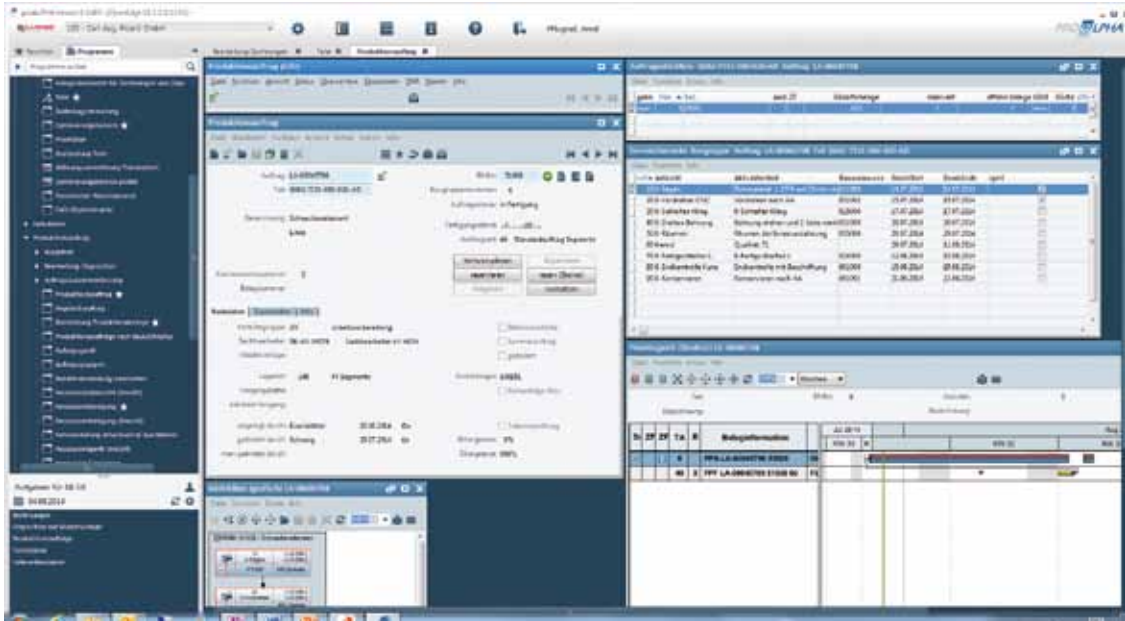
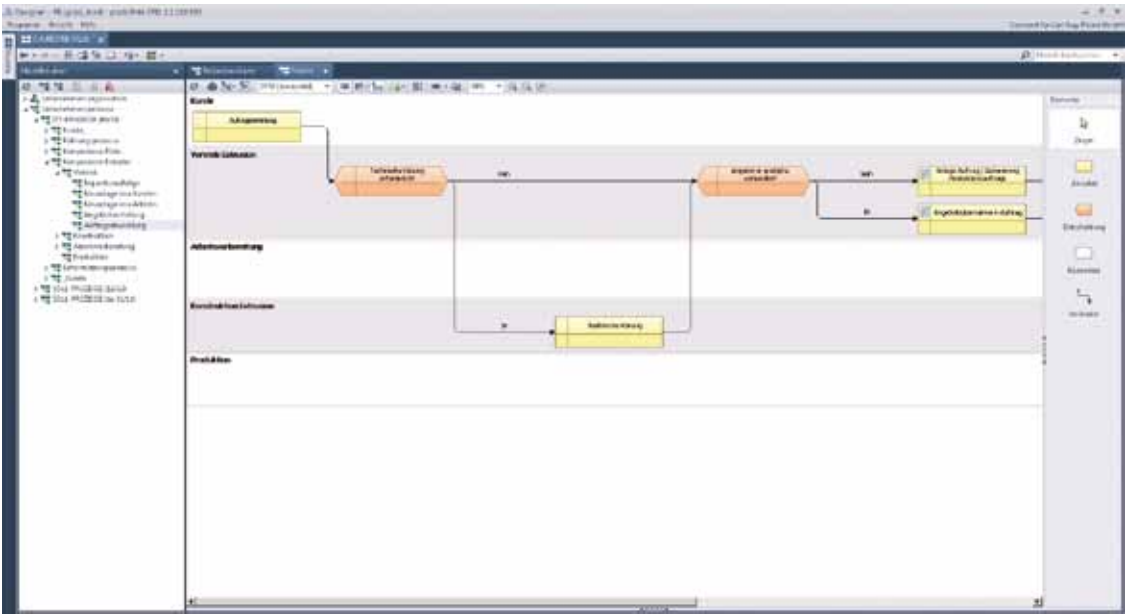
Author: Arnd Pflugrad

We started by implementing a new key-user structure. After the go-live in 2009, some of the former key users were in other roles or were no longer with the company. Under the direction of Managing Director Andreas Meise and with the assistance of the QM Head Krunoslav Cipar and support from myself, we established a team including a

total of 16 people drawn from all departments. The project plan was then defined and adopted by this working group before being approved by the management. We launched the project in mid-2013. In the first step, the key ACTUAL processes (leadership, core and support processes) were recorded graphically.

We had previously had positive experiences with this approach as a basis for process improvements in another project under the direction of Krunoslav Cipar. We have used proALPHA GPD (business process designer) for this purpose since then. In the second step, the future TARGET processes were then defined by the key users.

GPD



proALPHA 6.1d05

In November 2013, we installed the released version 6.1d04 containing our modifications and data as a test system. This was followed by two intensive training days for the key-user team provided by a trainer from proALPHA.

At the beginning of 2014, reality caught up with us. The defined TARGET processes and associated possible modifications in the new proALPHA version could not be reconciled and implemented within the time frame envisaged. The day-to-day duties of the key users simply did not allow any further expenditure on this project. The working group of key users decided that the go-live date for the new version would fall on the long weekend of 1 May 2014. All existing ACTUAL processes had to be tested and all other users suitably trained by that date. Any improvements to current processes based on the implementation of TARGET processes previously defined by the key-user team were postponed until after

the go-live date, insofar as they did not result from the standard new version.

While I trained all other users in the basic operation of the new version, consultants from proALPHA held workshops for the key users from the individual departments. In some cases, previously trained users also attended.

In mid-April, we installed a further update to the then current version 6.1d05. On 25 April 2014, we held the final workshop for the major "integration test" with Mr Dietl from proALPHA. The major errors uncovered on that day were rectified sufficiently by 30 April 2014 to allow us to commence the update on 1 May 2014. By the late afternoon of Sunday, 4 May 2014, the new proALPHA system was ready to use.

Overall, the launch was still a little unsettled. This update can also be described as a "major" update

from a proALPHA perspective. Although most of the numerous minor errors discovered were quickly eliminated by proALPHA, they nevertheless disrupted the day-to-day business during the first four weeks. Even in the absence of errors that prevented processes from functioning, we realised in retrospect that we should start future updates by implementing an e-version. Last but not least, version 6.1 requires definitively more server resources. However, this was no problem for our new SAN server with a total of 11.6 TB at its disposal.

At this point, I would like to express my sincere gratitude to the entire key-user team for the hard work in preparing, planning and implementing proALPHA 6.1d05!



# The “IT Security” Project

The purpose of the “IT security” project is to optimise information security in the company, which means optimising existing and future processes to ensure secure processing of data.

Author: Arnd Pflugrad

Our goal is to implement the three fundamental pillars (availability, integrity, confidentiality) of a secure IT system as effectively as possible while taking into account the economic performance of the company.

**The following is to be guaranteed**

- The availability of the systems (e.g. protection against theft, destruction, outages, loss of data carriers),
- The integrity of software and data (e.g. protection against intentional or negligent corruption of programmes, manipulation of files),
- The confidentiality of data (e.g. protection against unauthorised access to file content).

The security level refers to all technical systems and procedures in the company that can be used to store and process personal information or information about company and business secrets.

The procedures used in the “IT security” project are based on the methods of the Federal Office for Information Security (BSI). They also refer primarily to the IT basic protection catalogues.

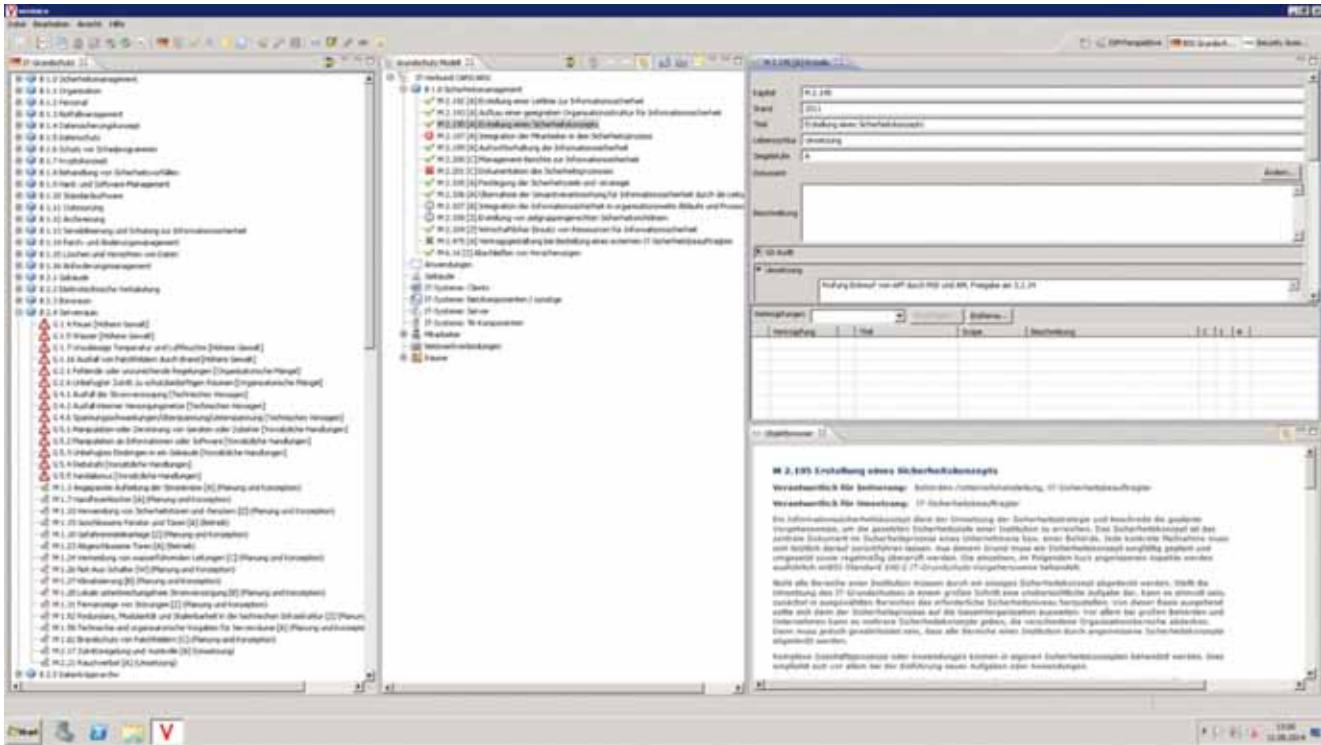
The IT basic protection catalogues describe detailed standard security measures which must be applied to practically every IT system.

They include in particular:

- Standard safety measures for typical business processes, applications and IT systems with “normal” protection requirements, classified as modules,
- a representation of the generally assumed threat level and
- detailed descriptions of measures as an implementation aid.

To this end, the modules described that are of relevance to us are processed in a suitable sequence. A survey of all our systems is conducted and documented and our network plan is gradually extended. The measures for the modules are differentiated according to priorities A, B and C and are processed subject to a time delay. Consequently, multiple modules can be processed in parallel and corresponding measures implemented. The verinice software is used as an aid to planning, organisation and control.

Due to its importance and complexity and the large number of modules and measures, the “IT Security” project is scheduled to take three years.



**Left area:**  
all modules, threats and measures

**Middle area:**  
representation of IT components in the C.A.PICARD IT environment with the associated measures to be implemented

**Right area:**  
(top) editor for explanations, scheduling etc. of individual measures  
(bottom) general description of a module or a measure from the BSI IT basic protection catalogue



# Carl Aug. Picard GmbH Relies On Kanban Solutions For C-Part Management

Following the successful roll-out of Kanban warehouses for mounting hardware, a Kanban warehouse for packaging materials was erected at the Remscheid site in January 2014.

Author: Marion Indenbirken

**What is Kanban?**

The term “Kanban” is a Japanese word that means “signboard” or “routing card”. A Kanban system is a method of controlling processes with the aim of eliminating wait times or idle times at production sites. It operates according to the supermarket principle.

In a supermarket, purchasers/consumers remove goods from shelves. The gaps or shortfalls created as a result are detected by the seller, in this case the supermarket staff, and restocked in pre-determined quantities.

As consumers of packaging material, we adhere closely to this principle in cooperation with our long-standing supplier, ISK Verpackungen GmbH. The construction of a Kanban warehouse results in advantages for both sides in this context.

**This is how we did it ...**

Information about our entire range of packaging was compiled and the material consumption data for each cost centre as well as the respective turnover frequencies determined. From

this data, future and optimum Kanban quantities were calculated in consultation with all internal points of consumption and with our supplier. On this basis, it was possible to derive the requirement for pallet spaces and shelf spaces. These were then installed in what used to be our goods receipt department and identified using the respective storage location cards. At the same time, we commissioned our supplier to procure the quantities required for the Kanban warehouse. On 6 January this year, everything was finally in place. Our Kanban warehouse was supplied for the first time by ISK Verpackungen GmbH.

**... and this is how it works:**

Our warehouse includes what is called a storage or buffer area for each article. Each of these areas is identified by a corresponding storage or buffer card, which contains information about the relevant articles and the defined storage and buffer quantities.

The storage areas contain the articles that are awaiting immediate removal, while the buffer areas represent our “emergency

reserves”. Once all materials are removed from a storage area, additional requirements can be covered using the quantities on the buffer area. The person who removes the last article from a storage area is instructed to immediately remove the corresponding buffer card for the article and to place it in the “letterbox” provided for our supplier. In this case, the buffer card serves as a routing card. During his weekly stock control, our supplier removes it from the letterbox at which point it becomes his order document. The corresponding order picking activities are carried out by ISK Verpackungen GmbH based on the buffer cards. A few days later, the materials arrive at our warehouse, where they are sorted by the delivery driver. The corresponding buffer cards are re-allocated to the buffer areas.

Incidentally, material issue slips are now a thing of the past in our Kanban system as all materials are now assigned with a cost centre key that our supplier takes into account during his monthly billing run.



From left to right:  
Lutz Pflugrad, Jürgen  
Rothermel (ISK Verpa-  
ckungen GmbH) and  
Marion Indenbirken



**And what are the benefits?**

As a consumer, we profit from constant availability of the pre-defined range of products accompanied by simultaneous inventory reduction and improved availability on site. In addition, either defined quantities or the entire range can be flexibly adapted to our requirements at any time. The elimination of frequent ordering and goods receipt activities, centralised material storage, as well as the cost savings derived from a streamlined process whose impact can be clearly seen all the way to the accounting control stage represent additional advantages.

At the same time, our supplier benefits from easier material stock planning, cost savings generated by the exploitation of optimised procurement batch sizes as well as savings in terms of time and money in the area of logistics. He also profits from greater customer loyalty.

**The next stage is ...**

Following the successful introduction in Remscheid, we are already looking forward to implementing the system at the Monschau site, and planning is due to commence shortly.

At this point, I would like to offer my sincere thanks to everyone who actively supported us in rolling out the Kanban system.

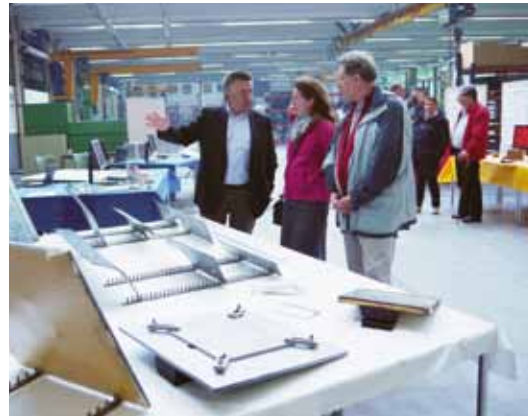
Our motto? Yes, we Kan(ban).



# Business Open Day On 10 May 2014

On 10 May 2014, the “Wirtschaft Erleben” (experience business) event was held in Remscheid for the third time.

Author: Philipp Becker



As part of the event, businesses in Remscheid are invited to open their doors to interested visitors. Product presentations, overviews of services offered or presentation of in-house training opportunities are just some of the topics featured on this day. Companies have complete freedom in arranging their “Wirtschaft Erleben” event. Each participant decides how much time to invest and which types of presentation to use. In Remscheid, this “Economics Day” has become a permanent fixture on the calendar and is held every two years.

Through the auspices of the Remscheid Junior Chamber and its C.A.PICARD representative member Philipp Becker, the company became aware of this project, which offers an excellent opportunity for the company to advertise in the region and to significantly increase its profile - particularly as an attractive employer. Small wonder that Philipp Becker, Head of Human Resources, quickly

persuaded the Management to participate.

Since a day such as this can only fully succeed through team effort, a project team consisting of Sales, Production, Technical Services and HR was appointed to plan, organise and implement the event. In a brainstorming session, we collectively decided the basic proceedings for the day. However, it was only on the day itself that we noticed, that events often take a different and unexpected course.

To give all participants a comprehensive insight into Carl Aug. Picard GmbH, we organised guided factory tours for which bookings could be made on the Internet. The registration lists were rapidly filled, which acted as a further incentive for all participants to organise a “perfect” day. Due to a lack of experience, the main concern at the outset was: “Hopefully, a few visitors actually show up”. We had no

idea just how many people would eventually arrive.

After all four factory tours were now “sold out”, groups of 20 people were guided around the company at hourly intervals. The starting point was the Academy, where Mr Becker provided general information about the company and presented the company film while fresh coffee was served. The visitors were then welcomed by Mr Brandt, Mr Günther and Mr Polaczyk.

They were then ushered into the production hall through the entrance at gate 6. We made sure in advance that production was actually taking place, where possible, at the majority of workstations. Consequently, there were also many employees at work in the commercial area on this Saturday who answered many of the visitors’ questions. The tour then continued on to the laboratory. Ms Pawitri explained to the interested participants all

details of the materials, developments and our new laboratory facilities.

However, it quickly became apparent that the factory tours not only included registered visitors, but also many people who decided to “drop in on the spur of the moment”. These included former employees, but also a large number of external visitors. We were also delighted that many of our current employees dropped by during the day and took the opportunity to show their families their workplace.

Based on our estimates, we had considerably in excess of 200 visitors on this day. When we set about planning the day, nobody anticipated such a large response.

To highlight the specific applications for our manufactured products following the tour of the production facilities, several tables were set up in the shipping area. Sales employees Jürgen Becker,

Dirk Hedermann, Bernd Kaiser and Maik Wingefeld used actual products, presentations and films to explain to the visitors all of the possible applications. Philipp Becker outlined the apprenticeship opportunities at the company and spoke to potential candidates and their parents. Test pieces submitted by our industrial trainees for their intermediate and final exams illustrated the requirements and developments in the metal-working jobs at C.A.PICARD.

Dietmar Jähnsch, whose “heat-resistance” was severely tested while on duty at the barbecue, catered for the visitors’ physical well-being. Many of them took the opportunity to discuss the tour while enjoying a steak and chilled drinks. During these discussions, it became apparent that although people knew about the company, they had no idea of the scale of activities hidden behind the unassuming façade. Fans of technology came away with a clear picture of the diverse

production possibilities and the large number of different production systems - something of which the majority of visitors were also unaware.

We hope that we provided all visitors with a comprehensive overview of the company and that we also raised the company profile outside the “Hasten” locality.

This day simply would not have been possible without the numerous helpers and we would once again like to extend our heartfelt thanks to all those who played their part.

Indeed, this view was shared by many visitors and we received several e-mails and letters of thanks during the days after the tour.

We very much look forward to the next business open day.

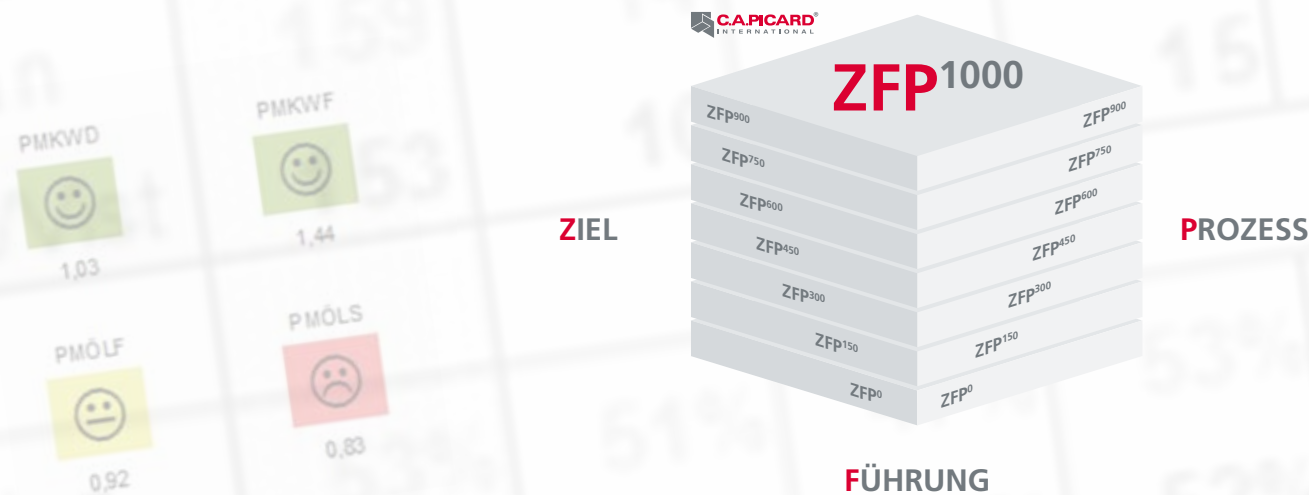


# ZFP1000

## Leadership, The Second Dimension

“The key factor behind the success of a company is neither capital nor work, but leadership.” (Reinhard Mohn)

Author: Thomas Brandt / Krunoslav Cipar



As reported in the previous issue of PICUP, the first dimension of ZFP1000, the process, in the form of the ZFP key-figure system was rolled out for the entire process landscape of Carl Aug. Picard GmbH. The first part of the basic philosophy of ZFP1000, “You can’t manage what you can’t measure” (William Edwards Deming), was successfully implemented. Process quality is now measured and visualised at monthly intervals for all processes in the complex process structure. The first step has been taken.

However, implementing the second part of the basic philosophy “controlling the key figures” appears to present a significantly bigger challenge. The initial results, reactions and experience in dealing with the new key-figure

system have revealed a completely new kind of goal orientation in the company. The process capability of individual processes is permanently placed in the spotlight due to the transparency achieved regarding corporate goals. This, in turn, encourages people to identify and eliminate barriers more quickly and precisely.

For this reason, a new management level in the form of team leaders was rolled out in the area of production at the start of this year. The focus lies on optimising the individual ZFP key figures from the production processes with the help of the respective team members. It is a tough challenge. There are many new interfaces to oversee because individual processes can no longer be viewed in isolation because individual ZFP

key figures now share a similar orientation with regard to corporate goals. The entire process is becoming increasingly relevant to every employee. Since the current trend is increasingly to have many people working on one process rather than some people working on lots of processes, the biggest obstacle we face in achieving our goal is undoubtedly the human barrier - however it is also the shortest route to this goal.

In this issue, we want to take the opportunity to introduce our team leaders to you.



- From left to right:
- Thorsten Kamp,**  
Team leader Plastics  
Production, Monschau
  - Boris Johnen,**  
Team leader Receipt  
of Goods + Cutting +  
Dispatch, Monschau
  - Reiner Schreiber,**  
Team leader Oil +  
Aluminium, Monschau
  - Dirk Minas,**  
Team leader Grinding +  
Dispatch, Remscheid
  - Frank Nölle,**  
Team leader Milling +  
Cutting, Remscheid
  - Frank Simon,**  
Team leader New Hall  
Hardening + Straight-  
ening + Lasing,  
Remscheid

The majority of team leaders have participated in the Grid® seminar and base their leadership style on the principles of 9.9 versatility. To implement this leadership style even more precisely and to deal with grievances even more quickly and effectively, the team leaders expressed a desire to hold further training for the leadership style in the context of 9.9 versatility. We take this opportunity to ask them how they arrived at this wish, what experiences they have made with the new leadership philosophy and what the team leaders expect these additional training measures to deliver:

**PICUP:** Mr Simon, you have been a team leader for six months now. How would you describe your initial impressions?

**Mr Simon:** Generally positive. The level of acceptance among the individual groups and the managers has definitely improved. For me, respect, openness and honesty are the most important points in a good working relationship and I always try to exemplify these qualities myself. I must say that the level of cooperation today is already much improved after the initial mistrust, but we are still a long way from our goal.

**PICUP:** Is this how you imagined the role as team leader?

**Mr Simon:** No, not really! It was only after I took up the position and started to examine my role more closely that I realised how many human barriers there are between colleagues.

**PICUP:** : To what extent does the content of the Grid® seminar help you in your everyday work?

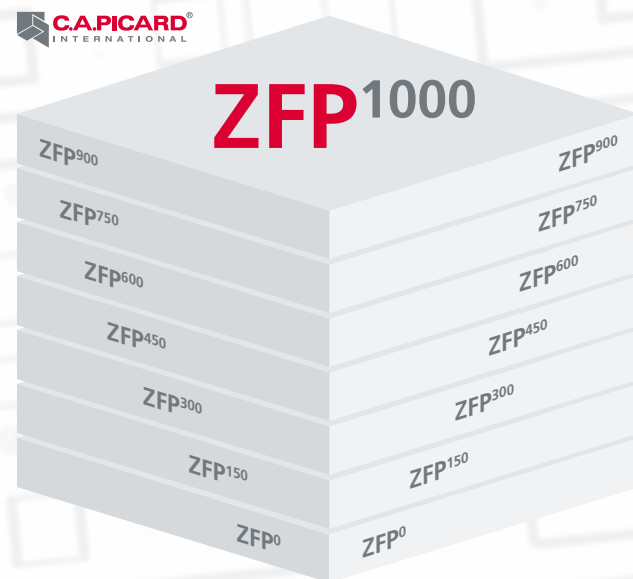
**Mr Simon:** Only to a certain degree. I have not been provided with sufficient access to the necessary everyday communication tools to enable me to correctly gauge all situations and react accordingly. So far, I have found the psychological aspect to be lacking. But hopefully, this will be the main focus of the next seminar.

**PICUP:** To what extent have you been able to implement the 9.9 versatility principles in your day-to-day work?

**Mr Simon:** : I still have work to do in the areas of goal orientation and target achievement. For me, the regular team leader meetings are very important. By working more closely with the leadership team, I hope to improve my performance in these areas.



ZIEL



PROZESS

FÜHRUNG

**PICUP:** How is Grid® understood by those who were not involved or who only attended the information event?

**Mr Simon:** The majority of employees understand Grid® in the form of the ZFP key figures, but also in the sense that one can always and continuously discuss “everything”. From my perspective, one information event is not sufficient to cater for all colleagues. There are still a lot of open questions that must be answered. And this is precisely why the team leaders were appointed in order to explain the content and our goals to each individual. I believe it's important to maintain close contacts with every colleague because this is the only way that the Picard philosophy will be fully understood.

**PICUP:** How would you describe the manner in which open criticism and conflicts are dealt with?

**Mr Simon:** By engaging with colleagues in an open manner, it is becoming easier for us to recognise and address conflicts and to find a solution for Picard.

**PICUP:** What experiences have you had in dealing with the ZFP key figures?

**Mr Simon:** The most important thing for me is that we work together to make the key figures even more comprehensible for everybody. The key figures are the most important tool for identifying weaknesses in good time, initiating the correct measures, and bringing about improvements as a result.

**PICUP:** How do you think the employees are getting on with the ZFP key figures?

**Mr Simon:** As I mentioned previously, not everyone understands the key figures in detail as yet. We are working more and more with the key figures. Due to the greater transparency, questions are asked and deviations can be effectively targeted. As team leaders, we must get much more involved in this context.

**PICUP:** Are there aspects of the ZFP key figures that you would like to further improve?

**Mr Simon:** Not at present. The key figures must be understood by everyone and must become part of our everyday actions.

**PICUP:** Additional training measures on the topic of management have been initiated. Have initial training measures met your expectations?

**Mr Simon:** My expectations have been fully met. By using numerous practical examples, the seminar leader managed time and again to give me a better understanding of the topic of “Leadership”. I'm already looking forward to the upcoming seminar days. My curiosity is awakened!!

# 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:

- Advertising with HG Remscheid season (a sports association)
- Child's painting book (traffic) for the International Police Association (Landesgruppe Nordrhein-Westfalen e. V., Verbindungsstelle Wuppertal)
- Football newsletter for the senior section of the Hastener Turnverein 1871 e. V. (the Hasten gymnastics association)
- Programme for Colonia Historic
- Programme for Hasten Historic
- Programme for the annual fire brigade festival, Verein der Freunde und Förderer der Hastener Feuerwehr e. V.
- Programme for the annual Schützenfest, Schützenverein Wildschütz Aue e. V.
- Programme for the annual summer fete, Förderverein der Freiwilligen Feuerwehr Remscheid Löscheinheit Morsbachtal e. V. (Remscheid voluntary fire brigade)
- Teaching and working materials from the KJS Gesellschaft zur Förderung des Kinder- und Jugendschutzes mbH, Remscheid (a child-welfare association)

## Payments as donations / membership fees:

- A new ambulance for the DRK (German Red Cross)
- Gertrud-Bäumer-Gymnasium, Remscheid, for the school-leavers newspaper 2014
- Kindergarten Siepen, Remscheid
- Kulturstadt Remscheid e. V. for the musical event “Henning Paur and Friends” during the “Nacht der Kultur und Kirchen” Remscheid 2014
- Männergesangsverein Union (a men's choir)
- Steffenshammer Remscheid
- Tierschutzverein e. V. Remscheid (an animal protection association)



# C.A.PICARD Management Meeting 2014

The traditional C.A.PICARD Group Management Meeting was held in Remscheid from 28 to 31 October 2014, and had the particular aim of aligning the corporate group to a uniform, global strategy under consideration of local strengths.

Author: Andreas Meise



The entire meeting focussed on the intensive exchange of information, thoughts and opinions concerning our global, market-oriented approach, a higher conversion rate for agreed measures and sustainable growth.

On the first day, our guests impressed with expert discussions and excellent presentations exclusively on future-oriented subjects. The presentation of new products and processes, as well as their current and future application in the short to medium term, drew an enthusiastic response from all participants. The contribution from the USA about the operational implementation of our strategic growth targets in the plastics branch received particularly high praise. No less worthy of attention was the development of the new rotary cutter business segment and the “Building Façades” project by our colleagues from the

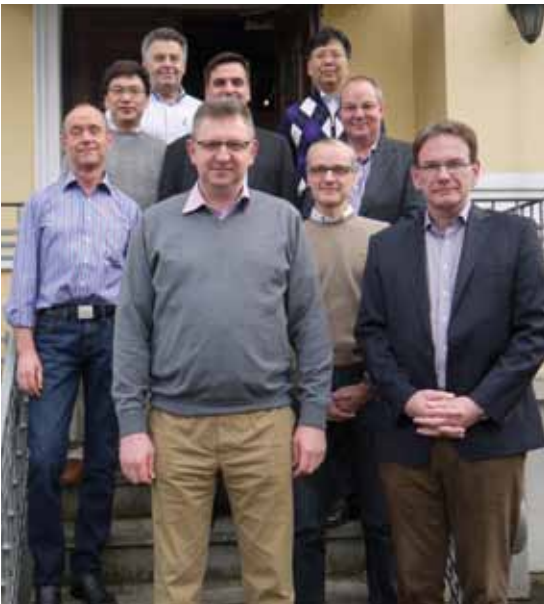


Far East. All in all, the outlook painted an extremely optimistic picture. Nevertheless, despite these advances, all of the participants agreed on the need to further intensify our global efforts to develop new business segments, new products and applications.

Over the course of the following three days, Josef Posniak headed the development of a roadmap for the Plate Technology and Extruder Technology branches. For this, key priorities of operational business were identified, analysed and evaluated. This evaluation revealed corresponding measures to be adopted and consistently monitored.

At the end of each day, time was set aside for objective and constructive criticism. All participants were encouraged to contribute their suggestions for improvements. Every team member took advan-

**Participants:**  
Mr Josef Posniak, Managing Director, Carl Aug. Picard GmbH, D  
Mr Andreas Meise, Managing Director, Carl Aug. Picard GmbH, D  
Mr Michael Busenbecker, Board of Management, Carl Aug. Picard GmbH, D  
Mr Krunoslav Cipar, Head of Quality Department, Carl Aug. Picard GmbH, D  
Mr Bernd Kaiser, Senior Sales Manager Plate Technology, Carl Aug. Picard GmbH, D  
Mr Dirk Hedermann, Sales Manager Plate Technology, Carl Aug. Picard GmbH, D  
Mr Mark Fink, Managing Director, Picard Holding USA, Inc.  
Mr Eric Ling, Managing Director, C.A. Picard Far East Ltd., HK  
Mr Kei Yabe, Managing Director, C.A. Picard Japan Co., Ltd., JP



tage of this opportunity to air their views based on the philosophy: “Criticism - increasing potential - creating synergies”. A lovely gift for the entire C.A.PICARD Management Team.

An important key to the long-term success of the C.A.PICARD Group is and continues to be the continuous bilateral and multilateral communication within the C.A.PICARD family; listening and understanding, objective criticism, strategic target-driven and earnings-driven actions as well as mutual understanding of partners.

At the joint evening meal, personal conversations ensured a relaxed atmosphere. In particular, the conversations with Klaus and Walter Picard and the battle for spares and strikes during our ten-pin bowling evening offered a welcome change.



Summary: An extremely successful meeting at a high level, characterised by a very open atmosphere, enthusiastic participants and significantly increasing market orientation. The entire C.A.PICARD Management Team is already looking forward to the next Management Meeting in Remscheid in spring 2015.





# 10 Years Of C.A. Picard Plastic (Jiangmen PRC) Co., Ltd.

When it established C.A. Picard Plastic (Jiangmen PRC) Co. Ltd. in 2004, C.A.PICARD constructed an additional production site in China.

Author: Andrea Schröder



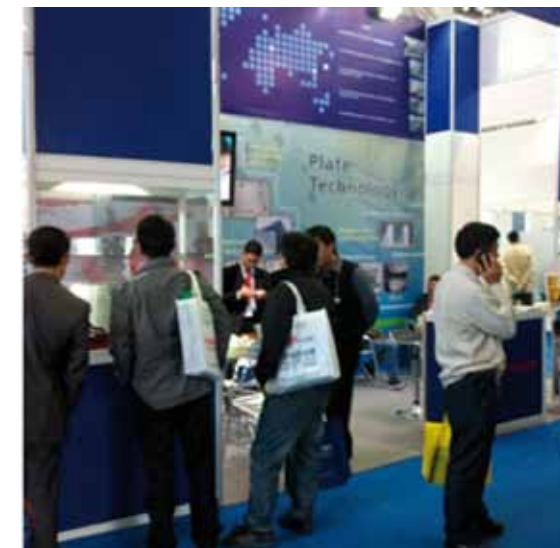
Like the production site C.A. Picard (Jiangmen) Co., Ltd. established in 1998, C.A. Picard Plastic (Jiangmen PRC) Co., Ltd. (CAPP) is also based in Jiangmen in the Chinese province of Guangdong. CAPP manufactures wear parts for twin screw extruders, including screw elements, barrels as well as associated wear parts. The construction of this site created an excellent basis from which to face the growing challenges of the Chinese market in terms of proximity to customers, premium service, short delivery times and attractive prices.

We would like to extend our congratulations to our on-site Managing Director, Mr Eric Ling, and his team on the occasion of this anniversary!

## Trade Fair Participation 2013/2014

### productronica 2013

For the multilayer tools and separator plates division of the Plate Technology branch, we took part in the productronica trade fair in 2013. The fair was held at the trade fair premises in Munich from 12 to 15 November 2013. productronica is the world's leading trade fair for electronic development and manufacturing, and is Europe's only fair in this sector. With some 38,000 visitors from 38 countries and 1,220 exhibiting companies, it was undoubtedly a success. A considerable rise in visitors from the Russian Federation, China and Turkey was noted. Our stand was mainly visited by our regular clients and representatives, with whom we were able to discuss new projects and technical matters. The registration phase is currently open for productronica 2015.



We displayed a new Aismalibar trading product - Flex-therm - which is a highly advanced thermal insulated metal substrate used for the production of conformable metal printed circuit boards. Many visitors were interested in it.

During the show, we also invited the manager of the Asian trading company to a meeting to introduce their products in more detail and to exchange information about the field.

We will again have a stand at this interesting show in 2014 and look forward to successful results



### 2013 HKPCA & IPC Show International Printed Circuit & Electronics Assembly Fair

C.A.PICARD attended the 2013 HKPCA & IPC Show at the Shenzhen Convention & Exhibition Center from 4 to 6 December 2013. We have been an exhibitor at this show for more than ten years.

Some general show information:

**No. of exhibitors:** 499 from 16 countries and regions  
**Exhibition space:** 41,000 m<sup>2</sup>  
**No. of visitors:** 36,813

### INTERPLASTICA 2014

This year's Russian plastics trade fair INTERPLASTICA took place in Moscow from 28 to 31 January and attracted 20,000 visitors and 687 exhibitors from 28 countries. C.A.PICARD was able to establish new leads in the Russian market and to reinforce existing ones. As the trade fair was co-hosted with Upakovka / Upak Italia, the same applied to a number of customers / OEMs in the Italian market.

As was the case in 2013, we were represented by Kseniya Ezhova, Vladimir Ezhov (C.A.PICARD, St. Petersburg sales representative) and Marcel Di Nardi (Carl Aug. Picard GmbH).



2014 CPCA Show  
The 23rd China International Electronic  
Circuits Exhibition

Sponsored by China Printed Circuit Association and Shanghai Ying Zhan Exhibition Service Co., Ltd., the 23rd China Int'l PCB & Assembly Show was held at the Shanghai World Expo Exhibition and Convention Center in China from 18 to 20 March 2014.

Event summary:

No. of exhibitors: 503  
Exhibition space: 37,000 m²  
No. of visitors: 63,055  
Foreign visitors: 4,615

CPCA is the most influential as well as the premier exhibition of all of the China PCB industry exhibitions. Compared with 2013, the number of visitors increased by 56% from 40,338 to 63,055, and the number of foreign visitors increased by 22% from 3,786 to 4,615. This year, most of the foreign visitors were from South Korea and Japan.

At this year's exhibition, two main topics were emphasized: environmental protection and the development of 4G mobile telecommunication. During the exhibition, the CPCA and the World Electronic Circuits Council (WECC) held the "International Forum on Information Technology PCB".

Many experts from home and abroad spoke on important topics and discussed new technology trends. The 2014 International Water Treatment & Cleanrooms Exhibition was also held to provide PCB manufacturers with more comprehensive and professional environmental water treatment and clean technology solutions.

As the leading supplier for lamination steel plate tooling such as Pinlam & Masslam's outside plates and separators, C.A.PICARD has also developed a market for release film and PI film in recent years. These films are used in the lamination process to provide customers with an all-round solution. We presented various film products from Germany and Korea. During the show, our colleague Kane Lee was interviewed by CCTV, which is the main TV station in China.

This year, the PCB market has been more vibrant with the boom in 4G applications and mobile phone development. Many customers as well as suppliers feel optimistic with regard to the Electronics & PCB market in China. It was a productive exhibition for C.A.PICARD, and we also consider the market very promising.

IPC APEX EXPO 2014

In the largest exhibition in five years, 443 exhibitors filled the Mandalay Bay Convention Center in Las Vegas, Nevada March 25–27, 2014, showing off the latest in printed circuit board manufacturing and assembly equipment and materials. Of the 3,801 expo visitors, 80% identified themselves as key buyers or purchase influencers. C.A.PICARD saw an increase in inquiries: Mark Fink and Dylan Rogan met scores of customers at the C.A.PICARD booth to discuss production solutions for imaging, punching, lamination, and inspection equipment, and to highlight the technical advantages of our imaging and lamination tools.



While IPC APEX is a great place to talk to potential new customers, it is paramount to listen to feedback from current customers. One customer who visited the C.A.PICARD booth marveled enthusiastically at the sheer aesthetic beauty of our tools. This customer noted that the edges on tools he buys from us are neat and pleasing, but on competitors' tools are irregular and rough. Is C.A.PICARD wrong to care about edge work on a tool where the quality of the edge work hardly matters to the function of the tool? Consider this vignette told by Steve Jobs:

"When you're a carpenter making a beautiful chest of drawers, you're not going to use a piece of plywood on the back, even though it faces the wall and nobody will ever see it. You'll know it's there, so you're going to use a beautiful piece of wood on the back. For you to sleep well at night, the aesthetic, the quality, has to be carried all the way through."

Listening to this customer reminds us that customers have strong emotional reactions to products. Customers expect C.A.PICARD products to be thoughtfully designed and built with passion and precision. Each product a masterwork - Meisterstück aus Stahl!

3rd Plastic Japan

The 3rd Plastic Japan held from 16 to 18 April 2014 was extremely successful. The number of visitors amounted to 57,000 for three days, which is an increase from the first show two years ago.



We showed rotary cutters, our new product made by C.A. Picard Plastic (Jiangmen PRC) Co., Ltd. (CAPP), together with screw elements, barrels and shafts, and are introducing CAPP-made cutters to our market.

We met more than ten potential customers and are conducting follow-up sales activities with the new customers. Some of them sent us concrete enquiries, and we will receive orders shortly.

C.A.PICARD will also participate in the fourth show next year.

ChinaPlas 2014

ChinaPlas 2014 closed as a success in Shanghai on 26 April 2014. As Asia's largest plastics and rubber fair, its influence is only increasing. This year, ChinaPlas broke last year's record with 130,370 visitors from different countries and regions, which means an increase of 14.26% compared with 2013.



It should be pointed out that the number of foreign visitors amounted to 28.26% of the total number of visitors, a growth of 19.73%. As before, domestic visitors still accounted for the majority of the total number of visitors.

Please see the figures below:

No. of visitors: 130,370 / increase by 14.26%  
Foreign visitors: 36,841 / increase by 19.73%  
Domestic visitors: 93,529 / increase by 12.24%

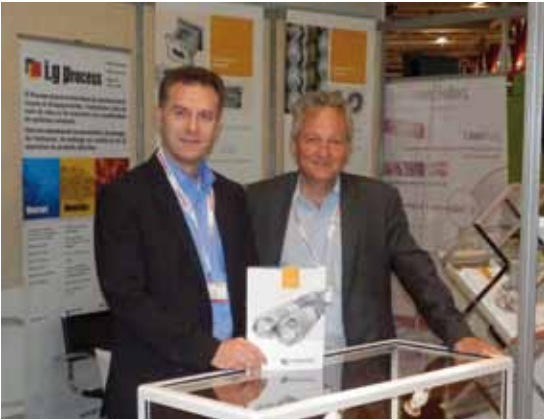
ChinaPlas is always a good forum to approach exhibitors as well as customers and to get updates on the latest technology developments and market trends in the plastics industry. C.A.PICARD had great success at this show. Apart from meetings with customers, we also had many other visitors at our booth who showed great interest in our products. This year, other than our core products which include screw elements, barrels, shafts and the FD system, we also displayed our new products and services - rotary cutters and cutter refurbishing and cutting blades - which drew much attention and for which we received promising enquiries.

We had a productive exhibition, and all of us feel that both the plastics industry in China and the global demand are developing in a positive way.

fip solution plastique 2014

From 17 to 20 June 2014, the third fip solution plastique exhibition was staged in Lyon, France. This triennial specialist exhibition is the only plastics industry exhibition in France.

Our presence at the exhibition was organised and implemented by our agent Mr Eric Gozin (IG Process). This marks our third appearance at the event based in this configuration. His daughter Elsa Gozin was also involved. On two of the days, she was able to gain an impression of the work and organisation involved in an exhibition such as this. In 2013, she completed an





eight-week internship in the area of extruder sales at our main plant in Remscheid.

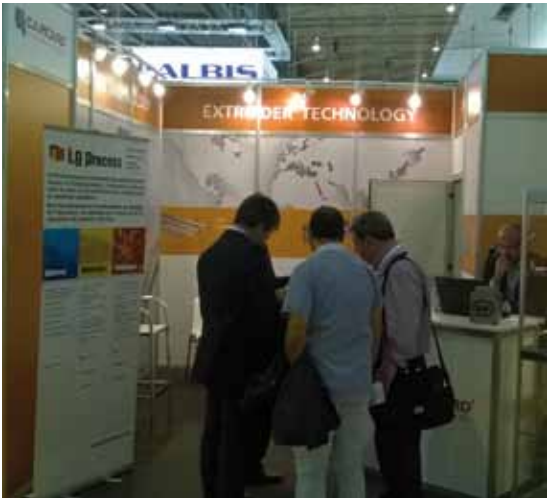
The 700 predominantly French exhibitors welcomed more than 9,300 visitors, representing an increase of 37% compared with 2011.

We were also delighted with the large numbers of visitors to our stand where our new product - the nozzle head - was on display alongside our standard range of spare parts for the twin screw extruders. Moreover, Eric Gozin took the opportunity to make contact with his network in the French association of plastics manufacturers ACDI (Association des Constructeurs, Distributeurs et Importateurs d'équipements et de matières premières pour la plasturgie). Established in 1996, it now includes 60 companies.

We will also be represented at the fip again in 2017 to continue to highlight our presence on the French market and to give our customers an opportunity for a visit.

EQUIPLAST

From 29 September to 3 October 2014, the 17th EQUIPLAST trade fair was held together with Expoquimia and Eurosurf in Barcelona. This triennial specialist exhibition is the only plastics industry trade fair in Spain. A total of 197 exhibitors welcomed 38,000 visitors. Our stand was hosted by Pascal Mengal, Marvin Herzog and our Spanish representative Eric Gozin from IG Process for C.A.PICARD. Unfortunately, we only recorded low number of visitors, although some of these have demonstrated high potential. Our competition was represented by Extruder Experts (Germany) and Pena (Spain). Renowned extruder machine manufacturers were conspicuous in their absence. For 2017, we should deliberate whether to rent a larger stand which would be better located.



Fakuma

With 45,689 specialist visitors from 117 countries and 1,772 exhibitors from 36 nations, Fakuma is a leading international trade fair for the plastics processing industry. These visitor numbers also represented a visitor record in 2014. With 33%, the proportion of foreign visitors also experienced an increase of two percentage points compared to the previous year.



Our time at the fair enabled us to consolidate existing business relations and make contact with potential new clients. Again this year, exhibitors and visitors alike reported favourable business development in the plastics sector. C.A. PICARD will also be present at Fakuma in Friedrichshafen in 2015, which will be the 24th time the event is held.

PLASTIC Osaka 2014 und IPF Japan 2014

Plastic Japan (Osaka) was held from 24 to 26 September 2014 and the number of visitors amounted to 36,000 over three days.

We also had a booth at IPF (International Plastic Fair) from 28 October to 1 November 2014. The show is held every three years and the number of visitors amounted to 43,000 this year.



Like the show in April, both events were successful for us. We gained approximately 20 new customers at the two exhibitions and already have specific enquiries from some of them. Furthermore, we were pleased to welcome existing customers to our booth, who conveyed their gratitude.

EUROSATORY 2014

EUROSATORY was held in Paris from 16 to 20 June 2014. The “Land and Air-Land Defence and Security Exhibition” is the largest event of its kind worldwide and is held every two years.

Author: Josef Posniak



Some facts about the exhibition:

- 1,504 exhibitors from 58 countries
- 55,707 visitors

Having experienced the exhibition as visitors in previous years, this year saw us present our steel solutions HC Protect® and SC Protect to the public for the first time from our stand at the exhibition. In particular, our compound solutions for protection levels complying with VPAM standards 9 and 10 and STANAG 4569 Level 2 and 3a incorporating HC Protect®, but also newly developed solutions for STANAG 4569 Level 1 using SC Protect combined with backing material were of great interest to the professional visitors.

All solutions, which were designed in advance with our partner Michael Mohr of MCE, were successfully tested to the relevant standards prior to the exhibition at the ballistics office in Mellrichstadt. These solutions were presented to the visitors to the exhibition.

In addition to the numerous discussions, most of which involved the next step of providing customer-specific samples for customer trials (ballistic testing), it was also fascinating to see vehi-

cles from leading manufacturers that are already protected using HC Protect® on display on the large exhibition premises.

The use of the exhibition stand as a platform on which to display our materials was an important and successful step in terms of presenting our customers with innovative and economical solutions using HC Protect® and SC Protect.

The next EUROSATORY exhibition will be held from 13 to 17 June 2016.



# K 2013

Among manufacturers of extruders, C.A.PICARD is the largest and the world's leading alternative supplier of complete process parts and services for twin screw extruders.

Author: Maik Wingenfeld

At K 2013, C.A.PICARD and its international sales team from America, China, Europe and Japan presented visitors with a completely new and refreshing stand design.

From the large number of visitors to the C.A.PICARD trade fair stand, including in particular more than 150 from outside Germany, over 50% were potential new customers. They were interested in various areas that included our development of alternative production processes for manufacturing wear parts. They also learned about our range of products and services covering all aspects of twin screw extruders, and were particularly impressed with the efficiency of our barrel wear measurement service and barrel repair service.

Yet again, C.A.PICARD was able to capitalise on continued positive economic trends in the plastics industry and an impressive trade fair stand at K 2013 and we can all look back with satisfaction at our most successful trade fair appearance in recent years.

Generally speaking, companies from the plastics and rubber industry travelled with high expectations to their most important trade fair worldwide, the „K“ in Düsseldorf, from 16 to 23 October 2013. A sustained revival in economic activity within the sector over the past few months led to legitimate hopes of success-

ful trade fair and brisk follow-up business. As it turned out, the eight-day event exceeded all expectations. Exhibitors reported unanimously on a large number of concrete project enquiries, intensive negotiations with trade visitors from all over the world and a striking number of spontaneously agreed business deals.

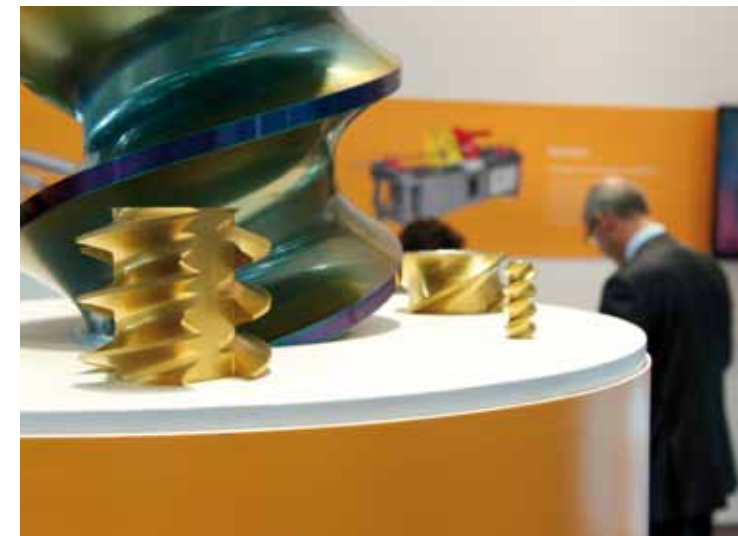
The approximately 218,000 trade visitors to K 2013 came from considerably more than 120 countries. Of this total, 58% or around 126,000 specialists travelled from outside Germany, with almost half of these coming from countries overseas. As expected, specialist visitors from Asia accounted for the largest group of non-German visitors - some 30,000 specialists travelled to the Rhine from Southern, Eastern and Central Asia and from the Middle East. Once again, visitors from India represented the largest group, while the share of trade visitors from China, Indonesia, Iran, Japan and Taiwan also increased significantly. A sizeable increase was also recorded in the proportion of visitors from North America: Roughly 8,100 participants from the US and Canada registered for the event, some 1,300 more than for K 2010. The event attracted approximately 11,000 specialists from Latin America, which is roughly the same as three years ago. This year's event also witnessed a welcome increase in the number of visitors from South Africa, with around 2,000

people travelling from there. Of the visitors from neighbouring European countries, the dominant group was from The Netherlands with 8,000 visitors, followed by France, Belgium, Great Britain and Italy. There was also a noticeable increase in the level of interest from Poland, the Czech Republic and Hungary.

An apparently consistent trend across all countries was for an above-average number of executives among the trade visitors, roughly two thirds of whom were members of middle or senior management. Considerably more than half of them have the final say or are significantly involved in investment decisions at their companies. Another remarkable statistic reveals the high proportion of visitors from the areas of research, development and construction.

Representing the largest exhibition area at K 2013 with around 1,900 exhibitors, the field of machinery and plant engineering was also the focus of visitor interest. Overall, the visitors to K 2013 gave a firm thumbs-up for the range of goods and services on display in the 19 trade fair halls, with 96% of them confirming that they had fully reached their objectives for the visit.

We are already looking forward to the next K trade fair, which will take place once again in Düsseldorf from 19 to 26 October 2016.





# Portraits



Jeanette Brown  
Office Manager/Accountant, Battle Creek, Michigan, USA

Jeanette Brown is the Office Manager/Accountant for Picard Holding USA, Inc. in the USA. She has been involved with C.A.PICARD even before she was hired. Jeanette has a degree in Computer Technology but realized early in her career that she enjoyed working more in the accounting field. She worked 15 years for C.A.PICARD's former Certified Public Accountant doing their payroll, helping with their financial statements and tax returns. Then in 1995 she was offered a job at C.A.PICARD in the Accounting Department. She is currently responsible for all of the accounting activities performed for all of our US locations as well as managing

the administrative functions in the Battle Creek, Michigan office. In addition to her accounting and office manager duties, she has supervised the implementation of new software programs installed over the years and has helped with the training of employees. She adapts well to new software. This is where her computer technology background is very useful. In the past year, Jeanette has managed the implementation of a common accounting software program across all divisions of the company in the US. This was a difficult project but the implementation has been a success.

Jeanette has been married for 31 years to her high-school sweetheart and has two adult children and one son-in-law. She enjoys golfing, horseback riding and spending time on her boat. During the summer, she regularly golfs in the evening during the week and enjoys her boat on the weekends.



Masaaki Sato  
Technical Sales Manager, Kawaguchi City, Saitama, Japan

Masaaki Sato worked with a compound manufacturing company for 20 years. After that, he worked for a Japanese company for 13 years, which was making extruders. There, he was in charge of machine installations as well as maintenance and carried out tests of their extruders.

In 2012, Mr Sato started working as Technical Manager of a Japanese representative of an Indian twin-

extruder manufacturer to open a technical center.

In January 2014, he began working as Technical Manager in the Sales Department of C.A. Picard Japan Co., Ltd. Based upon his experience, he makes any effort to improve the service for our customers regarding technical and quality issues.

Mr Sato has two daughters and his hobby is to work on cars. His "car career", among others, comprises the following cars:

Alfa 155, Alfa 75,  
Lancia Ypsilon 1.4,  
Alfa GTV/V6, Alfa 147





Philipp Becker  
Head of Human Resources, Germany

Philipp Becker was born in Remscheid on 22 January 1986. For most of his childhood, he lived in Gevelsberg and Hückeswagen before moving from parents' house to Wermelskirchen and subsequently to Remscheid. Today, he resides in the largest city in the Bergisches Land, Wuppertal, where he feels very much at home.

Mr Becker came to Picard in 2003 when he decided to accept an apprenticeship as an industrial manager while attending the "Höhere Berufsfachschule für Wirtschaft und Verwaltung" (vocational school for business and administration).

Based on advice from his father and on interviews held by the company, it was clear that the apprenticeship at C.A.PICARD would be something unique and he became interested in the job.

Mr Becker was originally due to

take up a position in the Purchasing Department following his apprenticeship. But after working for a year in the HR Department during his apprenticeship, his preference was to be assigned there after his apprenticeship was complete. His period of mandatory community service then provided him with the time required. During this period, a vacancy arose in the HR Department and it was with great delight that he accepted an offer in mid-2007 to start on completion of his community service.

In 2008, Mr Becker started a part-time Bachelor of Arts - Business Administration course at the University of Applied Sciences in Cologne. He chose this course to develop his business knowledge and management skills. Following the departure of the HR Director on age grounds, he took over responsibility for the HR Department thus vindicating his decision to acquire a further qualification despite the

stress incurred during the four years it took. Mr Becker then immediately enrolled for another part-time degree. Following the replacement of the traditional German "Diplom" degree courses with Bachelor and Master degrees, he soon realised that he wanted to attain the next highest academic degree. Mr Becker is particularly interested in the link between theory and practice in this context. He can now apply what he has learned to the benefit of the company. Mr Becker successfully graduated with a "Master of Arts" in October 2014.

In his spare time, which now is more plentiful again, Mr Becker is a passionate sportsman and he loves to go on city breaks several times a year. He also spends lots of time with his fiancée. Their wedding is the next major project and is firmly scheduled for 2015.

# Apprenticeship 2014

In this section, we would like to present a brief overview of the apprenticeship year 2014.

Author: Philipp Becker

The year started with successful final examinations for our apprentices from Remscheid and Monschau. Ben Saxer, for example, successfully completed his apprenticeship as a Cutting Machine Operator in Remscheid. In addition, commercial apprentices Karina Pufal and Marvin Herzog sat the final examination set by the German Chamber of Commerce and Industry. Both passed their examinations with flying colours.

Last but not least, Torben Hupertz and Alexander Wollgarten from Monschau successfully passed their final examinations. They completed an apprenticeship as a Cutting Machine Operator in January 2014 with excellent marks.

As part of the drive to address the shortage of skilled employees and the demographic trend at Carl Aug. Picard GmbH, virtually all apprentices were once again offered full-time positions at both locations. We are delighted that the dedication shown by all the tutors as well as former apprentices has enabled us to attract skilled employees to the company, and look forward to the ongoing development of our young colleagues.

However, new apprentices also embarked on a new chapter in their lives in September. We welcome the apprentices shown

on the following pages. We hope they enjoy their apprenticeship and wish them every success as they enter the work environment at Carl Aug. Picard GmbH. This year is a little different, because we are once again training an IT specialist in the IT Department in addition to the familiar professions. Although it allegedly existed once in the past, the position of electronics technician for plant engineering can be considered a completely new apprenticeship for the company. In order to offer training for this role, the company had to undergo a new certification process. We secured the BZI as a cooperation partner for the basic and technical training courses. Responsibility for the technical training of the electronics technician lies with Ms Öder, who is also involved in the examination board for mechatronics technicians and has the necessary specialist expertise.

When planning the apprenticeship positions, the company focuses on longer-term personnel planning. By arranging apprenticeship places and jobs based on the company's requirements, HR Management guarantees an optimum supply of suitable apprentices. Consequently, we offer alongside the electronics technician also the job of machine and plant operator. The company's apprenticeship training strategy also envisages training a cutting

machine operator specialising in grinding technology. Due to the intra-company opportunities, suitable cooperation partners must also be secured in this field.

And last but not least, we present a brief outlook of the upcoming final examinations in 2015.

We wish

- **Christine Laffin**  
(Industrial Manager, January 2015)
- **Marcel Miemus**  
(Cutting Machine Operator, January 2015)
- **Cora Mühlbauer**  
(Technical Product Designer, January 2015)
- **Burak Mutlu**  
(Machine and Plant Operator, August 2015)
- **Lukas von Rekowski**  
(Cutting Machine Operator, January 2015)

every success in preparing for and sitting their final examination.



# Profiles of trainees starting in 2014



Christina Görtz



Okan Mutlu



Patrick Kahlen



Waldemar Krämer

## Remscheid

**Christina Görtz**  
Industrial Manager

### Why did you choose this apprenticeship?

I chose an apprenticeship as an industrial manager based on what I learned about this field during two commercial internships that I really enjoyed. The fact that I attended a commercial high school also influenced my decision to complete an apprenticeship as an industrial manager.

### Why did you choose Carl Aug. Picard GmbH?

The local employment agency brought C.A.PICARD to my attention. I was not only interested in the products, but also in the company in general so I sent an application to Picard. During my first interview, I learned more about the individual products and became more interested in C.A.PICARD as a result. The staff was very pleasant. I also immediately got the sense that the working atmosphere was very positive, which is probably because C.A.PICARD is a family-run business. So I decided on an apprenticeship at C.A.PICARD, because the products really appealed to me, the employees were very nice, the working atmosphere is good, and the site in Remscheid is close to where I live in Solingen.

**Okan Mutlu**  
Machine and Plant Operator

### Why did you choose this apprenticeship?

My family advised me to apply for a metal-working job, so I looked into it and did some research into the prospects in this area and whether my skills were suitable. After attending technical school and completing two internships, I was convinced that this was the right job for me.

### Why did you choose Carl Aug. Picard GmbH?

I was won over by the internship and the numerous leisure activities at C.A.PICARD, such as playing soccer in the soccer hall and the annual Christmas fair, which alternates between the Remscheid and Monschau plants. I am proud to be a member of the Picard team! "Picard on the move".

**Patrick Kahlen**  
Electronics Technician

### Why did you choose this apprenticeship?

I chose this apprentice position, because electronics will become increasingly important in the future and because I really enjoy this job.

### Why did you choose Carl Aug. Picard GmbH?

I chose this company, because C.A.PICARD is a well-established company that operates in several locations worldwide. Another reason was the strong reputation that the company has with many other companies in Germany.

**Waldemar Krämer**  
Industrial Mechanic

### Why did you choose this apprenticeship?

I chose this job, because I enjoy repairing things that have broken down. I attended a technical school and had gained an insight into the working life of an industrial mechanic and felt that it was a job I could do in the future.

### Why did you choose Carl Aug. Picard GmbH?

I found out about C.A.PICARD from the Assessment Centre at our technical school. I then did some research about the company and was invited to an interview. After the meeting, I was taken on a tour of the premises, which enabled me to see how the company operates.

**Daniel Schmitz**  
IT Specialist

### Why did you choose this apprenticeship?

After considering my choice of job at length, I ended up with IT, because it's what I enjoy the most and relate to the best.

### Why did you choose Carl Aug. Picard GmbH?

Reading the C.A.PICARD company website, I thought the company sounded very interesting and professional. My impressions were further confirmed during my interview.

**Eduard Schweigert**  
Cutting Machine Operator

### Why did you choose this apprenticeship?

Since I always wanted a job in the technical field and had heard a lot of positive feedback about this job from my friends, I chose this apprenticeship. I also attended the technical school, which gave me a good grounding in the field.

### Why did you choose Carl Aug. Picard GmbH?

I learned about this company from the Internet and from acquaintances. Since C.A.PICARD gives me the opportunity to learn a great deal during the apprenticeship, I chose to work at this company. I also think I have good future prospects here.

## Monschau

**Marvin Kneer**  
Cutting Machine Operator

### Why did you choose this apprenticeship?

I decided on this apprenticeship position, because I enjoyed my internship with the company and because I was able to learn a great deal about the job during this time. I was already interested in jobs in the metal-working sector, because my father is an industrial supervisor.

**Why did you choose Carl Aug. Picard GmbH?**  
The working atmosphere here is very good and I already knew some of the people working here.

**Mario Offermann**  
Industrial Mechanic

### Why did you choose this apprenticeship?

I became interested in this job because of what I learned from my father's job as a CNC milling technician in the metal-working sector. When I was younger, I often accompanied my father to his work. To begin with, everything was very overwhelming and frightening, but at some point curiosity overcame my fear. From then on, I knew that I also wanted to work with large machines like these when I grew up.

### Why did you choose Carl Aug. Picard GmbH?

I had already heard a great deal about the company and formed an impression of the processes and procedures at Carl Aug. Picard GmbH. Through an acquaintance, I got an opportunity to send an application to C.A.PICARD.

**Nico Piana**  
Cutting Machine Operator

### Why did you choose this apprenticeship?

I chose this apprenticeship, because it sounds interesting, I want to learn a trade and because I heard a lot of good reports about the job from people I know. I completed my vocational diploma in the area of economics. But as this wasn't really my thing, I knew that I wanted to learn a trade.

**Why did you choose Carl Aug. Picard GmbH?**  
I chose Carl Aug. Picard GmbH, because I have several acquaintances and friends who work here and who have nothing but good things to say about the company. It also suits me, because I live in Imgenbroich, which means I can always arrive on time for work, as I don't have too far to travel.



Daniel Schmitz



Eduard Schweigert



Marvin Kneer



Mario Offermann



Nico Piana





## Trainee Outing 2013

Last year, we went on an outing to the lignite-fired power station in Niederaussem, Cologne. Outside the power station, we met our colleagues from Monschau. In the information centre at RWE, Mr Richartz delivered a presentation about the company and explained the process used to extract energy.

Author: Christine Laffin / Michail Morasch

The lignite-fired power station in Niederaussem was built in 1963. With a total gross output of 3,864 MW, it supplies energy to 16 million electricity customers and eight million gas customers. It is Germany's second most powerful power station. RWE is also an important employer. The most diverse technologies are applied to minimise noise pollution. RWE has constructed

a new building which generates 10 - 20% more electricity while producing lower emissions. It is operated using what are referred to as "hiking trenches". Land masses are excavated on one side and re-cultivated on the other in order to minimise damage caused to the natural environment. In addition, RWE also operates its own railway network and trains for transporting raw materials

such as bituminous coal, charcoal and lignite.

A lignite-fired power station works by burning coal. The heat generated as a result is used to heat water. Steam is created at high pressure and at high temperatures. This steam is used to power a turbine. Once the steam has expended its energy in the turbine, it condenses again to

form water. This water is made up of condensed vapour droplets and is re-used in the power station circuit. The turbine drives a generator, which in turn generates electricity. The flue gases released by coal combustion contain pollutants. In the power plant, these substances are removed from the flue gases before they are released into the atmosphere via the cooling tower. The cooling tower is 200 metres high and is the world's second-highest.

After the lecture given by Mr Richartz, we were taken on a tour of the power station. Before setting off, we were kitted out with protective clothing. We were each given a safety helmet, safety shoes and safety goggles. We were also given a headset so that we could hear Mr Richartz at all times during the tour, as some areas were extremely noisy. Among the areas we visited was the control centre, where all technical data and operations are monitored by computer. We were also allowed to go out onto the roof of the power station, which is around 160 metres high. From there, you have a wonderful view

over the entire city Cologne. At the end of the tour, we viewed the power station from the outside, where Mr Richartz showed us where the condensed vapour droplets arrive and are collected. At one point on the power station premises, the voltage was so high that our headsets briefly stopped working. At the end of the visit, Mr Richartz presented us with information materials about energy production using lignite.

After our tour of the power station, we drove to Neuss. In the "Alte Zeit" restaurant, we ate together and had great fun discussing our visit to the power station. From there, we set off on the short walk to a go-kart track, which allowed us to digest a little before things got going again as part of a team challenge. To begin with, we were given a demonstration of how to drive and operate a kart and the meanings of the different flags were explained. Here too, we were issued with helmets for protection. We were then split into two groups, as otherwise there would have been too many karts on the track. We were each allowed to drive five

laps of the track to familiarise ourselves with the kart - a kind of "qualifying session". The ensuing race lasted for a total of fifteen laps, during which we could show how fast we could drive. After both groups of twelve participants had completed the race, there was an awards ceremony at which the three best drivers - all from Monschau - were presented with cups. The overall winner was Robin Grundbrecher, while Alexander Wollgarten and Torben Huppertz claimed second and third prizes respectively.

After that, we all went back to Monschau and Remscheid.

On behalf of all the trainees, we would like to thank the Management for this wonderful day. We very much enjoyed spending a day together with our trainee colleagues.





# 2014 Anniversary Celebrations

This year’s anniversary celebrations for all employees who celebrated anniversaries in 2013 were once again held in Remscheid’s “Schützenhaus” restaurant and in the “Gut Marienbildchen” restaurant in Roetgen near Monschau.

Author: Philipp Becker



After the unfortunate cancellation of the 2013 anniversary celebration in Monschau, the celebrants from 2012 Siegfried Toussaint (30th anniversary) and Michael Carl (25th anniversary) were belatedly honoured together with the new celebrants from 2013, Georg Jansen and Joachim Carl (both 40th anniversary) for their many years of faithful service to C.A.PICARD.

The numerous celebrants in Remscheid were also honoured with a ceremony. Dirk Minas (25th anniversary), Lutz Pflugrad (30th anniversary), Gisela Joppe (35th anniversary) along with Jürgen Becker and Bernd Kaiser (40th anniversary), both of whom started in 1973 with an apprenticeship, spent a wonderful evening celebrating their respective anniversaries in the company of their partners, the Picard family and the Management.



# Anniversaries 2015

## 10 years

Mark Fink	Elyria
Xiaolei Chen	Jiangmen
Qingmei Li	Jiangmen
Shu Yin Charlie Li	Jiangmen
Hualin Liu	Jiangmen
Cuixia Ma	Jiangmen
Fengxiu Ma	Jiangmen
Chun Peng	Jiangmen
Gan Wei	Jiangmen
Chengming Xiao	Jiangmen
Yuanhu Xu	Jiangmen
Caixia Tracy Zeng	Jiangmen
Teng Zuo	Jiangmen
Marcel Palm	Monschau
Vladimir Steinbrecher	Monschau
Ralf Eisenkrämer	Remscheid
Markus Günther	Remscheid
Dennis Seefried	Remscheid
Joseph Farris	Shellman

## 20 years

Jeanette Brown	Battle Creek
Marion Indenbirken	Remscheid
Mario Lilienweiß	Remscheid
Karsten Neumann	Remscheid
Jürgen Polaczyk	Remscheid
Adalbert Przybyla	Remscheid
Karl Schwindt	Remscheid
Lutz Vollmer	Remscheid

## 25 years

Thomas Williams	Belleville
Christoph Ervens	Monschau
Thomas Brandt	Remscheid
Rainer Pankauke	Remscheid
Adam Tomanek	Remscheid
Michael Tooten	Remscheid

## 30 years

Scott Ellis	Battle Creek
Thomas Johnen	Monschau
Dirk Hübner	Remscheid
Yasar Saba	Remscheid

## 40 years

Tan Tran	Battle Creek
Monika Höttges	Remscheid



# Table Tennis At C.A.PICARD

Celebrating 40 years of success!

Author: Hans W. Welp

When the current staff building was completed in 1974, some employees came up with the idea of setting up two table tennis tables in the canteen so that they could engage in some sporting activity after work. Around 15 players quickly formed a group that met regularly once or twice a week and played with great enthusiasm. The group included players of various ranks and abilities. The company's authorised officer played with or against production assistants, while complete novices were pitched against players with many years of experience, such as Klaus Riepert, who worked in the oil grinding workshop at the time. It was also he who suggested entering a team with the regional association of in-house sports in Remscheid (BKV).

This led to the founding of the C. A.PICARD company sports association. In the same month of May 1975, the team registered with the BKV in Remscheid to compete in the district championship. In those days, there were four divisions in Remscheid with approximately 50 teams - the city league or "Stadtliga", and classes A, B and C. Naturally, we had to start at the bottom of the C-Class. During the first year, we had to

pay our dues, but we learned quickly and in our second year, we achieved what nobody believed we could: promotion to the B-Class. Here too, we spent just two years before graduating via the A-Class directly to the top league in Remscheid, the "Stadtliga". We have now competed in this class without interruption since 1980. This is a unique achievement that is unmatched by any other Remscheid team.

Naturally, news of our success during the early years spread throughout the company and our membership grew steadily. By the mid-1980s, we had around 25 active and 5 passive members. In the meantime, we had also registered a second team. During this period, the social aspect of the club really came into its own. Promotion celebrations, barbecues, wine festivals and excursions to the Sauerland, to the Mosel and Ahr Rivers created a sense of community and provided a new motivation to go further.

However, the absolute highlight for the club was the week-long trip to Hong Kong and China in March 2006. In addition to the programme of tours that included our production facilities in Hong Kong and Jiangmen, we competed in a table tennis

match against the team from C.A.PICARD HK/China. The fact that the team from Remscheid won was merely incidental. The real winners were all those who took part in this wonderful event. The ensuing banquet held at the hotel in Jiangmen with our Chinese colleagues was a truly unforgettable experience. I would like to take this opportunity to say another big thank you to Eric Ling, who arranged everything so seamlessly for us.

The last few years have seen the club shrink significantly in size following the departure of many long-standing players due to age. At present, there are just eight active players and we have been looking in vain for years for new members. This is a problem faced by almost all clubs due to the significant changes in leisure-time patterns in society.

We would be delighted to hear from anyone interested in becoming a member. Training takes place on Wednesdays in the Friesenhalle starting at 7.15 p.m.

At this point, we would also like to express our sincere thanks to the former and current members of the company Management for their generous support over the past 40 years. In particular, Klaus Picard, who was also an active club member for some time, was and continues to be closely involved and our biggest fan. Our success would not have been possible without the generous support of the company. Indeed, the new shirts and tracksuits that we received this year serve only to confirm this statement.



The current team from left to right:

- Ingo Welp,
- Bettina Küpper,
- Frank Lindemann,
- Gerd Block,
- Hans W. Welp,
- Helmut Holzmann,
- Kurt Lenk,
- Rainer Pankauke



# CAP Monschau - CAP Remscheid

The annual football match between the teams from our Monschau and Remscheid branches was played out in Cologne on 19 September 2014.

Author: Philipp Becker

As the photographs show, both teams turned out in their best kit: they all took the game very seriously. The first game was evenly balanced over the first twenty minutes, until the team from Remscheid took the upper hand: in the end, the result was clear. After a slightly “longer” pause, Monschau came back and established a four goal lead, leading 5:1. Forced to bear the backchat of the opposition - “they’ve folded” - the team from Remscheid returned to the virtues of the first game. Combining quickly, they managed to claw back the lead, eventually deciding the second game for themselves, even if it was a closer-run thing than the first game. Fairness dictates that we mention the composition of the teams: only three came from Monschau; the rest were made up from those from Remscheid. We hope that the next game sees a greater level of participation from the Eifel.

The game finished with a few beers at the brew-house “Malzmühle”, and all rivalry was washed away by the fine-tasting Kölsch. No one was interested in the results anymore! All agreed: we should do this sort of thing more often.



**Monschau football team**  
From left to right (standing): Firat Celik, Krunoslav Cipar, Marvin Herzog, Dirk Minas  
From left to right (sitting): Marcel di Nardi, Peter Hermanns, Marco Volpatti, Thomas Johnen



**Remscheid football team**  
From left to right (standing): Mario Lilienweiß, Faruk Türkgenc, Philipp Becker, Daniel Becker, Sanel Dzelic, From left to right (sitting): Ömer Kuyumcu, Ercan Kuyumcu, Dirk van de Kolk, Severin Schulz

# Fish Ladder

Author: Jürgen Becker

In the previous issue of PICUP, we outlined the purpose and benefits of a fish ladder. The accompanying photo depicted the “old” weir. The structural works have now been completed and the new fish ladder is certainly a significant improvement in visual terms. All of us now hope that the major effort and expenditure has been worthwhile and that sea trout, salmon and other species of fish that have become scarce will soon feel at home in our waters.

Below are some photos of the new fish ladder.





# Ten Years Of The Hasten Historic

Friends, how time flies! In 2014, we allowed ourselves a minor anniversary celebration to mark the tenth time we have held our event and can now look back with satisfaction at yet another thoroughly successful vintage rally. A big thank you goes to our long-term sponsors and patrons, who are collectively represented by Stadtparkasse Remscheid, the “Allee-Center” shopping centre, the Mercedes-Benz dealership in Remscheid and, of course, C.A.PICARD.

Author: Jochen Schnell



Was it not Klaus Picard, who first came up with the idea of a vintage rally as a highlight for the rejuvenated carnival in the Remscheid district more than ten years ago when he was still a member of the board of management of the “Hasten Verkehrsverein”? On that occasion, the field of competitors ran to almost 60 vintage cars with many of the veteran models dating from the dawn of automotive history drawing large crowds of spectators to Hasten. Back then, responsibility for the route and roadbook also rested with Jörg Stursberg, who still makes a huge contribution to the rally’s success in his capacity as Race Director: “This time around, we made the various challenges a little bit easier, because they proved too difficult for some participants in previous years.”

Nevertheless, it was abundantly clear that the participants arriving at the destination had once more really enjoyed taking part in the event.

However, anyone who turned up to the Hasten Historic in the hope of a relaxing day’s driving interspersed with coffee breaks will surely have been disappointed. Copies of maps were distributed containing drawn-in arrows and lines that had to be followed in the correct sequence, or even Chinese symbols to indicate the correct route in the roadbook. Along the roughly 170 kilometres from Remscheid to Velbert and back, competitors had to note various control signs on the route card or have their passage confirmed at numerous stamp checkpoints. Some entrants were



delighted to receive their first stamp already at Remscheid Stadium. Two young ladies “lured” the participants into a trap that had been disguised as a stamp checkpoint. In fact, the location was on a route not shown on the map and therefore off-limits to the competing drivers. In spite of this, many teams were highly amused with their “camel” (issued as a stamp on the route card). Seasoned Hasten Historic competitors, however, were not so easily fooled and recognised the mistake immediately.

The route continued on to Wermelskirchen, where the first target time trial was completed in the industrial estate. This trial required drivers to pass the destination precisely to the nearest minute and anyone competing without

a radio-controlled watch was at an immediate disadvantage ... The route then continued on past the Wupper Dam in the direction of Radevormwald. A control sign hung on the roundabout and two helpers sat hidden at the exit. Naturally, anyone who failed to indicate correctly on exiting the roundabout was issued with a penalty point.

Shortly before lunch at the Wilhelm May in Velbert, whom we would like to thank once again for the excellent midday snack, some participants appeared to be a little confounded while trying to navigate around the industrial estate: How on earth do I get from arrow two to three without driving in the opposite direction indicated by another arrow? And where on earth is the first arrow??? In the midst of all of this, they almost completely forgot to enjoy the wonderful view of lake Baldeney afforded to the teams on the approach to the industrial estate. Indeed the route in general offered endless beautiful views of the Bergische and Niederbergische landscape.

But somehow, almost everyone managed to arrive in time during the break, except for the ladies’ team of Nicole Bröcking and Birgit Paetsch, who were forced to abandon their Mercedes Coupé shortly beforehand due to a transmission failure. However, the two managed to continue the rally regardless: in the VW minibus double cab piloted by their husbands Uwe Paetsch and Frank Bröcking.

Immediately after the midday break, another time trial awaited the participants. And following a relatively relaxed drive free of

any really challenging roadbook-related problem solving, there was a brief scheduled pit stop for coffee and cake at the new EDEKA supermarket in Radevormwald.

Back in Remscheid, it was time to complete a TSD (regularity trial) on the former AEG Elotherm premises on Glockenstraße. Unfortunately, some competitors failed to realise that 0.58 of a minute does not equal 58 seconds ...

And the guys who always drive the safety car along entire route once more in advance of the field of competitors to check that all of the signs hung the night before are still in place and that the stamp checkpoints are in the correct positions added a little “mischief” of their own: In the TSD, they hung up another control sign that more than a few competitors simply did not notice.

In the end, the cars had to drive through a final stamp checkpoint that was set up directly outside the Heimat Museum. This gave participants a chance to complete a short detour around the Hasten, from which the Hasten Historic also takes its name.

Back at the town hall square, all participants were warmly welcomed by radio broadcaster Bernd Hamer. Having also compered the event for ten years, he knows many of the participants and always has a suitable anecdote to relate.

With great excitement, all those competitors who had entered all ten events completed a special trial. This involved driving the vehicle precisely ten metres forwards. The difficulty in this case was

that the distance was measured from the rear of the vehicle at the starting line to the front of the vehicle where it stopped. Peter Jindra and Hermann Fahlenbrach won this particular challenge and were just three centimetres closer to the 10-metre mark than Rainer Siebenhaar from Wermelskirchen and Nicole and Frank Bröcking from Remscheid.

Participants and spectators were then treated to a beaming victor at the awards ceremony, which once again started punctually at 7 p.m. at the “Allee-Center” shopping centre: Artwig Spannagel (Breckelfeld) and Bernd Blechschmidt (Hagen) with their 1974 Porsche Carrera and a mere 0.02 penalty points just edged out Helmut Hurtmann/Ricarda Walendy from Brüggen (0.04 penalty points) as well as Iris and Thorsten Falk from Remscheid (0.06 penalty points).

Naturally, the new manager of the centre, Kathrin Schubert, was only too happy to present the cups to the worthy winners.

Everybody is already looking forward once again to the 11th Hasten Historic next year. However, the question as to what form the rally will take remains open. While some call for a slightly more “boutique” event with a relaxed barbecue held on the C.A.PICARD premises, others dream of a major 2-day rally ...

Regardless of the eventual outcome, we simply cannot thank Klaus Picard, the initiator of the “Hasten Historic”, often enough for his enormous dedication and commitment that contributes so much to the rally’s success time and time again.



# Picard Family Day 2014

Last year, CAP shareholders already decided to organise a family gathering. Since most of the youngest generation no longer live in Remscheid, we arrived at the appealing idea of spending a day together.

Author: Wolfgang Picard



After extensive planning by Heide Vatheuer and myself, the day finally arrived on 9 August 2014. At 10 a.m., all 23 “Picards” met at Hasteraue. Those who attended were:

Ilse Daners nee Picard (sister of Klaus Picard)  
Marlies Picard  
Klaus and Ingrid Picard  
Walter Picard with Leonie (22), Victoria (20) and Ferdinand (18)  
Wolfgang and Anette Picard with

Lorenz (21) and Louisa (19)  
Jörg and Katharina Picard with Philip (15), Antonia (14), Maya (12) and Timo (9)  
Heide and Peter Vatheuer with Felix (8), Judith (6) and Charlotte (3)

Along with Mr Brandt, Mr Vogel and Mr Kaiser, Mr Meise organised a comprehensive tour of the company. With the help of a small exhibition of CAP products, a clear explanation of how our products are used was achieved, even

for the youngsters. Of course, the cornflakes on the Extruder Technology table were a particular highlight for the little ones. Afterwards, everyone headed to the villa to enjoy some Italian delicacies whilst the younger ones practised shooting goals, played table tennis or simply hopped on grandpa’s old carousel (yes, it actually works and even plays music!).

After lunch, we met at Steffenshammer. The Manager, Mr Dieter Orth, and forging specialist Fritz Halbach explained the history of the hammer and three of us were even able to sit at it and reconstruct the everyday work of our founders. Felix and Timo proudly left with self-forged “Bergische machetes”. After the tour, we walked to Zillertal and enjoyed the beautiful weather together in a beer garden.

For Sunday, we had organised a canoe trip on the River Wupper. After meeting at Kohlfurth car park, we set off in five canoes. The boat commanded by the boys Philip, Ferdinand and Lorenz suffered a distinct lack of rowing discipline and quickly lagged behind. The highlight of the trip was a collision between the boys and the boat carrying Antonia,



Louisa, Victoria and Leonie, which threw all seven into the Wupper. Their mothers had already suspected such fun and games and were quickly on hand with spare clothing.

From our finish line in Müngsten, we travelled on to Schloss Burg to the Rittersturz restaurant for a traditional coffee break.

All in all, it was an extremely enjoyable family celebration. On behalf of all of the participants, many thanks to all the staff who contributed to its success.





# Puzzles From PICUP 2013

## C.A.PICARD competition

1st prize: Kathy Zao, C.A. Picard Plastic (Jiangmen PRC) Co., Ltd., China  
2nd prize: Tina Fei, C.A. Picard (Suzhou) Representative Office, China  
3rd prize: Mandy Ou, C.A. Picard (Jiangmen) Co., Ltd., China

## C.A.PICARD ideas competition for “Remscheid’s grand lions’ parade 2014”

1st prize: Corinna Grebel, Carl Aug. Picard GmbH, Germany  
2nd prize: Jane Lin, C.A. Picard Plastic (Jiangmen PRC) Co., Ltd., China  
3rd prize: Joakey Zhong, C.A. Picard Plastic (Jiangmen PRC), Co., Ltd., China

## Our puzzle specialists:



Corinna Grebel



Elle Sun



Tina Fei



From left to right: Jane Lin, Kathy Zhao, Joakey Zhong, Zoe Su, Mandy Ou, Yuki Wen

# Trade Fair Dates 2015

INTERPLASTICA

27. - 30.01.2015  
Moscow, Russia

NPE 2015:  
International Plastics  
Showcase

23. - 27.03.2015  
Orlando Convention Center  
Orlando, Florida, USA

GIFA 2015

16. - 20.06.2015  
Messe Düsseldorf  
Düsseldorf, Germany

IPC APEX EXPO 2015

24. - 26.02.2015  
San Diego Convention Center  
San Diego, California, USA

4th PLASTIC Japan

08. - 10.04.2015  
Tokyo, Japan

3rd PLASTIC Osaka

07. - 09.10.2015  
Osaka, Japan

Cfia Rennes 2015

10. - 12.03.2015  
Parc Expo de Rennes  
Rennes, France

PLAST 2015

05. - 09.05.2015  
Fiera Milano  
Milano, Italy

ASIA PACIFIC  
HOMELAND SECURITY - APHS

27. - 30.10.2015  
Singapur

koplas 2015

23rd Korea International  
Plastics + Rubber Show  
10. - 14.03.2015  
Korea International Exhibition Center  
Goyang, Korea

ChinaPlas 2015

The 29th International Exhibition  
on Plastics and Rubber Industries  
20. - 23.05.2015  
Pazhou, Guangzhou, China

productronica 2015

10. - 14.11.2015  
Munich, Germany

2015 CPCA Show

The 24rd China International  
Electronic Circuits Exhibition  
17. - 19.03.2015  
Shanghai World Expo Exhibition  
and Convention Center  
Shanghai, China

VICTAM

VICTAM International 2015

09. - 11.06.2015  
Koelnmesse,  
Cologne, Germany

Plate Technology

Extruder Technology

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