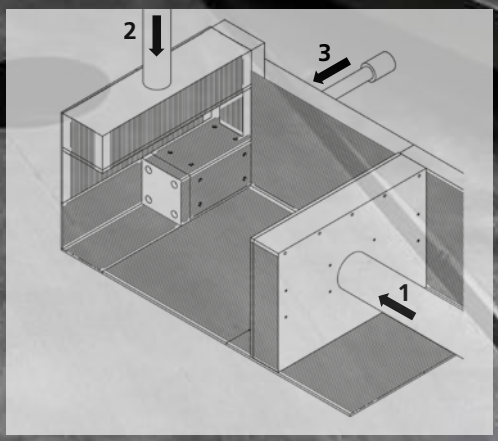
PICUP

MAGAZINE OF C.A.PICARD INTERNATIONAL – ISSUE 2019



Recycling Product Division

Information Security Status at C.A.PICARD

Data Protection

C.A.PICARD INTERNATIONAL | PLATE TECHNOLOGY | EXTRUDER TECHNOLOGY | INDUSTRIAL SERVICES

Dear Business Partners!
Dear Employees!

This issue of our PICUP magazine is dedicated to innovation, security, and change. It will particularly focus on our global workforce of some 480 outstanding employees.

Our main topics of PICUP 2019 start with the new recycling product division and our innovative Sales Business Cockpit, followed by our successful activities in the areas of fire protection, information security, data protection, and e-learning.

In this issue, our international footprint gives us a look inside C.A.PICARD in Japan and tells of the challenges and progress made in establishing the production of wear parts for single-screw extruders (SSE) at C.A.PICARD USA.

The numerous and varied activities undertaken by and for our employees, from our Summer Fête of Cultures and newly refurbished social space in Monschau to our employee survey, are all shining examples of the appreciation we have for one another here at C.A.PICARD.

The 2018/19 financial year will go down in history as C.A.PICARD's most successful financial year. It is with great pleasure and pride that we would like to thank all C.A.PICARD employees for their tireless dedication and exceptional performance. We would also like to thank all of our customers, suppliers, and business partners for their loyalty and support, as well as for the challenges they brought us.

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

We wish you and your families a wonderful autumn.

Carl Aug. Picard GmbH
The Management Board

Josef Posniak Andreas Meise

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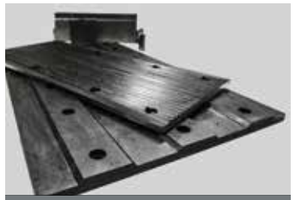
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Recycling Product Division

NEW: Innovative wear plates, specially developed for the recycling sector!

Wear plates used in the recycling sector, especially the lining of baling presses used for processing steel scrap, are subjected to an enormously high amount of abrasive wear. This can lead to frequent weld cladding and machine downtimes. We have developed our new, innovative CRT60 wear plates precisely with this in mind.

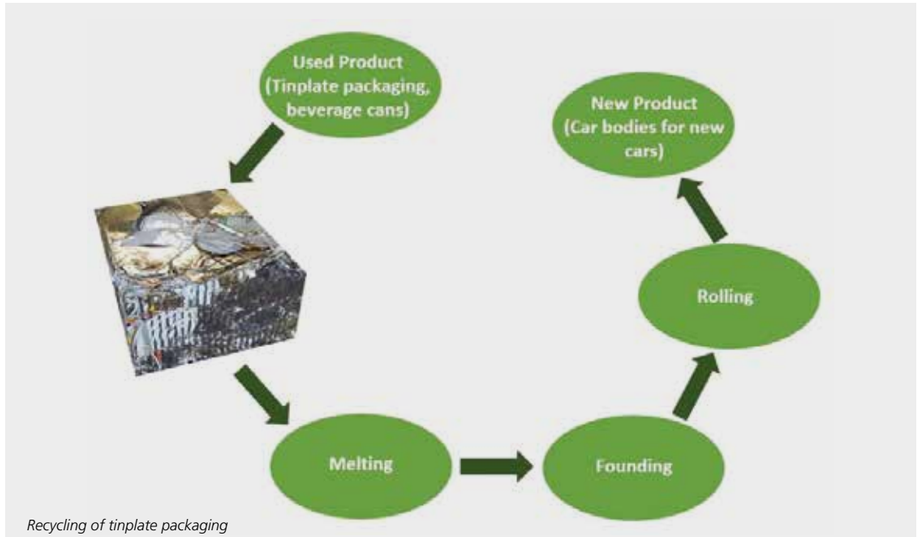
Author: Dennis Diedrich
Sources: *metallverpackungen.de, statista.com, stahl-online.de, bdsv.org, montanstahl.com/de*

Bales made from (originally) loose tyre wire

Scrap - a treasured secondary raw material
Imagine this: you are in Paris and look out across the horizon to see not just one Eiffel Tower, but 78,000 of them. 570 million tons - it is almost impossible to picture, but this is astonishingly the estimated amount of steel that is recycled every year across the world. This makes steel the most frequently recycled material in the world by far. It quickly becomes clear that steel scrap, despite its name, is not really scrap at all. In fact, it is a treasured secondary raw material. It is made up, for example, of cuttings from various productions, leftover steel or parts of decommissioned freight trains. Today's steel scrap is therefore the raw material for the high-tech products of tomorrow. It is anything but trash.

Use of steel scrap in worldwide production of raw steel

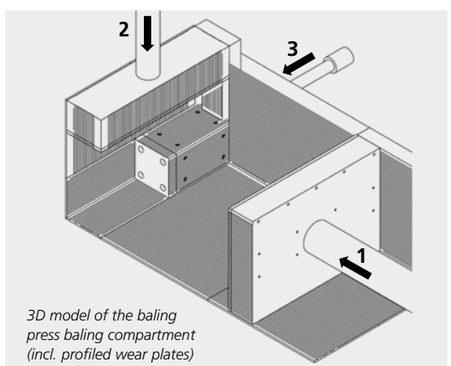
How is steel scrap recycled?
To be recycled in the steel and foundry industry, steel scrap has to be treated in a particular way. Recycling treatment systems are versatile. As well as purifying the steel, these systems must also ensure that the scrap meets certain size specifications.
An example of this is tinplate cans used in food packaging. After their short lifespan, these tinplate packagings are processed ready for reuse using baling presses at recycling centres. The baling press compacts all the tin packaging together to form standardised cubes (known as bales) that are then transported to a steel works etc. At the steel works, the bales are either smelted down in an electric arc furnace (steel from 100% steel scrap) or in a traditional blast furnace route (scrap as a coolant or alloy). The steel is then cast and rolled out, ready as raw ingot or sheet metal to be used for manufacturing new steel components.



Recycling of tinplate packaging

How does a baling press work?
Unmixed steel scrap is loaded into the baling compartment of the baling press lined with wear plates. Depending on the material and size, the press can hold up to approximately 250 kg. The loose scrap then goes through three compression stages to be pressed into a compact cube. The basic idea of the baling press is to compact the steel scrap in order to facilitate its transport and smelting. The compact cubes are available in various sizes from 20 cm^3 to 60 cm^3, depending on the baling press.

How did C.A.PICARD get into this market?
The idea to branch out into this market first came about in January 2016 from the "Working Group on Innovation". After studying the recycling market closely, it quickly became clear that our know-how here at C.A.PICARD was perfectly suited to the wear lining requirements for baling presses and we could offer the market a lot of potential for optimisation. Shortly after this, we were given the green light for entering the recycling market, accelerated by the test order with recycling company Wilhelm Bötzel GmbH & Co. KG.



3D model of the baling press baling compartment (incl. profiled wear plates)

What has the market feedback been like?
The results of the first test order from Bötzel in Witten were impressive. Mr Thorsten Hoffmann, Authorised Officer and Head of Technology at Bötzel gave a rave review: "With the CRT60 wear plates from C.A.PICARD, we are now pressing two to three times more material compared to our old plates. Our productivity has sky-rocketed and the wear plates now last longer before needing to be changed. The test results of the wear plates show that we made the right choice to install plates as they represent a huge technological step forward for us. To top it off, we are making enormous savings thanks to the longer lifespan of the plates."

Measures for the recycling market
Establishing presence in a new market takes a lot of time and so we decided to hire a new employee for

the Plate Technology division. On 1 November 2017, we were therefore pleased to welcome our new colleague, Mr Dennis Diedrich. He works primarily in the recycling division, as well as helping out in the cutting and press plates divisions. He is supported

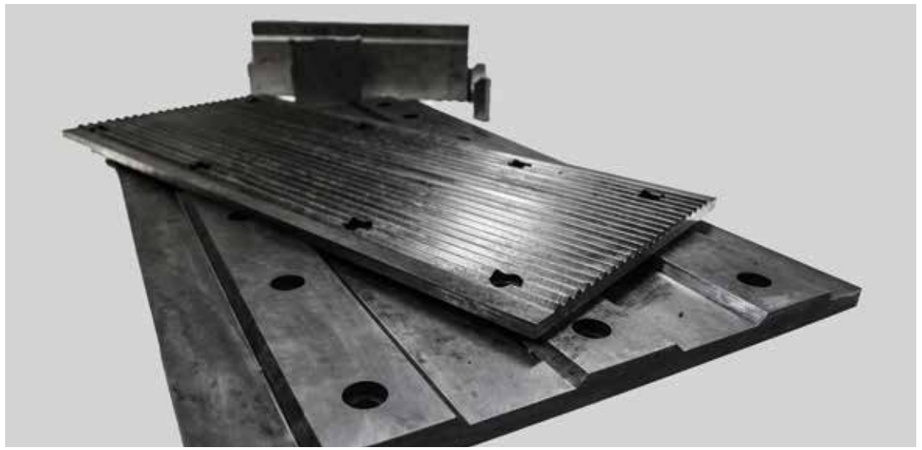
Happy customer Bötzel: Thorsten Hoffmann (right) with Dennis Diedrich from C.A.PICARD

by the energetic Ms Nadine Vivian Saric, who has been with us at C.A.PICARD since 1 February 2017. Their roles are clearly defined. Ms Saric is responsible for internal sales and Mr Diedrich for field sales. Thanks to both of their hard work, we were able to very quickly gain experience in the recycling industry, allowing us to generate potential for growth. The increasing order volume in turn enabled us to invest in a new milling machine and other specialised tools. The newly acquired "Correa" milling machine offers more control in manufacturing corrugated steel sheets and significantly minimises lead times for milling work. C.A.PICARD is therefore in the perfect position to manufacture and sell wear plates for baling presses with corrugated and/or smooth sheet steel.

The new Correa milling machine during the production of wear plates with wave profiling

What makes our CRT 60 plates so special?
Our plates are not manufactured using conventional wear-resistant steel. At C.A.PICARD we have developed a new, innovative material called CRT60. CRT60 plates last two to three times longer than standard wear plates - our customers love it! The combination of our special metallurgical composition and manufacture to the tightest tolerances ensure smooth installation and easy welding in the event of any wear. To avoid the well-known problem of set screws becoming loose, we also developed an improved threaded/stud bolt double safety.

The recycling industry and C.A.PICARD
In Germany alone, there are approximately 200 baling presses in use. Worldwide it is more than 1,000. Depending on the kind of steel scrap being pressed, wear plate linings can have different lifespans - sometimes just a few months, sometimes several years. As sustainability and environmentalism continue to play an ever bigger role, we want to do our bit to improve efficiency in the recycling industry and be able to work with raw materials in an even more sustainable manner.


Extract from the product mix for the recycling industry


Wear plate with wave profiling


Wear plate with trapezoid profiling

Fire Protection

Fire protection encompasses all measures to prevent the outbreak and spread of a fire, as well as measures to rescue people and animals and effectively distinguish the fire. All employees are obliged to use fire and primers, as well as any flammable devices, items and materials, with the utmost care. Fire protection is a multifaceted task and is present in many areas of day-to-day life at Carl Aug. Picard GmbH.

Author: Michael Tooten - It's no longer a burning issue -

Example 1:
The IMEAS grinding machines, which use oil as a cooling agent, were equipped with high-performance pumps (higher delivery rate). This gave rise to costs for new pumps, pipelines, sensors, installations, software, and hardware.

Benefit:
None to start with.

Result after five years:
No more fire outbreaks in the machines' exhaust lines.

Reason:
Sparks created by the grinding are damped down more efficiently thanks to the higher quantity of oil in the grinding cell.

Benefit:
Still cannot be measured, only estimated.

Example 2:
Advent flower arrangements with natural candles - these arrangements are a big fire hazard. The damage caused by a small burning flower arrangement can soon reach four figure sums.

Colleagues that have taken part in a fire protection course will remember the film in which a Christmas tree caught fire. The on-screen timer showed just how quickly the fire spread until the whole room was ablaze.

The new external Fire Protection Officer, Ms Saskia Holthaus (ISI-TEC), should therefore try to score points not only through operational regulations and prohibitions, but also in particular through conviction.

On behalf of all of us who took part, I would like to thank Management cordially for allowing us to carry out our fire fighting drills as part of a realistic simulation at the Remscheid site around and in the Hasteraue 13 building in autumn 2018 with the Remscheid-Hasten youth fire brigade. The fire brigade's smoke machine provided "clean, white walls in front of our eyes" in some areas of our plant in Remscheid, just like in the previous evacuation drills.

Finally, I would like to thank all of my colleagues who have supported me in my role as Fire Protection Officer and wish my successor all the best for her work, much success and all the support I was allowed to enjoy!

Management Handover in Controller Service

It all began 40 years ago.

Authors: Winfried Schonig, Ömer Kuyumcu

I successfully completed my studies in business administration and started my professional career at C.A.PICARD in beautiful Morsbachtal. The department was still called "Business Administration" back then and my duties included cost accounting, reporting and implementing a new IT system.

The first computer at C.A.PICARD was a Dietz 600 with 60 MB disk storage and multiple screens. Over the course of a year, the IT system was gradually rolled out across all departments such as Sales, Financial Accounting, Materials Management and Production Planning. The standard software did not completely meet the needs of C.A.PICARD and so, as someone with an interest in programming, I switched this to a completely custom software. Up until 2009 (30 years), as generations of computers came and went, the custom software (Fadial, Mawi etc.) remained in place, constantly being developed and improved to meet the new requirements.

A new challenge came with the introduction of proALPHA and the need to create an Access database connected to proALPHA. The department was renamed from "Business Administration" to "Controller Service" and our roles changed to work more with management information system (MIS) or TLP key-figure system. During this period, Ms Frost was a great help to me.

As my retirement is just around the corner, I will be handing over my duties to Mr Kuyumcu. I wish him all the best in the further development of the department.

I would also like to thank all of my colleagues for their great work. I will always look back fondly on my time at C.A.PICARD.

Winfried Schonig

Ömer Kuyumcu

My name is Ömer Kuyumcu, I am 33 years old and I come from Remscheid.

I started working at Carl Aug. Picard GmbH in May 2013. After successfully completing my degree in economics at the University of Wuppertal, I started as an intern in the Controller Service Department.

This internship was a huge chance for me to gain more work experience. As well as supporting the Controller Service team in their daily tasks, I also got to help create a calculation manual for the whole C.A.PICARD Group.

After the project in Controller Service was complete, an opportunity arose to work on another project in the Finance and Accounting Department. Starting in December 2013, I helped to create an Excel basis to consolidate all financial statements for the C.A.PICARD Group. In March 2014, I became a permanent member of the Finance and Accounting team.

The next big challenge came in January 2019. It was back to the Controller Service Department where my adventure here at Carl Aug. Picard GmbH had begun. As Mr Schonig's successor, I have some big shoes to fill. I underwent a six-months intensive induction phase in the new department. I look forward to my new role and hope for a lot of support. Here's to doing some great work together!

Sales Business Cockpit

The Sales Business Cockpit was introduced at Carl Aug. Picard GmbH starting on 26 February 2018. The original idea was to produce geographical representation of our customers in order to gain a better overview of the regional distribution.

Authors: Dr. Aykut Canpolat, Jörg Vogel

The main focus for the introduction of the Business Cockpit at C.A.PICARD was effectiveness and efficiency. The tool has already enabled us to take a big step towards the goal of providing our customers an even better and faster service.

With just a few clicks, we are now able to obtain a complete table overview of the regional distribution of our customers. Detailed evaluations allow for sophisticated reports, helping the Sales Department to maintain customer relations with the highest possible degree of transparency.

To ensure a smooth introduction, the Key User Team made up of Marcel Di Nardi, Sylke Frost, Dirk Hedermann, Ömer Kuyumcu, Marc Heckemüller, and Arnd Pflugrad was set up to look intensively at implementing the users' requirements.

The Business Cockpit works with raw data from our ERP system proALPHA which is processed daily. This ensures that the Cockpit's visual representations are up-to-date. In addition to classic evaluations on the receipt of orders and sales, the Cockpit can also carry out complex evaluations such as the top 10 for the month, quarter, or financial year.

The Cockpit therefore offers many possibilities to visually map out complex connections and analyse them more effectively.

The original idea of geographic maps of customer structures was achieved with the most recent expansion thanks to the geoMaps software. As soon as our customers' corresponding GeoData is input into the master data in proALHPA, our sales team will be able to arrange their customer visits more effectively and more efficiently.

Making NEW from OLD - Renovating the Social Space in Monschau

The social space in Monschau was erected as a container construction in 1982 and was moved to its current site during the construction of Hall 2.

Author: Cordula Schönfeld

Over the years, the container site started to look old and outdated, reminiscent of the 1980s. It was no longer the inviting space for employees on their break that it once was.

The adjoining small kitchen unit, just like the rest of the social space, had seen better days with the floors, kitchen equipment, and furniture all visibly damaged. The site had not been refurbished since the 1980s.

So, to kick-start 2018, plans to modernise and restore the social space and small kitchen to its former glory began. After the renovation of the social space in Remscheid in 2016, it was high time for work on the Monschau space.

In a short period of only two weeks, the renovation was carried out in April 2018. It saw the refurbishment of all kitchen sanitation facilities, new lighting and electrics, kitchen furniture and all floors and seating were replaced, and the walls and ceilings were given a fresh lick of paint.

All renovation prep and finishing touches such as clearing out/loading in furniture, as well as the electrical and lighting work, was completed by our very own employees from the Technical Services Department in Monschau. The overall cost for the renovation came to around EUR 17,000.

The social space is now shining in a whole new light. It is much more than just a break room or space for staff meetings - now it can be used as a pleasant conference space, too.

The CAPICARD GmbH & Co. KG Advisory Board

In the course of the turning point in 2008 - whereby managing partners Klaus Picard and Walter Picard as well as partners Wolfgang and Jörg Picard withdrew from the operative business - the Management and organisational structure of the C.A.PICARD Group was extended to include an Advisory Board and external management.

Author: Andreas Meise

Rear, from left: Matthias Hoffmann, Frank Wichterich, Dr. Jörg Bauer, Josef Posniak, Walter Picard, Andreas Meise
Front, from left: Thomas Kehl, Jörg Picard
Unfortunately, Klaus Picard was unable to attend the photocall.

The Advisory Board is made up of five members and advises and supervises CAPICARD GmbH & Co. KG's management team in its leadership of the company and other companies affiliated with the C.A.PICARD Group. In doing so, the Advisory Board works closely with Management and the company's shareholders for the benefit of the company and the Group.

The Picard families are represented by partners Klaus Picard and Walter Picard and play a crucial role in the business and group's strategic position.

Mr Jan Rüggeberg, the first Chairman of the Advisory Board appointed in 2008, was followed by Mr Hans-Joachim Becker in 2011, who in November 2015 passed the torch to the current Chairman, Mr Frank Wichterich.

Important milestones for the CAPICARD GmbH & Co. KG Advisory Board since its foundation in 2008:

2009 - Overcame the largest financial crisis since the end of World War II triggered by the US property crisis and the bankruptcy of Lehman Brothers.

2012 - Outsourced our screw press technology "oil business" from Carl Aug. Picard GmbH to C.A. Picard Engineering GmbH & Co. KG.

2013 - Dual leadership in Management of Carl Aug. Picard GmbH

2013 - Celebrated four different anniversaries of the C.A.PICARD Group:
40 years of Carl Aug. Picard GmbH - Monschau-Imgenbroich plant
35 years of C.A. Picard, Inc., USA
25 years of C.A. Picard Far East Ltd.
15 years of C.A. Picard Japan Co., Ltd.

2014 - Sold Carl Aug. Picard GmbH's screw press production business unit in Monschau to Haarslev Industries A/S.

2014 - Sold the "oil business" screw press technology segment of C.A. Picard Holding, Inc., together with its branch offices in Belleville, Perham and Shellman, to Danish company Haarslev Industries A/S and Haarslev Inc. USA.

2014 - Liquidated C.A.PICARD Extrusion Technology S.r.L.

2016 - Extensive new investments to expand capacity at the Monschau-Imgenbroich site, as well relocation of the barrel production facility to Remscheid

2017 - Relocated production of single-screw extruder elements (SSE) from Monschau-Imgenbroich to Battle Creek in the USA.

Information Security Status at C.A.PICARD

We have been working on information security in a project team for several years. Our aim is to ensure the confidentiality, availability, and integrity of information.

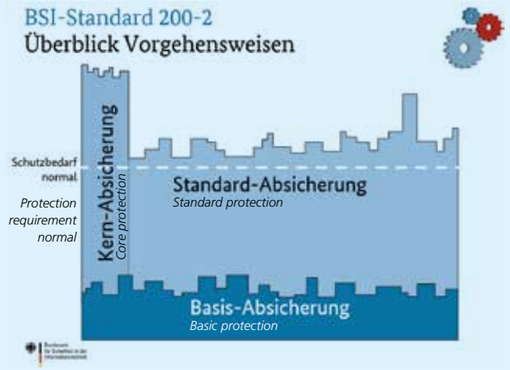
Authors: Arnd Pflugrad, Andreas Meise

In doing so, we are constantly becoming more and more protected against the dangers and threats to information security, thus avoiding economic losses and minimising our risks. The external and internal penetration tests carried out in 2017 and 2018 were a testament to our hard work on good technical information security. The tester was even a little disappointed to discover that, unlike usual, he was unable to hack the system and access any data.

Building on this, we are now working hard to bring our documentation and related information security measures in line with BSI basic protection (BSI = German Federal Office for Information Security). This is proving tough for various reasons, however. It is like tilting at windmills in a race against time. That is why we have decided to focus primarily on the most significant dangers and risks as we see fit - there is no such thing as absolute information security in today's digital age, after all.

The old BSI standard included over 1,000 measures that had to be adopted. The BSI recognised, however, that this is not feasible for businesses of our size and so updated the standard. This involved reformulating and, more importantly, restructuring many of the requirements. The updated version of the basic protection compendium allows us to concentrate on basic and core protection.

This still involves around 500 measures by the new BSI standard to be implemented. Switching to the new standard requires time and so we cannot say with certainty right now how many measures we have already adopted. We estimate between 50 and 70. In numbers it does not sound so successful. However, we are, in fact, much further ahead than other comparable businesses. Ultimately, we are implementing more security measures than actually need to be recorded under BSI basic protection.



BSI-Standard 200-2 Procedures overview
Source: Bundesamt für Sicherheit in der Informationstechnik

Technical security, nevertheless, is not everything. Not by a long shot. Firewalls and virus protection, for example, are constantly coming up against new attacks and malware. Studies show that 90% of all successful attacks and security breaches with data loss are done via email. That is why employees and IT users are targeted by attackers. Well engineered emails aim at making targets click on the links or attached files in emails and download the latest virus directly into the network, seeking to spy out data or encrypt it for a ransom.

Making employees aware of these kinds of attack is another basic protection measure. At the end of 2017/beginning of 2018, we rolled out a web-based training course for this purpose. We would like to thank all those who have enthusiastically completed the training and given mainly positive feedback. This training will be available again for employees in 2019 and onwards.

To conclude, here are a few tips to help you identify malicious emails: (source: https://www.impulse.de/it-technik/phishing-mails/7306567.html):

1. Recognise the warning signs

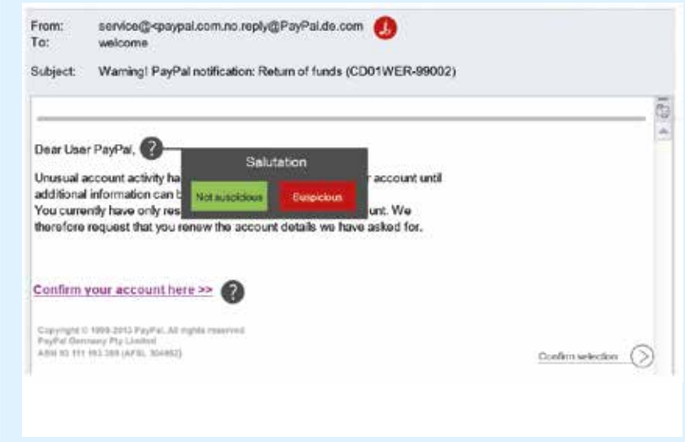
You should be suspicious if emails contain the following features:

- No personal salutation
- Invoices that do not match up
- Requests to open the attached file or link
- Requests for personal data
- Requests from your bank for PIN and/or credit card information (banks will never ask for such information and generally send letters not emails)
- Requests from your bank to log in to online banking. The links usually direct you to a fake website which asks the user to enter their PIN and TAN (real banks will never ask for your TAN when logging in). The Federal Office for Information Security has compiled some examples for such phishing emails.
- Requests for payment and reminders with deadlines and threats of further action if you fail to pay (legitimate reminders will usually be sent via post)
- A particularly nasty one is the boss scam. Here, the scammer poses as management and asks the employee to transfer a large sum as quickly as possible. The money is usually sent to an offshore account which is immediately emptied (if you receive such an email, make sure to check the email address carefully and ask management whether they actually sent the email themselves).
- Dubious sender addresses (e.g. containing confusing combinations of letters and numbers)

2. When in doubt: research and enquire

If you are unsure whether an email is serious, simply copy individual sentences from the email and put them into a search engine or google the sender. If the email is part of a widespread attack, you will soon find out.
It is not always so easy to identify these emails, though. Some attackers suss out their victims first before striking. For example: An employee at the company was interested in barbecue recipes. As is quite normal, he received an email with recipes and opened the attachment. However, the file contained malware. The attacker had engaged with the person and had found out that he was interested in barbecue recipes and often received recipe emails. The attacker then created a similar email.
If you are unsure whether an email is serious, call the sender (do NOT reply to the email!). Search for the number on the Internet, do not trust the telephone number in the email signature.

3. Have you fallen victim to a phishing email? Let us know immediately.



Screenshot from web-based training

For questions and suggestions, please contact the IT Security Officer.

Data Protection

Author: Ömer Kuyumcu

Sources: *https://www.bfdi.bund.de/DE/Datenschutz/datenschutz-node.html*
https://www.datenschutzbeauftragter-info.de/begriff-und-geschichte-des-datenschutzes/
https://www.bfdi.bund.de/DE/Datenschutz/DatenschutzGVO/DatenschutzGVO-node.html

The rise and development of data protection

Every citizen has the right to have a say on the use and disclosure of their personal data. This is recognised as a fundamental right of data protection and it is guaranteed by the German Basic Law. Despite what the name suggests, though, it is not really the data that is protected - data protection is much more about protecting a person's freedom to decide who knows what about them when and for what reason.

The supposed foundation block of data protection was laid by the German Federal Constitutional Court's so-called census decision in 1983. This decision established the right to self-determination over personal data, derived from the Personal freedoms (Article 2 paragraph 1 Basic Law) and Human dignity (Article 1 paragraph 1 Basic Law) clauses of the German constitution. From this point on, it was unequivocally determined that data protection is a fundamental right.

In 1995, the European Directive on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (Directive 95/46/EC) was passed. As a directive, this had no direct legal effect in Germany. However, it had to be adopted as part of German law. Germany began implementing the directive only in 2001 by amending the Federal Data Protection Act.

Coming into effect on 25 May 2018, the General Data Protection Regulation (GDPR) governs the processing of personal data throughout Europe. It aims to ensure strong, uniform data protection across the EU, without jeopardising the free movement of data between member states. The General Data Protection Regulation superseded the 1995 EU directive and replaced national data protection laws with directly applicable EU law.

Data protection at Carl Aug. Picard GmbH

My role as Data Protection Officer at Carl Aug. Picard GmbH began in November 2015. My first duties involved conducting a survey and creating a data protection concept. The survey was about analysing the current situation regarding data protection in order to be able to design the necessary measures at the next stage. The target data protection concept contains aims that we have already achieved and those that we want to achieve with the introduced measures.

One important aspect of the concept is communication with colleagues. That is why the "Data Protection" section was added to the Intranet in September 2017. This page contains important information on data protection and the data protection organisation of Carl Aug. Picard GmbH. We value transparency when processing personal data. After creating an index of all processing operations, we published it on the Intranet in March 2018. The index of processing operations contains several process descriptions including documentation of which personal data is processed by Carl Aug. Picard GmbH.

The requirements and obligations of data protection have grown tremendously, especially after the introduction of GDPR. Nevertheless, even if the new GDPR rules turned many of the former Federal Data Protection Act principles on their heads, with our data protection management, we are more than prepared.

Data Protection e-Learning

The free movement of data in the digital age is an issue of economic importance. Employees, customers, suppliers, and visitors all trust us with large quantities of personal data. Data protection and the security of this personal data under the EU's General Data Protection Regulation are crucial for Carl Aug. Picard GmbH. Breaching these regulations could have a catastrophic impact on the company's image and can lead to large fines. This is why employee training is an integral part of the Carl Aug. Picard GmbH data protection concept.

Author: Ömer Kuyumcu

The aim of such training can vary. The most important aim, however, is to raise awareness among employees. By taking part in the training, employees should become comfortable with the significance of data protection and the potential risks that come with it. A data protection concept can only be successfully implemented once employees are familiar with data protection and perform their duties in compliance with GDPR.

There are several possibilities when it comes to introducing an employee training course. We opted for a web-based e-learning solution, as this option provides a lot of flexibility when implementing the training. The course material is made available on the web-based learning platform and can be accessed via any web browser any time, anywhere. This allows employees to take the course at their own pace. If necessary, they can stop the training and continue at a later date.

Once the decision for e-learning had been made, all we needed was to find the right provider. The introduction of GDPR and amendment to the Federal Data Protection Act led to a stark increase in the supply and demand in this area. After extensive research, we narrowed our choice down to four providers. Each provider gave us trial access so that we could try out different learning platforms and contents. In the end, we decided on the provider "lawpilots", as their platform and content were the most impressive. The "lawpilots" training course offers a colourful mix of informative slides, videos, and role play examples. Those that complete the training receive a certificate. This allows employees to properly prove that they have completed the training.

On that note, I hope you all enjoy taking the data protection training course - good luck! I would be happy to receive any feedback. For questions, suggestions or criticisms, please get in touch.

New External and Internal Views of C.A.PICARD Japan

C.A.PICARD Japan celebrated its 20th anniversary last year. We were able to realise sustained growth of about 18% every year over the past 20 years. I am proud of this extraordinary performance, given that many foreign-affiliated small and medium-sized companies struggle to expand their business in Japan.

Author: Kei Yabe

The primary factors behind this achievement are, of course, the unrelenting efforts of the headquarters in Germany and plants in China to improve the quality of products, reduce costs and adhere strictly to delivery times. I also believe that our Japanese branch office's strategy of importing and selling foreign products in Japan, which is quite different from others, has contributed to our success.

C.A.PICARD's Japanese headquarters are located in the suburbs of Tokyo. We also established an office in the Osaka region as a base for our sales activities in this area of Western Japan. While it is unusual for a small company like us to have two sales offices in Japan, it was a vital step in growing our sales in the country because of the disparate business cultures in Tokyo and Osaka. There is an invisible barrier to doing business between these two cities, which are only 600 kilometres apart. However, since our products are imported from further afield - China and Germany - I felt that we should first analyse the barriers between us and embrace a philosophy of mutual understanding and respect.

In order to succeed, we needed a strategy for selling foreign products in Japan, which has a unique business culture. Since I previously worked in a trading company in the U.S. for nine years, I knew a little bit about American business culture. I therefore set out to marry it with Japanese business culture. Compared to rational Western culture, which attaches great importance to equality, Japan still retains elements of the samurai spirit dating back some 700 years. The concepts of justice, courage, sympathy, politeness, honesty, and loyalty may be connected to the unique Japanese business philosophy of "the customer is always right".

Furthermore, Japan has a bottom-up business culture, whereas top-down decision-making is common in Western business. We need to make decisions by understanding the benefits and drawbacks of both cultures and by uniting them.

Since prices are extremely high in Japan, one of our top priorities was to streamline operational costs. While most foreign-affiliated companies base themselves in prime locations of Tokyo, I located the headquarters near to my home. For instance, monthly parking costs in central Tokyo can amount to EUR 400 per car, whereas the parking space at our company only costs approximately EUR 80 per month. Although our office is located in a residential area, it only takes about 40 minutes by train to reach central Tokyo. In this area, it was not difficult to find employees with a good command of English and broad experience who were delighted not to have to spend two hours commuting to and from Tokyo every day. It goes without saying that a commute of only 10 to 30 minutes one way for all of our employees including myself is a great bonus not only for the company, but also for the employees.

We have also focused on thorough cost-cutting by outsourcing as many functions as possible - from accounting services to human resources, incoming and outgoing warehouse deliveries as well as IT management. Moreover, it was important to keep the number of employees to a minimum, because lifetime employment is a Japanese custom. In this age of major IT progress, I felt that it would be unethical to locate our office in the city and work until late at night.

Many Japanese business people still cling to an outdated mindset that prioritises business over family. At C.A.PICARD Japan, we are always trying to look after our employees so that they can strike a good balance between work and family (or private community). While this is nothing new in Western countries, I think Japanese companies still have some catching up to do in this regard.

Our company has continued to make progress in this manner for 20 years. Given the increasingly

chaotic global situation, however, we must continue to formulate new strategies while looking to the future - ten and twenty years from now - so that we can respond to any situation.

Japan will host the Rugby World Cup in 2019, the Tokyo Olympics in 2020, and the Osaka Expo in 2025. The "Chuo Shinkansen" maglev line is due to be constructed between Tokyo and Osaka during this time. Meanwhile, a major earthquake is likely to occur in and around Tokyo or Osaka in the near future. Threats of natural disasters caused by abnormal climatic conditions, which are worsening every year, are also unavoidable. I intend to make a concerted effort with all our employees to ensure that these challenges can be overcome. I will also engage in constructive dialogue within the company so that we can achieve further growth and prosperity in both the company and our individual lives. We will make thorough and careful preparations and formulate strategies by integrating bottom-up and top-down business cultures and systematically implementing them.

Update: Production of Wear Parts for Single-screw Extruders (SSE) by C.A.PICARD USA

The decision to move the production of wear parts for single-screw extruders from our plant in Monschau to Battle Creek, USA, was implemented in spring 2017.

Author: Thorsten Kamp

It was clear that this would not be an easy task for our American colleagues due to a lack of experience in this kind of production.

At first sight, the components look easier than the elements for twin-screw extruders due to their coarser tolerances, but looks can be deceiving, as almost all work in the production of these components is carried out on one machine. This poses a significant challenge for machine operators and programmers.

At the core of SSE production is a 5-axle turn and mill centre (CTX Gamma 2000 by DMG) with main and counter spindle. Using this kind of machine is one of the most demanding tasks for a CNC machine operator as, in addition to the extensive programming, it also requires mastery of both turning and milling techniques.

Another challenge comes with the fact that information and directions for the programmes used were only available in note form in German which often led to confusion when our American colleagues attempted to translate them using Google.

Largest and most challenging SSE liner produced so far

From left: Mark Fink - President C.A.PICARD USA, Kyle Messman - Design Engineer C.A.PICARD USA, Kai Harzheim - Machine Operator C.A.PICARD Germany, Thorsten Kamp - CAM Programmer C.A.PICARD Germany, Mike Bennet - Machine Operator C.A.PICARD USA

The sheer quantity of tools and information sent across on what geometry and quality of insert is best suited for what kind of work did not make things any easier.

Attempting to answer all questions by email and phone call at the beginning was not enough. The only meaningful solution was to arrange on-site support in Battle Creek.

After deliberating, we (Kai Harzheim/Thorsten Kamp) decided to first fly to Battle Creek for a week to get a better understanding of the situation and clarify the most important points.

Our journey began in January 2018, flying from Frankfurt to Detroit and then driving out to Battle Creek. Our colleagues in Battle Creek went out of their way to make us feel welcome, even spending many a fun evening with us after work.

We made a lot of progress during this week, because we were able to clear up a lot of the confusion: it is always much easier to answer any questions or fix any problems using the machine itself. Our colleagues in Battle Creek, however, were still new to programming new components and still needed support. We ended up travelling to Battle Creek a further four times.

Now, the production of standard components is running more and more smoothly, thanks in large part to the efforts of Kyle Messman (Design Engineer) and new machine operator, Mike Bennet. The fact that more and more C.A.PICARD SSE elements from the USA are showing up in Monschau every month just goes to show that we are on the right track.

Trade Fair Participation 2018

14th INTERNATIONAL EXHIBITION ON FOUNDRY TECHNOLOGY, EQUIPMENT, SUPPLIES AND SERVICES

IFEX is the foundry trade fair in India and is held at different places every year. Last year's IFEX took place in Gandhinagar from 10 to 12 January 2018. About 300 exhibitors participated in the exhibition and presented their products and innovations. All well-known machine manufacturers were present. With approximately 10,000 predominantly Indian visitors, the number of visitors was the highest one ever for this trade fair.

In 2018, we also participated in the IFEX trade fair for the first time and presented our products. Mark Fink and Dirk Hedermann welcomed existing and potential customers at our booth and had many interesting discussions.

INTERPLASTICA 2018

INTERPLASTICA is the leading plastics fair in Russia. Last year, it took place in Moscow from 23 to 26 January. There were 24,900 visitors and approximately 900 exhibitors from 30 countries. C.A.PICARD also had a booth again in order to establish new contacts and consolidate existing contacts on the Russian market.

As in the last years, the Upakovka / Upak Italia trade fair took place on the same fair grounds at the same time. The two trade fairs more than confirmed the positive signals which had characterised the Russian

market and in particular the plastics, rubber, and packaging industries as well as related process industries in the preceding months.

In 2018, Mr Kirill Ezhov, the son of our Russian representative Mr Vladimir Ezhov, attended the fair for the first time. Mr Kirill Ezhov is supposed to take over his father's business within the next years.

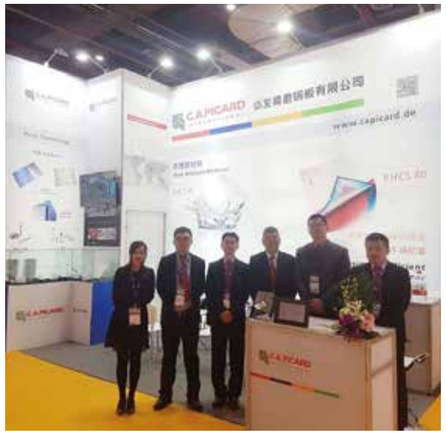
IPC APEX EXPO 2018

C.A.PICARD exhibited at the 2018 IPC APEX EXPO in San Diego, California from 27 February to 1 March: one of 479 exhibitors featured in the sold out San Diego Convention Center. Over 9,000 electronics manufacturing professionals from 43 countries visited last year's expo. Mark Fink and Dylan Rogan relished the opportunity to reconnect with many customers and communicate the quality and value of C.A.PICARD's solutions to a diverse range of attendees.

The 27th China International PCB & Assembly Show (2018 CPCA show)

The 27th China International Electronic Circuits Exhibition was held at the National Exhibition and Convention Center in Shanghai from 20 to 22 March 2018. The CPCA exhibition had moved to this new venue in 2017.

In 2018, the exhibitors came from more than 20 countries and, altogether, 670 enterprises participated in the exhibition. With more than 42,000 m², the exhibition area was 14% larger than the year before. During the exhibition period, more than 70 technical seminars took place. All in all, there were more than 50,000 visitors from all over the world last year.



The organiser had divided the exhibition halls into five main areas:

- PCB procurement
- PCB equipment
- Intelligent manufacturing
- PCB raw material
- Miscellaneous including chemical assembly, electronic assemblies, water treatment technology and equipment, clean room technology

During the exhibition, we came to the conclusion that the main driving forces of the upcoming growth of the PCB industry are 5G and the enhancement of electrics and intelligence in the automotive industry.

Anuga FoodTec 2018

Anuga FoodTec is the international supplier fair for the food and beverages industries and takes place in Cologne every three years. Last year, C.A.PICARD participated from 20 to 23 March together with approximately 1,600 other exhibitors on an exhibition space of 127,000 m². With more than 50,000 visitors from 152 countries, Anuga FoodTec set new records and offered best conditions to establish new contacts and to win new customers in the food market.

As C.A.PICARD, with their wear parts for single- and twin-screw extruders, is more present in the fish feed, pet feed and plastics sectors than in the food sector, the expectations were rather cautious as regards this year's Anuga FoodTec. This assumption, however, was not confirmed at all. C.A.PICARD was in contact with diverse new customers shortly after the end of the fair and could prepare quotations for the sector of twin-screw extruders.

During the four days of the trade fair, more than 30 visitors caught up at the C.A.PICARD booth on the advantages of a cooperation with C.A.PICARD as well as the process parts for single- and twin-screw extruders.

As a result of the positive reactions, C.A.PICARD will probably also participate in the Anuga FoodTec fair in 2021.

ChinaPlas 2018 (The 32nd International Exhibition On Plastics And Rubber Industries)

ChinaPlas 2018 took place from 24 to 27 April 2018 and ended successfully with record-breaking figures! As announced by the organiser Adsale, 180,701 visitors came to the new National Exhibition and Convention Center (NECC), Hongqiao, Shanghai. Compared with the Shanghai show held in 2016, the number rose by 21.62%.

With the enhancement of technologies involving engineering plastics, it is no longer limited to applications for household products. There are increasing demands for newer and higher-level applications, such as in automotive, aerospace and other fields. More additives and glass fibers are involved in the processing of engineering plastic, which requires higher strengths and performances of the wear components' materials.

At last year's exhibition, other than our usual products, we emphasised and promoted our tailor-made

products and services for preventative maintenance for production improvement. BMD - barrel measurement device provides accurate measurements and generates detailed reports on the wear status of barrels of complete production lines with the advantage that there is no need to remove the barrels one by one, thus significantly reducing down time of production. FD system - flexible dismantling system, the enhanced version with PLC control to dismantle the screw elements from the shaft efficiently with full protection for the screw elements, the shafts, and especially for the workers.

We were very glad that many existing customers visited our booth. In addition, lots of new customers attracted by our twin-screw-extruder products stopped at our booth and had high-quality discussions.

NPE 2018

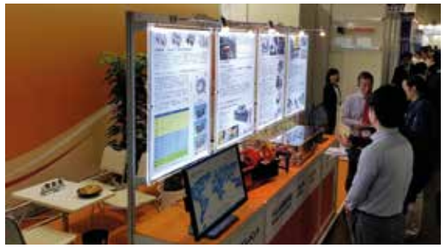
The Plastics Show is a triennial trade fair held in Orlando/Florida and is the largest plastics show in North America. The show was held May 7-11 and finished as the largest in NPE history with 2,180 exhibitors, 1.2 million square feet of exhibit space, and over 56,000 confirmed registered attendees.

It was also the largest NPE booth for C.A.PICARD's Extruder Technology Division. The exhibit featured the newest version of FD system with all the latest features to quickly and safely remove elements from screw shafts. The FD system definitely drew attention by end users and OEMs.

We also exhibited a variety of new/relined barrels and screw elements produced for twin-screw extruders. Mark Fink, Kyle Messman, Paul Diaz, and Harold Buff represented C.A.PICARD at the expo and made many new contacts during the show.

6th PLASTIC OSAKA

The 6th PLASTIC OSAKA was held from 9 to 11 May 2018 and was successful for us.



Since the total number of visitors doubled compared to the year before, we were able to meet more visitors than we had expected including some potential customers. We are looking forward to having further discussions with them.

EUROSATORY 2018

The EUROSATORY international security and defence trade fair took place from 11 to 15 June 2018. On this occasion, the great importance of this biannual trade fair was evident again.

A total of 1,802 exhibitors from 63 countries showcased their products. Almost 57,000 visitors from 153 countries were on site to find out about and get to grips with the latest developments in the industry.

As per the prior fair, we were able to present to the public at large our innovative HC Protect® and SC Protect steel solutions for ballistic protection on our own stand. The superior performance of the solutions, enabling ballistic protection to be configured in a weight-optimised manner, was demonstrated by the exhibited specimens and was viewed with great interest by the specialist visitors.

The numerous engaging conversations laid bare the desire of many potential customers to test our steel solutions in their businesses for implementation in their protected products. We were also pleased to observe that leading vehicle manufacturers had exhibited the newest configurations of their vehicles protected with HC Protect® on the sprawling trade fair site.

The next EUROSATORY exhibition will be held from 8 to 12 June 2020.

COMPOUNDING WORLD EXPO 2018

This international exhibition for the plastics industry, organised by AMI, was held for the first time in Essen on 27 and 28 June 2018. Two very interesting days, full of events and presentations which showed the latest developments in the plastics sector.

In Essen, two exhibitions took place at the same time: The COMPOUNDING WORLD EXPO and the Plastics Recycling World Exhibition. There were 184 exhibitors and more than 4,000 visitors: 42% from Germany, 50% from the rest of Europe, and 8% from non-European countries.
Three conference theatres hosted conferences, seminars, and presentations. The analysis of global trends in the plastics compounding markets, the compounding innovations, and the rethinking as regards screw elements designs were of particular interest.

COMPOUNDING WORLD EXPO was definitely a very good opportunity for C.A.PICARD to present themselves and to establish valuable contacts. Even though we had a small booth exhibiting wear parts for twin-screw extruders, we had a good response from visitors. For us, it was an ideal platform to meet key customers, to participate in conferences, and to hear about the latest news. The next exhibition will take place in 2020 and, given the positive feedbacks, it will surely be worth it to participate in this event again.

The 6th Defense and Security Technology Forum 2018

The 6th Defense and Security Technology Forum 2018 carried out by the German Chamber of Foreign Trade, the German Embassy, the Federal Ministry of Defense, and the Federal Ministry for Economy and Energy in cooperation with the Japanese Ministry of Defense was held in Tokyo on 25 and 26 September. For C.A.PICARD Japan, it was the first time to participate and have a booth to introduce HC Protect® which is the latest technology of ballistic steel developed by C.A.PICARD Germany.

Both German and Japanese representatives of authorities came to the forum and Mr Josef Posniak, CEO of Carl Aug. Picard GmbH, who had come to Japan for this forum, had the opportunity to get valuable suggestions from them with regard to the sale of our products in Japan.

Although it was a two-day forum, 20 Japanese companies including Japanese Defense Forces' officers visited our booth. The forum enabled us to hold a 20-minute presentation for explaining HC Protect® and Mr Kei Yabe, Managing Director of C.A. Picard Japan Co., Ltd., held the presentation to a large audience.

Despite the very conservative Japanese market and also political barriers, the contacts established during the forum were very promising and some interested customers could be visited subsequent to this event.

Fakuma 2018

Since 1981, the leading international trade fair for plastics processing has been taking place in the Bodensee region almost every year. Last year, exhibitors and visitors already joined the Fakuma exhibition, which was fully booked, for the 26th time. The focus was on injection moulding machines, extrusion lines, materials, and components.

From 16 to 20 October 2018, 1,933 exhibitors from 40 nations presented themselves to 47,650 trade visitors from 126 countries on an exhibition space of 85,000 m². C.A.PICARD could only confirm the feedback of the fair organiser as regards a more than satisfying exhibition with great expertise of the trade visitors. With more

than 50 visitors, interesting and promising conversations were conducted which already now show high potential. Shortly after the end of the exhibition, quotations were submitted and we quickly received the first trial order.

On this very positive basis, C.A.PICARD will also decide to use the potential of the leading international trade fair for plastics processing next time.

7th PLASTIC JAPAN

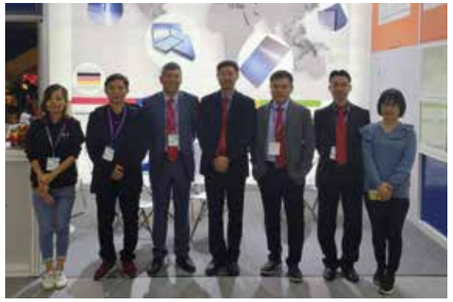
The 7th PLASTIC JAPAN was held from 5 to 7 December 2018. Usually, this exhibition was held in April, but due to space reasons and the 2020 Olympics in Tokyo, the exhibition cannot be held at Tokyo Big Sight (former venue) for the next three years. The organiser changed the place to Makuhari Messe (in the suburbs of Tokyo) and the date to December.

As the month of December is a very busy period of time in Japan for various reasons, the number of visitors considerably declined compared to last time. Finally, there were approximately 59,000 visitors (67,500 in April 2017). Despite the decrease in the total number of visitors, a lot of customers came to our booth and we met about ten new potential customers.

For our two new colleagues who joined the C.A.PICARD Japan team in September 2018 as well as for Karina Pufal from our headquarters in Germany, the exhibition was a good opportunity to further acquaint themselves with our customers and our products. In total, it was a successful show for us.

The International Printed Circuit & APEX South China Fair 2018 (2018 HKPCA & IPC Show)

2018 International Printed Circuit & APEX South China Fair (HKPCA & IPC Show) was held at the Shenzhen Convention & Exhibition Centre from 5 to 7 December 2018. Themed "Inspire the Industry. Explore the Infinity.", more than 580 exhibitors displayed the latest and most creative industry offerings at more than 3,030 booths on an exhibition space of 60,000 m² and attracted a record of 45,824 visits during the three-day show period, which even broke the previous record.



Last year, HKPCA continued to display Hong Kong's latest PCB manufacturers' products and technologies to the industry in the special theme area of Pavilion 1, highlighting the high value-added and cutting-edge technologies in the high-growth product category. In this Pavilion, there was also the C.A.PICARD booth.

Apprenticeship

Authors: Cordula Schönfeld, Elsa Fischer

First Day at C.A.PICARD

On 1 September 2018, five more youngsters began their apprenticeship at Carl Aug. Picard GmbH. Taking their first steps on the career ladder was Adrian Chmara (Electronics Technician for Plant Engineering), Daniel Hauser (Technical Product Designer), Jamy-Lee Bauer and Stanislaus Wichner (both Cutting Machine Operators), and Oguz-Furkan Firinci (Machine and Plant Operator).

The focus of the day was getting to know each other. The new intake of apprentices came together in the canteen to enjoy lunch together with second-year apprentices, the apprenticeship director and trainers, as well as the Youth and Apprentice representative. Afterwards, just like the year before, it was off to Steffenshammer. I would like to take this opportunity to thank everyone at the Steffenshammer e. V. - Förderverein für historische Schmiedetechnik (Steffenshammer e. V. - Friends' Association for Historical Forging Technology) for their fascinating and informative tour.

To round off the day there was a barbecue, giving everyone the chance to talk about their first day experience and, more importantly, get to know the shareholders and Management who were present to give all new apprentices a warm welcome to the company. Thank you!

We wish the five new apprentices all the best and much success in completing their apprenticeship.

From left: Stanislaus Wichner, Adrian Chmara, Oguz-Furkan Firinci, Jamy-Lee Bauer
Unfortunately, Daniel Hauser was unable to attend the photocall.

Apprenticeships Started and Final Examinations Completed

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

Apprenticeship start in 2018

Remscheid plant

- Jamy-Lee Bauer
  (Cutting Machine Operator)
- Adrian Chmara
  (Electronics Technician for Plant Engineering)
- Oguz-Furkan Firinci
  (Machine and Plant Operator)
- Daniel Hauser
  (Technical Product Designer)
- Stanislaus Wichner
  (Cutting Machine Operator)

Monschau plant

- Dominik Auxel
  (Cutting Machine Operator)

Final examination successfully passed in 2018

Remscheid plant

- Enes Temiz
  (Machine and Plant Operator)

Final examination successfully passed in 2019

Remscheid plant

- Marc Heckemüller
  (IT Specialist)
- Manuela Koniarski
  (Industrial Clerk)

Monschau plant

- Lukas Jansen
  (Cutting Machine Operator)
- Peter Müllenders
  (Cutting Machine Operator)

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

Apprentice Outing 2018 = Apprentice Health Day 2018

This year, the annual apprentice outing took place under the motto “Apprentice Health Day”.
On 29 November 2018, all Carl Aug. Picard GmbH apprentices gathered at the Remscheid plant.

It was therefore only a “true outing” for the apprentices coming from Monschau, who all arrived bright and early in Remscheid and were able to take a tour of the plant’s production.

All apprentices then came together at the Picard villa at 09:00. There, employees from Barmer GEK delivered a health workshop on the theme “Drinking healthily”. We were presented interesting and fascinating information on how the body takes in liquids and how important having enough healthy fluids throughout the day is for your body’s proper function and general health.

To start the session, the apprentices were asked to estimate how much they drink in a day and how much liquid a body actually needs. It soon became clear to many that they were either drinking far too little or drinking the wrong things and drinking unhealthily. As an example, the session leaders showed just how much sugar is in popular soft drinks or energy drinks.

Healthy does not have to mean bad or bland tasting, though. And so the session turned to the tasting of some different water flavours prepared using a hint of fresh herbs or fruit. There were so many flavours to choose from - everyone was sure to find a favourite. And they did not just look good; they tasted great, too!

The apprentices were then split into two groups to make smoothies as a refreshment. The smoothies just drove home the fact that healthy drinks (and food) do not have to taste bland and can, in fact, be really easy to make. It was so simple just throwing everything in the blender - even the more culinarily challenged among us can eat and drink healthily.
One group prepared a fruit smoothie and the other group a green smoothie with veg and salad.
Of course, we got to taste them at the end, too.

After lunch together in the canteen, we started the second portion of the day strong, making our way to the Wupperwände climbing centre. Here, we looked forward to the challenge of scaling the impressively high walls. First we had to get the necessary safety demonstration out of the way. We were shown a securing knot that no one will forget in a hurry. After that it was time to get going. It was three people to a team; two people securing and one climbing.

Some of us even discovered climbing as our new passion!

“Cutting Machine Operator” Apprenticeship Portrait

C.A.PICARD currently has eight Cutting Machine Operator apprentices - three in Remscheid and five in Monschau.

What do you do in this job?

Cutting Machine Operators manufacture various components for machines etc., working largely with CNC, turning, milling and grinding machines. They input the manufacturing parameters into the machine or load up programmes from the machine memory. Cutting Machine Operators must select the correct tools for each manufacture order and break in the machines. They are also responsible for monitoring the work process and checking that the completed component’s dimensions and surface quality meet the specifications. Regular machine inspection and maintenance also fall within their remit.

What are the requirements to become an apprentice?

- Recommended school qualification: *Mittlere Reife* school-leaving certificate or equivalent
- Perseverance - apprenticeships last 3.5 years
- Willingness to do shift-work after the apprenticeship

What is the apprenticeship wage?

Our apprentices currently receive an apprenticeship wage as follows:
1st year: 939 euros
2nd year: 986 euros
3rd year: 1.055 euros
4th year: 1.146 euros

Are apprentices taken on after their apprenticeship and what development opportunities are there after qualifying?

At Carl Aug. Picard GmbH, there is a very good chance that you will be taken on after performing well and successfully completing your apprenticeship. As an experienced Technician, it is possible a few years after training to take a master technician exam or complete further training to become an Engineer. Engineers get the chance to work both in production and on the development of components.

A Cutting Machine Operator apprenticeship at Carl Aug. Picard GmbH - how does it all work? We asked our apprentices.

Answers provided by: Jamy-Lee Bauer, Stanislaus Wichner (both 1st year apprentices) and Ebubekir Ünalpolat (3rd year apprentice).

Who would you recommend the apprenticeship to?

Anyone with an interest in pursuing a career in the technical/mechanics field who is looking for a job with good future prospects, someone who obtained good grades in technology and maths subjects, is interested in mechanical engineering, and can work with a high degree of accuracy, because precision is the most important requirement for Cutting Machine Operators when it comes to manufacturing components that are used in machines.

What are the academic requirements? Surely they are quite high - is a *Hauptschulabschluss* school-leaving certificate enough?

The academic requirements for a Cutting Machine Operator apprenticeship focus mainly on the science subjects. As well as good grades in maths and physics or technology subjects, it is helpful to demonstrate some basic skills in technical drawing, too. That is not a prerequisite, though.

A Cutting Machine Operator apprenticeship requires a lot of the skills that are covered under the *Mittlere Reife* qualification in Germany. Of course, you can still apply with a *Hauptschulabschluss* certificate.

How is the apprenticeship structured?

At the beginning of the Cutting Machine Operator apprenticeship, you learn about the profession from a theoretical standpoint, getting to know the different machines and the characteristics of different materials that you will be working with. The first year is spent training at the *Berufsbildungszentrum der Industrie Remscheid/BZI* (vocational training centre for industry in Remscheid) where apprentices learn the basic skills of metal working.

After the first year, apprentices move on from the BZI to C.A.PICARD where you are trained in various departments, primarily in the milling shop. You also spend one to two days a week at the *Berufskolleg Technik Remscheid* (Remscheid technical vocational college).

During your training, you become familiar with lots of different work processes - any one job as a Cutting Machine Operator can involve a combination of several different steps. Working with so-called CNC machines is a particularly important part of the work. These are machines that allow you to programme their work steps with a high degree of precision and then leave them to run automatically.

Employee Survey in November 2018

In the true sense of the motto "Criticism is a gift: opening it can help us get better," Company Management was already hoping for presents in the lead up to Christmas, asking employees to express their criticisms as part of the employee survey.

Author: Cordula Schönfeld

133 out of a total 200 employees across both German plants felt invited to take part. The 67% turnout rate is not as high as in previous years such as 2011 and 2007, but it is nonetheless very promising.

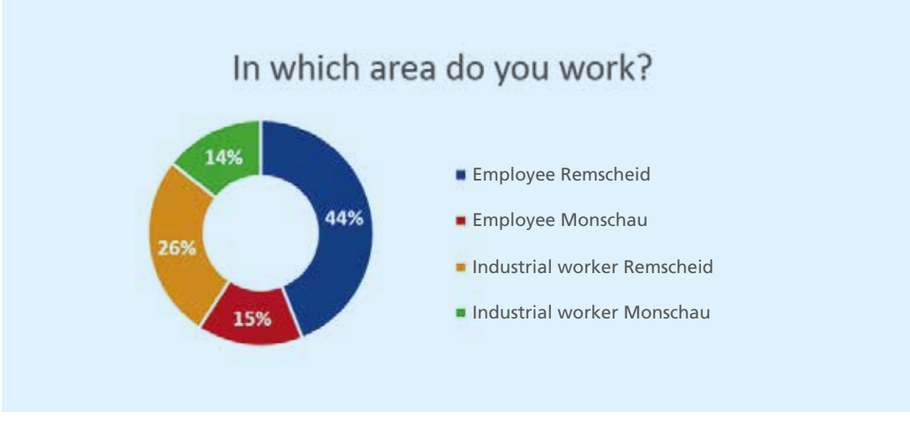
In 2018, Management was still interested in many of the well-established themes from the previous years' surveys and so the majority of questions were identical or very similar to the previous years. This made it possible to compare the results to gain a picture of the company's progress since the last survey and identify any trends, positive or negative.

New in 2018, however, was the survey's layout, comprising of two separate part-surveys: the "well-known" C.A.PICARD survey and the so-called COPSOQ questionnaire (the "Kopsok"), otherwise known as the Copenhagen Psychosocial Questionnaire. This standardised questionnaire was provided, processed, and evaluated by the Freiburg Research Centre for Occupational Sciences. Its aim is among other things to fulfil our legal obligation to evaluate the threats to mental health in the workplace and explore the working conditions in psychological stress factors.

The data gathered from the survey is also saved in a large database together with the data of many other companies. This gives us a benchmark to work with and allows us to compare our performance, particularly relating to healthy working conditions, with other companies for the first time ever.

The results of the employee survey were evaluated in January 2019 and the findings were presented to Company Management, the works committee, managers, and employees over two staff meetings at the beginning of March.

May 2019 saw the start of the company-wide group discussions, whereby, under supervision of the external moderator and trainer Thomas Lindenberg, employees review the positive and negative criticism in small groups, particularly from the employee survey.



Portrait

Lucas Laroque,
Production Planning in Plate Technology, Remscheid, Germany

My name is Lucas Laroque and contrary to what my last name suggests, I am not French. I was actually born in Solingen in 1989. After finishing school (Realschule), I began my apprenticeship as a Technical Assistant for Metallography and Materials whilst completing my *Fachabitur* (German vocational qualification). The apprenticeship taught me about the many characteristics of steel and non-ferrous metals and gave me the chance to experience the "real world" of industry through several internships.

Inspired by a handful of teachers and subjects, I decided against going straight into the world of work and moved to Aachen to study engineering at FH Aachen University of Applied Science. After a break to complete my civil service, I continued my studies and worked at the university's welding lab. It was here I developed my skills, working on a lot of interesting projects.

Due to personal reasons, however, I moved back to Solingen from Aachen in 2015 and decided to continue my studies in Düsseldorf by taking evening classes. Around the same time, I got the chance to start working at C.A.PICARD in the quality assurance team. In 2017, I successfully qualified as a Quality Assurance Officer as part of my studies and took part in various internal C.A.PICARD projects such as the optimisation of internal processes, international collaboration with C.A. Picard Far East Ltd. (CAPFE), and raw material quality control. As part of these projects, in 2018 I was able to visit our plants in China to learn about the processes and requirements at CAPFE.

After this trip, I got the chance to expand on the skills I learnt in Production Planning. In Production Planning, I am now responsible for planning the production in the calcium silicate brick, foundry technology and baling press divisions. This allows me to supervise production in these areas from raw material to shipment, getting to experience all the lessons learned and problems encountered throughout the process of making a product at C.A.PICARD.

New challenges and working with colleagues from all different departments is what makes my work day so exciting, allowing me to constantly build on my skills. This year, I use one of the problems faced at C.A.PICARD to write my Bachelor thesis and complete my studies in engineering.

Any spare time I get I love spending with my friends, family and our family dog. I also enjoy exploring the Bergisch countryside on my motorcycle.

2018 / 2019 Anniversary Celebrations

Restaurant Schützenhaus, 11 January 2018

Front, from left:
Peter Biehl, Stefan Tix, Rolf Reifenscheidt, Ziya Tutkun, Davor Grzancic

Rear, from left:
Ralf Jankowski, Josef Posniak, Andreas Meise

Landgasthof Gut Marienbildchen, 1 February 2018

Front, from left:
Michael Carl, Tobias Braun, Walter Picard, Stefan Theissen, Rolf Müller, Klaus Picard

Rear, from left:
Thomas Johnen, Andreas Meise, Josef Posniak

Restaurant Schützenhaus, 24 January 2019

Front, from left:
Jürgen Becker, Michael Busenbecker, Gisela Joppe, Peter Jindra, Gabriele Minas, Alina Sargsyan

Rear, from left:
Ralf Jankowski, Ina Böcker, Andreas Meise, Josef Posniak, Dirk Minas, Lutz Pflugrad

Anniversaries 2019

10 years

SuiWen Dai	Jiangmen
JianHong Lin	Jiangmen
Zhinan Rong	Jiangmen
YunJian Wang	Jiangmen
René Förster	Monschau
Peter Hermanns	Monschau
Sara Altun	Remscheid
Rita Becker	Remscheid

20 years

Bin Huang	Jiangmen
Shufen Liang	Jiangmen
Arnd Pflugrad	Remscheid

25 years

Peg Lieberman	Elyria
Darren Ritter	Elyria
Michael Busenbecker	Remscheid
Thorsten Schernowski	Remscheid

30 years

Francisco Ruiz Serrano	Remscheid

35 years

Frank Hübner	Remscheid
Zafer Hüseyinoglu	Remscheid
Ralf Jankowski	Remscheid
Gerhard Sopala	Remscheid

40 years

Randy Forman	Battle Creek
Winfried Schonig	Remscheid

45 years

Axel Wichmann	Remscheid

14th Hasten Historic on 30 June 2018

Beautiful sunshine, an amazing race route, tricky challenges (at least in the touring sport group) and buckets of fun - these were the key ingredients on the oldtimer race menu served up by the organisers led by Klaus Picard.

Author: Jochen Schnell

After breakfast which, as is tradition, took place in the C.A.PICARD canteen in Morsbachtal, and the obligatory driver briefing, the first car drove to the track right on time at 9:01.

The race began with a loop across the Hasten where three stamp checkpoints awaited the teams on Blecherweg street, at the historical centre (Deutsches Werkzeugmuseum), and in front of the *Gesundheitshaus*. It then continued up to Langenhaus and Rädchen into the Großhülsberg industrial estate. Here, racers in the touring sport group had to overcome a Chinese labyrinth. Racers in the tourist group were put to the challenge to see how quickly they could screw a spark plug into a corresponding cylinder head.

Challenges complete, the race raged on through Spieckern, Radevormwald, Beyenburg, and Grund and then onto the site of the historical train station in Wuppertal-Cronenberg where the local haulage company, DiGass, invited racers to a delicious goulash soup lunch.

The residents of Cronenberg, both young and old, got to enjoy the huge selection of magnificent relics from automotive history on display as the racers took a tour around Cronenberg before making their way back to Remscheid, taking the scenic route through Sudberg, Müngsten, Unterburg, Wermelskirchen, Dhünn, und Wipperfeld.

At the finish at Remscheid town hall square, racers were greeted by one final test: the spectator rating. Radio presenter Bernd Hamer introduced each car and its crew to the large crowds as they arrived at the finish, sometimes giving us a little anecdote or two about the car.

Alexander Kremer and Klaus Schewior from Jüchen were crowned the overall winners of the 2018 Hasten Historic with their 1981 BMW 1802.

As the clock struck 20:30, the 14th Hasten Historic rally came to an end with people already looking forward to this year's small anniversary.

Summer Festivals 2018

30 June 2018 marked the end of one of the most successful financial years in the history of Carl Aug. Picard GmbH, giving us two reasons to celebrate.

Author: Cordula Schönfeld

To thank the employees who, together, all made the success possible, shareholders and Management held a summer festival to enjoy some hearty barbecue food and cool drinks and celebrate together. Summer was almost over, but that did not discourage anyone.

Festivities began at the Remscheid plant on 31 August 2018, and then a week later at the Monschau plant.

As is long-standing tradition, the Remscheid festival saw employees enjoy a drinks trailer and barbecue long into the evening as they celebrated the end of summer.

The summer weather was starting to fade when the Monschau plant held their summer festival on 7 September 2018, taking it off-site to celebrate at a barbecue hut in the nearby forest.

Christmas Party 2018

As 2018 came to an end, as is tradition, employees at Carl Aug. Picard GmbH celebrated with a Christmas party on the last work day before the Christmas break.

Author: Cordula Schönfeld

As it reached lunchtime, the out-of-office replies were switched on and the pre-party festivities began for employees from both German plants with a get-together in the social space.

To spread the festive spirit and cement the cosy Christmas-y feel, last year we had a small Christmas market with stands decked out with ambient lights where employees could enjoy some hot mulled wine and Christmas biscuits, despite the not-so-winter-like weather.

The generous buffet was a huge hit as usual and the party raged on late into the evening, a few even celebrated into the evening at the bar.

Trade Fair Dates 2019

IFEX 2019

18. - 20.01.2019
NCR of Delhi, India

INTERPLASTICA 2019

29.01. - 01.02.2019
Moscow, Russia

2019 CPCA Show
The 28th China International Electronic Circuits Exhibition
19. - 21.03.2019
Shanghai National Exhibition and Convention Center (NECC)
Hongqiao, Shanghai, China

CastExpo & Metalcasting Congress

27. - 30.04.2019
Atlanta, Georgia, USA

Compounding WORLD EXPO 2019

08. - 09.05.2019
Cleveland, Ohio, USA

ChinaPlas 2019
The 33rd International Exhibition on Plastics and Rubber Industries
21. - 24.05.2019
Guangzhou China Import & Export Fair Complex
Pazhou, Guangzhou, China

VICTAM 2019

12. - 14.06.2019
Cologne, Germany

DSEI 2019

10. - 13.09.2019
London, Great Britain

K 2019

16. - 23.10.2019
Düsseldorf, Germany

2019 HKPCA Show
International Printed Circuit & Apex South China Fair
04. - 06.12.2019
Shenzhen Convention & Exhibition Center
Shenzhen, China

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