



MAGAZINE OF C.A.PICARD INTERNATIONAL – ISSUE 2017

140 Years Of C.A.PICARD Chronicle Part 3

The anniversary year was also
a year of major renovations

Energy-efficient building refurbishment
Renovation of the social wing

C.A.PICARD INTERNATIONAL

PLATE TECHNOLOGY

EXTRUDER TECHNOLOGY

INDUSTRIAL SERVICES

Table Of Contents

Dear Business Partners! Dear Employees!

This issue of our PICUP magazine looks back with pride, great pleasure and gratitude on 140 years of C.A.PICARD. This retrospective gives us every reason to look to the future with confidence. Worldwide, experienced executives and approximately 450 excellent employees stand ready to shape the long-term success of C.A.PICARD for future generations.

The list of forward-looking topics begins with the energy-efficient building refurbishment and includes the new appointments to the positions of Head of Sales Plate Technology and Head of Human Resources and Social Affairs, our social involvement in the Bergisches Land region, the temptations that lurk in connection with “good company management” and, last but not least, occupational health at C.A.PICARD - to mention just a few examples.

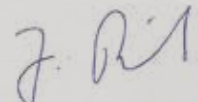
We take a look at our FD system, glance behind the successful “façades” in the Far East with our colleagues at C.A. Picard Far East and report from the world's leading trade fair for the plastics and rubber industry before bringing our PICUP to a thrilling conclusion with the 12th Hasten Historic.

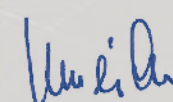
The end of June marked the close of the highly successful 2016/17 financial year for the entire company. We would like to thank all C.A.PICARD employees for their tireless dedication and outstanding work, all of our customers for their loyalty and for their challenges, and our suppliers and business partners for their support.

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 relaxing summer holiday.

Carl Aug. Picard GmbH
The Management Board


Josef Posniak


Andreas Meise



Page 4



Page 10



Page 12



Page 14



Page 20



Page 28

4	TIME TRAVEL	140 Years Of C.A.PICARD Chronicle Part 3
10	GERMANY	Energy-efficient Building Refurbishment
12	GERMANY	Renovation Of The Social Wing
14	GERMANY	Changing Of The Guard In Plate Technology Sales
15	STAFF	Portrait
16	GERMANY	C.A.PICARD's Social Commitment
17	GERMANY	Our New Head Of Human Resources And Social Affairs, As Well As Compliance Officer, Introduces Herself
19	GERMANY	The Temptation Is Everywhere
20	INTERNATIONAL	C.A.PICARD FD System
22	INTERNATIONAL	C.A.PICARD - Façades
23	STAFF	Trainee Outing 2016 To Bad Münstereifel
24	EXHIBITION	Trade Fair Participation 2016
28	EXHIBITION	K 2016
31	INTERNATIONAL	Sales Office Italy
32	STAFF	Occupational Health At C.A.PICARD
33	STAFF	2016 Anniversary Celebrations
34	STAFF	Apprenticeship
36	THIS AND THAT	12th Hasten Historic
38	STAFF	Anniversaries 2017
39	DATES	Trade Fair Dates 2017

140 Years Of C.A.PICARD Chronicle Part 3

From the beginning of the second decade of the 21st century to the present day

Author: Andreas Meise Sources: Chronicle 125 years of C.A.PICARD, PICUP magazines

... and so it went on

Changes to the management culture

The biggest challenge has been, is, and will remain the long-term change in leadership culture launched in 2012 in collaboration with Grid® International Deutschland, after the results of the 2011 employee survey. One important cornerstone of this process is the reciprocal feedback between supervisors and employees with regard to their personal performance, open communication, dealing with conflict, independent action, the right to have one's say, goal orientation, rate of target achievement, constructive criticism, as well as with regard to norms and standards. It goes without saying that reciprocal feedback is a gift which gives us the opportunity to avoid or solve problems pre-emptively, to avoid or correct mistakes, and to create and exploit synergies.

Based on the knowledge and experience of corporate development gained in collaboration with Grid®, the management team has developed a vision of ideal leadership behaviour at C.A.PICARD, with Grid® as an integral part: This vision of ideal leadership be-

haviour is expressed in the ZFP¹⁰⁰⁰ goal-oriented management process, divided into the dimensions Goal, Leadership and Process by Krunoslav Cipar. In this context, reflection on reaching goals is of particular importance for the entire company, its departments and its teams, as well as the adaptation of goals to changed framework conditions if necessary.

Despite all the visible and perceptible progress in leadership behaviour, we still have some ground to cover. In particular, conflict handling and the delivery of constructive criticism require further honing.

C.A. Picard Engineering GmbH & Co. KG

As of 1 July 2012, we outsourced our screw press technology "oil business" from Carl Aug. Picard GmbH to C.A. Picard Engineering GmbH & Co. KG. The background to the spin-off of the oil business unit under the control of Carl Aug. Picard GmbH concerned organic growth and sustainable increases in earnings by concentrating on the development, engineering and sales of equipment and complete screw press systems. The main focus in this respect was on developing and

optimising processes based on the use and expansion of existing networks and contacts. Screw press technology was used worldwide for extracting plant oils (oil mills), processing animal waste (rendering), rubber dehydration (rubber industry) as well as in kneading machines during manufacture of anodes for aluminium production.

The Management Board and senior management



Carl Aug. Picard GmbH started 2013 with a double appointment. Our Commercial Manager, Mr Andreas Meise, was appointed to the Management Board. Together with Managing Director Josef Posniak as spokesperson, the tandem has been steering and managing the destinies of the C.A.PICARD Group ever since.

In mid-2013, a further change of personnel took place in the field of Extruder Technology sales.

Mr Jörg Vogel, who began working for C.A.PICARD on 3 May 2013, officially succeeded Mr Volker Lübke as member of the senior management and Head of Sales Extruder Technology. Mr Lübke left the company of his own accord in order to focus on a new role in his "old" home country of Brazil. In recent years, Mr Lübke realigned the Sales Division both strategically and structurally, and optimised processes to achieve the goals set for the future.



Mr Jörg Vogel, a dyed-in-the-wool salesman with many years of professional experience, has been courageously implementing this strategy with the active support of his team. Since his appointment, he has made a significant contribution to the achievement of our growth targets in the Extruder Technology sector, both nationally and internationally.

In 2013, the C.A.PICARD Group celebrated several anniversaries:

40 years of
Carl Aug. Picard GmbH - Monschau-Imgenbroich plant

35 years of
C.A. Picard, Inc.

25 years of
C.A. Picard Far East Ltd.

15 years of
C.A. Picard Japan Co., Ltd.

The 2012 and 2013 PICUPs provided extensive coverage of these four plants and their anniversaries, and since then many more noteworthy events have taken place.

Carl Aug. Picard GmbH, Monschau-Imgenbroich plant



Over the years and decades, the Monschau-Imgenbroich site has increasingly focused on the production of wear parts for twin screw extruders, i.e. segments, shafts and barrels. The portfolio has also been expanded to include services such as dismantling services for screw elements, barrel wear measurements and barrel repair services.

After Carl Aug. Picard GmbH's sale of the Monschau screw press production segment to Haarslev Industries A/S at the end of 2014, the subsequent transfer phase with internal restructuring and relocations, the simultaneous integration of extensive new investments in order to expand capacity, and the relocation of the barrel production facility to Remscheid, the Monschau-Imgenbroich site exits its 2016 anniversary year as a profitable, state-of-the-art production site for shafts and twin screw extruder segments, and as an integral part of our international Extruder Technology growth strategy.

C.A. Picard, Inc.



At the end of 2014, the "oil business" screw press technology segment of C.A. Picard, Inc. together with its branch offices in Belleville, Perham and Shellman, was sold to our long-standing business partners, Danish company Haarslev Industries A/S and Haarslev Inc. USA.

The USA is one of the largest sales markets for single screw extruder wear parts related to the production of pet and fish feed in particular.

Against the backdrop of the C.A.PICARD Group's growth strategy, therefore, we took the pioneering, strategic decision to relocate the production of single screw extruder elements (SSE) from Monschau-Imgenbroich to Battle Creek in the USA - with production scheduled to start on 1 July 2017.

At the same time, the USA sales team for Extruder Technology was significantly strengthened by the appointment of two established market and sales professionals in 2016 and the beginning of 2017.

The production and sale of wear parts for the Extruder Technology business unit offers Mark R. Fink and his team a welcome opportunity to provide a further success story for C.A.PICARD in the USA in the coming years. They have the backing of the entire C.A.PICARD family in their efforts.

C.A. Picard Far East Ltd.



CAPFE and its Plate and Extruder Technology business units, headed by Eric Ling and more than 200 employees in Hong Kong and China, is now internationally recognised as being a successful and integral part of the C.A.PICARD Group.

Eric Ling and his team are not solely focused on their Chinese customers. Their operating has also expanded to include the region of Southeast Asia. In addition to this, CAPFE manufactures all the FD systems and BMD barrel wear measuring systems to meet the C.A.PICARD Group's worldwide demand, thus giving an impressive demonstration of its innovative power.

C.A. Picard Japan Co., Ltd.



Business relations in Japan are established and cultivated in a different way. The initiation phase may take many years. Once you have won the customer's trust, however, the partnership-based business relationship is characterised by mutual continuity, loyalty and reliability. Against this background, the unrelenting

developmental efforts of our subsidiary C.A. Picard Japan Co., Ltd. have paid dividends in the form of steady growth and the expansion of its customer base.

Today, CAPJP is recognised as being a successful and integral part of the C.A.PICARD Group, particularly for the Extruder Technology business segment. In the realm of the rising sun, Kei Yabe and his team are focusing not only on Japanese customers. Also in the sights of our Japanese colleagues are, in particular, major Japanese customers with activities in China, Europe and the United States, where CAPJP provides important intermediary services to smooth the way for its mother and sister companies.

Liquidation C.A.PICARD Extrusion Technology

Where there is light, there are also shadows. Thus, 2014 saw the liquidation of C.A.PICARD Extrusion Technology S.r.l., Italy, which was launched with some euphoria. Its attempts to establish itself as a manufacturer of extruders for powder coating did not live up to expectations.

Sale of the oil segment to Haarslev - a turning point

With effect from 30 November 2014, the "oil business" screw press technology segment was sold to our long-standing business partners, Danish company Haarslev Industries A/S. The total transaction included the sale of C.A. Picard Engineering GmbH & Co. KG and the screw press production business unit in Monschau by Carl Aug. Picard GmbH to Haarslev Industries A/S, as well as the sale of the US

subsidiaries in Belleville, Perham and Shellman, which dealt with customer service in the US, from C.A. Picard, Inc. to Haarslev Inc.

This transaction was part of our global strategy to focus on - in addition to the Plate Technology division - the service of high-precision, highly wear-resistant spare parts, especially for twin screw extruders, in the Extruder Technology division.

Following the transaction, the partnership between C.A.PICARD and Haarslev Industries continued along its successful path. As a tenant of the Monschau-Imgenbroich site, Haarslev Industries - including some former employees of C.A.PICARD - will continue to manufacture screw press technology. The two companies' co-existence under one roof is harmonious, and is characterised by reciprocal tolerance and respect. In addition to this, long-term co-operation and supply agreements have been concluded.

Changing of the guard on the 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 company was extended to include an Advisory Board. The Advisory Board advises and supervises C.A.PICARD 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.

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

Plenty of movement in Monschau-Imgenbroich and Remscheid

After the sale of the "oil business" screw press technology segment to Haarslev Industries at the end of 2014, the real work



did not begin for employees at the Monschau-Imgenbroich site until the contract was signed. The machines and plants, operating and business equipment, raw materials and supplies, IT, production planning and control system, and much more had to be physically and/or virtually separated. And all while the plant was operating!

Thomas Johnen, Patrick Scheffen, Jens Eisenblätter & co., together with all employees and our new neighbours from Haarslev, rose to the occasion magnificently to meet the associated challenges.

As well as redesigning the present, they also had an eye on the future. Thanks to sustained high

demand, within a short period of time they were able to double segment manufacturing capacity at the Monschau-Imgenbroich site by integrating two "new" overhauled CNC grinding centres from SMS, as well as keyseating machines and saws etc., while simultaneously preparing and supporting the relocation of barrel manufacture to Remscheid.

In order to transfer barrel manufacture from Monschau-Imgenbroich to Remscheid, the Production, Technical Services and Technical Purchasing departments were involved in a real tour de force which required the relocation of more than ten machines

and plants, the integration of a new CNC processing centre (DMU 100), and the set-up of a new welding department including equipment. In addition, work preparation and scheduling departments also had to be set up before the machines and plants from Monschau-Imgenbroich could be put into gear.

No sooner than it had arrived in Remscheid, the CNC processing centre (DMU 100) was given a complete overhaul. A new furnace - the old furnace exploded - also had to be procured and integrated at short notice.

And that's not all. More or less simultaneously, new low-cost

"water jet cutting" manufacturing technology was introduced, while as part of the "Cross-Section Technologies" funding programme, the entire lighting system at the Remscheid site was converted to LED and the energy-efficient heat recovery system was implemented.

Genuinely a lot going on in Monschau-Imgenbroich and Remscheid ...

140 years of C.A.PICARD



On 24 November 1876, not only did Carl August Picard have the courage to start a business; he and his successors also had the knowledge and skill to maintain this business for over 140 years, despite all its ups and downs.

On 17 December 2016, this was exuberantly celebrated at a large, all-day event. Shareholders, members of management, and the workforce spent a varied day in the wintery surroundings of PhantasiaLand, with a mulled wine reception in the late afternoon, and a convivial dinner. In an impressive speech, Mr Klaus Picard looked back over the company's history. To conclude, videos shared by our subsidiaries in China, Japan and the USA, and filled with greetings and congratulations on our anniversary, were also shown. An anniversary is an opportunity to look back. With pride, great joy, and gratitude to those on the inside and on the outside, the

Picard family and all former and current employees looked back on the achievements and successes of the past. This retrospective filled us with ample confidence to look to the future. In the one-hundred-and-fortieth year of its existence, C.A.PICARD

is well equipped to face the future. Worldwide, experienced executives and approximately 450 excellent employees stand ready to design the long-term success of C.A.PICARD for future generations.

Read our chronicle, part 4, on 24 November 2026, to find out how the success story at C.A.PICARD continued, because on that day we will be celebrating:

150 years of C.A.PICARD



Energy-efficient Building Refurbishment

We are doing our bit for the environment ...

Author: Lutz Pflugrad

It was clear to all of our Management that something urgently had to be done on our office buildings and production halls. The specific plans started to take shape in December 2014. Windows that closed poorly and were draughty in the office building, changing rooms and canteen, single-glazing in the workshop and a shed roof

for heating, which is also consistent with the aforementioned Ordinance. Furthermore, we also invested in modernising the heating system.

To that effect, the invitation to tender for the various pieces of work was published, offers obtained and compared, prices

the part of the executing companies, the work was carried out without significant impairment to our production.

All in all, approximately € 936,000 has been invested in maintaining our buildings. The result of these energy-related renovation measures is that the



Hall 1 old roof



Hall 1 new roof

that left us in no doubt about when it was raining. Bergisches Land is after all notorious for regular rain. A considerable amount of work had to be done.

However, it was not only about fixing holes in the roof or repairing broken windows. The planned measures for the building envelope were so extensive that we had to observe the German Energy Saving Ordinance, something we also desired. In installing new windows and insulating the roof surfaces, it was our declared objective to reduce the consumption of natural gas

negotiated and the executing companies chosen.

One point that left us scratching our heads during planning was the fact that the work was due to be undertaken while ongoing operation continued.

For the overall project implementation, we secured the support of the LERO-Baumanagement construction management company in the shape of Mr Uwe Rossmüller. Thanks to his coordination and mediation between the contractors and our company, but also the considerate work on

energy required to heat our buildings has been reduced by approximately 162,500 kWh per year. That equates to a reduction in CO₂ emissions by approximately 42,000 kg.

Additionally, these energy-related renovation measures are supported by KfW (German government-owned development bank) with a subsidy to the sum of € 157,500.

However, there is still a lot to do on the buildings ...



Administration old façade



Administration new façade

German Energy Saving Ordinance:

§ 1 Purpose and area of application

(1) The purpose of this Ordinance is saving energy in buildings. Within this framework and taking into account the statutory principle of economic viability, the Ordinance is intended to contribute to achieving the objectives in energy policy of the Federal Government, particularly a practically climate-neutral building stock by the year 2050. Besides the determinations in the Ordinance, this objective is due to be pursued with other instruments, particularly with a modernisation campaign for buildings, incentives for support policy and a renovation road map. As part of the requirements for entire energy efficiency of lowest-energy buildings, the Federal Government in this context will strive also for a fundamental simplification and merger of the instruments governing energy savings and the use of renewable energies in buildings, to thus simplify energy-based and economic optimisation of buildings.

Participating companies:

- Tischlerei Ahorn - windows and doors
- Dörschler GmbH - heating and installation
- Dreyer e.K. - roofing work and Prokulit glazing
- Elektro Geldsetzer GmbH & Co. - electrical installation
- K + K - application, planning, approval of energy-related renovation
- LERO Baumanagement - organisation and coordination



Hall 3/2 + 3/3 grinding centre old side wall



Hall 3/2 + 3/3 grinding centre new side wall



Hall 3/3 grinding centre old back wall



Hall 3/3 grinding centre new back wall

Renovation Of The Social Wing

18-month renovation phase now completed: After a long period involving planning, construction noise, dirt and hardship for our employees, the social wing has been completely renovated and now is hardly recognisable.

Author: Lutz Pflugrad

The building constructed in 1974 had become noticeably dated in terms of its rooms. The changing rooms, showers and company canteen no longer lived up to today's requirements.



Old showers and changing rooms



New showers and changing rooms

The renovation started on the ground floor and then continued on the first floor with the new design of the canteen and kitchen area.

Taking energy-related considerations into account, the building's windows were renovated; the heat supply was separated from the central heating and replaced by a gas condensing combi-boiler. The changing rooms and shower rooms are now heated by a regulated ventilation and extraction system. The new lockers are also connected to this.

The shower and washing facilities have been reconfigured, the sanitary room expanded, floors and walls tiled in a current design and painted as such.



On the first floor, the staff room did not have an inviting appearance and had fallen out of favour. This was also renovated to become an attractive and modern canteen with open-plan kitchen.

In the past, the lunchtime catering in the company canteen comprised the preparation of deep-frozen ready meals. Fewer and fewer staff members took advantage of this catering option in the last few years.



From left to right: Kaspar Stange, Kerstin Hammouda and Robin Küpper from Kaspar Catering

Once the renovation had been completed successfully, the question remained as to how the frequency of use and attractiveness could be increased. As part of the "health management" project, the issue of providing improved catering options to our employees arose, too.

The result is the collaboration with the Kaspar Catering company. Besides the two freshly prepared meals, which alternate each day, as well as a salad buffet for lunch, our partner company also offers breakfast.

I personally like the cuisine on offer. I would like to take the opportunity to praise Kaspar Catering for their ever-changing and delicious "fayre".

In summary, it is worth noting that significantly more employees are tucking into the food on offer and the company canteen, and hopefully this figure will increase even more.



Short portrait of our partner:

Kaspar
catering

Kaspar Catering views itself to be a young, innovative catering service with a particular focus on fresh, regional and healthy cuisine.

The desire for healthy and quality-conscious catering is on the increase among employees and employers. Kaspar Catering's concept for company canteens comes into play here. The centrepiece of this concept is to integrate a healthy, balanced and versatile diet into the company's day-to-day operations.

Kaspar Catering places great importance on sourcing regional products and ingredient combinations. Natural high-quality foodstuffs are purchased - providing that it is possible - directly from the farmer.

Besides operating company canteens, Kaspar Catering can also provide catering for private and company events and parties.

Changing Of The Guard In Plate Technology Sales

After Mr Bernd Kaiser had already entered into his well-earned partial retirement in November 2015, Mr Jürgen Becker also followed suit after more than 40 years of service to the company on 30 April 2017.

Author: Jürgen Becker

Since the beginning of 2016, Dr Aykut Canpolat has been on the team as the overall Sales Director for Plate Technology. The necessary technical and commercial conditions/expertise in the field of cutting and press plates are imparted to him by Mr Dirk Hedermann, who in turn has worked closely with Mr Kaiser for a year. In the brick and foundry fields, Mr Becker

transferred his tasks and market knowledge to Dr Canpolat. It is surely a great benefit here that the Management planned in a provident manner with a really long induction period, which makes a smooth transition possible. Our customers, who Mr Kaiser and Mr Becker have known for decades in some cases, also hold in extra-

ordinary high esteem the foresight of the company Management in this matter. Mr Becker is very much looking forward to the challenges in his "new" life and wishes Dr Canpolat all the best in the future and much success.

Portrait



Dr Aykut Canpolat
VP Sales Plate Technology, Remscheid, Germany

Dr Aykut Canpolat was born in Dinslaken on 20 March 1982. As the son in a family of immigrant workers, he spent his childhood and youth in Duisburg, where his father was working in the steel industry. After high school, his enthusiasm for natural sciences and technology culminated in a degree in mechanical engineering at the University of Duisburg-Essen. During his degree, he came into contact for the first time with subjects in the field of materials technology. Building on this, he placed his future focus on the exciting subject area of wear-resistant steel.

Following on from his studies, Dr Canpolat joined the development department at ThyssenKrupp Steel Europe AG in 2009 and gained his first professional experience. His dissertation at Dortmund Technical University was published in 2013, for which he received the "Dr.-Ing." title.

This piece of work concerned the development activities in the field of deep-drawing of novel steel grades and their simulation for the car industry. The focus of his work shifted during this period, meaning that from 2012 onwards he worked as a technical customer advisor for the steel group. This involved advising ThyssenKrupp's worldwide customers in terms of selecting, processing and applying special steel. During this time, he came into contact for the first time with aspects of price and sales, enabling him to develop his understanding for the interplay between technical innovation and growth in a commercial sense.

In early 2016, Dr Canpolat then switched to Carl Aug. Picard GmbH, where he has been appointed Head of Sales Plate Technology. In succeeding Mr Bernd Kaiser and Mr Jürgen Becker, he has taken on the task of sales of precision

parts, fulfilling the highest quality requirements, from the C.A.PICARD company to the customer base. He has already been impressed by the company's great ability to innovate with special solutions for demanding customer requirements. He would like to harness his prior experience in future for his new employer with gusto. The main task here is particularly the development of the security steel area, where the company is active in the marketplace with patented, innovative solutions.

In his personal life, Dr Aykut Canpolat likes nothing more than to spend time with his wife and son. Moreover, in his spare time he likes to explore the underwater world by going diving and is also a passionate hobby photographer.



From left to right: Dirk Hedermann, Dr Aykut Canpolat and Jürgen Becker

C.A.PICARD's Social Commitment

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

Sponsorship via advertisements/other means:

- Programme for the annual rifle event, Schützenverein Wildschütz Aue e. V. (rifle club)
- Programme for the annual summer fête, Förderverein der Freiwilligen Feuerwehr Remscheid Löscheinheit Morsbachtal e. V. (Remscheid voluntary fire brigade)
- Programme for the annual fire brigade fête, Freunde und Förderer der Hastener Feuerwehr e. V. (fire brigade booster club)
- Football magazine for the senior section of the Hastener Turnverein 1871 e. V. (the Hasten gymnastics association)
- Programme for the Hasten Historic (vintage car rally)
- Teaching and working materials of the KJS Gesellschaft zur Förderung des Kinder- und Jugendschutzes mbH, Wermelskirchen/Wuppertal (a child-welfare association)
- Child's painting book (traffic) of the International Police Association (Landesgruppe Nordrhein-Westfalen e. V., liaison office Wuppertal)
- Sternenhimmel Alleestraße Remscheid, December 2015 (Christmas illuminations)
- Advertising with HG Remscheid, season 2015/16 (handball)
- Invitation booklet for the charity golf tournament 2016 LIONS Hilfswerk Remscheid e. V. (aid organisation)

Payments as donations/membership fees:

- Tierschutzverein e. V. Remscheid (an animal protection association)
- Männergesangsverein Union (a men's choir)
- Steffenshammer Remscheid (association for forging technology)
- Kindergarten Siepen, Remscheid (child-care)
- Die Verlässliche e. V., caring for and supporting schoolchildren, October 2015
- unBehindert miteinander e. V., Remscheid, January 2016 (integration of disabled and non-disabled people)
- Lerosse Stiftung Remscheider Kindertag 2016 (children)
- Deutsche Krebshilfe (cancer research)
- Kinderhospiz-Stiftung Bergisches Land (children's hospice)

Provision of "giveaway" items:

- Raffle for Hallenmasters F1 FC Remscheid, March 2016
- European Championship prediction competition at the Berufskolleg Wirtschaft und Verwaltung Remscheid, April 2016 (vocational college for business and administration)
- Raffle for Sommerfest alpha e. V. Soziale Dienstleistungen Wermelskirchen, July 2016 (social services)
- Raffle for Kirmes Bescherungsverein Bücheler Einigkeit e. V., August 2016 (disadvantaged children)

Our New Head Of Human Resources And Social Affairs, As Well As Compliance Officer, Introduces Herself



You all will have already heard and seen my name and face, even if I have to admit that it will surely be some time until I have learned all of your names. To enable us to get to know each other, and primarily so that you know who you are dealing with when it comes to personnel and social affairs issues, I would like to take this opportunity to introduce myself.

Author: Cordula Schönfeld

My name is Cordula Schönfeld and I was born in Wuppertal in 1978. In the intervening period, I have remained true to the Bergisches Land area and my home city of Wuppertal. I am therefore probably what people would call an "authentic 'bergisches' girl".

Even as a child and young adult, I helped out in my parents' businesses - a laundry and heated mangle firm, as well as a transport company.

After completing high school, I took my first steps in my working

life with an apprenticeship to become an Industrial Clerk and Business Administration Expert (VWA) at the Velbert-based automotive supplier Huf Hülsbeck & Fürst. After the apprenticeship, I worked there in process organisation and dealt with implementing the ERP standard software in the subsidiaries abroad.

However, I had already planned a professional path at this time that was to lead me to the personnel field. As the company where I undertook my apprenticeship did not have an appropriate vacancy,

I decided initially to go to university. I then chose to study law thus to give me a solid and broad basis for later employment in the personnel field, coupled with expertise in business administration and the necessary legal acumen.

After studying for six semesters at the Ruhr-University Bochum, I passed the First State Exam and the subsequent two-year legal traineeship working for the state, civil courts, public prosecutor's office and in public administration.



Playing it safe - no high heels on the production floor.

The Second State Exam in law then followed in 2011 - after a two-year maternity break.

Following this, I worked as a lawyer in Wuppertal and Gevelsberg focussing on employment law. Most recently, I was the legal assessor and in-house lawyer in the field of personnel at Europe's largest purchasing and marketing association in industrial business-to-business trade in Wuppertal, before I finally joined C.A.PICARD in September 2016.

I was particularly pleased to have seen the position advertised in the immediate vicinity to my home in the Cronenberg area of Wuppertal. I quickly wrote my

application and waited for a reply. I was all the more overjoyed to be called for an initial interview. I almost missed out on the interview in fact, as the e-mail with the invitation had ended up in my spam folder.

On the "Day of Open Business" in May 2016, I then used the opportunity to view and run the rule over the company away from formal interviews, as well as to find out whether it could be the right employer for me. Having visited the company together with my husband and son, I was sure in myself, but also my husband said: "The company is a good fit for you!" It goes without saying that I was delighted when the

Management called me and said that they "wanted me" on board.

I am looking forward to the new task, the challenges and working with the people here. I am passionate about personnel work holding employees in high esteem and placing them at the core of what I do. In my view, employees should be given the competencies they require for their work, receive the support, guidance and leadership they need, and enjoy the appreciation and recognition making it worthwhile for people to go about their jobs with endeavour and joy, and also to overcome difficult phases.

In my spare time, I like above all else to spend time with my husband and my son. We like to work together in the garden, go cycling or put on our trainers for a jog. Away from the office, you may well come across me in the forests of Bergisches Land on an outing with the whole family and dog. I gave up being an active rider some time ago to the benefit of my 32-year-old pony, which is now merely enjoying retirement with us.

The Temptation Is Everywhere

Unauthorised price agreements, corruption, careless handling of personal data, accidents at work. Compliance is all about good company management, in particular the observation of legal provisions, guidelines and organisational duties in the company.

Author: Cordula Schönfeld

Today, businesses are organised in a way that allows the risk of dishonest behaviour and breaking the rules to be detected early on and reduced. Breaches of regulation must be avoided through preventative organisational measures for processes and structures (process management), along with training and consultation, supervisory and monitoring activities.

In addition, violation of many standards and official requirements can be punished with fines, profit seizures or even criminal penalties.

At C.A.PICARD, we recognised this trend towards stricter compliance management and sought to highlight the issue among employees. In 2015, we began the "Compliance" project, initially under the leadership of our then Compliance Officer Philipp Becker. Under his guidance, we performed risk analyses for Finance and Accounting, Sales, Strategic/ Technical Purchasing, IT/Data Pro-

tection and HR and Social Affairs, and recorded the potential risks.

In recent months, a heightened awareness among staff has helped to uncover a number of compliance issues.

Although awareness of compliance is increasing, and with it the chances of discovering such cases, the company should not use this as a way to punish and sanction the affected employees. Instead, we should strive to find positive approaches and solutions, and therefore improve the situation for everyone going forward.

In future, process optimisation workshops will take another look at the risks, and develop effective measures with which to combat them. We will also create guidelines for all employees and managers on a range of topics, such as avoiding corruption in business transactions or how to correctly handle gifts and donations. A training programme will help employees act in a legally

compliant manner and answer any questions they may have. Our new website will also soon have additional information about compliance. This will provide helpful information to staff, business partners and others.

Since September 2016, we have also had a new Compliance Officer. Cordula Schönfeld will be happy to answer any questions you may have, and will provide a confidential point of contact should you suspect any breaches of compliance.

Following the rules and preventing breaches of compliance is something we all have to take seriously. With this in mind, keep your eyes and ears open and do not be afraid to ask questions. By discovering potential irregularities, you will be actively contributing to the company's success.

C.A.PICARD FD System

SAFETY FIRST! Even today, extruder users are still using a hammer and a soft copper, aluminium or brass mandrel as standard to replace screw elements in the case of a change of configuration, or cases of wear and damage.

Author: Maik Wingefeld

Should the elements not become loose from the shaft in this manner, heat is applied by way of a gas burner to stretch the element and to enable it then to be knocked down the shaft. However, the excessive heat mostly damages the elements to such an extent that they, now annealed and soft, can no longer be used.



A process that sounds archaic also poses an extremely high hazard, as the manual dismantling process leads time and again to user injuries through flaking or damage to the high-quality screw elements.

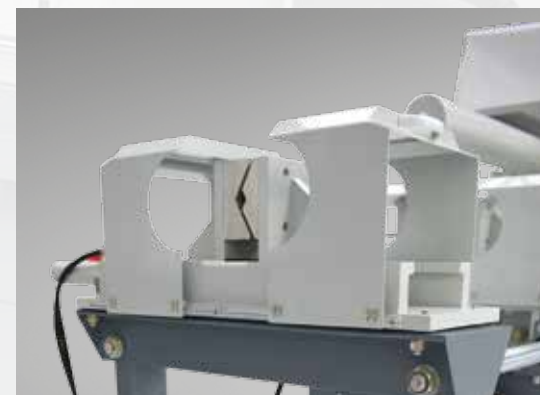


Therefore, C.A.PICARD has been offering for many years the fast dismantling service, protecting both users and the screw elements, in the shape of its in-house developed hydraulic dismantling system as well as the dismantling system itself. With this C.A.PICARD FD system, customers can now reduce the stated hazard sources to a minimum during dismantling.



To live up to the increased requirements of occupational safety, C.A.PICARD has completely overhauled the FD system and thus made the dismantling process even safer. Additionally, the dismantling system is available in a new, very attractive design. All moving prisms and cylinders on the C.A.PICARD FD system have now been equipped with a protective hood. In this way, the shafts can be centred in the three prisms

in a simple and protected manner. The elements and the shaft are secured in the central cylinder, and the elements are dismantled effortlessly from the shaft in the final cylinder in a process that protects the machine and user. An integrated lamp illuminates the process, helping the user to mount the dismantling tools on the elements straightforwardly.



The users of the C.A.PICARD FD system justify this investment not so much in terms of the reduced dismantling times, but with the reduced wastage of screw elements, as the system dismantles the elements carefully and without applying practically any heat. The utmost credo for users is: **SAFETY FIRST!**



C.A.PICARD - Façades

Tradition meets innovation

Authors: Eric Ling and Kenny Ho

The C.A.PICARD Group, with its parent company Carl Aug. Picard GmbH based in Morsbachtal, Remscheid, is a renowned and successful manufacturer of wear parts with a 140-year history in processing different types of steel and alloys to manufacture high-quality products for customers from the widest range of industries.

With its Asian subsidiary, it has entered a completely new market: manufacturing metal parts for luxury shops' façade

projects both in Hong Kong and China.

C.A.PICARD's first project in this business sector was to supply the entire façade for Hermès in Causeway Bay, a large retail area in Hong Kong. C.A.PICARD then completed three further projects, namely Chrome Heart in Beijing, Officine Panerai in Hong Kong and the Ralph Lauren Flagship Store in Hong Kong. Despite C.A.PICARD's expertise in terms of production methods in the field of Plate and Extruder

Technology, the façade - designing of the external area of a retail shop using decorative steel panels - was indeed a new task for C.A.PICARD.

The company is all the more proud to have completed all projects hitherto on time and successfully.

To be able to meet the increasing demand, C.A.PICARD has decided to continue to invest in production in China, namely by constructing a new plant with a greater variety of machines.



Trainee Outing 2016 To Bad Münstereifel

Author: Manuela Koniarski

On Tuesday, 25 October 2016, the apprentices at Carl Aug. Picard GmbH joined their trainers on an outing to the idyllic town of Bad Münstereifel near Bonn.

Sharing cars, we drove to our first destination, the Erft hammer mill in Bad Münstereifel. Here we met up with our fellow apprentices, as well as the trainers from Mon-schau.

The hammer mill gave us some incredible insights into the various methods of producing forged and rolled metal objects. We were able to see how a slab is formed

using a press, for example, and the incredible heat under which the material was heated in the oven. Temperatures here can reach 1,300 °C.

It was also impressive to see the astonishing physical power that goes into forging round bars. In just a few minutes, the smiths hammered a glowing cube of metal into a cylinder, before driving a wedge through it to form a ring-shaped workpiece.

We also gained insights into turning and milling techniques, and found out how the quality of the

end product is tested, for example using ultrasound.

After a tasty light meal in the Brauhaus restaurant, we then moved on to the radio telescope in Bad Münstereifel-Effelsberg. This is the second-largest telescope of its kind in the world. Here we found out about what a radio telescope does and the discoveries that have been made with it.

After a long but enjoyable day, we returned home in the evening. We all agreed that we shouldn't wait three years until the next trip.

Trade Fair Participation 2016

2016 CPCA Show
The 25th China International
PCB & Assembly Show

The 25th China International PCB & Assembly Show was held at the Shanghai New International Expo Centre. We were pleased that our booth was located in an excellent place, right at the centre of the hall.

Total number of exhibitors: 602
Exhibition space: 34,500 m²
Number of visitors: 53,297



Last year, the number of exhibitors increased by 11%, with 6% more visitors attracted than the year before. Although there were significantly fewer overseas visitors except for Korean visitors, there were more domestic visitors from mainland China. This also reflects the overall PCB market situation. More and more domestic PCB manufacturers are being established, and they are becoming ever larger in size.

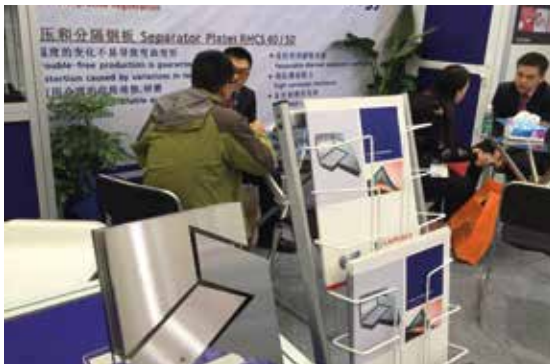
As there is a downturn in the global economy, China has lost quite a lot of overseas orders. What's more, high-end electronic products, such as tablets, smart-phones, etc. started to decline gradually after rapid growth. Once again, with the rising domestic labour costs and exchange rate, China's traditional electronic manufacturing is losing the competitive advantage gradually.

During the exhibition, it was noticeable that some new markets are gaining more and more attention, such as

IC design & testing, internet devices (VR and mobile pay) and automotive electronics.

IC design & testing: China is the largest and fastest growing IC market in the world, with 50% of global market share. However, most of IC was imported (90%). In order to reach an internationally leading level, the Chinese government has changed policy to inject more funding (funding has reached RMB 140 billion so far).

VR (Virtual Reality) hardware: Oculus, HTC and SONY will promote the VR helmet. According to the Digi Capital forecast, the global VR/AR market will reach



US \$150 billion in 2020, in which head-mounted VR hardware will reach US \$2.8 billion, CARG more than 100%. Moreover, some major brands will continue to roll out new VR products such as Facebook, HTC, Samsung and many others. In this way, monitors, virtual displays, and cameras will be products mainly in demand, injecting new momentum into electronics as well as PCB industries.

Mobile pay will be an irreversible trend in future, as Apple Pay, Android HCE and China Mobile are developing NFC applications. Related hardware such as NFC chips, NFC antennas, NFC sim cards and POS machines will be required for this.

Automotive electronics: intelligent, electronic and driverless vehicles will be the new market trend. Automotive electronics applications will permeate from high-end models to low-end models. Vehicles running on new fuels will increase the proportion of automotive electronics,

which is expected to reach 50% in the future (currently around 18%). According to recent statistics, China's automotive electronics industry reached about RMB 450 billion and will maintain a growth rate of about 20% in the coming three years. At the same time, human computer interaction as a core of the new products continuously pushes automotive electronics innovations, such as HUD car displays, UBI car insurance, with China having the low cost advantage. Furthermore, the car companies are continuing to promote driverless vehicle systems software, such as Google, Mercedes-Benz, BMW, etc. Touch screens, sensors, and LED lights will be the products presenting great opportunities.

Overall, there are many exciting pieces of news learned from the show and we were pleased to see technology developing at a high pace. We believe that the Chinese electronics industry is experiencing a new breakthrough opportunity and it is our fervent hope that PCB/electronics as a whole will reach another peak level.

IPC APEX EXPO 2016

Attendance was up again last year to 4048 attendees at the IPC APEX EXPO at the Las Vegas Convention Center in Las Vegas, Nevada, USA from March 15–17, 2016. 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.



Mark Fink met with a program manager and engineer from Johns Hopkins Applied Physics Lab (APL) and discussed their recent installation of an advanced C.A.PICARD 8-camera post-etch punch. It has been our privilege to supply tools and machinery to APL for more than 25 years. The world watched in wonder this

year as APL's New Horizons mission (pluto.jhuapl.edu) hurtled past Pluto and sent back the first high resolution images of that distant icy world. But for us, the mission's success is even sweeter, because C.A.PICARD tools and machines were used in the fabrication of the circuit boards in New Horizons. We will continue to support APL's circuit board production and look forward to the success of APL's unprecedented mission into the sun's corona in 2018 (solarprobe.jhuapl.edu).

These missions are certainly extraordinary, but it is normal for us to care about what our tools and machinery do for our customers. It is not enough for our products to be thoughtfully designed and built with passion and precision. We want our customers to succeed with our products. When a tool or machine goes into a crate for shipment to the customer, this is not the end of the story - it is the beginning. Let's see how far C.A.PICARD tools and machinery can take your business.

5th Plastic Japan

The 5th Plastic Japan took place in Tokyo from 6 to 8 April 2016. There were approximately 120,000 visitors on the fair. Some potential customers visited our booth, where we presented our barrel measurement device via video for the first time.



CastExpo 2016

For the eighth time in company history, C.A.PICARD exhibited at the CastExpo displaying our various wear parts and solutions for the foundry industry. C.A.PICARD displayed parts for molding machines (chamber plates, wear sheets, capping strips) as well as items for other equipment. These included hardened

liners, ceramic/carbide plows, urethane liners, and shafts for sand mixers/mullers as well as shot blast cleaning equipment.

The exhibition which was held from April 16-19 is hosted by the American Foundry Society and is the largest trade show and exposition for metal casting in the Americas. 460 exhibitors displayed the latest and greatest innovations to over 6,000 attendees. Although the show is focused towards metal casting industries in the Americas, there were a large number of visitors from over 17 different countries in attendance as well. The CastExpo is held every three years typically in the mid-west or southern part of the United States which is where a majority of metal casting industry in North America is located. Last year's location in Minneapolis was the first time in the history of the show that it was held in a northern area of the USA.

Overall, the show was a tremendous success as we not only were able to meet with many of our existing customers, but also were introduced to several new foundries/customers that had built new facilities over the past 18-24 months. We certainly look forward to



participating in CastExpo 2019 which will be held in Atlanta, Georgia from April 27-30, 2019.

ChinaPlas 2016

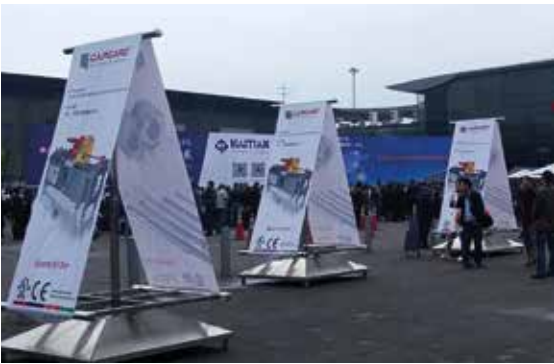
The 30th edition of ChinaPlas ended successfully in May 2016. As Asia's largest plastic and rubber trade fair, it alternates its site between Shanghai and Guangzhou annually. Last year in Shanghai, it attracted 148,575 visitors with a growth of 15.8%, despite some rainy days during the exhibition period.

No. of visitors: 148,575 / increase by 15.8%
Foreign visitors: 39,454 / increase by 12.4%
Domestic visitors: 109,121 / increase by 17.1%

ChinaPlas is always regarded as a good platform for manufacturers as well as customers for up-to-date technology development with regard to manufacturing processes, equipment enhancement, as well as raw materials science and technology.

Currently, China's overall economy is slowing down; the plastic market is growing gradually to maturity and is undergoing a process of a survival of the fittest. The business environment has become much more competitive. Over the years, suppliers and customers have increased their capacities due to the ever-increasing demands. With the situation today, there is a surplus supply compared with the overall demand, which results in price cuts in the whole supply chain, e.g. upstream manufacturers to downstream manufacturers, including our customers.

Nevertheless, C.A.PICARD maintains its comparatively competitive edges by means of best-cost performance and services. As always, C.A.PICARD keeps top-quality



products as the utmost priority, and we maintain strict process control and in-house manufacturing to ensure the best cost effectiveness and knowledge of offering trusted products that customers are willing to choose. At this exhibition, other than our well-known traditional products, such as screw elements, barrels, barrel repair service and shafts, we promoted several new items.

- Our new version of FD system (Flexible Dismantling to strip off screw elements from shafts) which, with the PLC control, is already certificated with UL and CE respectively.

- Our BMD system (Barrel Measurement Device), which is also certificated by CE.
- A larger size rotary cutter made on our new CNC machine.
- Bi-metal cutting blades and cutting knives for various types of pelletisers.

We were pleased to have had a successful exhibition. Besides the opportunities to meet customers, we also created a lot of publicity for our products and services, with interest coming from new customers and visitors from home and abroad.

We are looking forward to continuing to work with global customers and having interesting discussions with them.

EUROSATORY 2016

The EUROSATORY international security and defence trade fair took place from 13 to 17 June 2016. The trade fair, which formerly was dominated by defence technology, has since developed to become a more balanced security and defence fair. On this occasion, the great importance of this biannual trade fair was evident again.

A total of 1,572 exhibitors from 56 countries showcased their products. Almost 57,000 visitors from 151 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. A possibility was also presented for the first time to obtain from the C.A.PICARD company curved components for the highest ballistic demands on protected vehicles.

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 11 to 15 June 2018.

K 2016

The international plastics and rubber industry met again at the “K Messe” trade fair in Düsseldorf from 19 to 26 October 2016. The K Messe takes place every three years, and is an important meeting place for a wide range of business areas.

Author: Maik Wingenfeld

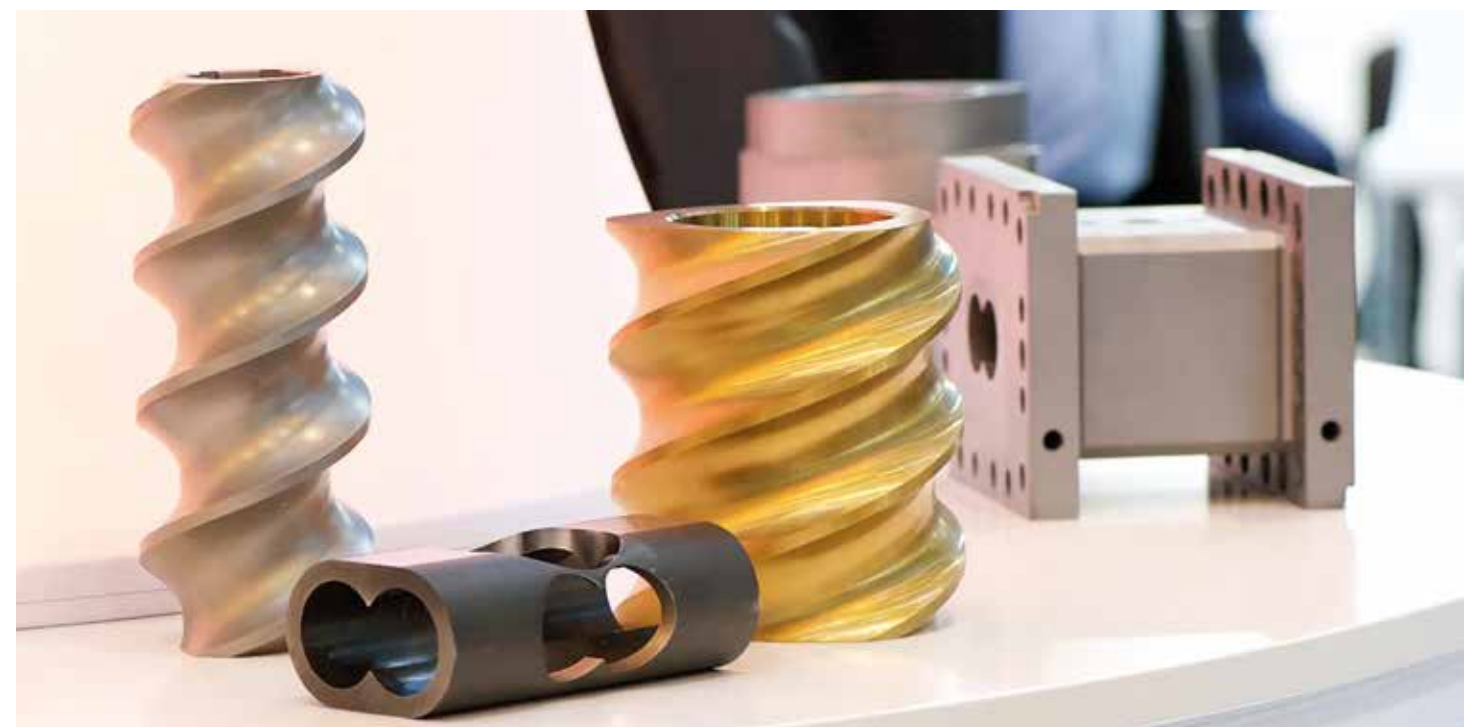
K 2016 welcomed a total of 232,053 visitors from over 160 countries, mostly trade visitors from the industry. 29% of visitors came from the host country Germany. The remaining 71% was made up of visitors from Europe (58%), Asia (25%), America (12%), Africa (4%), and Australia/Oceania (1%). Italy, the largest plastics processing market in Europe behind Germany, had the same proportion of visitors (6%) as the Netherlands and India. There were also significantly more

visitors from Iran at the K Messe, and at the C.A.PICARD exhibition stand, than in 2013. The majority of trade visitors were interested in innovations and trends, machines and equipment for the plastics and rubber industry, as well as raw materials and supplies. Another important reason for visiting the trade fair was to network with potential suppliers and business partners.

Of the 3,293 exhibitors, 1,038 came from Germany.

The remaining 2,255 exhibitors were made up of representatives from 60 countries. At the previous event in 2013, 218,000 visitors and 3,220 exhibitors took part.

K 2016 benefited from the growing consumer market worldwide, the healthy economic situation of the plastics and rubber industry, as well as the positive outlook for the future.



C.A.PICARD -
a magnet for visitors

C.A.PICARD once again exhibited at K Messe with a redesigned stand, where its 20-head international sales team welcomed customers.

Europe sales team

Jörg Vogel, Frank Darmann, Marcel Di Nardi, Marvin Herzog, Maik Wingenfeld, Daniel Costa, Patrick Helmig, Tabea Laassoule, Karina Pufal, Valentina Gavardi and Cristina Teobaldelli

Asia sales team

Eric Ling, Kei Yabe, Jessica Kam, Dilys Sin, Aki Narita and Yas Uemura

USA sales team

Harold Buff

Representatives

Tomer Gordon, Israel
Eric Gozin, France

Mr Josef Posniak (Spokesman of the Management Board) and Mr Michael Busenbecker (Head

of Design & Development) were also very frequently involved in customer discussions. Josef Posniak described his impression of the trade fair with the words: “The continuing positive market situation in the plastics processing industry has also been reflected at K Messe. Consistently positive feedback from the market confirms that, by positioning ourselves as a complete supplier and service provider in the field of Extruder Technology, as well as by investing in this product area, our company is on the right track.”

The C.A.PICARD stand was visited by 132 registered customers from 28 countries. The largest share of visitors (55 in total) came from the home market of Germany.

The C.A.PICARD FD system attracted particular attention, as most extruder users still remove elements and make configuration changes manually. The FD system on display had previously been ordered by Covestro, Italy, who kindly allowed it to be exhibited at the fair.

Many customers were also interested in the barrel wear measurement system developed by C.A.PICARD (Barrel Measurement Device or BMD for short), as documenting the wear history of barrels is extremely useful for preventive maintenance and budget planning.

Apart from extruder manufacturers, C.A.PICARD is the only alternative supplier in the world which actually produces all extruder components in-house and distributes them through its worldwide sales team. In addition to processing parts such as screw elements, barrels, liners, shafts, die heads and die plates, C.A.PICARD also offers comprehensive services including barrel repair, liner changes, shaft dismantling and assembly, as well as barrel wear measurement and material consultations.

The next K Messe will be held in Düsseldorf from 16 to 23 October 2019.

Sales Office Italy



... I know that you'll scarcely be able to believe it, but to a certain extent the decision to return to Italy with the task of managing the Italian market for C.A.PICARD in some aspects was more difficult than deciding to leave everything behind in 2012 for an adventure in Germany.

Author: Valentina Gavardi

I of course cannot deny my joy when I think back to when my boss Jörg Vogel spoke to me and afforded me this opportunity. I was so flattered that I was immediately overcome by the great desire to accept this offer. However, I admit that at the same time I had questions going through my head that did concern me: Will I be able to do it, will I be able to live up to this task? And what if I were to fail ...?

Then I started to think rationally and, just like four years before, I loaded up my car again and drove back to Milan. I connected the PC and the printer, and off I went!

I admit that my impulsiveness and my impatience were not a

great help, and I found the initial period to be very stressful. It was not easy to organise the work and keep interpersonal relationships intact while the colleagues were 900 km away.

Despite all initial difficulties, the first year for the Italian sales office was a resounding success. With my new, very capable and experienced colleague, Ms Cristina Teobaldelli, the task now is to secure what we have already achieved and to further build on this. Without any further ado, let's get going!

After just over a year now, I think I have gained a new awareness and level of maturity. It goes without saying that I still need

to keep working hard on these areas. However, although my thoughts are concentrated on my work, I am aware of having a good team behind me, prepared to support me when it comes to difficulties.

This experience was unique. I hope to continue on my path to the best of my abilities, and in so doing, to acquire new competencies as I go.

All that remains is for me to reiterate my gratitude in saying "Thank you for everything!"



Occupational Health At C.A.PICARD

When it comes to creating an environment that motivates employees and protects their health, it is not enough for employers to just meet the statutory requirements, also known as corporate integration management.

Author: Cordula Schönfeld

Given current demographic changes, it is more important than ever for companies like C.A.PICARD to keep all staff fit and healthy for the long term. The success of the company depends to a large extent on the health and productivity of its employees.

This led to the launching of the company health management project in summer 2015.

Health management at C.A.PICARD means promoting health in the company.

C.A.PICARD has already introduced and implemented a range of health promotion measures for employees. These aim to reduce absences, detect the work-related causes for illnesses and develop solutions together with staff, in order to prevent future incapacities. These measures include health days, back exercise courses and check-ups.

In future, there will also be nutritional advice, which alongside the permanent healthy options in the new company canteen will help increase the focus on healthy eating and nutrition.

A health day or information event on healthy nutrition should therefore be seen as just an introduction to the topic. Improving the health of every single employee requires sustainable measures and a new way of thinking. But health management at C.A.PICARD should not end after this project. In fact, we want it to grow further and develop.

In November 2016, for example, we hosted our first "Fruit Day". Staff were given locally grown fruit to give them the vitamins they need to stay healthy through the cold winter months.

2016 Anniversary Celebrations

In time-honoured tradition, employees from Remscheid and Monschau who celebrated work anniversaries in 2015 were honoured in 2016, while we said goodbye to a handful of retiring colleagues.



Thomas Brandt, Rainer Pankauke, Adam Tomanek, Michael Tooten, all celebrating their 25th anniversary

Remscheid

Restaurant Schützenhaus, 11 February 2016



Joachim Carl, Retiring; Christoph Ervens, 25th anniversary; Georg Jansen, Retiring; Thomas Johnen, 30th anniversary; Franz Müller, 40th anniversary; Michel Russo, Retiring/35th anniversary; Dietmar Stollenwerk, Retiring

Monschau

Landgasthof Gut Marienbildchen, 18 February 2016

Apprenticeship

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

Author: Corinna Grebel

Final examination passed in 2015

- Remscheid plant
- Christine Laffin (Industrial Clerk)
 - Marcel Miemus (Cutting Machine Operator)
 - Cora Mühlbauer (Technical Product Designer)
 - Burak Mutlu (Machine and Plant Operator)
 - Lukas von Rekowski (Cutting Machine Operator)

Apprenticeship start in 2015

- Remscheid plant
- Jan Hasenbein (Machine and Plant Operator)
- Monschau plant
- Lucas Jansen (Cutting Machine Operator)
 - Peter Müllenders (Cutting Machine Operator)

Final examination passed in 2016

- Remscheid plant
- Daniel Becker (Cutting Machine Operator)
 - Patrick Helmig (Industrial Clerk)
 - Michail Morasch (Cutting Machine Operator)
 - Okan Mutlu (Machine and Plant Operator)
 - Anselm Severin Schulz (Industrial Mechanic)
- Monschau plant
- Jannis Frantzen (Cutting Machine Operator)
 - Kai Harzheim (Cutting Machine Operator)

Apprenticeship start in 2016

- Remscheid plant
- Marc Heckemüller (IT Specialist)
 - Manuela Koniarski (Industrial Clerk)
 - Enes Temiz (Machine and Plant Operator)
 - Ebubekir Ünapolat (Cutting Machine Operator)
- Monschau plant
- Yannick Jakobs (Cutting Machine Operator)
 - Marvin Lauscher (Cutting Machine Operator)

Final examination passed in 2017

- Remscheid plant
- Fatih Ceyhan (Cutting Machine Operator)
 - Christina Görtz (Industrial Clerk)
 - Jan Hasenbein (Machine and Plant Operator)
 - Burak Mutlu (Industrial Mechanic)
 - Mateusz Nowicki (Cutting Machine Operator)
 - Daniel Schmitz (IT Specialist)
- Monschau plant
- Robin Grundbrecher (Cutting Machine Operator)
 - Marvin Kneer (Cutting Machine Operator)
 - Florim Limani (Cutting Machine Operator)
 - Nico Piana (Cutting Machine Operator)

Almost all of the apprentices have been able to be retained with the company now in an employment relationship. We would like to extend our heartfelt gratitude for their commitment and the commitment of the tutors. We are delighted that once again we have obtained stellar and committed skilled employees for the company.

The shareholders, management and staff wish the new apprentices a good start to their working lives and much success in the future!

For the upcoming final examinations, we would like to wish the following apprentices once again a lot of staying power in preparing for the examination and the best of success in the final examination:

- Remscheid plant
- Patrick Kahlen (Electronics Technician, February 2018)
 - Waldemar Krämer (Industrial Mechanic, February 2018)
 - Eduard Schweigert (Cutting Machine Operator, February 2018)
 - Enes Temiz (Machine and Plant Operator, August 2018)
- Werk Monschau
- Mario Offermann (Industrial Mechanic, February 2018)

Apprentices Remscheid 2016
Manuela Koniarski and Marc Heckemüller



Apprentices Remscheid 2016
From left to right: Mateusz Nowicki, Waldemar Krämer, Patrick Kahlen, Jan Hasenbein, Burak Mutlu, Eduard Schweigert, Christina Görtz, Daniel Schmitz. Unfortunately, Fatih Ceyhan, Enes Temiz and Ebubekir Ünapolat were unable to attend the photocall.



Apprentices Monschau 2016
From left to right: Marvin Lauscher, Nico Piana, Mario Offermann, Marvin Kneer, Yannick Jakobs, Florim Limani, Peter Müllenders, Lukas Jansen. Unfortunately, Robin Grundbrecher was unable to attend the photocall.

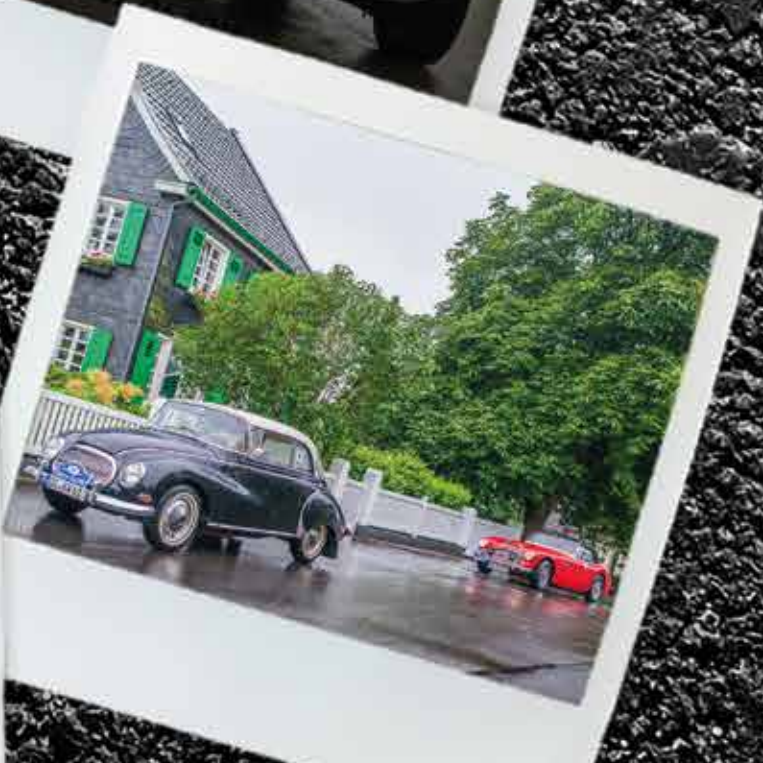
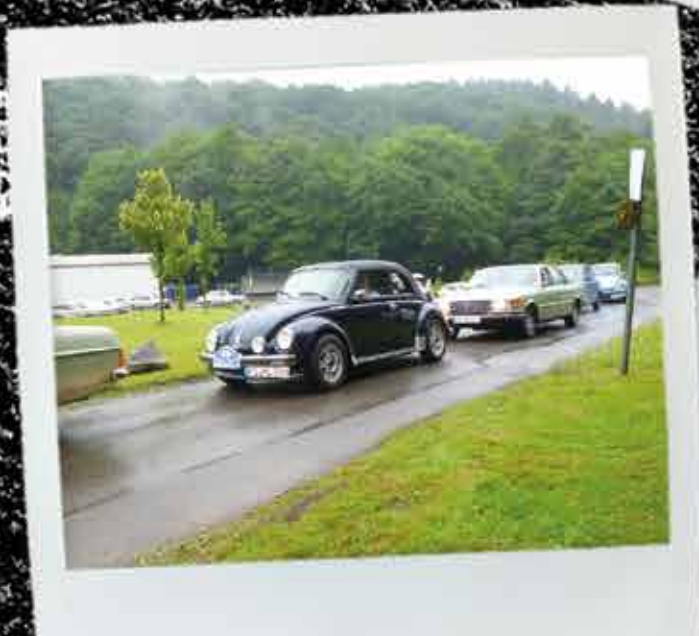
12th Hasten Historic

“What a water fight!”
A vintage car rally in the rain? That’s nobody’s cup of tea! Surely none of the organisers expected that the Hasten Historic 2016 would be beset with such cold and wet conditions. It’s also certainly not wide of the mark to claim that such inclement weather is the worst thing that can befall those staging an event ...

Author: Jochen Schnell



In keeping with the German saying “There’s no such thing as bad weather, just the wrong clothes”, some of the almost 100 registered competitors decided it was better to leave their refined automobiles - predominantly cabriolets - in the garage. Therefore, all the competitors who drove the course anyway and made it to the finish deserve a big pat on the back. It’s just a shame that the vintage cars and the landscape were not able to show off their beautiful side amid such weather conditions. That notwithstanding, we have compiled some impressions of the Hasten Historic 2016 for you on these two pages, as well as including some photos from the last few years where the weather cooperated somewhat better. Meinhard Rittmeier and his son Marvin from Wermelskirchen scooped last year’s overall victory.



Anniversaries 2017

10 years

Yanying Chen	Jiangmen
Zongnan He	Jiangmen
Bohui Huang	Jiangmen
Mon Kuang	Jiangmen
Mingzhu Li	Jiangmen
Chaocheng Liu	Jiangmen
Qinghua Liu	Jiangmen
Joy Lu	Jiangmen
Joicy Luo	Jiangmen
Yaolin Tao	Jiangmen
Haihong Xie	Jiangmen
Flora Xiong	Jiangmen
Leo Hermanns	Monschau
Marco Jansen	Monschau
Gary Kloster	Monschau
Davut Eraslan	Remscheid
Bilge Karaer	Remscheid
Wilhelm Morasch	Remscheid
Frank Nölle	Remscheid
Dirk van de Kolk	Remscheid
Markus Wotzka	Remscheid

20 years

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

25 years

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

30 years

Michael Carl	Monschau
Cengiz Akdere	Remscheid
Kamil Saba	Remscheid
Frank Simon	Remscheid
Stefan Tix	Remscheid
Ziya Tutkun	Remscheid

35 years

Siegfried Toussaint	Monschau
---------------------	----------

Trade Fair Dates 2017

INTERPLASTICA



24. - 27.01.2017
Moscow, Russia

IPC APEX EXPO 2017



14. - 16.02.2017
San Diego Convention Center
San Diego, California, USA

Cfia Rennes 2017



07. - 09.03.2017
Parc-Expo de Rennes-Aéroport
Rennes, France

CPCA 2017



International Electronics
Circuits Exhibition
07. - 09.03.2017
National Exhibition
and Convention Centre
Shanghai, China

6th PLASTIC JAPAN



05. - 07.04.2017
Tokyo, Japan

ChinaPlas 2017



The 31st International Exhibition
on Plastics and Rubber Industries
16. - 19.05.2017
China Import & Export Fair Complex
Pazhou, Guangzhou, China

fip solution plastique



Le salon de la plasturgie en
France
13. - 16.06.2017
Lyon, France

5th PLASTIC OSAKA



20. - 22.09.2017
Osaka, Japan

Fakuma 2017



17. - 21.10.2017
Friedrichshafen, Germany

International Plastic Fair



24. - 28.10.2017
Tokyo, Japan

productronica 2017



14. - 17.11.2017
Munich, Germany

Plate Technology

Extruder Technology

Imprint

Publisher:
Carl Aug. Picard GmbH
Hasteraue 9
42857 Remscheid

Edit by:
Andreas Meise
Cordula Schönfeld
Andrea Schröder

Person responsible:
Andreas Meise

Production & Design:
oh! Design- und
Beratungsagentur,
Remscheid

Pictures:
Carl Aug. Picard GmbH,
oh! Design- und
Beratungsagentur,
Remscheid,
Fotolia.de,
IQX Systems GmbH

Print:
paffrath print & medien
gmbh, Remscheid

Editorial office:
Carl Aug. Picard GmbH
Hasteraue 9
42857 Remscheid

E-mail:
redaktion@capicard.de



C.A.PICARD®
INTERNATIONAL

www.capicard.de

Carl Aug. Picard GmbH
Hasteraue 9
42857 Remscheid
Germany

Carl Aug. Picard GmbH
Hans-Georg-Weiss-Str. 14
52156 Monschau-Imgenbroich
Germany

C.A. Picard, Inc.
305 Hill Brady Road
Battle Creek, MI 49037
USA

C.A. Picard, Inc.
1206 E. Broad St.
Elyria, OH 44035
USA

C.A. Picard Far East Ltd.
20 Dai Fu Street
Tai Po Industrial Estate
Hong Kong

C.A. Picard (Jiangmen) Co., Ltd.
Erheshan Ind. Zone, Baisha, West District
Jiangmen, P.R.C., Guangdong Province
Postcode: 529000, China

C.A. Picard Plastic (Jiangmen PRC) Co., Ltd.
Zhong Xin Road 1#, Jiaotou No. 1
Industrial Park, Jianghai Estate, Jiangmen P.R.C.,
Guangdong Province, Postcode: 529040, China

C.A. Picard (Suzhou) Representative Office
Room 1709, 17th Floor, Block 3
Suzhou International Science and Technology Building
No. 112 South YingChun Road, Chengnan Street
Wuzhong Economic Development Zone
Suzhou, Jiangsu Province, P.R.C.
Postcode: 215168, China

C.A. Picard Japan Co., Ltd.
Ishii Bldg. 2F, 3-12-70 Kamiaoki
Kawaguchi City
Saitama 333-0845, Japan

C.A. Picard Japan Co., Ltd.
Kobe Branch Office
Little Brothers Rokko Bldg. 5F-D
1-3-19 Morigocho, Nada Ku, Kobe
Hyogo 657-0028, Japan