

All Around Franke



02/2021 The magazine for employees and partners



Future by motion

Franke becomes an agile Technology Company

Current: New corporate mission statement for 2025

Sales DACH: First meeting in Aalen in 2 years

Goals: Direction and content for the future

Training: New apprentice generation at the start



^ Insert in the magazine:
Guidelines, values, vision and goals of Agenda Franke
2025 summarized for you in an extra flyer

< Cover image:
Future by motion has many aspects at Franke. One
of them is the way to work. Sven Schneider uses the
new EuroRad service (more on this on p. 23).



Daniel Groz & Sascha Eberhard

Dear employees,

Courage to change“ - this is the guiding principle by which we approached the year 2021. Franke is doing very well. All relevant key corporate figures are on track. In terms of order intake as well as sales, the forecast for 2021 has been adjusted upwards for the second time and we are heading for a record year with sales > 50 million euros.

Franke now employs more than 300 people. In addition to personnel and machinery, investments are going into digitalization and, probably from 2022, into the new construction of Plant 6.

In recent years, we have created a healthy basis with our **Franke 2020** agenda to build the future of the company on. Now is the time to take the next step into the future: Welcome to **Franke 2025 - Future through Movement!**

„Every Change starts
with a Vision.“

Numerous measures in the areas of investment, organization and culture have helped to make our company powerful and agile in recent years. This is currently benefiting us greatly. The demands of the markets are enormous and in 2021 we will set the sales bar more than 20% higher than in the previous year. Our defined processes and procedures enable us to react quickly, to quickly train new colleagues in the procedures and to satisfy the demand of our customers with a workforce of now more than 300 employees. We are aware that the company is currently running at maximum capacity and that every department is under power. To a certain extent, this is probably the price we have to pay for our joint success. Franke has become a demanded brand.

To ensure that this development remains sustainable and that we continue to be successful in the coming years, we need to think strategically and look ahead. We have chosen the rocket as the symbol for our strategy up to 2025. *Rocket Science* continues to be synonymous with maximum dynamism, progress and complexity. We are convinced that the new strategy will point us in the right direction: **the path to becoming an agile technology company.**

Numerous examples from administration and production that we have compiled for you in this issue of All Around Franke show that we are already moving in this direction. It is great to see how things are changing at all corners and ends of the company. With this agility, we have come through the Corona pandemic very well so far and have also been able to meet the increased demand for our products - especially in medical technology.

We would like to thank you for your commitment, wish you a lot of fun with the new All Around and look forward to shaping the future of the company together with you.

With best regards,

Daniel Groz
Managing Director

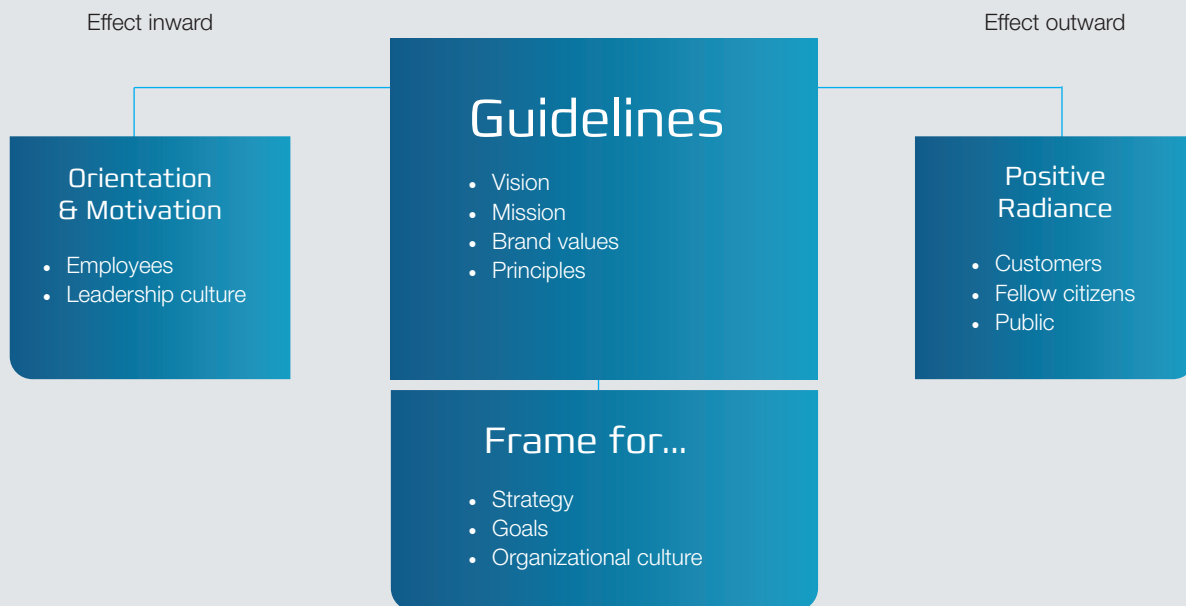
Sascha Eberhard
Managing Director



Cover story: Our new guidelines for 2025

Mission, vision, strategy

A special issue is enclosed with this edition of All Around. There you will find all the information on our new **Franke 2025** guideline. To ensure that we all understand the same thing, the most important terms are briefly explained here:



What is a guideline?

A guideline is a description of a company's self-image and basic principles. It describes the mission and vision of an organization and forms the framework for strategies, goals and operational actions.

Internally, a mission statement provides orientation for actions both for the company and for each individual employee. It has a motivating effect and promotes a sense of community.

Externally, it makes clear what a company stands for and has a positive effect on maintaining and expanding business relationships.

What is a vision in the business sense?

A vision is the strategic orientation of a company. Our vision for the year 2025 is: **Franke is an agile technology company!**

What is a mission?

Our mission describes Franke's core business. It is the meaning and purpose of our daily work. The Franke mission is: **With our invention of the wire race bearing, we help our customers to be innovative.**

What are brand values?

Our brand values stand for the basic convictions to which we are committed in our daily dealings. They apply internally and externally and are: **Agility, Competence, Team Spirit, Reliability and Innovation.**

What are the principles?

With the principles, we describe **what we do, how we work** and what is probably most deeply anchored in an organization: **What we work for and what drives us.**

Summary **Guidelines Franke**



Vision

Franke is an agile technology company

Goals until 2025

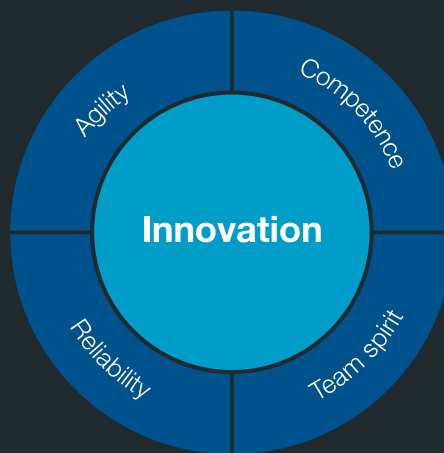
We are innovative, digital, efficient & sustainable. We work together as a team.

Mission

With our invention of the Wire Race Bearing, we enable our customers to be innovative.



Brand values



Principles

Why do we do it?

We want to move things: technical innovations, the development of personal potential and the development of good human relationships.

How do we do it?

We support our clients super-individually with our creativity, expertise and care at every stage of the collaboration.

What do we do?

We develop and produce ideally fitting bearing solutions for rotary and linear applications - including consulting, engineering and service.

One of the topics at the first **presence company meeting** in two years:

Future by motion

Special events require special measures, - so last year we set up a digital works meeting for the first time. This year, the current situation fortunately again allowed us to hold a works meeting live & in color under Corona conditions. Adapted to the Corona rules, the works meeting was spread over five events to keep the groups of participants as small as possible.

The main part of the event was the management report. Since every change begins with a vision, we set ourselves the goal of becoming an agile technology company in the coming years. To support this path, the motto of Vision 2025 is „Future by Motion“. Not only Franke's wire race bearings and linear systems are moving, but also the entire company is gearing up for the future by motion and openness to new things.



The new guideline was prominently displayed. The posters have since been distributed throughout the company.



The company meeting was held in Plant 6. There is still enough room here for larger groups to meet.

Asked: How did you like the company meeting?

Jolante Matusch (Shipping): What I particularly liked about the company meeting was that we were finally able to meet „for real“ again, even if in small groups for the time being.

The thing that stuck in my mind most was that the order situation at Franke is very good. I'm particularly pleased about that, because things are looking different in some other companies in Aalen at the moment, which means that our jobs are secure. I also have fond memories of the changes for Plant 6.

Sarah Schneider (Purchasing): Personally, I liked the fact that the company meeting could once again take place in the presence of the employees, because in my opinion you perceive the contents in a completely different way. I remembered many points, such as the fact that the number of our employees is constantly increasing. That is always a very positive aspect, because employees are very important for the company.

I associate „Future by Motion“ with the fact that you can only progress and grow by motion. This is very important for the company, but also for oneself. At the next company meeting, the sound technology could be improved because not everyone was understood equally.



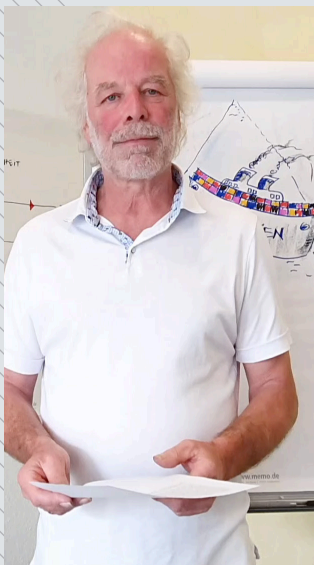
Peter Kovac (Guide manufacturing):

What I liked about the company meeting was that it was a face-to-face event. What I noticed positively was that clear goals were defined for the future and that investments are planned for the next generation, e.g. machines, new construction or digitization.

What I remember most is the topic of appreciation and communication at eye level. Because we can't make a difference in the future alone, but only in the community! After 35 years at Franke, I still can't feel any standstill, and that's exactly what I understand by „Future by Motion“.

Kai Kratschmann (trainee): I liked the company meeting - especially the T-shirts! I also found Dr. Siedler's presentation very interesting. I associate „Future by Motion“ with the fact that a small improvement every day can make a big difference. For the next time the sound should be improved, because unfortunately you could not understand everything so well in the back.

Comment



Dear employees at Franke,

At the last company meetings and in the subsequent discussions, I was able to get a clear picture of the direction Franke is taking in the future. I was convinced by the concepts presented. They start with the customer and end with the customer. And throughout the process, you play a decisive role with your experience.

From my experience, however, I know that change often initially causes unease, uncertainty and reticence. Where will the journey go? Because if what was shown in the meetings is more than just mind games, the familiar everyday life and the ingrained routines will be put to the test. From my experience, however, I also know that it is really fun to change one's own role, to expand one's scope of action, to be inspired by something new, to come to eye level.

The future is an untrodden path. Take a bold step onto it. Then the little Franke rocket can take off with you. All the best to you

Your Dr. Rolf Siedler
Company chaplaincy Aalen

Our
Goals

until

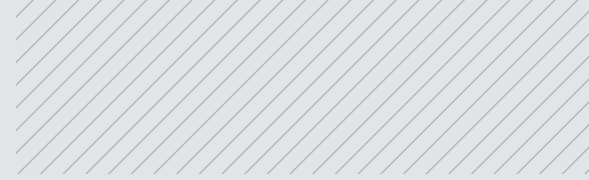
2025



To bring a guideline to life and translate it into reality, we need concrete goals and measures. Our goals can be divided into four major areas.

1. We are innovative
2. We are digital
3. We are efficient and sustainable
4. We work together

In the following, the goals are explained in more detail and examples of their implementation are shown.



1. We are innovative



Innovation is our brand essence - creating something new and looking at things from different angles and improving them is the linchpin of our company history. The innovative approach of our company founder Erich Franke to the compact bearing of an antenna head led to the invention of the wire race bearing and ultimately to the foundation of the company.

Today, we define the term innovation more broadly. It's not just a matter of constantly rethinking products, but also their manufacture, ways of working and processes, and also the way people act in teams today and find new solutions.

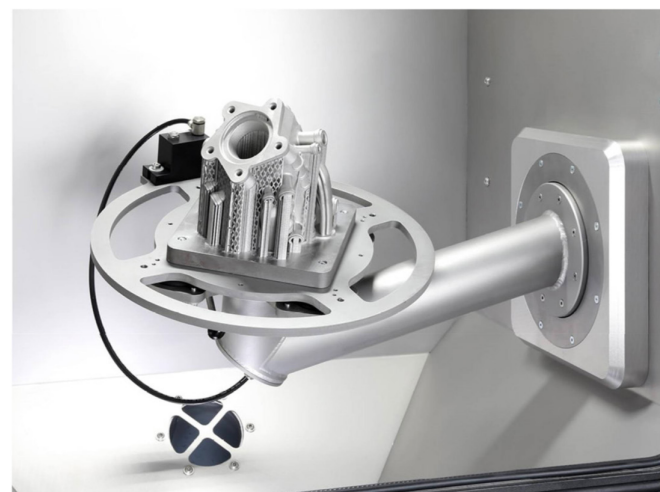
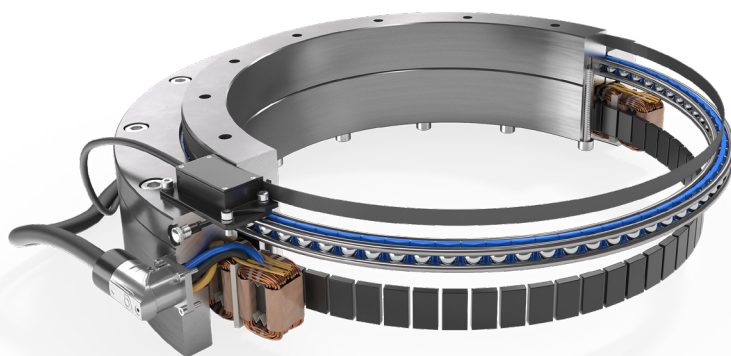
Being innovative therefore means for us:

- **Wir try out new things and learn.**
- **We meet challenges with new ideas.**
- **We rely on innovative technologies and processes.**
- **We create a working environment that promotes creativity and innovation.**

Examples for innovative approaches:

1. New products

In addition to expanding the standard series, such as the Franke Torque, we are constantly designing and manufacturing exclusive, customer-specific components. For example, to support a workpiece holder in a cleaning system for 3D-printed components.



2. Innovative solutions

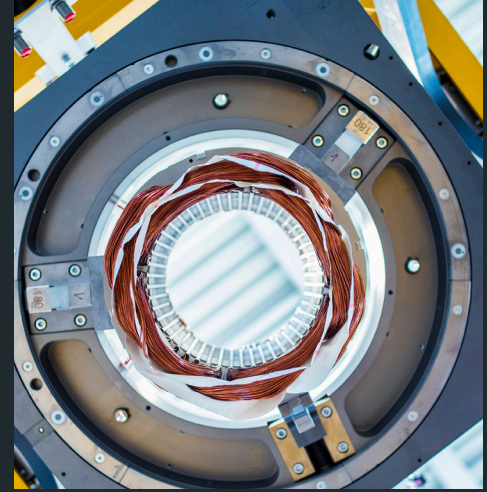
Together with selected customers, we present specially adapted bearings and linear systems in the customer stories that have contributed to solving customers' problems.

Customer stories are the best proof that our customers appreciate our engineering and manufacturing skills. They only get involved because they are convinced of Franke.

We continue to work on winning over as many customers as possible and inspiring them with our innovative solutions.

Storytelling in reverse

The storytelling format is also very popular with our business partners. After the machine tool manufacturer DMG Mori, who created a story together with us (also to be found on the Franke website), the company RUD Ketten was recently our guest to stage a new generation of slings. Franke CT bearings are very well suited for this purpose and are a real eye-catcher on RUD's hook.



3. Explanatory and company videos

Who we are and what we can do must be made known. Today, moving images are state of the art. Our explanatory and company videos help our customers to understand the technology of the wire race bearing.

Furthermore, we convey to them an image of the company itself that is based on our brand values: innovative, competent, agile, cooperative and reliable.

Here you get directly to the company video:



4. New machines & processes

We are innovative at the process level. The best example: The DMC Evo 80 ordered for Plant II.

Features:

- High-precision complete machining (incl. gear cutting and measuring) of steel and aluminum parts
- For single and small batch production
- By means of magnetic, zero-point clamping technology
- 7-fold pallet changer

The delivery date for the machine is in the fall of 2021, The investment amounts to over 1 million €.



2. We are digital



Digitalization is an important step in securing the performance and competitiveness of our company. 2019 was the year of digitalization at Franke. We launched important projects in good time before Corona and were thus able to communicate and produce efficiently even during the pandemic.

For us, being digital means:

- We use the opportunities and benefits of digitalization everywhere in the company.
- We master our digital tools securely and efficiently.
- Business processes are transparent and understandable for employees and for our customers.
- We promote, explain, and sell Franke solutions via digital channels.

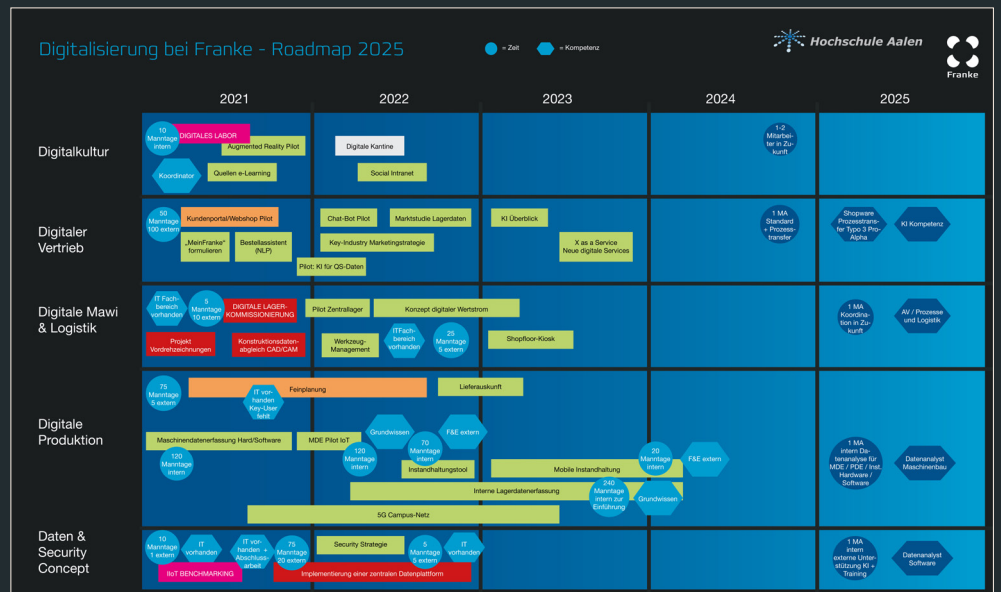
1. Digitalization

Projects for the next few years are listed in a road map

In 2021, we launched the Industriescouting 4.0 workshop series as a sponsored project. In 5 days, a team from Franke, the university, and external consultants developed a road map for digitalization up to the year 2025 that was tailored to Franke.

The focus areas are:

- Digital culture
- Digital distribution
- Digital materials management and logistics
- Digital production
- Data & security



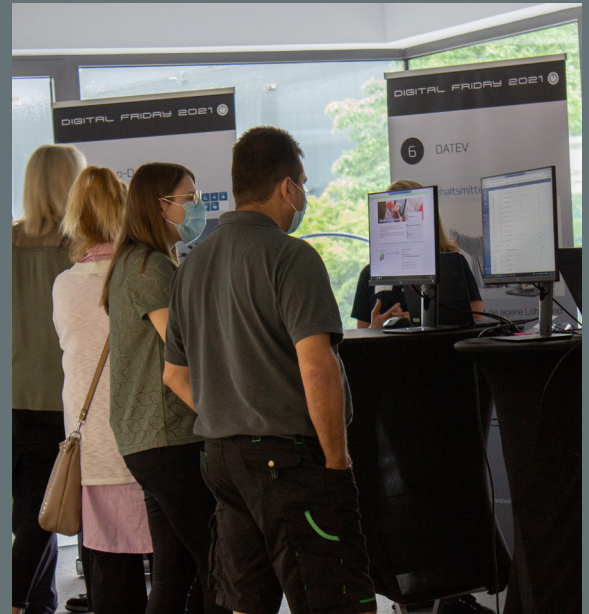
2. Digital culture

DIGITAL FRIDAY 2021

Digitalization must reach people if it is to reap its full benefits. Introducing new digital systems is therefore only half the battle. It is at least as important to take the employees with us.

The „Digital Friday 2021“ series of events in July was a training fair for everyone at Franke. All the important programs were presented and explained by those responsible.

Many positive comments from visitors and the frequently expressed desire to hold such events on a regular basis testify to the importance and success of the event.



The Orga-Team, f.l.: Karl-Heinz Schmid, Florian May, Thomas Hägele, Jürgen Häfele, Willi May, Daniel Faulhaber, Jannik Funk, Kristian Hahn, Nina Allgaier, Niklas Schwarzer, Inessa Kauz, Steve Kumtepe, Gizem Duvan, Thomas Schibelgut, Jan Wolfram, Klaus Mayer, Frank Helbig, Marisa Brenner, Sascha Eberhard

3. Agile learning / knowledge

Franke WIKI is the central knowledge database for all

All processes, procedures and work instructions are stored in our WIKI database. The Franke WIKI is directly accessible to every employee - whether at the PC workstation or at the terminal of the machines and assembly stations.

Numerous programs support us in organizing our daily work:

- Franke WIKI - the knowledge database
- Franke Portal - daily news
- Perview - the continuing education program
- TopDesk - the ticket system for service
- Franke E-Shop - clothing / accessories
- DATEV - the digital payroll accounting
- Franke Messenger



3. We are **efficient & sustainable**



Efficiency and sustainability have long been important topics at Franke. Conserving resources and avoiding waste not only improves the quality of life for us and our children. Such measures also pay off in cash and make a company an attractive and preferred business partner.

or us, acting efficiently and sustainably means:

- **Franke is climate neutral.**
- **All processes are transparent, efficient and sustainable.**
- **Our workflows are constantly analyzed and improved.**
- **A stable core business gives us room to develop the company further.**
- **For our customer projects, the following applies: standardization where possible, individualization where necessary.**

Examples of efficient & sustainable approaches:

1. Lean Management

Optimal processes in manufacturing and in administration as well as a solution-oriented way of working are the keys to efficiency and sustainability and thus to an increase in productivity.

Our matrix organization with ReCos, improvement routines and workshops does much to ensure that we continuously develop processes and ways of working.



Lean Workshop with Henry Jakobi from Lean Partners

2. Climate neutral until 2025

Climate protection is no longer a trend, it is a necessity. As a company, it is our responsibility to make our contribution.

With our new partners CO²OP and Braun Energieberatung, we are bringing both strategic consulting and operational implementation support in-house to meet our Vision 2025.

We will conduct an audit of energy management in accordance with ISO 50001 before the end of 2021. This is also in line with our environmental roadmap. After that, we have 4 years until the next audit - until 2025 - to implement appropriate measures and to confirm the certification.

Each of us can make a contribution to this: be it through good ideas, by improving processes or simply by choosing the means of transport on the way to work.



3. SMED – Setup time optimization

Waste is the greatest enemy of efficiency. Waste can concern material, tools, aids - but also time, energy and health.

The SMED method makes it possible to analyze and optimize processes. Every hand movement is checked, every tool examined. The goal is to reduce the setup time to less than 10 minutes. Almost always, this goal is achieved - and leads to less effort, less strain and more efficient work.



4. Ecological packaging

In order to optimize and reduce the number of boxes and cartons used for packaging our products, we have announced a bachelor thesis. It should cover the following topics:

- Environmental compatibility and sustainability of the packaging
- CO² neutrality / footprint
- Efficient processes along the supply chain
- Reduce consumption of wooden crates & packaging variety
- Minimize packaging costs (storage costs / handling)
- Develop & implement new standards



New Grass cardboard that we have been using since this year.

4. We work together



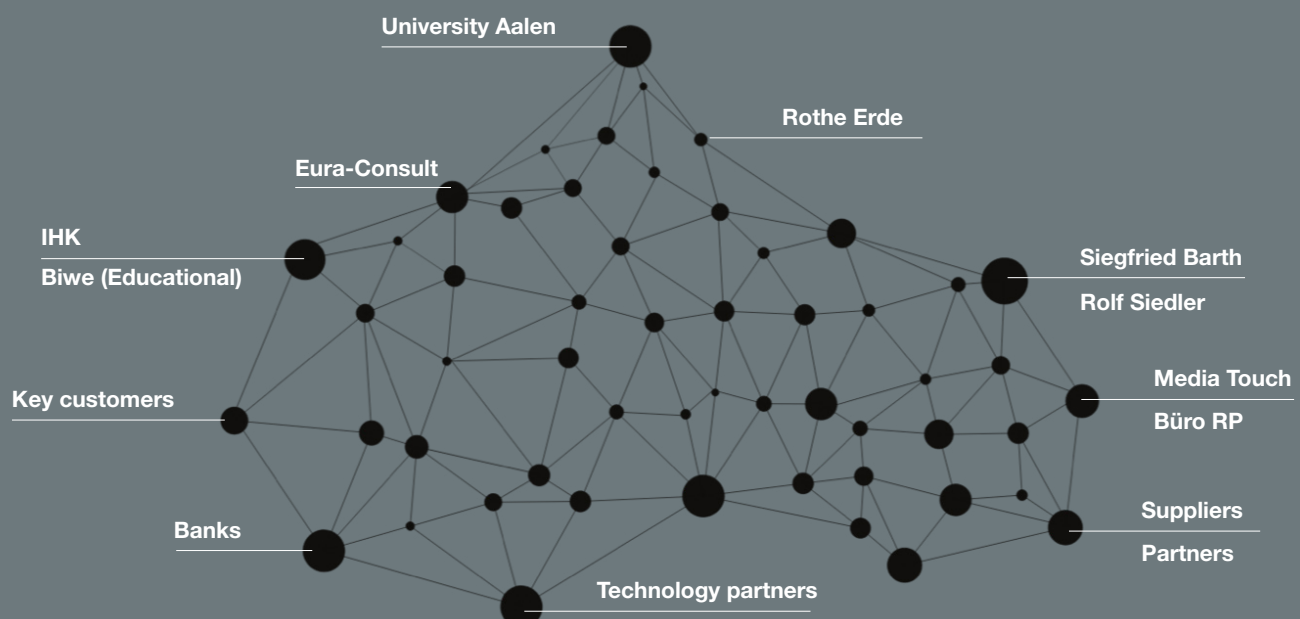
Good **collaboration** is an important foundation for successful companies. This includes daily coordination at the workplace as well as the establishment of high-performance teams and networks inside and outside the company.

Working together means for us:

- **Wir arbeiten miteinander, nicht nebeneinander und nicht gegeneinander.**
- **Wir kooperieren mit unseren Kunden, Lieferanten und Partnern.**
- **Wir pflegen eine offene Feedbackkultur.**
- **Co-worken instead of tinkering.**

1. Networks

The involvement of specialists helps us to solve tasks in the best possible way. Knowledge is too diverse and complex to be kept within the company. Our network includes universities, institutes and research facilities, as well as agencies, human resources and financial service providers.



2. Co-Working / Digital lab

We create areas in the company where we can try things out and tinker. By trying, discarding and improving, we always come up with new ideas.

We are currently testing the following in the digital lab in the technical center plant 2:

- **the new employee ID card with payment function**
- **E-learning offers from the Cornelsen company**
- **Possibilities to hold meetings hybrid (present/online)**
- **Introduction of the digital signature**

In addition, we will conduct instruction in the digital lab in the future to enable faster and better learning..



F.I.: Gizem Duvan, Daniel Lindenlaub in the Co-Working-Space

3. Flexible workplaces in production

In production, opportunities are created to enrich the work with new tasks and activities and to make it more varied. For example, Michael Jung from ring production in plant 5 was trained in the areas of rolling and grinding in addition to his original job of straightening barrel rings. There are many other examples of this and we would like to thank all those who participate here in a flexible and agile manner.

The advantages of this type of continuing education are:

- **Variety at work (motor, ergonomic, mental)**
- **Expanded knowledge of production processes / manufacturing**
- **Broadening of the horizon / view of the whole is strengthened**
- **Getting to know new colleagues**



Michael Jung straightening raceways.

4. ReCo & Matrix as a communication platform

Direct feedback and flat hierarchies enable quick agreements within the teams and between the departments.

Within the employee ReCos and the matrix ReCos, there are regular opportunities to discuss daily problems. In this way, obstacles can be quickly eliminated.

If a quick solution is not possible, the team leader takes up the issue and brings it to the matrix ReCo or to a specialist meeting to discuss it there and look for solutions.



Matrix ReCo in plant 5

First attendance at trade fairst

We exhibit again - With mask and distance.

After the corona regulations are loosened more and more and the world has learned to live with the virus, the first fairs and events are taking place again. We have already completed the first two trade shows again.

Another two in Italy and the USA will follow in October and November. We are monitoring developments and planning accordingly in 2022.

Automation fair in Korea

In September, *Smart Factory + Automation World*, a trade fair for factory automation, took place in Seoul.

Our representative Franke Korea presented the Franke wire race bearings and linear systems as well as the Franke torque motor. The fair is a communication and information platform for the latest developments, trends, products and services. This year, due to the pandemic situation, the number of visitors was limited.

But despite this difficult situation, the fair was successful again this year with numerous visitors and the representation was satisfied.



Booth Franke at the *Smart Factory + Automation World*

Franke at the innovation trade fair MAKE in Aalen

At *MAKE*, advantages of wire race bearings were brought closer to the mixed public in two ways: at the booth in the new assembly hall, visitors could experience the products live and hold a wire race bearing in their hands. Numerous visitors took the opportunity to ask questions about the technology and possible applications of the products and took the chance to bet on the fastest ball in the ball maze at the booth in order to win a small gift. In addition to the trade show appearance, Philipp Hügler from the technical sales department gave a presentation about the company in the large auditorium.

For Franke, *MAKE* was a great opportunity to reach a completely new audience in the local area with relatively little effort, in order to present the product and brand there. And in a very special atmosphere - colorful, varied and unconventional.

Many thanks to the organizers and the Franke trade fair team!



Booth at *MAKE*: Former mayor Thilo Rentschler and former district administrator Klaus Pavel learned about Franke wire race bearings during a press tour.

(Photo: Alexander Klarmann Media / MAKE Ostwürttemberg)

Live and in color for the first time in two years:

Sales Conference Germany, Austria, Switzerland

After more than 1.5 years without a personal meeting in a large group, it was very nice to see everyone again. The personal exchange - away from the daily routine - is enormously important and will also be irreplaceable in the future.

The meeting and the exchange served on the one hand to exchange information about the current situation on the market and our competitors, and Franke presented the latest developments on the mission statement and strategy as well as from marketing and sales.

Franke takes up the relevant topics of the future and develops them further.

We have learned that, in addition to face-to-face contacts, we have a new tool in the form of online meetings that, when used correctly, can increase productivity and efficiency in territory processing. Here, our representatives are challenged to further develop their own working methods, to expand them with useful tools and to request the necessary support from Franke.

In the future, we will initiate short meetings at regular intervals to take up such topics and drive them forward. We would like to see constant further development in sales in the sense of an agile technology company.



F.l.: Arne Jankowski, Gizem Duvan, Philipp Hügler, Philipp Engert, André Wegner, Christoph Gschwind, Christian Burghard, Peter Niemeyer, Michael Bärstecher, Mario Tober, Markus Werner, Alexandra Stoll-Reininger, Sascha Eberhard, Jörg Egelhaaf, Andreas Böttcher, Stephan Kuhn, Gerhard Bell

Many thanks to all participants!

Brand perception survey: result

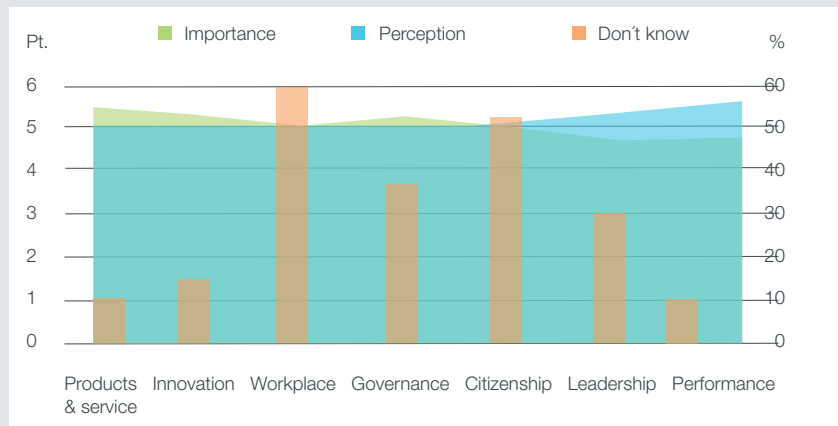
As part of a student project at Aalen University in cooperation with Franke, you had the opportunity to take part in a survey on the perception of the Franke brand at the end of May. Custo-

mers, suppliers and representatives were also asked about this. We have summarized the results of the survey for you here.

1. Participants

Total 281, of which 104 customers, 81 suppliers, 8 representatives, 88 employees

2. External brand perception (from the perspective of customers, suppliers and representatives)



How to read the graphic:

Products & service are very important to the respondents (5.5 points). Franke achieved a very good 5 out of 6 points here. 10% could not answer the question (bars refer to the percentages on the right).

Explanations of terms:

Workplace = Arbeitsbedingungen
 Governance = Ethik / Fairness / Partnerschaft
 Citizenship = Soziale Projekte / Nachhaltigkeit
 Leadership = Strategie / Zukunft
 Performance = Leistung / Ertrag

Result and recommendations for action external:

In general, we receive a very good rating here; Franke is perceived by our customers, suppliers and representatives as a well-positioned and managed company. We need to work

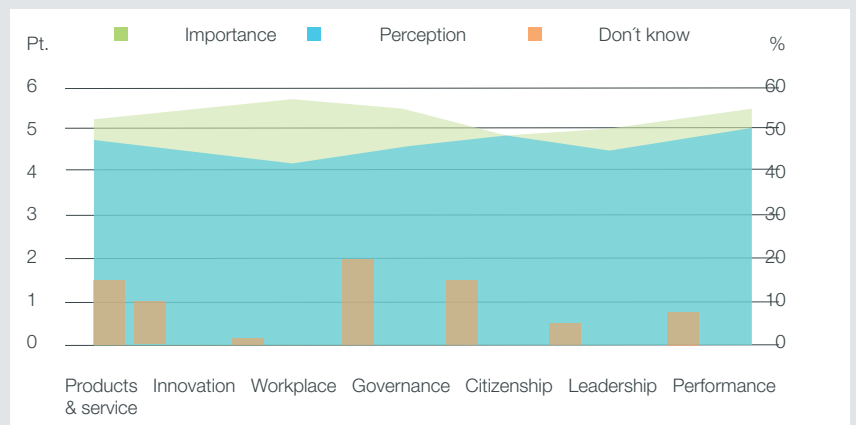
on the price/performance of our products and on measures to reduce the high level of unawareness in some important areas. Example: Workplace - the films that we have recently added to the website are helpful here.

3. Internal brand perception (from the perspective of the employees)

Result and recommendations for action internal:

The internal ratings are also at a high level. There is a need for action especially in the areas of innovation, workplace and leadership. In addition to communication that needs to be improved in many places, there were criticisms of climatic conditions and inequality of opportunity.

There is also a need for action in communicating activities in the areas of governance and citizenship, which are rated as very important.



In the next step, measures will now be developed to improve on the points mentioned!

Team events:

Free time spent together strengthens team spirit

A team is strong when the team members know and understand each other. Joint activities outside the company strengthen the „we“ feeling and lead to growing closer together. Even across teams, this can often be a good idea. You can find ideas for team events here.

By the way, for the information of all team leaders: the management sponsors such events. How this works and how to get such financial support can be found in the Franke WIKI under Franke Personnel -> Team Leaders -> Organize Team Event Sponsoring.

1. Team IT at archery

Our team event this year took us to the border region of Baden-Württemberg/Bavaria in the tranquil Bachtal near Giengen at the Brenz. In line with Corona, we decided on an outdoor event that also reflects our daily work routine: Archery! Target definition - sighting - hit! In the ideal case, right on target; in the worst case, at least in the specified direction.

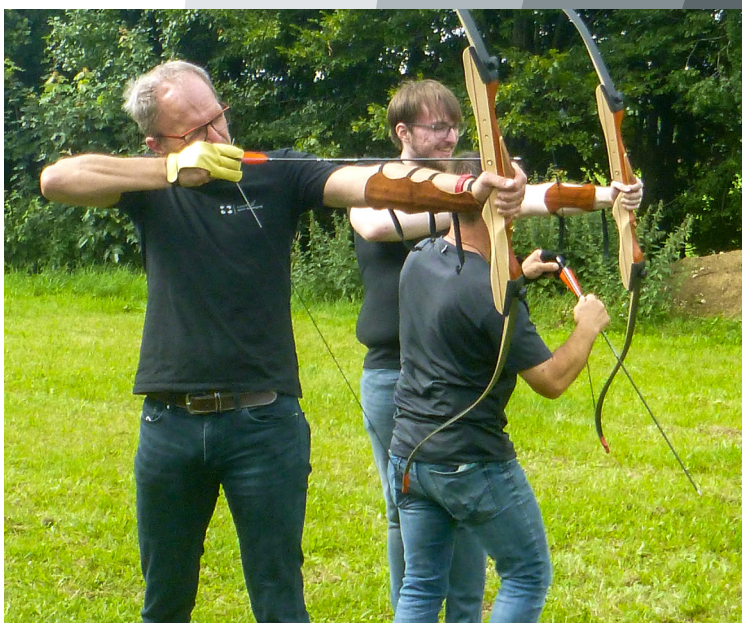
After a short briefing by an experienced team of two from the local archery club, we were also able to put the theoretical principles taught into practice. First good results could be achieved quickly while shooting at the targets. After a short rain shower and shooting practice in the existing hall, we then went to the outdoor course to „hunt“ lifelike rubber replicas of wild animals. Here we could relive the hunting behavior of our ancestors under real conditions.

The hits would have been enough for an extensive meal, but in the end we preferred the finish in the „Schlössle“ in Staufen near Syrgenstein. With very good, homemade burgers, we could let the very nice team event come to an end.

sgd. Roman Borsch, Team Leader IT



F.l.: Kristian Hahn, Jannik Funk, Daniel Faulhaber, Roman Borsch, Jan Wolfram, Michael Hauber



2. Team Purchasing hiked at the pond meadows / Tauchenweiler

From the meeting point at the hikers' parking lot in Tauchenweiler, a short hike went in good weather in the direction of the pond meadows. Afterwards, the group stopped at the Tauchenweiler restaurant and enjoyed a pleasant end to the excursion with good conversation.



F.l.: Thomas Schwarting, Sandra Heidrich



3. Team Sales/Marketing was on the road in Rohrwang



F.l.: Jana Schilk, Gizem Duvan, Alexandra Stoll-Reininger, Christian Burghard, Philipp Hügler, Arne Jankowski, Philipp Engert, Thomas Schibelgut, Marisa Brenner, Stephan Kuhn, Michael Bärstecher, Andreas Böttcher, Petra Abele, Gerhard Reininger

The Sales & Marketing team met for a hike through the Rohrwang, followed by a stop in the beer garden of the Waldstube Eichenhof. Hiking through the cool, shady forest was a relief in the high temperatures. The pleasure of taking part in such events is particularly evident from the participation of our two sales representatives Michael Bärstecher and Andreas Böttcher, who had traveled especially from Stuttgart and Solingen.



Eurorad - active and ecological on the road

At the request of many employees, and as a contribution to environmental protection and resource conservation, we are now cooperating with the provider EURORAD and enable you to lease bicycles through Franke.

Your leasing advantages:

- Convenient payment via the charge statement
- Always up-to-date e-bikes and bicycles
- Individual desired bike in the price range up to 6,000 euros
- Franke assumes the cost of insurance



Picture above: ceremonial handover of the bikes at our premium partner **Rad und Tat** in Aalen. Every Eurorad customer receives a helmet, a lock and a free riding course. F.I.: Nina Allgaier (Franke personnel office), Stefan Bogusch (Plant 1), the handover of the service box by a *Rad und Tat* employee to Martin Butrym (Plant 5) and Michael Haubner (Managing director of *Rad und Tat*).



Picture left: Sven Schneider (Plant 1) has also leased his Eurorad. He has been fighting tirelessly for years to realize the project and can now ride his dream bike through the woods:

„I think it's a great thing! In addition to the fun and the health promotion aspect, I also protect the environment on my trips to work. Aalen - Essingen is now a cinch in both directions. The concept is well thought out and even includes power outlets at the bike parking lot.“

If you want to follow Sven Schneider's example: The Franke WIKI describes exactly how to get a leased bike in the „Lease a company bike“ process.

Together on target course!

Dear colleagues



F.l.: Jürgen Häfele, Gabriele Di Nucci

Franke is doing well and it looks like we will have a record year in terms of sales in 2021. Other key figures are also on target.

This is our collective achievement and we can all be very proud of it.

Future by motion is our new motto. This was presented by the management at our company meeting in July. We on the works council are also behind this motto and would like to support and help shape it with our possibilities. These are supposedly small things, but they are incredibly important for cooperation in the company.

An impressive measure that we were finally able to introduce at Franke is the possibility of Eurorad bicycle leasing. See the extra report on page 23.

We have also been very agile and flexible in the constant adjustment of the **Corona measures** over the last few weeks and months, gradually reducing the restrictions again and were almost able to restore „normality“ with the last step of the shift handover. More than 50 coordination meetings with the Corona

team took place for this purpose and 42 notices in the Franke Portal were jointly created.

We would also like to remind you of the opportunity for more self-determination in working hours with regard to the **T-train**. Certain employment groups have the option to take days off instead of the collectively agreed additional pay.

You can find more information on this topic on the „T-train“ info page in the Franke WIKI. Please note that the deadline for applications is October 31, 2021.

Stay healthy everyone and have a great fall season!

Your works council
Gabriele DiNucci & Jürgen Häfele

We welcome our new colleagues



Jürgen Winkler
PCB-Production



Kevin Strobel
PCD-Production



Dennis Puck
Quality assurance

Realize products



Dominik Peter
PCD-Production



Klaus Schnell
PC-Production



Dominik Friese
PD-Production



Hocha Jallow
PCA-Production



Kristian Hahn
IT



Jana Schilk
Marketing

Win customers



Philipp Löffler
Purchasing



Philipp Hügler
Technical sales



Alexander Schenk
Technology



Sandra Zeller
Commercial sales

All the best for the future!

Two colleagues have left us, whose commitment over many years at Franke has made a difference and contributed to the success of the company. We would like to thank them for their successful years at Franke and wish them much joy and fulfillment in their new phase of life.

Rolf Kunz (left)

In October 1986, Mr. Kunz started working as a system administrator. As a specialist for the Linux world and the ERP system Structura Nova, he lasted 17 years in a one-man show. Over time, the area of responsibility expanded to include CAD and network topology. Thanks to his deep knowledge, the word „system crash“ never existed.

His profound mathematical knowledge solved many a problem. After 35 years of working in IT on clients, servers and printers, he is now retiring.

We would like to express our sincere thanks for his great commitment and exemplary loyalty.



Rolf Rückgauer (right)

Rolf Rückgauer was one of Franke's longest-serving employees. As one of our most experienced rings straightener, he learned the job from the bottom up. Whereas today's straighteners work on height-adjustable table tops with precisely adjusted fixtures and measuring equipment, Rolf Rückgauer used to bring the wire rings into flat position with a hammer and a good deal of dexterity.

Rolf Rückgauer regularly contributed his immense knowledge to the training and familiarization of subsequent generations and has played a major role in the success of our products.

We wish Rolf Rückgauer that he will now find new fields of activity in which he can contribute his experience and thank him sincerely for his commitment.



Obituary

Gerhard Colmsee
Eise Gleinig

Winfried Sommer
Siegfried Wiesenfarth

We mourn for our former colleagues. We cherish their memory.



The trainee page



A new stage of life begins

Dear trainees,

Your first year of training has begun and we are very pleased that you have decided to do a training at Franke. This is the start of your professional life and hopefully a successful time with us.

All of our lives have been strongly influenced by the current pandemic and there have been major changes in all areas of life. Many things will continue to accompany us for a long time, but normality is slowly returning to our everyday lives.

Teaching in schools also had to be fundamentally adapted to the new overall situation and the Corona regulations. No one can say for sure what the future will bring. We are therefore curious to see what the training at the vocational schools will look like for you and whether you will learn online or whether the lessons can take place in presence.

Wir bei Franke legen großen Wert auf Teamwork, welches daher auch ein wichtiger Teil der Ausbildung bei uns ist. Glücklicherweise kann die direkte Zusammenarbeit in begrenztem Umfang wieder stattfinden und wir werden versuchen, weitere spannende Projekte mit euch zu planen und umzusetzen.

So we are especially happy that our events like the trainee breakfast, the trainee excursion and joint meals are possible again.

We, the instructors, are looking forward to accompanying you through the training and to organizing the time together with you.

Your instructors Klaus Mayer & Jürgen Häfele



F.l.: Klaus Mayer, Jürgen Häfele



I am **Jule Launer** and, since this year, a media designer trainee. My first project is a welcome video for our new trainees



Herzlich Willkommen
liebe Azubis

Here you can get to my video:
Have fun watching!



Welcome!

We wish all new trainees & students a good start and much joy at Franke NEXT!

IT specialist



Lukas Giesert



Jannik Hassler

Media designer



Jule Launer

Industrial clerks



Kevin Tretter



Linda Celine Flottmann

Technical product designer



Kilian Sturm



For **Hartmut Maichel, Erik Schäfer, Ilija Stamenkoski** and **Mateo Zadro**, training in production begins with the theoretical part.

They start at the IHK and will join us in the company on January 1, 2022.

Students



Lamprini Terpsiadou

is studying business administration and is completing her 6-month mandatory internship in the area of human resources.



Jana Schibelgut

is writing her bachelor thesis in the field of e-commerce.

Current projects and events

1. Expansion of the machine park in the technical center

The machinery of the technical center is expanded by two new machines.

A manual lathe,
the Weiler
Praktikat VCPlus:



The 5-axis milling
machine DMU50:



2. A giant step towards digital training

In order to train our apprentices in a future-proof manner and to provide them with the best possible support, our training team, together with the training managers, has taken a major step in the direction of digitization. Digital learning content, also known as e-learning, is being procured for each training profession. We have chosen Cornelsen eCademy.

But what are e-learnings anyway?

E-learning is the support of learning processes by digital and interactive media or tools.

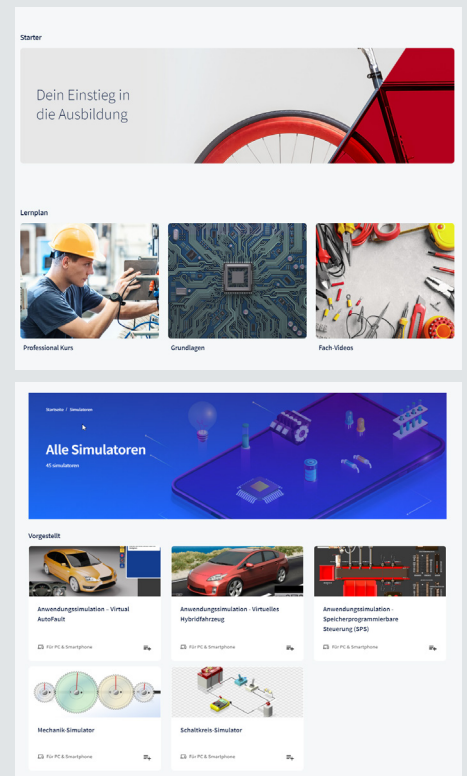
What makes e-learning special?

- Practice-oriented learning content
- Always up-to-date, action-oriented learning
- It is in-depth and wide-ranging, as well as flexible and modular in use

What do I get out of it as a trainee?

- Individual learning at my own pace
- Learning independent of time and place
- Continuous overview of learning status
- Targeted preparation and filling of gaps

The program is very diverse, it includes a study plan, exam preparation, help & tips and much more.



3. Events

The get-to-know-you day and the trainee breakfast are followed by a teamworking seminar on November 4, 2021 with all trainees under the leadership of company chaplain **Dr. Rolf Siedler**. Cross-departmental projects will also be discussed, scheduled and planned on this day.

Through the training as a team

Trainee breakfast, July 2021

On July 29, 2021, the monthly trainee breakfast took place again after a long time. The trainees provided sandwiches, pretzels and coffee. The joint breakfast is intended to strengthen the community among themselves and bring the trainees from the industrial and commercial areas closer together. In addition, they should think about the next trainee excursion, which took place on 24.09.21.



F.l.: Marco Bosch, Robin Laux, Jonas Stahl, Svenja Sarah Brunnhuber, Lena Egelhaaf, Lara Grna, Maren Arnold

Trainee excursion, September 2021

The trainee excursion took place on September 24, 2021. **All Franke trainees** and training managers **Sandra Pietsch**, **Jürgen Häfele** and **Alexandra Stoll-Reininger** met at the Eichenhof restaurant in Aalen for dinner.

The dinner was a great opportunity to get to know each other better and strengthen the team spirit among everyone.



In order (table l.): Jannik Hassler, Hartmut Maichel, Erik Schäfer, Ilija Stamenkoski, Mateo Zadro, Jürgen Häfele, Lena Egelhaaf, Alexandra Stoll-Reininger, Kilian Sturm, Kai Kratschmann, Magdalena Friedl, Marcel Lorenz, Alexander Braun, Jonas Schüller, Lukas Giesert, Sandra Pietsch; (Table r.) Anna Pfitzer, Jule Launer, Marco Bosch, Robin Laux, Jonas Stahl, Maren Arnold, Pia Albersmeier, Linda Celine Flottmann

Congratulations on completing your training!



Niklas Ludwig

He has successfully completed his training as a technical designer. He now works in engineering in the area construction.



Lena Walter

She successfully completed her training as a media designer. She has left the company to study.

Congratulations on the final projects!



Bachelor thesis Sebastian Traub
Supervisor: Marian Mutschler

Sebastian studied general mechanical engineering at Aalen University. He wrote his bachelor's thesis about the development of a measuring method for quality inspection of linear systems. The measurement method he developed can be used to detect whether a cassette has the required running smoothness or not. In his thesis, Sebastian shows the possibilities of the procedure and defined new key figures for the evaluation of smooth running.



Bachelor thesis Marc Richter
Supervisor: Franz Öhlert

Marc Richter studied mechanical engineering at Aalen University. He wrote his bachelor's thesis at the company about FEM analysis for determining the tilting rigidity of slewing rings. The insights gained from Marc's work help us to build high-precision bearings.



Bachelor thesis Konstantin Schlotthauer
Supervisor: Oliver Schröder

Konstantin Schlotthauer studied industrial engineering at Aalen University. At Franke, he successfully wrote his bachelor's thesis about digitalization in materials management & logistics. Konstantin's work creates transparency in the flow of materials and leads to the improvement of processes.



Master thesis Henrik Mallwitz
Supervisor: Philipp Kieweg

Henrik Mallwitz studied technology management at Aalen University. His master's thesis about the analysis and optimization of the grinding process, including condition monitoring, will help to avoid machine failures and waste in the future.



Bachelor thesis Lilly Fiessler
Supervisor: Thomas Hägele

Lilly Fiessler studied industrial engineering at Aalen University. Her bachelor's thesis covered the topic of life cycle assessments. Thanks to her work, we now know where to start in order to identify the greatest potential for saving greenhouse emissions.

Future by Motion

Let's get started together!



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