

# All Around Franke



02/2020 The magazine for employees and partners



Exclusive:  
Photos from the video shoot

COVER STORY:



## Courage to Change

**News:** Company meeting summarized

**Methods:** The lean management toolkit

**Training:** New trainees - new projects

**Internal:** New faces at Franke

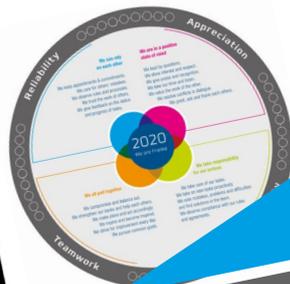
2020

By implementing the measures of Franke 2020\*, we have created the necessary freedom to shape the future of the company.

21



# Franke 2020



## Franke 2020

### Investments

- Plant 5
- Machines
- Devices
- Technicum
- Canteen
- Office space
- Entrance area

### Organization

- Product groups:
- Bearings
  - CT-Bearings
  - Linear systems
- Teams according to product groups
- Matrix organization

### Culture

- Brand values
- Management culture
- Communication
- Appreciation



Cover photo:  
Martin Butrym in the measuring room  
at plant 5 during the video shoot.



Dear Ladies and Gentleman,

The year 2020 was a historic year for the world - but unfortunately in a negative sense. Corona has been shaping our everyday lives since March of this year. Every one of us has been affected by it, whether in our private lives or at work.

But there is also something good to be gained from every crisis. Recognizing opportunities in such situations and taking advantage of them often makes all the difference. We have taken a big step forward in **digitization\*** at Franke and further improved our processes. In this way, we were also able to put the motto of 2020 **Year of Improvement** into practice. Almost all key corporate figures were increased and the target values were even exceeded in some cases despite difficult general conditions.

We also successfully completed our **Franke 2020** project launched in 2017. On our three pillars, we have given the company a stable foundation.

**1. Investments:** In total, more than 20 million euros were invested in buildings (plant 5), building equipment (Technicum with new trainee workshop) and more than 15 new machines.

**2. Organization:** The introduction of a matrix organization based on product groups in combination with lean management improves processes and communication - as can be seen from the value stream indicators.

**3. Culture:** „In the crisis, character is revealed“ is aptly put. Now it becomes clear what the culture and cooperation in a company are like. The very fact that we have come through the Corona crisis very well so far shows how strong the cohesion is at Franke and how much we look after each other.

The motto for 2021 is **Courage to change**. We have already changed a lot in recent years, but we still have to keep working on ourselves in order to survive in the market. For each of us, that means leaving our comfort zones, venturing out, getting involved in new things and trying things out. Let's look positively into the future together. If we remain open to change, we can only win!

We would like to thank you very much for your commitment in the past year and wish you a relaxing holiday season and a healthy new year 2021.

Your management,

Daniel Groz

Sascha Eberhard

\*When we talk about digitization or new methods, many new technical terms come into play. We have explained some of them for you on page 10.

Special times call for special measures. On November 12, the annual Franke company meeting took place. As it is currently not possible to hold events, this year the presentations were recorded on video and made available in the Franke WIKI. There it was possible to watch the presentations, make comments and ask questions.

We have summarized the most important things for you here.



Digital company meeting 2020:

# Strong together

New times, new formats

## Innovation is key!

We adapt to the circumstances.

**Daniel Groz** – Report of the management

Dear Ladies and Gentlemen,

This year, the subdued outlook and the effects of Corona made it necessary to fine-tune the company's capacity utilization from the outset. The aim was to keep every job. We succeeded in doing so by offering a high degree of flexibility in terms of both time and content.

Despite all uncertainties, we achieved 95% of our company goals for 2020. This also reflects the focused and concentrated work of the entire workforce.

The good results are no coincidence, but the result of continuous improvement in all areas. In particular, the expansion of our method box (see page 6) has contributed a great deal to this.

Our largest deposit in annual sales in 2020 was, as so often, our CT bearing. This enabled us to almost offset the weakening bearing business.



The linear guide business performed well at the previous year's level. Overall, we expect sales in 2021 to develop similarly to this year.

In summary, it can be said that:

- The world and Franke record a historic year
- We have come through the crisis well so far
- We have made a lot of progress and improvements in 2020
- The economic outlook is vague
- With courage to change we will survive
- Franke 2020 is successfully completed
- Conditions for Franke 2025 are in place
- Franke 2025 is our vision for the future

**Thank you all for being actively involved!**

Daniel Groz, Managing Director

Together we have achieved a lot

## We are all pulling together

Teamwork, discipline and patience are in demand.

**Gabriele DiNucci** – Report of the works council

Dear Ladies and Gentleman,

the pandemic has turned our private and professional lives upside down since the beginning of March, we have been accompanied by a state of emergency that has demanded a great deal of us. Health is our top priority. Our health protection in the company is in accordance with the infection protection law of the federal government. These measures are important and are supported by the works council. The works council is actively represented in the Corona team.

The order intake, which has been weaker for months, has now also forced Franke into short-time work. To this end, a works agreement has been concluded in which all general conditions are regulated. The most important points from it:

1. The duration is 1 year, the tariff supplement to the KUG is the highest possible amount according to § 8.2
2. From month to month we check how the demand is in the departments and inform you in due time.



We are convinced that all the measures we have taken will enable us to come through the crisis in good shape. Teamwork, discipline and patience are now required.

At the end of this year, the current collective bargaining agreement expires and new negotiations are pending. The signs are pointing to tough negotiations, the wage commission has started its work, many topics are on the agenda. The biggest focus is on employment and income security. Future instead of job cuts.

Best regards and stay healthy!

Gabriele DiNucci, chairman of the works council

2020 is complicated for us young people too

## Flexibility & team spirit required

Learning and working with online school and distance.

**Leon Francz** – Report of the youth/trainees' representative

Dear Ladies and Gentleman,

I am pleased that we can once again welcome a lot of new faces in the trainee workshop and in the departments. The new trainees are introduced on the trainee page here in this issue. You will also find the trainees who have completed their training there. I would like to take this opportunity to welcome the newcomers and congratulate the those who successfully completed their training!

Corona does not pass us young people by either. This has a significant effect on the school environment. Online lessons and distance rules for exams take a lot of getting used to.



In the company we respect the rules and avoid contacts wherever possible. This leads to the fact that some of us have moved our workplace to another production hall, for example to reduce the number of people in the training workshop.

All in all, we have managed to stay healthy and keep the company and education going. If we continue like this, Corona can't hurt us. **So, everybody: stay alert, pay attention to each other and above all stay healthy!**

Leon Francz, youth and trainee representative

2020 was the Year of Improvement

# More productivity / more customer service / less waste

On the way to becoming a low-waste tech company.

Successes in methodical work are reflected in improved processes and value stream indicators. New key performance indicators have been developed and form the basis for target setting and controlling. We still have a lot of potential in all areas to improve further.

**The Franke method toolkit:**

**Lean Management (generic term):** Lean is about improving a company in all areas by identifying and eliminating waste. If we do not constantly improve, we will not remain competitive.

Moreover, the world around us is constantly changing. By helping us to break down complex things into small pieces, lean management should give us the courage we need to change. Lean stands for respectful interaction and the courage to try new things.

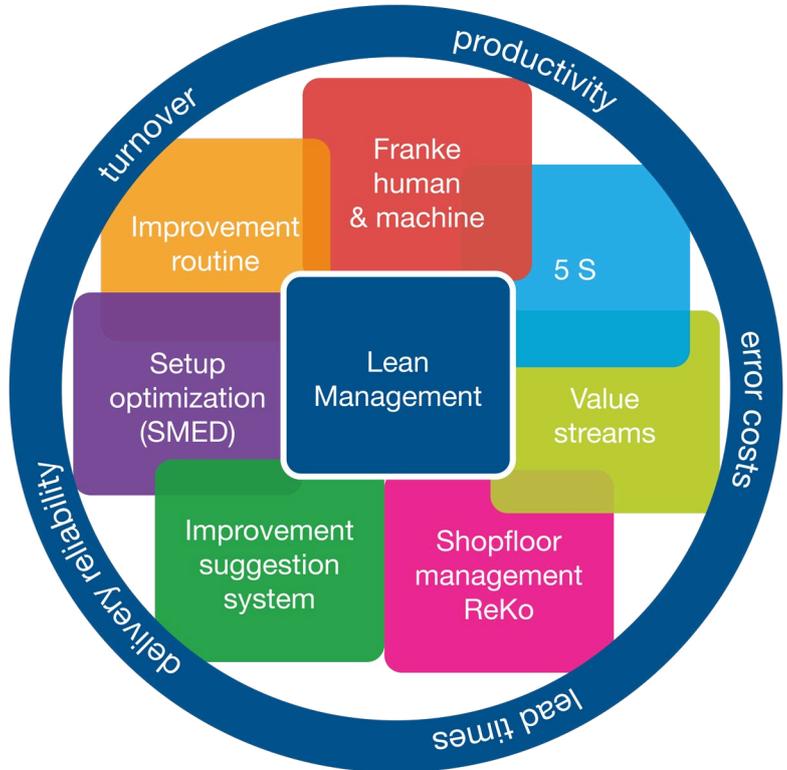
**5S - cleanliness and order:**

Materials and tools are available in the required quality and quantity at the defined location. Audits take place in all areas, where order and cleanliness are evaluated. The department with the best result wins a bonus of 50€ per person.

**Shopfloor management / ReKo:** Regular communication at the point of value creation. It serves to ensure transparency within the manufacturing processes / Talking about and eliminating malfunctions. In 2020, over 900 ReKos were carried out and more than 500 malfunctions were successfully eliminated.

**Improvement suggestion system:** Space for ideas and to initiate change. Anyone can participate, all ideas are welcome, and implemented suggestions are awarded prizes. 136 proposals were submitted in 2020

**Improvement routine:** Improvement routines mean carrying out small experiments in the team every day in order to achieve defined target states. Employees are trained to take small steps every day rather than large ones every now and then. 42 improvement routines were completed in 2020.



**Value streams**

The aim is to optimize the throughput of parts throughout the entire creation process. With an optimal value stream, non-value-adding activities and unnecessary idle times are eliminated as far as possible and throughput times are thus short.

**Setup time optimization (SMED):** Reduce time for retooling a machine to a minimum. Four workshops have been held so far. The average time saving in setup time is 75%.



**Franke human and machine:** The experts at the respective machine should know, clean and maintain the machine. This increases the effectiveness of a system. The employee is trained to use his existing knowledge in such a way as to gain the greatest effectiveness from it. Each employee is involved and has the opportunity to contribute ideas. In this way, the overall efficiency of a grinding machine, for example, was increased from 45% to 72%.

72%

900

136

42

With a new way of thinking → to new approaches → to more success

## Franke human & machine

New standards in the interaction between human and machine



The team consisting of (from left) Frank Weinschenk, Alexander Lunin, Philipp Kieweg, Peter Wetzels, Daniel Lindenlaub, Timo Bosch, Dominik Schneider and Daniel Groz (both not in the picture) undertook the reworking of the grinding machines. It was then clear to all of them that the cleaning effort would be much less if the cleaning intervals were shorter.

In addition, problems are detected earlier and preventive maintenance is established. For example, a porous cable is noticed early enough and can be replaced before a broken cable paralyzes the machine.

Franke wants to become a low-waste tech company. Lean management is to be established as a culture at Franke. The qualification and participation of the employees should be increased. This means for each of us to critically question our work every day, to recognize waste, to perceive it as a nuisance and then to work every day to avoid it. Everyone of us can take responsibility!

## Design Thinking: Thinking outside the box

View problems from a completely different direction and solve them innovatively.

Thanks to our good contacts to Aalen University, Adrian Drabek, Philipp Engert, Tamara Preis and Marian Mutschler were given the opportunity to develop new methods for their daily work in the „Design Thinking“ lecture.

Design Thinking means „inventive thinking“. The Design Thinking process is based on an imprecise problem definition. The focus is on the user and on the solution. Several intermediate steps should be passed through on the way to the solution. The newly learned approach could be interesting for the development of products, for example.



### The daily lecture routine

From the beginning of October to mid-November, lectures on the online software Zoom took place every Wednesday. The lectures are designed as further education in the context of short-time work.

In order to get to know the method and to practice its application, an idea was developed how to improve leisure activities during Corona. An app called "APP STAND" is to be used by acoustic/optical warning signals, hiking routes with load monitors to comply with the corona rules during hiking.

# Key Industry Management: Comprehensive processing of industrial sectors

In special teams we take care of key industries for Franke products:

Developing products and displaying them in catalogs or on websites does not mean selling them. Marketing and sales work together to increase awareness of the Franke brand and anchor it in our target industries.

**Key industry management** is a promising strategy. This means bundling all measures adapted to the needs of a selected industry.

In order to meet the requirements of the industries, completely new ways of thinking and technologies are often required, such as 3D printing (lightweight construction) or series production (solar trackers).

**The key industries and what to do there:**

Medical technology	Increase focus on China/Japan/USA
Safety technology	Increase competence, build network
Textile machines	Reduce delivery times and prices
Solar tracker	Optimize production, build network
Dealers	Reduction to a few, very good partners
NEW: Electromobility	Increase awareness, find partners
NEW: Torque drives	Find and duplicate applications

## Example safety technology

Safety technology is an industry in which relationships and good references are crucial for successful market cultivation. The relevant companies are well networked and generally work in a discreet manner. Here, it is important to establish personal contacts and score points with very good solutions. Lightweight construction and robustness are often the outstanding characteristics for successful projects.

**Antenna bearing for airplanes**

Extreme lightweight construction is an important feature for aerospace components. Franke special bearings from the 3D printer impress with their extremely low weight.



## Example medical technology



The last P68 for delivery to SSME in Shanghai, China is being seen off by: (from left): Sascha Eberhard, Timo Bosch, Peter Wetzel, Udo Jarmer, Fikret Basic, Jörg Egelhaaf, Andreas Bux, Heiko Kaschdailewitsch.

It is **THE success story** at Franke: Flüsterlager (whisper bearings) for computer tomographs. Hardly any other application in the history of the company has so influenced and driven the development of our products, our expertise and our brand. What began with the first cautious attempts in the 1990s has grown over the last 30 years to become the market leader worldwide.

Franke CT bearings are an excellent example of successful key industry management: technology, innovation, proactive development and deep market penetration led to success. Market development was systematically driven forward and one manufacturer after another was won over to the Franke principle. And there is still potential, because the development of equipment does not stand still. Current trends are lighter / faster / with direct drive.

One of the cornerstones of the CT bearing world, the P68 will be discontinued (formerly P10/P15). The picture above shows the last bearing of this design manufactured at Franke. More than 20,000 of these were manufactured by Franke over the past 20 years. In 2006, production was expanded in cooperation with our partner XREB in China. Production there will continue for some time with declining unit numbers. The cooperation with XREB contributes significantly to the success of the bearings on the Asian market.

### A strong connection: Cooperation Franke - Siemens

Siemens is our most important customer in the medical technology sector. The business relationship goes back to 1995. 38,000 CT bearings have been supplied to Siemens to date. 18,000 of these were supplied by Franke directly to Siemens or its Chinese subsidiary SSME. 20,000 were supplied to SSME by our partner XREB.



The Matrix team with masks (from left): Harald Müller, Alexandra Stoll-Reininger, Petra Abele, Andreas Bux, Tobias Widemann, Timo Bosch, Peter Wetzel

For the high quality of the products and the excellent customer service we received an award together with XREB. Many thanks to the whole team!

## Glossary

## What does it mean...

Here we explain terms found in this magazine that not everyone may know.

Change has a lot to do with new methods and with various aspects of digitization. The terms used there are not always easy to understand. We have summarized the most important terms here and explained them for you.

**Animation** A moving image that is not created by filming, but by stringing together drawn images.

**Augmented Reality** Computer-assisted extension of the real world by artificial products. Example: Furniture is virtually placed in a real location by means of a tablet.

**B2B** (Business to Business) Business relationships between companies. In contrast to B2C (business to customer / company to end customer).

**CAD** (computer-aided design) Two- or even three-dimensional representation of objects and components.

**CAM** (computer-aided manufacturing) Drawing data for the production of components are transmitted electronically to the processing machines.

**Content Marketing** A marketing approach to communication that creates relevant content targeted to a specific audience.

**Corporate Carbon Footprint** Indicates the carbon footprint of a company. A measure of the climate impact and sustainability of our activities.

**Data protection / Data security** Data protection describes the right of every citizen to self-determination and the protection of privacy. Data security concerns the protection of data against loss or unusability.

**Design Thinking** Design thinking starts from an imprecise problem and searches for solutions in an unstructured way.

**E-Learning** Support of learning processes through multimedia and interactive media or tools.

**Industry 4.0** The networking of processes in industry with the help of information and communication technology.

**IT** (Information technology) Generic term for electronic data processing. At Franke, all parts of the organization, communication and entertainment are controlled and organized on an IT basis.

**IoT** (Internet of things) Networking, control, interaction of objects and machines via the Internet.

**Key Industry Management** A form of internal customer service and acquisition organization in which individuals or teams specialize in particular industries and all marketing and sales activities are adapted to the requirements of the selected industry.

**Lead Nurturing** Measures taken by a company to address a contact with relevant information at the right time.

**Lean Management** Improving a company in all areas to avoid waste and keep processes lean.

**Machine condition monitoring** Detection of machine condition by measuring and analyzing physical quantities, e.g. to determine wear.

**MAWI – Digital Warehouse** Central database, which is optimized for analysis purposes. This database brings together data from several different sources and makes it available.



**ReKo/Shopfloor management** Place of value creation. Describes rules, processes, methods, behaviors and systems for maintaining the most efficient production possible.

**SEA** (Search Engine Advertising) Paid ads that appear at the top of searches for keywords.

**SEO** (Search Engine Optimization) Measures designed to ensure that websites appear in the top non-paid positions in the rankings of search engines (e.g. Google). This increases the reach of Franke content on the Internet.

**SMED** (Single Minute Exchange of Die) Reduction of setup times through the introduction of optimized measures.

**Social Media Marketing** Platforms that enable networking / communication between individuals, groups and organizations on the Internet are increasingly being used to acquire customers in the B2B sector. LinkedIn in particular plays a major role here.

**Tech company** Tech(nology) companies are companies whose business model is based to a large extent on research and development activities. They are particularly innovative, productive and efficient.

**Virtual Reality** A digital artificial world created with special technology. With VR glasses, the user can immerse himself in this artificial world.

News from our representatives

## International collaboration

Worldwide cooperation in new ways

### Cooperation with the help of the Franke App

The Franke sales app will soon link all representatives worldwide. The app provides a clear overview of current product documents, presentations, videos and CAD data for discussions with customers.

In addition, there is now an area for the design of advertising media such as advertisements, press releases or e-letters. A campaign plan provides information on when which campaigns are launched. In this way, joint marketing campaigns are possible across national borders.



Active members of the marketing collaboration are currently:

- Great Britain
- Spain
- BeNeLux
- Italy
- France

Collaboration

# Marketing 2021

Marketing Team 2021

## New faces / New tasks

The network of team and external helpers

The marketing team has been expanded in order to be able to handle the ever-increasing number of tasks related to branding and addressing customers in the best possible way. Marisa Brenner and Gizem Duvan joined the team in October. At the same time, the focus of the marketing activities has changed. Digital content is growing strongly, Corona and the generation change are responsible for this.

- "Advertising and Marketing" becomes "Marketing"
- Concepts are created on the basis of "Content Marketing"
- Channels and topics will increase due to digitization
- Corona has further accelerated this trend

### The network of helpers:

- Büro RP (layout, brand management)
- Media Touch (programming web/app)
- Kränzle Designbüro (print layout)
- Andreas Wegelin (photography)
- OLIKA (renderings, animation)
- D\_tectif / Wahl-Druck (print shop)
- Videoboost (film, video, animation)
- Avenit (Content Marketing, channels)



The Team:

t.l. **Marisa Brenner**, social media  
 t.r. **Doreen Grässle**, campaigns  
 m.l. **Lena Walter**, training as media designer,  
 m.r. **Gizem Duvan**, website / shop and  
**Gerhard Reininger**, team leader



COVER STORY:

# Courage to Change - The brave own the world

What does that mean to us? - We asked our employees.

*„Courage to change means expanding your horizons. It is important to adapt the workplace to changed forms of work, key words are ergonomics, software, mobile working. Interest in new things, further education and flexibility are points with which I can contribute to change.*

*Megatrends: Industry 4.0 - Our customers have insight into their current job. - Job 3.0 - modern communication technologies, multi-media meeting rooms, digital instruments to impress and convince customers face to face with our products again.“*

**Christian Burghard - Technical sales**



*Courage is like change, only earlier!*

*„This sentence has been very familiar to me for some time now, and it keeps coming up in my private life as well as in my professional life. For me, the courage to change is leaving the comfort zone. I also refer to the change at Franke in terms of digitization, accepting new things, introducing, processing and implementing ideas.“*

**Stefan Szymanski - Work preparation**

*„Having the courage to change means being open-minded about new things, to face new adventures without fear and to leave my own comfort zone. I can make a contribution to this by constantly questioning things critically and providing new food for thought in order to constantly improve our company.*

*For me, the digital future includes: creating opportunities for flexible working hours, digital newsletters, paperless production, online querying of employees' moods.“*

**Jürgen Lamm - Linear systems manufacturing, plant 3**



*„Courage to change is when you do everything the same for years and then go a new, different way! You always have to set new goals that you want to achieve through change. I hope that the digital change at Franke will continue to advance and that, there will soon be truly paperless production.“*

**Meike Ebert - Bearing manufacturing, plant 1**



*„Many people initially have a negative attitude towards change, but often the opposite is the case. The best example is digitization at Franke. Employees have become more flexible, especially in administration, it makes work easier in many ways, it motivates you and it's also fun!“*

**Inessa Kaus - Procurement & materials management**



*„Courage to change also means courage to find your own strength and power. Changes to something new and unknown are usually not easy. You have to dare things and have the necessary strength to implement something new. For this it is important to approach things with the right attitude.“*

**Kevin Schrauff - Bearing manufacturing, plant 1**

*„For me, the courage to change means questioning the existing and seeing customer requirements as challenges that move us forward as a company. In the area of basic and proprietary developments, my contribution can be to create something new - and thus change. Often, the little plants that grow here need time to flourish and the courage to give them this time.“*

*Franke has undergone a major transformation in recent years and will certainly not stop there. The opportunities that present themselves should be exploited in every area. Be it in knowledge management in the Franke Wiki, in more transparent procedures or in the programming of machine tools. It is conceivable that tomorrow a measuring machine will obtain its data via 3D CAD data or standard geometries will be produced automatically. Ideally, the customer will be able to call up information about the production status via online access or order products in the online store, supported by a live chat.“*

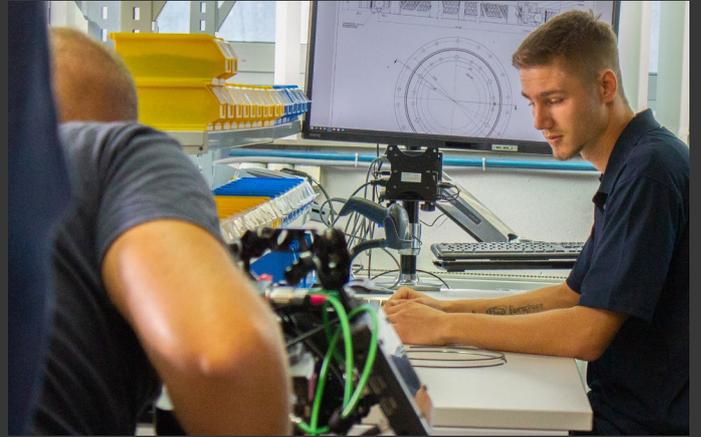
**Franz Öhlert, construction & development**



Filming at Franke:

# A courageous project: Action!

Thank you for the great cooperation!





**This is how it was on the shooting days (left side)**

Creating professional films costs time and money. A lot of knowledge and experience on the part of the film crew are required to achieve good results. On the two days of shooting, we were able to get an impression of the great effort behind the realization of the scenes.

**And this is the result (below)**

A selection of scenes still in the rough. We are currently sifting through the footage and putting together the story we want to tell. A few shots will be added on January 21 during another day of shooting. The finished film should then be available on our website from mid-March.



# Successful health and environmental management Corona is a big challenge

In 2021, the focus will be on psychological stresses

## Corona Management is on track for success

The fight against the virus is the biggest challenge to health management at Franke to date. The pandemic threatens not only our health but also the economic existence of the company. So far, we have coped very well with the crisis. As of today, 2 employees have been infected so far.

## Workplaces become safer / Training takes effect

In 2020, we had two reportable workplace accidents. So our workplace safety measures are already paying off.

## Generating our own electricity through solar panels

Through our photovoltaic systems on plant 2 and 5, we generate electricity that we use ourselves. This relieves the pressure on fossil fuels and saves us money. 156 MWH was generated solar in 2020.

## Franke Carbon Footprint

A CO2 reduction of 5% was set as a target for 2020. This target was achieved through appropriate measures.

**Thank you for your help! Stay mindful in the coming year to stay healthy and protect our environment.**



**Frank Helbig**  
Human resources management, safety specialist



**Thomas Hägele**  
Environment, energy and fire protection

**20 UPDATE** Corona Update

Liebe Mitarbeiterinnen und Mitarbeiter, die Zahl der Neuinfektionen im Ostalbkreis steigt stark an. Das Infektionsgeschehen ist sehr diffus. Die Ampel bei Franke steht auf gelb.

Ab sofort gehen daher bei Franke folgende **ergänzende Maßnahmen**:

- Sobald Sie Ihren Arbeitsplatz verlassen, gilt eine **Maskenpflicht**. Auch in Sozialräumen, WCs, Kantine oder Cafeteria tragen Sie bitte immer eine Maske.
- Bei Stehungen, die keinen Abstand zulassen (Shopfloor, Cafeteria, ...) gilt ebenso eine **Maskenpflicht**. In Sitzungen mit genügend Abstand kann die Maske abgesetzt werden. Nutzen Sie Circuit für Abstimmungen!
- Reduzieren Sie interne und externe Besuche auf das dringend Nötigste.**
- Bitte **Lüften** Sie regelmäßig 5 bis 10 Min. lang zu jeder vollen Stunde.
  - Für Büroräume gilt: Alle volle Stunde 5-10 Minuten – ggf. Timer stellen,
  - Für Besprechungsräume gilt: Vor der Sitzung lüften – nach der Sitzung lüften – dies ist Aufgabe des Besprechungsverantwortlichen.
  - Bei Workshops die länger dauern als 45 min. Bitte zwischentüften.
  - Innenliegende Besprechungsräume wenn möglich meiden.
  - Innenliegende Büros auf Personenzahl / Dauer achten – Türe auflassen
- Mobiles Arbeiten** wird auf >50% hochgefahren, um die zu reduzieren. Laptops stehen in der IT bereit, **parallel arbeiten wir an weiteren IT-Lösungen**.
- Die Früh- und Spätschicht in der Produktion wurden entkoppelt so dass ein Puffer von 30 Minuten entsteht. Die Normalschicht bleibt b.a.w. Bitte vermeiden Sie Kontakt / kommen Sie **alle umgezogen zur Arbeit**.
- Bitte beachten Sie **Corona-typische Symptome** wie Husten, Fieber oder Geschmacksverlust genau und bleiben Sie bei entsprechenden Symptomen zuhause. Kontaktieren Sie Ihren Arzt und informieren Sie Ihren Teamleiter.

Die Geschäftsführung  
26.10.2020

RED	Stark mit erhöhten Schutzmaßnahmen, 50% reduziertes Arbeitsvolumen, strenge Schichten, keine Interaktion zwischen Bereichen, nur Online-Meetings, Maskenpflicht in allen Besprechungsräumen
YELLOW	Normalbetrieb unter Einhaltung der Abstände und Hygienevorschriften, keine Interaktion zwischen Bereichen, nur Online-Meetings, Maskenpflicht in allen Besprechungsräumen, nur bei Notwendigkeit
GREEN	Normalbetrieb unter Einhaltung der Abstände und Hygienevorschriften

All employees are regularly informed about news regarding corona management.

Health / Environment / Energy / Sustainability

# Corona, CO2 & Grass Cartons



## Cartons made from grass

We have switched parts of our cardboard packaging to cardboard made from grass.

Grass cartons are not - yet - suitable for all sizes and weights. The fibers are limited in their load capacity. We use grass cartons in sizes up to 50x50cm with weights up to 10 kilograms. However, we are confident that the technology is still developing and that we will soon be able to switch to ecological packaging material for other sizes and weights as well.

Along with adhesive tapes made from recycled paper, this change has taken us a big step further towards sustainability in our packaging materials.

**Ideas for this are always welcome!**

Training under corona conditions

## What has changed?

Difficulties / Opportunities / Ideas for the future

Dear trainees,

Corona has also left its mark on the training at Franke: Working in shifts / adhering to strict rules / sufficient distance, which is not always easy when it comes to instruction. Trainees who met the legal requirements also went on rotating shifts (late shift) in their respective departments to reduce contacts in the training workshop. Online teaching has become common practice from one day to the next, and in the beginning it wasn't always easy. By now, all trainees are very flexible when it comes to online lessons - respect!

Events like our trainee breakfast, summer dinner and now our Christmas party cannot take place. Despite the restrictions, we wish you a Merry Christmas and a healthy New Year 2021 in the hope that next year a bit of normality will return and we can resume our team events.

Thank you to all trainees for your efforts and flexibility during these strange times!

Your trainers Klaus Mayer & Jürgen Häfele



Franke NEXT Generation

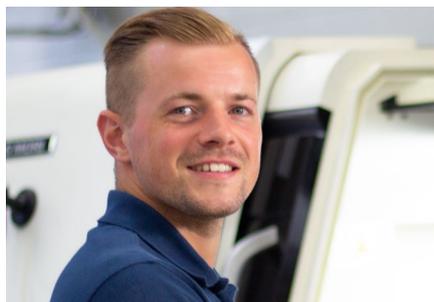
# Trainees

Training under corona conditions: The biggest change at school for me was...



Pia Albersmeier, training as technical product designer:

*...that digitization was being driven forward in schools. The lockdowns meant that more and more lessons took place online. Teachers and schools have coped well, but it's no comparison to normal teaching, because online the personal connection is simply missing and you can't always keep up.*



Alexander Braun, Training as industrial mechanic:

*...teaching in small groups of about 4-5 students, wearing the mask inside the school building, and teaching online from home.*



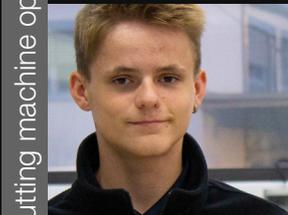
Lena Walter, training as media designer:

*...the switch from face-to-face to remote lessons. In the beginning, there were often still technical difficulties, but now our distance learning runs almost like normal classes. Unfortunately, what's missing in distance learning is group work on design projects.*

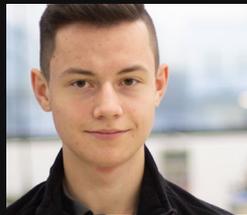
## Welcome & congratulations!

We wish all new trainees a good start and lots of fun as part of Franke NEXT!

Congratulations to all successful graduates and good luck in your professional life!



From top:  
Started in september:  
**Marco Bosch**  
**Robin Laux**



From top:  
In their second year:  
**Kai Kratschmann**  
**Marcel Lorenz**



Started in september:  
**Lara Grna**



New in construction:  
**Anna Pfitzer**



From top:  
Their first year with us:  
**Maren Arnold**  
**Jonas Stahl**



In second year:  
**Alexander Braun**



### Training successfully completed

(from left) **Larissa Fuchs**, **Lisa Rau** and **Laurin Schöller** have made it! Thanks to their excellent performance, our former trainees all shone. Lisa Rau (industrial clerk) and Laurin Schöller (industrial clerk) received a commendation. Larissa Fuchs (technical product designer) received a prize.



### Finished training and now working in manufacturing:

(from left) **Lars Löffelad** and **Lukas Maier** have made it! Both have successfully completed their training and now have new tasks at Franke. Lars Löffelad works in plant 2 and Lukas Maier supports quality assurance in plant 5.

Current trainee projects

## New tasks and ideas for Franke NEXT

Advertising material and apple dispensers.

### Franke NEXT takes over advertising material

In October, the Franke NEXT project started to take over the advertising materials. As of now, a project team of trainees is responsible for managing the advertising materials - from selection to design to disposition.

The trainees can contribute their own ideas and keep an eye on current trends. They receive professional support from our design agency Jürgen Kränzle.



### Hygienic and vitamin-rich snacking

For several years now, our company has been distributing regional apples free of charge. This is a health care service that is very well received.

To ensure that the offer can continue under stricter hygiene conditions, a team of trainees and production development came up with the design of an apple dispenser.

The project to develop an apple dispenser came about through an improvement routine training project. At the beginning, the team consisting of **Oliver Groke, Marian Mutschler, Christian Maier and Jürgen Häfele** already had many ideas in mind, which were first tested for functionality. After many ideas were discarded, the team agreed on a model that convinced them. A prototype was created, which is currently being tested in various places in the company.

A Franke bearing and a 3D printed part from our company were used for the apple dispenser. The team now hopes that the apple dispenser will be well received by colleagues and can then be built in a small series. Then the trainees from product design and media design will also come into play to spice up the look a bit.



The training workshop in video.  
Thank you for your cooperation!

Welcome to Franke!

# We welcome our new colleagues

We wish you much joy and success with your tasks.

Administration



**Marisa Brenner**  
Social media marketing



**Gizem Duvan**  
Website / Online shop



**Adrian Drabek**  
Commercial sales



**Monique Schindzelorz**  
Reception

Product Development



**Daniel Lindenlaub**  
Lean Management



**Jochen Wiedmann**  
Work preparation



**Michael Gebhard**  
CT-Bearings plant 5



**Martin Schreider**  
Quality management



**Jens Sperle**  
CT-Bearings plant 5

Study



**Thomas Schibelgut**  
Digital Business  
Management BA



**Sebastian Kuck**  
Mechanical engineering  
BA



**Luca Lamm**  
Mechanical engineering  
BA



**Henrik H. Mallwitz**  
Master thesis process-/  
condition monitoring



**Jasmin Baumann**  
Working student



Personnel

## Anniversaries and jubilees

33 jubilees and a proud birthday.

### Jubilees

This year 33 jubilees could be honored. 10 of them celebrate their 5th anniversary, 4 their 10th and 16 their 20th anniversary. 2 jubilees can look back on 30 years of service and one employee has been loyal to the company for 40 years. The traditional celebration unfortunately had to be cancelled due to Corona.



The jubilees with distance in the circle of the managing directors Daniel Groz and Sascha Eberhard as well as the deputy chairman of the works council Jürgen Häfele.

**Anniversaries by length of employment:** **5 years:** Felix Bartsch, Stefan Bläßing, Edith Buchegger, Martin Butrym, Simon Frank, Sasa Petkovic, Karl-Heinz Schmid, Pierre Scholz, Joachim Schüler, Christian Strobel **10 years:** Marc Fischer, Arne Jankowski, Erich Mohrenweiser, Tobias Widemann **20 years:** Süleyman Ambar, Sven Bassler, Markus Brass, Vladimir Frank, Marcel Frumolt, Benjamin Gleich, Georg Haas, Michael Knödl, Johann Kremer, Steve-Yasin Kumtepe, Christine Niegel, Serkan Özdemir, Evgenij Ringler, Marco Schäfer, Marion Siebold, Martin Winter **30 years:** Robert Kremer, Alexander Spilner **40 years:** Wolfgang Nuding

### Egon Franke celebrates his 95th birthday

Egon Franke, the son of our company founder Erich Franke and former managing director of the company, celebrated his 95th birthday in August. In 1959, Egon Franke joined the company and gradually took over the management of the company. He retired from active business life at the end of 1981.

During his time as managing director, important foundations were laid for the company's growth. The number of employees doubled to almost 100.

Egon Franke lives in Aalen with his wife Eva. The Franke couple is still very interested in the well-being of our company.

We wish Egon a happy birthday and wish the couple health and all the best for the future!



Personnel

# Farewell

We are glad that you were with us!

## A new phase of life begins

This year five of our colleagues retired. With their commitment they have made a big difference at Franke over many years and contributed to the success of the company.

We would like to thank our colleagues for the successful years and wish them much joy and fulfilment in their new phase of life.



**Bernhard Häußler**  
Bearing design



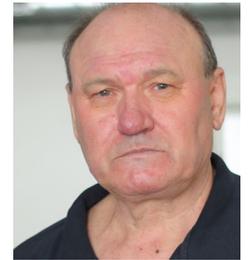
**Heidemarie Görke**  
Bearing design



**Brigitte Schmidt**  
Production development



**Roland Hoffmann**  
Materials management



**Rudolf Masset**  
Bearing production



## Lothar Meyer has retired

For many years the engineering office Lothar Meyer was a competent contact for our customers in Central Germany. For Lothar Meyer and his team, Franke products have always been the number one in the portfolio of representation services. His competence and his open, engaging manner made Lothar Meyer a reliable partner for Franke as a representative for our customers and for the internal Franke team he worked with.

Now Lothar Meyer has retired from Franke. Our customers in Hesse are also supported by two of his colleagues, who have expanded their territories accordingly.

We wish Lothar Meyer and his team all the best and thank them very much for their commitment over many years!

## Obituary

We mourn for our former colleagues

Josef Hammerl

Kurt Henne

Josef Riedelsheimer

Helmut Weng

Fritz Harsch

Herbert Kajerski

Ernst Stonjek

We cherish their memory.



Franke and the Erich Franke Foundation regularly support associations and organizations in need of help.

## Donations to charity 2020

In 2020, a total of around 22,000 euros were donated.



Social commitment

# Franke helps.



# Merry Christmas!

All the best & stay healthy!



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