

# All Around Franke



Franke

02/2023 The magazine for employees and partners



## Reliability

We rely on each other and are a reliable partner for our customers and suppliers

**People in focus:** We are reliable!

**International:** Visiting customers worldwide

**Sustainability:** On the way to climate neutrality

**Training:** Projects and Events at Franke NEXT



**^ Reliability through information**

Our field service colleagues from Germany, Austria and Turkey were on site at Franke to discuss current topics. Information

about the information about the further development of our production facilities is an important aid in conveying to customer advisors that they can rely on the company's performance.

< Cover image: Markus Gremmler at the new machining center in Plant 2. Competence and performance of man and machine that our customers can rely on.



Daniel Groz & Sascha Eberhard

**Dear employees,**

Reliability is the topic of this issue and a decisive factor for the success of our company.

At a time when wars and crises are increasingly dominating global events, reliability and trust are more important than ever. The individual trouble spots are indirectly interlinked and the world is heading towards a bipolar division of forces in which Europe, and Germany in particular, must secure existing markets and find new ones. Statements that we only need to overcome this or that crisis before things start to look up again are deceptive. We have to do something ourselves, namely constantly change and adapt to new situations.

**Globalization** has enabled us to expand into distant countries and tap into new markets. However, these opportunities also bring new challenges. Customers around the world expect not only products and services of the highest quality, but also reliability in the supply chain to ensure that their needs are met at all times. Our reliability becomes a competitive advantage that sets us apart from others.

**Digitalization** has fundamentally changed the way we do business. Today, our customers expect not only fast responses, but also transparent and reliable processes. This requires us to evolve existing processes and invest in new technologies and systems that help us meet our commitments and provide a seamless experience for our customers. Reliability therefore also means change and adaptation: our customers can rely on Franke to always be at the cutting edge.

At the same time, we must not forget that digitalization also has a human component. As our employees, you are the heart of our company and your reliability is essential. We need to ensure that you have the skills and tools to succeed in the digital world.

Another key topic affecting our society today is **sustainability**. Responsibility towards the environment and future generations requires a new kind of reliability. We must ensure that our business practices are sustainable and make a positive contribution to the environment. Reliability in terms of sustainability is not only a moral obligation, but also an important factor in gaining the trust of our customers and partners. We are proud to say that our company is making progress in all these areas!

*„Reliability is a key value for us in all our relationships.“*

Reliability will be our guiding principle as we shape our future. Let's work together on this brand value and ensure that our company remains a solid and reliable force in these turbulent times.

Thank you for your commitment!

We hope you enjoy the new issue and a wonderful Advent season!

Daniel Groz  
Managing director

Sascha Eberhard  
Managing director



## Further development of mission statement and goals

# NEW: We are economically successful

An economic goal is important in a company's target system because the economic dimension ultimately forms the financial basis for the survival and success of a company. Only a balanced system of objectives that takes all dimensions into account will ensure our long-term success and have a positive impact on society. For this reason, we have added a fifth goal to the existing four goals: **We are economically successful!**

We are **economically successful**

Economical

We increase our turnover (to € 70 million by 2027)

We generate earnings (5-7% return on sales per year).

We continuously increase our productivity.

We open up new markets & applications.

We focus on our strengths and grow faster than the market.

We are **innovative**

Innovative

We try out new things and learn new things.

We meet challenges with new ideas.

We rely on innovative technologies and processes.

We create a working environment that promotes creativity and innovation.

We are **digital**

Digital

We use the opportunities and benefits of digitalization throughout the company.

We master our digital tools securely and efficiently.

We advertise, explain and sell Franke products via digital channels.

Important business processes are transparent and understandable for employees and customers.

We are **efficient & sustainable**

Ecological

All processes are transparent, efficient and sustainable.

Our workflows are constantly analyzed and improved.

Franke is climate-neutral.

A stable core business gives us the freedom to develop the company further.

The following applies to our customer projects: standardization where possible, individualization where necessary.

We work **together**

Social

We work together, not side by side and not against each other.

We cooperate with our customers, suppliers and partners.

We cultivate an open feedback culture.

Co-working instead of tinkering.



## Outlook 2024

# Reliable key figures & forecasts

Franke continues to find itself in an economic crisis. In recent months, we have repeatedly readjusted our measures and adapted to the situation in the style of an agile technology company. In mid-October, the management team met for a strategy meeting to align the specialist areas for the future. The strategy's horizon extends over the next five years.



**1. Sales expectations:** We expect incoming orders to remain weak in the first half of 2024, but are confident that the economy will pick up again by the middle of the year at the latest. In the medium term, we would like to continue to grow and increase our turnover to € 70 million by 2027.

**2. Order backlog:** Our order backlog is increasingly being reduced, meaning that our cushion will only last a few months. We are currently continuously reducing orders for CT bearings in particular. The order situation for bearing elements and guidance systems appears to be stabilizing somewhat at present.



**3. Productivity:** We were unable to achieve our productivity target of a 5% increase compared to the previous year this year. With appropriate measures, we will succeed in increasing productivity again in 2024 despite low capacity utilization.

**4. Delivery reliability:** Our delivery reliability is well over 90%. This means that nine out of ten orders reach our customers on the agreed date. That is a very good figure. We want to maintain our delivery reliability at this level in 2024.



**5. Error costs:** Our error costs are on a downward trend. We are in the process of establishing a quality culture within the company. Above all, quality culture means that we follow and adhere to the processes, instructions and standards we have introduced.

# Survey of employees 2023

## Status of measures

The comprehensive employee survey conducted at the beginning of the year revealed a number of points of criticism and suggestions for improvement in various areas of the company. You received an overview of the evaluations in the last issue of All Around.

In the meantime, the management and leadership team have developed numerous measures to improve these issues. Some measures have already been implemented, others are currently being worked on or are being examined for the possibility and type of implementation.



- Measures already implemented
- ongoing measure
- currently under review

### working environment

#### ● Location Smoking areas

- proposals obtained
- less disturbing location determined

#### ● Uniform apple dispensers

- apple crates were introduced in all plants and the administration department

#### ●● Ergonomics at workplaces

- continuously checked and improved if necessary
- height-adjustable tables on the Shopfloor

#### ● Standardize IT equipment

- optimizations in all areas are constantly being implemented

### Further education

#### ● Individual career plans

- is already being implemented in some cases, e.g:  
employees > group speakers  
group speakers > team leaders  
final thesis > trainee  
trainee > specialist or manager

#### ●● Training courses on digitalization

- digital events & impulse presentations are increasingly used
- training courses on the Word, Excel and ERP programs are held



### Communication

#### ● Poor error culture

- workshops on error handling methods were held
- employees were trained
- definition of the terms fault, error, measures in the wiki

#### ● More presence of the works council

- the Chairman of the Works Council has been released from his duties since summer 2023 in order to better address issues and concerns at Franke

#### ● Usability internal portal

- checking whether external links can be made accessible for the production
- and whether it is possible to view videos with sound in the production

#### ●● Training for managers

- training courses for performance appraisal were held
- benchmark workshops for appraisers were held
- coaching sessions based on the results of the employee survey are held

### Franke NEXT

#### ● Bike leasing for trainees

- research into how other companies do it has been carried out
- the implementation of this measure is currently being examined

#### ● Internal network for dual students

- dual students are included in the Franke-Next team
- will take part in FrankeNEXT events and training courses

#### ● Uniform support for students

- development of a support concept
- feedback is collected
- onboarding process is currently being revised
- platform for exchange among students is being set up, a regulars' table may be introduced

# A company restaurant is created

## Update plant 6



^ Project team f.l.: Jana Schilk (Marketing), Gerhard Reininger (Marketing), Friederike Kerlein (Sales) in front of the interior view of the planned company restaurant illustrated by Gunst architects. Also in the project team, but not in the picture: Florian Hammerl (work preparation).

**Franke is planning to introduce a company restaurant with the upcoming Plant 6. A project team with members from various departments was set up to actively involve employees from the outset. In this interview, project manager Friederike Kerlein explains the background and tasks of the team.**

### What role does the project team play?

Friederike Kerlein: The team was set up to involve the employees in the design of the restaurant and to incorporate their ideas and wishes. The management is investing in the future and wants to ensure that the restaurant offers real added value for the workforce. The team's tasks included active participation in the conception of the restaurant and logistics, the selection of the caterer and the contribution of ideas for the design.

### Was it possible to participate outside the team?

Friederike Kerlein: Yes, there were two surveys in which all colleagues were able to express their wishes. Only then did we start looking for a caterer. This allowed us to make a targeted selection according to the wishes of the employees right from the start. Suggestions for the name could also be submitted via the portal, and we were delighted with the high level of participation. The name of the restaurant will be finalized in the coming weeks.

### How was the caterer selected?

Friederike Kerlein: The caterer will be finally selected at the beginning of 2024. We had the opportunity to visit company restaurants of other companies, take tours, listen to presentations and finally test the food on site. This approach proved its worth, as some caterers' offers did not match the reality of the food quality. When making our selection, it was particularly important to us that healthy and balanced meals were offered, that the products were regional and that the opening hours were also attractive for the late shift. Every employee should be able to afford a regular visit to the restaurant and there should be options for all dietary preferences (e.g. gluten-free, vegan, etc.). It was also important to us that the caterer was flexible to our needs in order to reduce food waste and adapt meals as required.

# Reliability in numbers: Franke turns 75



**Franke will turn 75 in 2024.** Three quarters of a century of successful company history lie between the beginnings in Galgenbergstraße and the new Plant 6. Reason enough to celebrate the anniversary together.

Planning is currently underway with the agency **Die Firmenhistoriker** (The company historians) from Aalen to implement numerous projects. Stay tuned!

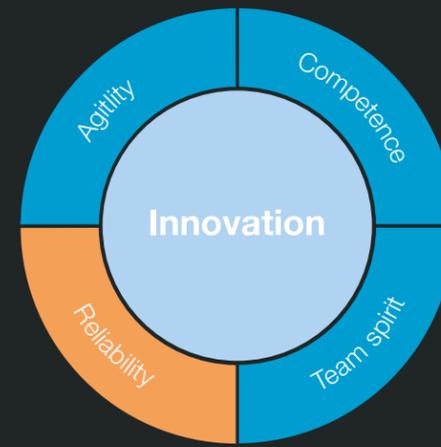


One thing is already certain: in September 2024, we will be throwing a big party and celebrating three events at the same time. The traditional Franke summer party, the inauguration of Plant 6 and 75 years of Franke! - **We are really looking forward to it.**

### Schedule:



# Our key to long-term success: Reliability

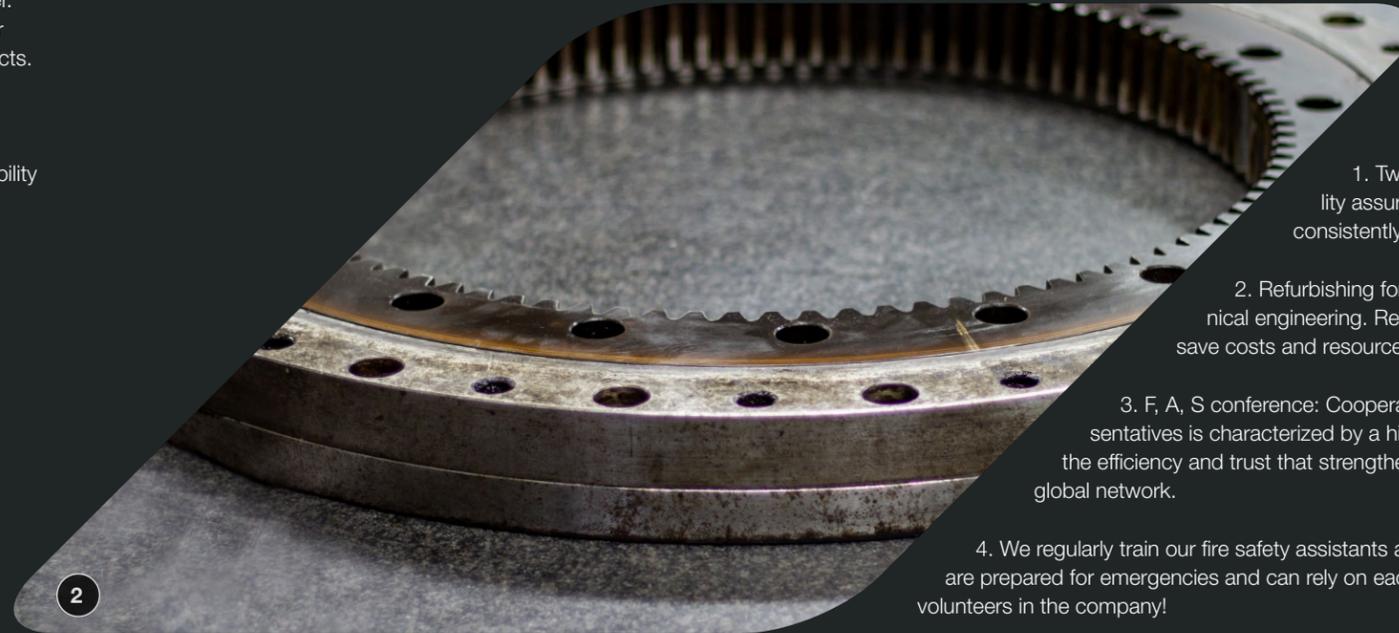


## Reliability? - What does that actually mean?

In our values in the Franke WIKI, we describe reliability as it is understood at Franke as follows:

Reliability is a core value for us in all our relationships. We want to be reliable for our customers, for our colleagues and for everyone around us. Clear management processes, consistent targets and solid key figures help us to be valued as a reliable player. We earn the trust of our customers with outstanding delivery performance, reliable products and comprehensive service. In our dealings with each other, we meet deadlines and commitments and provide feedback on the status and progress of joint projects. For us, reliability also means that we trust the work of others and help to catch mistakes.

Our vision is: Franke is an agile technology company. The cornerstone for achieving this major goal is also that we anchor reliability both internally and externally as a core value and that each and every individual in the company lives by it.



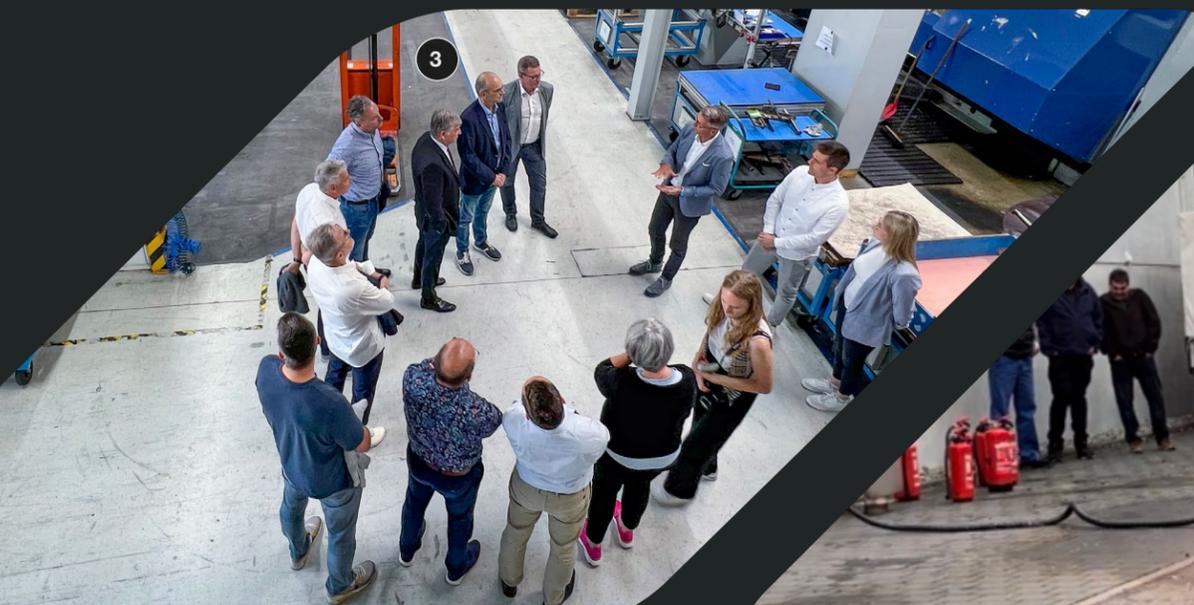
Examples of reliability at Franke:

1. Two new calibration devices in quality assurance: We offer our customers consistently high quality.

2. Refurbishing for greater sustainability in mechanical engineering. Refurbishing wire race bearings can save costs and resources.

3. F, A, S conference: Cooperation with our international representatives is characterized by a high degree of reliability. We value the efficiency and trust that strengthens these relationships in our global network.

4. We regularly train our fire safety assistants and first aiders. This means we are prepared for emergencies and can rely on each other. Many thanks to all the volunteers in the company!

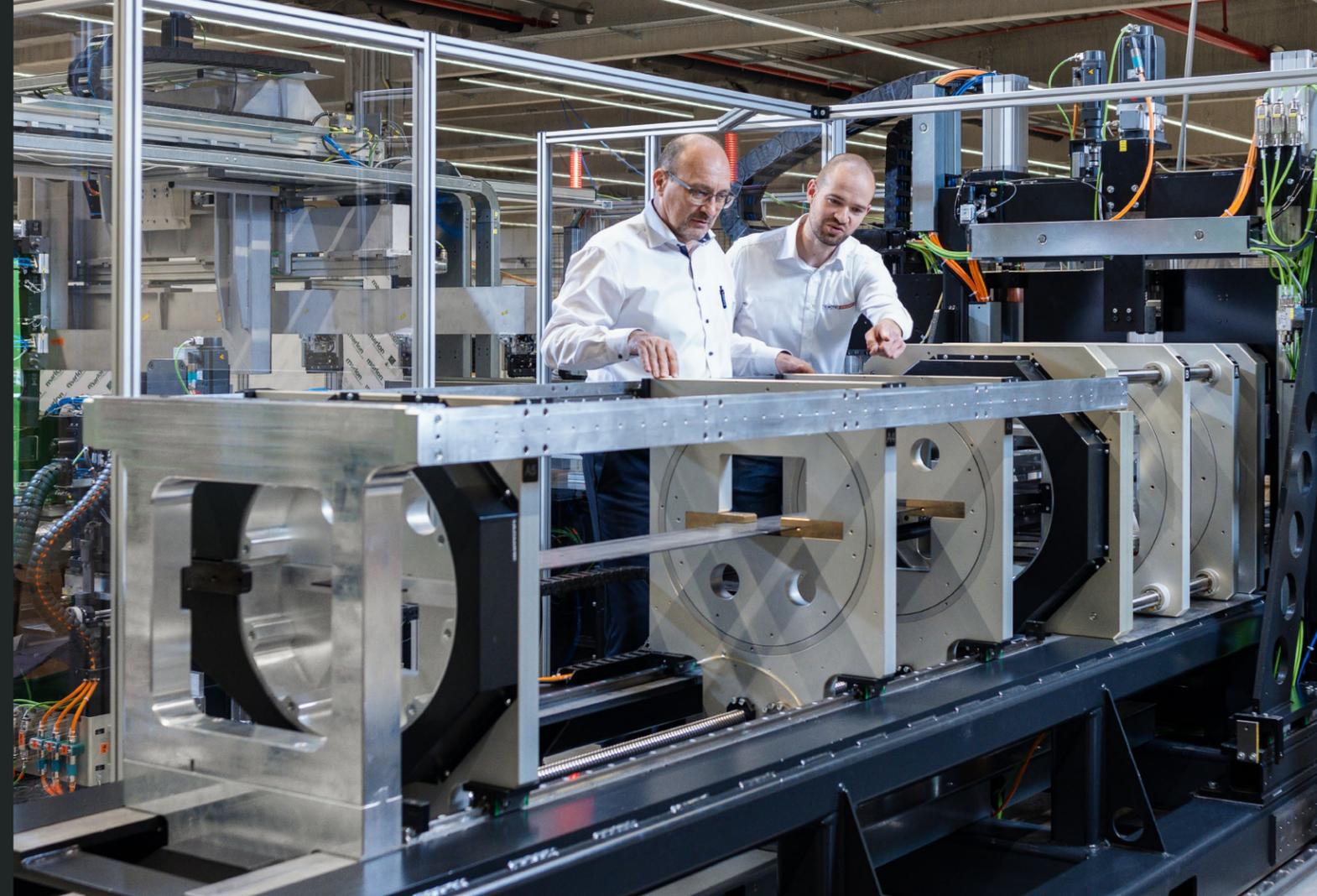


# For our customers we are a **Reliable Partner**

Another new customer story went online on our website at the beginning of October. This time we visited our customer Schaeffler ELMOTEC STATOMAT.

The company's stator winding machines are used to manufacture electric motors for luxury-class electric cars. The innovative technology from Schaeffler ELMOTEC STATOMAT makes it possible to wind the copper coils of the stator extremely tightly - for maximum performance and efficiency. **For precise winding of the copper wires, the specialist for production machines for stators relies on individual Franke slewing rings, twelve in nine different versions.**

The wire race bearing technology from Franke allows the rolling bearing and the surrounding construction to be designed very freely and, for example, the bearing diameters to be determined individually. „This gave us designers a lot of freedom to design the system exactly according to our development goals“, praises design engineer Kai-Uwe Pahl. Another advantage of the Franke wire race bearings is their compactness and large centerline clearance.



With the Franke bearing assemblies, it was possible to ensure sufficient space for winding without exceeding the dimensions of the entire machine. The weight aspect is also important here: by using aluminum for the bearing housings, we reduce the moving mass, which in turn benefits precision.“

Dominik Knopp



## ^ End well. All is well.

Our sales representative Michael Bärstecher (left) checks the customer's satisfaction on site. Here together with Dominik Knopp from ELMOTEC STATOMAT.

Here, bearing assemblies are used to manufacture electric motors.

The customer story was also accompanied by a video, the detailed story and the video can be found on our website!

Go directly to the video here



# Results of the survey

## Learning culture at Franke

Sherikha Chandrasegaran studied International Business Administration at Aalen University. In the last semester, she wrote her bachelor's thesis on the topic of **learning culture at Franke GmbH**. From 06.06.2023 to 18.06.2023, she conducted an employee survey on corporate learning at Franke GmbH.

The aim of the employee survey was to identify the current importance of learning at Franke as well as barriers to learning and potential for improvement. The survey was limited to employees at plants 2 and 3. 77 people answered the questionnaire. Here are the results. **Thank you for your participation and your support!**



Sherikha Chandrasegaran

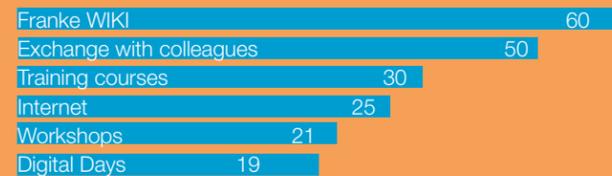


**Question: Do you know how you can continue your training at Franke?**

Result: **52 yes / 25 no** (of which 17 no information, 5 no PC, 5 no time, 5 no need)

**Answer: Franke WIKI -> Employees -> General -> Further education program**

**Question: What do you use most for your further training?**



**Question: What does „Learning at Franke“ mean to you?**



**Question: What are the reasons why you don't take advantage of training opportunities at Franke?**



**Question: What would motivate you to continue training/learning?**



Conclusion: Most participants from plants 2 and 3 are very familiar with the Franke further training program and take advantage of the opportunities offered. The program is constantly being expanded. Information on this can be found in the Franke WIKI.

# Franke as an employer

## What Franke offers!

As a modern employer, Franke attaches great importance to the satisfaction of the entire workforce, as this is ultimately the key to the joint success of the company.

In addition to a good work-life balance, various financial benefits and a pleasant working environment, there are also offers to support employees' health.

**Do you already know all your options and benefits?**



Work-Life-Balance

- 35-40 hour week
- flexible time account (-100 h to +100 h)
- individual part-time models
- mobile working for office staff
- further education & training



Monetary offer & employer

- attractive social benefits
- company pension scheme
- collectively agreed remuneration according to ERA
- annual profit-sharing bonus
- free work clothes once a year (for industrial employees)
- flat hierarchies and short communication channels
- steady company growth
- apprenticeships with guaranteed employment
- commitment of the Franke Foundation
- subsidized drinks



Working environment

- individual induction
- annual feedback meetings
- company & team events
- safe, modern, ergonomic workplace
- daily snack service
- anniversary celebrations
- free parking spaces
- christmas present
- franke Shop for discounted workwear



Health offers

- lease a company bike
- water, fresh apples free of charge
- sports offers
- events & courses on health-related topics
- expected from January: EGYM Wellpass (more information at [egym-wellpass.com](http://egym-wellpass.com))

**Further information on these topics can also be found in our Franke WIKI at:**

Processes > Employees > General

Processes > Specifications and guidelines > Health management

# Reliability worldwide

## Trade shows / Visits

Franke was represented at two trade shows this year. Many thanks to the trade show teams, who once again showed us that we complement each other perfectly on an international level and thus act as a reliable partner for interested parties and customers. We also maintain regular personal contact with our international customers and representatives, who are spread all over the world, and keep up to date with current economic and political issues.



Julian Niederer (Business Development, 2nd from left), was on the road in the USA to analyze Franke's position in the US market and identify strengths and opportunities for improvement.

1. stop: Thyssen Krupp Rothe Erde in Aurora for a workshop on the strategy paper
2. stop: Chamber of Commerce in Chicago to evaluate opportunities for support on the US market
3. stop: trade show PACK EXPO in Las Vegas

The discussions about commonalities, goals and measures in the US context were enriching. The market promises additional potential for Franke, which now need to be addressed. We look forward to the resulting developments from this exchange.



A Franke trade show Team was on site at the PACK EXPO in Las Vegas: (f.r.) Julian Niederer (Business Development), Arne Jankowski (technical sales), and John Yuhasz and Owen Maxwell from Franke USA. The colleagues presented the latest innovations in the packaging industry to interested visitors. It was recognized that the US prefers a standard market, which makes our well-known and adaptable guideline offering attractive.



Our colleagues from the technical sales Philipp Hügler (l.) and Arne Jankowski (middle) traveled to France for the Paris Air Show to take part in the international air show together with our representative Owen Maxwell (Franke USA, right). It is one of the biggest events in the industry.



Our Managing Directors Daniel Groz and Sascha Eberhard had the opportunity to take part in the Mechanical Engineering Summit 2023 in Berlin with exciting live presentations and discussions from the fields of business and politics. Not only were the challenges and opportunities in the fields of sustainability and digitalization highlighted, but the role of European mechanical engineering in global competition and the shortage of skilled workers in our industry were also intensively discussed.

Question for Mr. Groz, Mr. Eberhard: What are you taking to Aalen for Franke?

- We are undergoing a sustainable transformation - courage to change!
- We are already working on the right and important topics - digitalization, sustainability and training
- We need to further develop our corporate culture in order to be an attractive employer.

# We exchange ideas

## Sales meeting G, A, S

One of the highlights of the meeting was undoubtedly the presentation of our future processes and procedures, which we will map and implement with the support of a new CRM system. This will make our working methods significantly more efficient and customer-oriented. We are firmly convinced that it will help us to understand our customers even better and meet their needs in a more targeted manner.

After an intensive working day, the participants ended the evening together and took the opportunity to exchange ideas in a relaxed atmosphere over dinner. On the second day, an innovation workshop was held in which the participants worked together on new and innovative approaches for the future.

v  
f.l., 3rd row: André Wegner, Marion Wendzik, Philipp Engert, Arne Jankowski, Mario Tober, Peter Niemeyer; 2.nd row: Sascha Eberhard, Philipp Hügler, Wolfgang Gall, Christian Burghard, Gerhard Bell, Sandra Zeller, Markus Werner, Michael Bärstecher, Stephan Kuhn; 1st row: Lars Exeler, Durmus Kara, Heike Faustmann, Julian Niederer, Marisa Brenner, Alexandra Stoll-Reininger, Friederike Kerlein

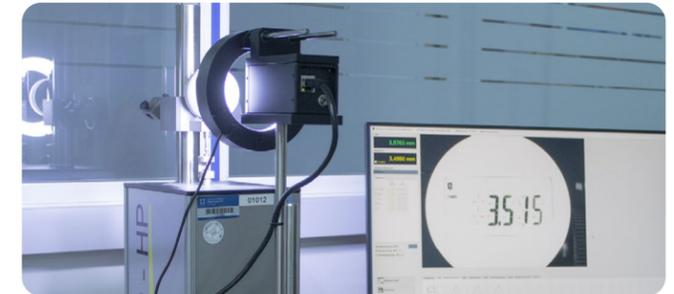


# Reliable production

## New devices & machines

### New calibration devices for quality assurance

This year, we purchased two new calibration devices for particularly precise measurements for quality assurance. Until then, we had to rely on external calibrations with long delivery times and additional processing costs. As a result, the measuring and testing equipment was sometimes out of service for up to four weeks and replacement measuring equipment had to be used for this downtime.



With the new devices, we are now able to calibrate all dial gauges, limit plug gauges, thread plug gauges and setting rings ourselves in the factory and make them available again within just 48 hours.

This enables us to have more efficient processes, agile working within the company and even more reliable quality assurance for our customers.

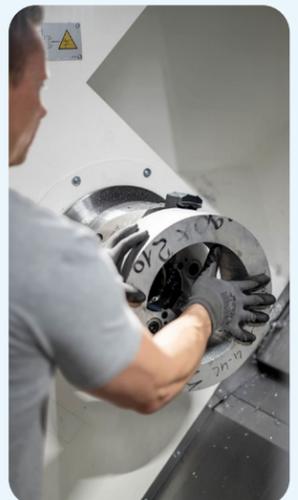


### New head lathe in the machining department

With the CLX 750, an innovative head lathe from DMG, we are expanding our machining capabilities in Plant 2. It is equipped with driven tools that enable precise drilling and milling. Thanks to the investment in both small and large jaw chucks its turning range extends from Ø 100-550 mm, which means that it can

even replace three other lathes in an emergency. This flexibility is crucial in order to be able to react agilely to breakdowns and at the same time fulfill our responsibility as a reliable supplier of bearings.

A significant advantage of the CLX 750 is the ability to process semi-finished products in one machine. In the past, these were produced on a lathe and then further processed on a milling machine for parting off holes. Thanks to the driven tools, these steps can now be carried out on a single machine. This reduces the consumption of resources and thus our ecological footprint and optimizes our work processes for greater efficiency in production.



# Sustainability Overview



” Integrating sustainable principles into corporate strategies and processes is not only an ethical obligation, but also offers opportunities for long-term competitive advantages and growth.

**Thomas Math** (Environment, Energy, Safety)



The three pillars of sustainability are equally important. Sustainable development is therefore only possible if the three dimensions are implemented equally and simultaneously. They are mutually dependent.

### Sustainability at Franke

Efficiency and sustainability have long been an important topic 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 hard cash and make a company an attractive and preferred business partner. The goal of sustainable development is achieved by harmonizing the three pillars of sustainability: commitment, ecology and economy.



### Health promotion

Your health and safety is a top priority at Franke. We want all employees to retain their ability to work and enjoy healthy leisure time. Occupational health management (OHM) measures are designed to support this.

The OHM covers these areas:



### Franke Foundation

The purposes of the foundation are: The promotion of science and research, the promotion of youth and elderly care, the promotion of welfare, the promotion of nature conservation and landscape conservation within the meaning of the Federal Nature Conservation Act and the nature conservation laws of the federal states and the promotion of charitable purposes within the meaning of § 53 AO.

The statutory purposes are realized in particular through these activities:

Promotion of charitable and non-profit organizations of the city of Aalen	Promotion of biotope improvements or biotope redesigns in the old district of Aalen
Promotion of research projects in the field of rolling bearing and other bearing technologies at Aalen University	Promotion of material equipment for municipal and church kindergartens in Aalen

### Topic sustainability on our website

We have recently integrated the topic of sustainability firmly into our website with the three areas of economy, ecology and engagement. In the coming year, we will also publish our first sustainability report here, which our company will be legally obliged to do from 2025.



# Innovation in Motion: Actively involved



## Aalen city run 2023

The Aalen city run went into a new round this summer and a Franke team of four participants was also highly motivated at the start. The running group met regularly for training in the run-up to the event. On July 23, they took part in the city run wearing uniform sports shirts made especially for the occasion in the Franke look.

< The Franke running group f.l.: Philipp Hügler (techn. sales), Arthur Tuchscherer (production plant 2), Christian Burghard (techn. sales), Sandra Eisele (HR), Gabriele Di Nucci (works council)



## AOK company run 2023

Our team took part in the AOK company run on September 28! Some of our dedicated team members laced up their running shoes and took part in this event with great enthusiasm. What makes the AOK company run so special is the extensive health program.

< The Franke running group f.l. back: Mehmet Gürkale (production plant 3), Gabriele Di Nucci (works council), Andreas Neubauer (HR), Marc Fischer (quality management), Daniel Lindenlaub (Digital Lean), Alexander Braun (quality management), Daniel Groz (managing director); f.l. front: Kilian Sturm (apprentice), Hartmut Maichel (apprentice), Alen Butic (materials management/logistics), Kevin Tretter (apprentice), Dominik Barth (apprentice), Sina Drabek (apprentice), Samira Rockinger (apprentice), Sarah Heinzmann (apprentice)



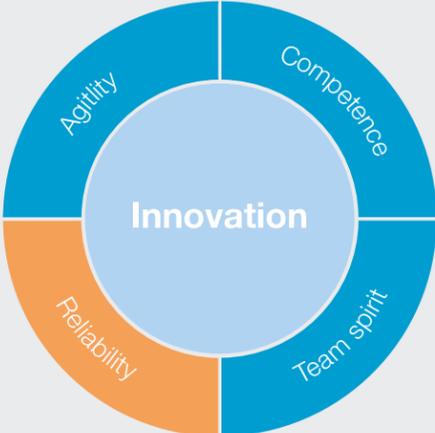
## Leasing a company bike - Eurorad

Environmental protection starts on a small scale! Small things in everyday life, such as the way to work, can make a big difference. We therefore offer you the opportunity to lease a bicycle. In addition to protecting the environment, this also contributes to maintaining the health of our employees.



Further information on registration can be found in our Franke WIKI under the term „Lease company bike“.

# Der Betriebsrat informiert Verlässlichkeit als Markenwert



Dear colleagues,

In today's fast-paced working world, it is more important than ever to define values that form the basis of our work together. As the Works Council, we would like to use this letter to highlight a central value that should not only characterize our daily interactions, but is also a key component of our corporate identity: reliability.

Reliability is more than just a buzzword - it is a fundamental building block of our success and a core brand value that we proudly represent. When we are reliable, we not only create a positive working environment, but also strengthen the trust of our customers, partners and other stakeholders.

We all know that the requirements in our company are diverse and can sometimes change quickly. Nevertheless, it is our common goal to maintain reliability even in dynamic times. This applies not only to meeting deadlines and agreements, but also to reliability in cooperation, a willingness to communicate openly and a sense of responsibility in our daily work.

In order to make reliability an integral part of our corporate culture, we as the Works Council are constantly working with the management to develop concrete steps and initiatives. We are also happy to include your voice and your experience to ensure that the measures are tailored to the needs of the workforce.

We encourage each and every one of you to actively participate in this process. Your ideas, suggestions and commitment are crucial to bringing about change and consolidating our reliability as a brand value.

Let's work together to ensure that reliability is not just a concept on paper, but a lived value in our daily interactions. The Works Council is at your side to achieve this goal.

If you have any questions or suggestions, please do not hesitate to contact us.

With reliable greetings

Gabriele Di Nucci  
Chairman of the Works Council

# Reliability in the team

## Strengthening cohesion



### Human Resources/Finance

After a short walk, we picked up our two trolleys in Sulzbach-Laufen. We had to overcome a few obstacles (cycle paths, barriers, etc.) on the 4-kilometre journey to the destination station. After a short hike, we arrived at the lamb brewery in Untergröningen.

After a guided tour of the smallest brewery in the region and a beer tasting, we stopped off at the brewery restaurant before heading back to our trolleys.



### Production

We were at the shooting club in Weiler in beautiful weather. We had already been there last year to shoot air rifles. This year we took the next step and were allowed to shoot small bore at a distance of 50 meters. This year's shooting king is Martin Winter. With 5 shots, he scored 44 points out of a possible 50 at the decisive moment.

After the shooting, we sat together comfortably with sausage salad and lard bread and had a great evening.

### Purchasing & Logistics

We went to the Waldschenke in Affalterried and first held a small bowling tournament, including a trophy. The winner was Mr. Schüler.

It was great fun and brought the team even closer together. Afterwards, we had dinner there and ended the evening together.



### Engineering/Development

We went to Simigolf in Schwäbisch Gmünd to play black light mini golf.

Afterwards, we went to the Ritter beer garden in Mögglingen.

### Matrix-Alpine Rock

We attended Melissa Naschenweng's alpine rock concert at the Allgäu open-air stage in Altusried. Beforehand, we fortified ourselves in the „Fasshalle“ with cordon bleu, crusty roast and an Allgäu beer tasting.

The next morning we had breakfast on the 13th floor with a fantastic view of the Allgäu and the Bavarian Alps.



### Academy and Digital Lean

Our team event involved bowling together at the lighthouse in Schwäbisch Gmünd.

Afterwards, we went for dinner together at the Mauritius restaurant in Schwäbisch Gmünd.

# Team Franke Welcome!

OCTOBER



**Elmar Keller**  
started in the Finance/Controlling department  
as a financial accountant.



**Sherikha Chandrasegaran**  
will remain with Team Academy as a trainee  
after her bachelor thesis.



**Mareike Schmidt**  
was taken on from temporary employment in  
the PL area in Plant 1 for ring straightening.



**Mohamed Dris**  
was also taken on from temporary employment  
in the PL area in Plant 1 for ring straightening.

# Reliable over many years Jubilees 2023



This year, 14 jubilees were honored. 6 of them are celebrating their 5th anniversary, one their 10th anniversary and 2 their 20th anniversary. 2 employees can look back on 25 years of service, one employee has been with the company for 30 years, 2 employees have even been with the company for 40 years. Managing Directors Daniel Groz and Sascha Eberhard honored the achievements of the employees celebrating their anniversaries in a personal letter and at a joint anniversary celebration together with the team leaders at Villa Koepf.

The jubilees according to length of employment:

- 5 years:** Stefan Bogusch, Alen Butic, Magdalena Friedl, Johann Gel, Frank Hadespek, Eugen Ickert, Frank Kunter, Niklas Ludwig, Zoran Micic, Alfred Schneider, Dominik Schneider, Jonas Schüller, Alexander Wahl, Fela Sophie Zeller, Benjamin Zeyer
- 10 years:** Patrick Hofmann, Swetlana Loskan
- 20 years:** Daniel Faulhaber, Sergej Metzler
- 25 years:** Timo Bosch, Sascha Eberhard, Heidi Reisinger
- 30 years:** Maria Petkovic, Thomas Stumpf
- 40 years:** Heike Faustmann, Udo Jarmer



JULY



**Franziska Gustek**  
supports the team at the head office as a new  
member of the commercial sales team.

AUGUST



**Manuel Haller**  
began as a technical buyer in the Construction & Facility  
Management of the Purchasing & Logistics department.

SEPTEMBER



**Johannes Bihlmaier**  
joins the Purchasing & Logistics department  
as a technical buyer.

# For the Future All the Best!

Over the past few months, we have said goodbye to three colleagues who are retiring. We would like to thank them warmly for their reliable work, with which they have made their own contribution to the success of the company. We wish them lots of fun, wonderful experiences and a good time in their new phase of life!



## Jürgen Kratochvil

started at Franke in 1982 in the race production department as a ring straightener, at that time still without a contract. Over time, he switched to conventional grinding and later worked on the first CNC grinding machine that was put into operation at Franke. He was a very reliable employee on the grinding machines until his retirement this year. He often liked to get to work by bike. Mr. Kratochvil can now hopefully use his free time for all the things that bring him joy and are close to his heart.

## Edith Buchegger

has been a very conscientious employee in Financial Accounting since 2015, where she was always open to change and was able to contribute her in-depth knowledge. Ms. Buchegger was greatly appreciated for the good cooperation within the team and with other departments and also supported the HR department with some tasks. Now she can spend even more time with her three grandchildren and invest in her hobbies, as she loves traveling, handicrafts, knitting, reading, puzzles and cycling.



## Christine Niegel

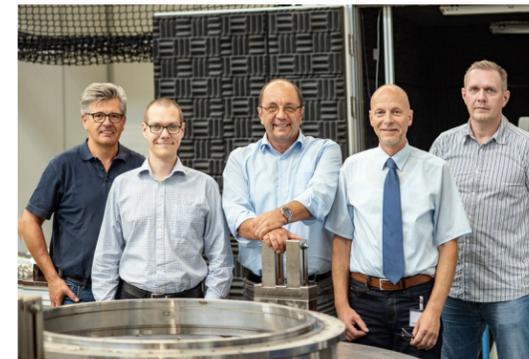
worked particularly reliably in the assembly of cassettes and roller shoes for linear guides. She always completed orders on time, worked quickly and remained flexible even in old age: at the age of 62, she still started working shifts. Ms. Niegel was a very helpful colleague and was also involved in the company as a first aider. She will hopefully be enjoying her well-earned retirement with her dog and relaxing in the pool after extensive work in the garden.



## Jörg Egelhaaf

At the end of the year, we say goodbye to an exceptional member of our Franke family. After many years of dedicated work and inspiring leadership, our esteemed Technical Director, Jörg Egelhaaf, is taking his well-deserved retirement.

During his many years as Technical Director, Jörg Egelhaaf not only significantly influenced and advanced the development of CT bearings and linear systems, but also contributed significantly to the success of our company with his commitment and expertise. His dedication to innovation, his tireless commitment and his willingness to always think outside the box have driven projects forward and inspired our teams.

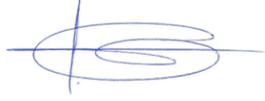


As a member of the management team, Jörg Egelhaaf was always involved in the strategic direction of the entire company and was able to provide many positive impulses. We remember countless moments of cooperation in which Jörg Egelhaaf acted not only as a superior, but also as a mentor and friend. His expertise and his ability to motivate teams were crucial to our success.

We would like to express our sincere thanks and appreciation to him. His contribution has left a lasting impression not only on our projects, but also in our hearts.

*„Dear Jörg, may this new phase of your life be just as fulfilling and enriching for you as your professional career. Enjoy the well-deserved time out, new adventures and, above all, good health. We are grateful for the time we spent together and the mark that you have left behind with us.“*

With best wishes for your retirement,

   
Daniel Groz                      Sascha Eberhard



## Obituary

Waldemar Milke

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



# Franke NEXT Generation



Dear Apprentices and Dual Students,

## A year of innovation and progress in apprenticeships

Last year was an exciting and successful year for our apprentices, characterised by creative projects and significant developments. We are proud of the achievements of our talented apprentices who have demonstrated their skills and commitment.

One of the outstanding projects this year was our „F.R.A.N.K.Y.“. Our apprentices Sarah, Samira, Sina, Dominik, Kilian, Hartmut, Nico and Jan worked with great enthusiasm and ambition to bring Franke products together with a cool robotic arm in one project. Another project that demonstrated the versatility of our apprentices was the production of customised Franke SUVs. These handmade masterpieces are a testament to the craftsmanship and creativity that our apprentices have acquired during their training. The Franke SUVs can be ordered from us.

This year, we have also increasingly turned our attention to 3D printing, and our apprentices have been extremely successful in this emerging technology. 3D printing has become an integral part of our apprenticeship program and the results achieved are impressive. Our apprentices are utilising the latest 3D printing technologies to create innovative prototypes and models that will shape the future of our industry. We produced key fobs and small

SUVs, among other things, for our Future Day. Our robotic arm, which we are using for the „Franky“ project, is also fully 3D printed.

In addition to these projects, we took part in four different apprenticeship fairs. These fairs gave our apprentices the opportunity to present their knowledge and skills to a wide audience and gain valuable insights into the world of career opportunities. Taking part in these events not only boosted their self-confidence, but also encouraged the exchange of ideas and experiences with other young talents. This year, we also organised our Future Day together with Mapal.

Overall, the past year was very successful for us as a team. In September, 10 new trainees and 4 dual students started for the first time. We welcomed the new apprentices by organising the first ever familiarisation days. During these two days, all apprentices got to know each other better through team-building exercises. We are excited about the challenges ahead and look forward to supporting them on their path to professional success.

Many thanks to our apprentices for making these successes possible and to our dedicated instructors for generously sharing their knowledge and experience. Together, we are creating a promising future in the world of apprenticeship and innovation.

Kind regards, Gizem Duvan

# Congratulations on... ... passing the final Exam!

This year, four of our apprentices successfully completed their apprenticeship and thus reached an important milestone in their professional careers - congratulations! During their apprenticeship, they were able to acquire specialised knowledge and gain important practical experience for their future work. We are very proud, but also sad that we can only welcome three out of four as new colleagues at Franke! However, we wish Jonas a bright future in his new role!



**Maren Arnold**

has been working in Plant 5 since completing her apprenticeship as an industrial mechanic.



**Robin Laux**

completed his apprenticeship as a machining mechanic and he has joined the team in our production.



**Anna Pfitzer**

completed her apprenticeship as a technical product designer with a commendation and will remain in the engineering/construction department.

## Apprenticeship- & study fair Heidenheim

On November 11, we were represented at the UP! trade fair for apprenticeship and study in Heidenheim. The trade fair team consisting of (from left) Ilija Stamenkoski, Hartmut Maichel, Jürgen Häfele, Sarah Heinzmann, Dominik Barth, Sina Drabek, Samira Rockinger, Gizem Duvan and Lars Löffelad answered all questions about our apprenticeships and dual study options.

Watch the video



## Aalener Industrial fair

This year's Aalen Industry Fair (AIM) for students took place at Aalen University on October 18.

From left to right, Thomas Schibelgut, Lea Müller, Sherikha Chandrasegaran, David Meyer and Philipp Hügler represented us there and answered all questions about our options for students.



# Apprentice projects Franke Next



## Apprentice team event

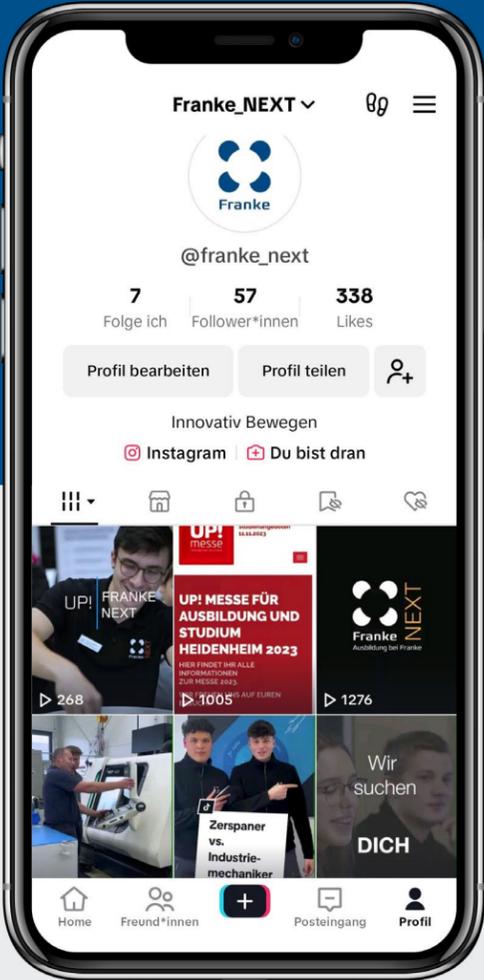
On the morning of September 4, 2023 at 8 a.m., the apprentices from all three apprenticeship years set off for two days to Epia in Schwäbisch Gmünd under the supervision of Sandra Eisele, Sandra Pietsch, Jürgen Häfele and Klaus Mayer from the Franke car park. Epia gave us the opportunity to take part in exciting team-building activities with adventure educators and to tackle the climbing forest and Skyland Games. The excursion was very helpful to get to know the new and „old“ apprentices and to get to know each other better. This made it easier for the first-year apprentices to settle into the company over the following days. The team-building games taught us how important it is in a team to rely on each other, work together and communicate with each other.

**From left standing:** Sandra Pietsch, Jannik Hassler, Sinan Kocayörük, Mateo Zadro, Samira Rockinger, Deniz Kocaöz, Jule Launer, Lucie Berhalter, Sarah Heinzmann, Dominik Hoof, Hartmut Maichel, Kevin Tretter, Max Reck, Moritz Harsch, Sina Drabek, Erik Schäfer, Bastian Barth, Benno Tilk, Dominik Barth, Kilian Sturm, Konrad Nowotny, Ilija Stamenkoski, Silas Drechsler, Jan Zinnbauer, Moritz Heindel, Lukas Giesert, Jürgen Häfele.  
**From left below:** Lara Backes, Linda Celine Flottmann, Nico Seweryn, Sandra Eisele.



## New apprentices

The 10 new apprentices were inducted on 1 September 2023. They bring with them fresh ideas and innovative approaches that will help us to develop further and consolidate our leading position in the industry. From September 4 to 5, all apprentices and went on a joint excursion to Schwäbisch Gmünd.



## Franke on TikTok

Since the middle of September 2023, Franke can now also be found on TikTok. The account is reliably designed and managed by our apprentices. TikTok is a platform where you can watch funny, informative and many other short videos. For us, it is a good way of introducing the younger generation to the apprenticeship programme at our company.

## JAV-Meeting 2023

Our annual youth and apprentice meeting took place on July 27, 2023. All current topics relating to apprenticeship were discussed at this meeting. Thanks to Mr Hanselmann from IG Metall Ostalb for the interesting presentation. Afterwards, there was a short outlook on the upcoming apprentice excursion in September 2023. The discussion round at the end was a good opportunity to ask questions and exchange opinions.



# Our (dual) students ... ... introduce themselves:

## Janine Laubensdörfer

**Area:** Engineering/Development

**At Franke since** December 2021 as a technical product designer and since October 2023 as a dual student in mechanical engineering.

**What are you studying?**  
Mechanical Engineering at the DHBW Heidenheim.

**What do you like about Franke?**  
I like my team, the flexible working hours and the support for my studies.



## Pia Albersmeier

**Area:** Manufacturing Development

**At Franke since** 2019 as an apprentice technical product designer and have worked in the Manufacturing Development since graduating in 2022. I started my dual studies at Franke in October 2023.

**What are you studying?**  
Industrial Engineering and Management at the DHBW Heidenheim.

**What do you like about Franke?**  
The fact that everyone in the company is so different, as well as the cooperation with the other departments.



## Nico Kratschmann

**Area:** Engineering/Development

**At Franke since** 2023 with the start of writing my Bachelor's thesis.

**What are you studying?**  
Mechanical Engineering at the university in Aalen.

**What do you like about Franke?**  
I joined Franke because I was already interested in Wire Race Bearings during my studies and then found out about Franke through my brother. I like the helpfulness of the Franke employees and, of course, the product.



## Jan Salvasohn

**Area:** Engineering/Development

**At Franke since** October 2023 with the start of my dual study programme.

**What are you studying?**  
Mechanical Engineering at the DHBW Heidenheim.

**What do you like about Franke?**  
Even at my job interview, I really liked the friendly atmosphere in the company. The fact that the company wants to grow and improve also appealed to me.



## Alexander Filipovski

**Area:** Digital Lean

**At Franke since** October 2023 with the start of my dual study programme.

**What are you studying?**  
BWL- Digital Business Management at the DHBW Heidenheim.

**What do you like about Franke?**  
Friendly employees and the family atmosphere made me feel very comfortable on my first visit.



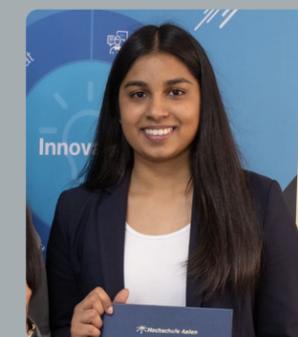
# Congratulations ... ... on graduation!

## Dual students: (f.l.) Luca Lamm, Thomas Schibelgut and Sebastian Kuck

Luca Lamm successfully completed his mechanical engineering degree and provided us with valuable insights into the optimisation of grinding processes as part of his bachelor's thesis.

Thomas Schibelgut studied Digital Business Management at Franke. In his bachelor's thesis on process mining, he discussed how this technology can increase the efficiency of Franke's business processes.

Sebastian Kuck also studied mechanical engineering and wrote his bachelor's thesis on a simplified tuning process for turned joints in series production.



## Sherikha Chandrasegaran

wrote her Bachelor's thesis in the Academy department on the realisation of a learning culture taking digitalisation into account using the example of Franke.



## Sharika Chandrasegaran

developed a recruiting and employer branding concept for our company as part of her bachelor's thesis in the Human Resources department.



## Aneta Czaja

wrote her bachelor's thesis in the field of health management. Aneta's work on the organisation of occupational health management at Franke has provided us with valuable insights.



## Minuk Choi

successfully completed his bachelor's thesis on automated quality assurance of linear systems in the field of engineering.

We regularly advertise exciting jobs for students! Just take a look:

<https://www.franke-gmbh.com/career/students/>



# Reliability at Franke Merry Christmas

Warm through the winter  
Christmas present 2023

Keep warm with the new stylish Franke insulated bottle.  
Whether it's coffee, tea or punch, you can now take your favourite drinks  
with you wherever you go.

The All Around editorial team would like to thank you for your interest in our  
magazine and wish you happy holidays!

Relax & stay well!

Marisa Brenner  
Jana Schilk  
Jule Launer  
Moritz Harsch  
Konstantin Pelz  
Gerhard Reininger



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Contact:  
Tel. +49 7361 920-0  
info@franke-gmbh.de  
www.franke-gmbh.de

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