

All Around Franke



01/2021 The magazine for employees and partners



COVER STORY:



Customer Stories

Customers discover the Franke principle

News: How will we work in the future?

Digitization: Numerous new projects

Apprentices: Franke at digital trade fairs

Internal: New faces at Franke



Special bearing for the machining of tube profiles.

Customer: Trumpf, Ditzingen

< Cover photo:
Heike Faustmann holding a bearing for our customer Trumpf in Ditzingen.



"Franke is on a successful path right now. Thanks to our employees and to you we have coped well with the Corona pandemic. We see light at the end of the tunnel and hope the situation will largely return to normal by summer."

Dear Ladies and Gentlemen,

More than the first third of the year has passed and we have made a very good start to 2021 at Franke. Our customers, especially in **medical technology**, have a high demand for Franke products. But things are also looking up in other sectors. Almost all the company's key figures are on track and there are many indications that we will have a very good year in business terms. For this reason, we have also decided to resume planning for plant 6.

In this issue, we would like to tell you among other things about **customer stories** - stories about the good cooperation with our customers. Documenting successful projects in text and pictures together with selected customers is an indication of mutual appreciation. You can find out more about this month's cover story in the magazine.

Digitization at Franke continues to make progress. We have just completed a project with Aalen University in which possible digitization projects were developed, prioritized and evaluated for feasibility. This will form the foundation for further digitization at Franke in the coming years.

Our employees now have their own Franke e-mail-addresses. They enable them to participate in numerous digitization projects. In the meantime, we have started to convert parts of our training courses to e-learning. **E-learning** means electronic learning and includes all forms of learning supported by digital media. This means that every employee can take part in training courses flexibly, regardless of time and place, for example in their home office. In addition, the teaching quality remains the same - everyone is taught the same content and everyone has the same level of knowledge.

Training and continuing education are more important today than ever before. In addition to our training and study offers, we have therefore set up a **mentoring program** for our junior staff in the company. Mentoring supports individual employees within a limited period of time. Both the mentors and the mentees are happy to enter into the relationship. The content of the discussions is treated confidentially and both parties benefit equally.

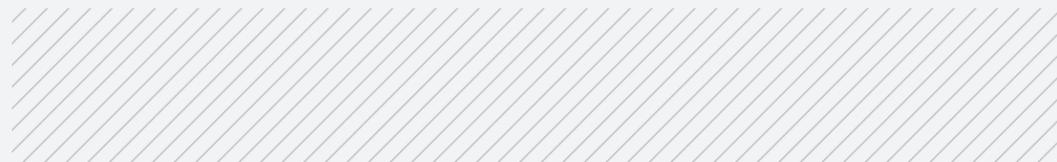
Customer stories, digitization and training are just a few of the measures we are currently focusing on that will drive our company forward into the future. We look forward to walking this path together with you. Take part in what is happening at Franke, get involved, help shape the future. Each and every one of you is a part of the whole picture.

Enjoy reading the first issue of our magazine in 2021!

Your management,

Daniel Groz

Sascha Eberhard



COVER STORY:

Customer stories - stories that leave an impression

In discussions with our customers, we learn more about how our products solve tasks.

Detailed background information about the use of our products is given to make it clear to our customers what goes on behind the scenes when our customers decide to buy a Franke product. This is called storytelling. Marisa Brenner from Franke Marketing is responsible for coordinating the stories. She tells us what it's all about.

Marisa, what is storytelling?

"Storytelling" means "telling stories" :-). An application of one of our products is presented as a story in texts and images. People think in stories. Stories trigger emotions and therefore stay in our minds. Stories help us find out why our customers choose Franke products and what they value about Franke."

How is storytelling implemented at Franke?

"When we have an interesting project, we ask the customers for an interview. This interview results in the finished story, which is then distributed on the website and other channels. The special thing about the stories: The focus is not on Franke, but on the customer and the developed product solution."

The interviews are conducted by our agency Büro RP together with the Franke sales representative in charge. The aim is to conduct an interview directly at the customer's premises. A team of interviewers and a photographer visit the customer and conduct the interview on site. Due to the current situation, only online interviews have been possible so far.

The customer also benefits from an interesting story about their company. They can use the material for their own advertising purposes. In the end, this results in a win-win situation for both sides and in addition the customer relationship is strengthened further."

Is there a finished story to read yet?

"Our first story takes us to Korea. A large bearing with torque motor was used there. The story on this is in short form on the next page and in detail on our website."

Thank you, Marisa!

You have an interesting application and your customer would like to join our story-telling format? - Please let us know and we will figure out, how to proceed!



Franke torque guides laser of a display-repair machine

A South Korean OLED display manufacturer has developed an innovative machine that can be used to repair defects in display production. Franke built an exceptionally large torque drive for the machine.

Whether in smartphones, tablets, speedometers or televisions - LED displays are ever-present in our everyday lives. A huge market that is far from saturated. However, there is a problem in production: Even with the greatest care, errors in production are hardly avoidable. The displays affected by this are rejects and thus a burden on productivity.

The special feature: The machine works particularly fast thanks to its innovative design. Productivity in display production is thus improved in two ways: through fewer rejects and through the high throughput during touch-up.

Innovative, high-throughput repair machine

A South Korean OLED display manufacturer has now developed a new type of laser machine to efficiently repair such faulty LED displays. The principle: A laser beam is used to repair faulty connections of the conductor paths.

Customized Franke torque drive in XXL design

A central component in the laser repair machine is a very large Franke bearing assembly with direct drive. This is used to rotate mirrors that guide the laser beam. Franke then developed a customized solution.

To ensure the speed of 150 rpm, an angular contact ball bearing arrangement was chosen for highly dynamic applications. Precision was very important in this project.

„In terms of accuracy, we have exhausted the mechanical possibilities with this bearing“.

Arne Jankowski from technical sales

The result: less scrap with less effort

With the new repair machine, pixel defects in LED displays can be repaired efficiently. Very many previously discarded displays can be restored to usability this way and meet the high quality requirements.

Specification of the Franke solution:

- Customized torque drive
- Highly dynamic bearing with maximum precision
- Free inner diameter: 1,000 mm
- Maximum speed: 300 rpm



The special bearing assembly with integrated torque drive.



The installed bearing

COVER STORY

Storytelling: The faces behind the stories

Customers, our sales department and our PR agency work together to create our customer stories

Storytelling is driven by more than one person. To tell a good story, everyone has to work together. We asked those involved in the first stories about their experiences and asked them three questions:

1. What do you think of our new format „Storytelling at Franke“?
2. How did you experience the conversations with customers who participated in an interview?
3. What are their goals and wishes for the Storytelling project in the future?



Heike Faustmann, commercial sales

Michael Bärstecher, Franke representative

Christian Burghard, technical sales

Customer contact & preparation

1. Storytelling allows us to provide detailed insights into the daily collaboration with our customers and to authentically present the versatile areas of application of our innovative products.

What I particularly like about our format is that it's focussed on our customers.

2. I really appreciate that many of our customers agreed to participate. The open discussions not only enabled us to gather good content, but also strengthened our business relationships.

3. For the future, I hope that our storytelling format will help us to be perceived even more strongly as a medium-sized innovation driver whose customer-specific solutions are used in a variety of ways, particularly in promising areas such as medical technology or electromobility.

1. This is a new, fresh and modern way to present Franke products. It can deepen the customer / supplier relationship, but also makes the project more present and understandable for others. You also get pictures and a deeper insight into the applications and possibilities for Franke products.

2. It was very interesting to learn about the company's history during an interview. The commitment and willingness to take risks the company family has demonstrated and how their success has proven them right.

3. It would certainly be desirable to publish 1-2 new stories per year online and wait for the feedback. It would also be nice to further promote awareness of our wire race bearing technology.

1. Very good reports, which are prepared in an understandable way for all Franke employees. The colleagues are provided visually with the customer's perspective and their application.

2. Very open-minded, received new aspects and insights. Interesting and open conversation. The customer answered our questions thoughtfully.

3. Interviews on site. Audiovisual impressions parallel to the interview which can be posted on YouTube, LinkedIn and the Franke website, in the form of a video report. Detailed insight into the application in which Franke products are used.



Adrian Drabek, commercial sales

Coordination & Planning

1. Storytelling is an excellent format for presenting Franke's competences in an exciting article. For the reader, the diverse projects are described in an understandable and impressive way. Images reinforce the statements and illustrate the many different applications of Franke products.

2. The customers were very open-minded. The interviews were pleasant to conduct. It was exciting not only to talk about the project, but also to learn something about the company in general. (History, locations...).

3. Many more exciting stories! If possible, more face-to-face interviews with customers to strengthen personal customer contact. Distribute the stories on many platforms to generate a high reach of readers.

Interview & texts, image editing & layouts

1. We think the customer stories are a great way to convey one of Franke's key strengths: solutions tailored entirely to the customer. We gained exciting insights during the interviews and we hope that this is also conveyed to the readers.

2. The experience was positive throughout. We experienced open, committed, competent and sympathetic conversation partners who were happy to share their knowledge and experience with us. Franke was definitely highly rated by the customers we spoke to.

3. We see it the same way as in sports: After the game is before the game. We are always excited to see what the next date will bring. What the end result will be, how good the story will ultimately be, is difficult to predict. In any case, we are motivated to always bring out the best possible.



Sven Paukner and **Christoph Robisch**
Büro RP





Customer portal MyFranke will offer best service

Online ordering portals are becoming increasingly important in business transactions between companies.

What is a customer portal?

The customer portal is the next evolutionary stage of the B2B online store: It maps the purchasing process of a B2B buyer, digitizes sales processes, and supports companies in after-sales activities and the development of new digital services. The portal thereby covers a large part of the customer lifecycle with all services in the various phases of the customer relationship and enables a target group-specific customer approach.

- Viewing the order status
- Editing the order
- Saving the requests / orders
- Adding products to a notepad
- Receiving delivery information
- Registering for newsletter and subscriptions
- Viewing order history
- Giving feedback / ratings
- Viewing / editing master data

What is the goal?

Franke launches a portal integrated into the website, MeinFranke. This portal is to be expanded into a customer platform in the medium term. It offers all the information and functions that are of benefit to our customers and interested parties. Possible contents of this portal are:

- Requesting products online
- Buying products online

What are the teams?

Within the scope of this project, the IT and layout / processes teams work in parallel on different tasks. The IT team focuses on programming, interfaces, data handling and data security. Team Layout / Processes takes care of the user guidance, functionality and design of the pages.



Employee portal Around Franke is available everywhere

Daily updated information for all employees directly at the workplace.

Our new Franke portal All Around Franke has already been implemented. It is the digital further development of our information boards and provides daily updates on what's new at Franke.

The portal can be accessed on any screen in production and administration. It is linked to the Franke website and shows the news there. It also provides direct access to important digital programs such as:

- Franke WIKI (knowledge database)
- Tisoware (time management)
- Perview (further education)
- Franke Chat (Messenger)
- Franke Shop for clothing / promotional items

The introduction of end-to-end digital processes is an important prerequisite for remaining competitive. We welcome every contribution that takes the digitization of our company a step further.

Recently, all employees received access data for a Franke e-mail address. It is the access to numerous digital offers such as scheduling, further training, digital wage notification or the Franke Shop for ordering work clothes and promotional items.



How will we work in the future? - Digital manufacturing

Manufacturing offers a variety of approaches to becoming more productive and efficient through digitization.

The digitization of processes and products is the central prerequisite for successful participation in future market activities. Our processes are therefore constantly being improved with the aim of ensuring a high degree of agility while avoiding waste.

Our products and their manufacture must be increasingly digitized so that we can offer our customers additional services in the future. Franke is therefore focusing on the value-adding use of digital technologies in all areas of the company.

Investments are evaluated in terms of digitization. Data security and data sovereignty have top priority. It is important here not to digitize for the sake of digitization, but to examine all options and invest sensibly.

In order not to lose the overview in the jungle of digitalization, Franke is currently participating in a funded **Industry 4.0 Scouting**. Within this program, Franke is being advised by neutral experts in cooperation with Aalen University. The advantage of this: The external perspective!

As part of this collaboration, a vision was developed: **Franke is a digital factory in 2025.**

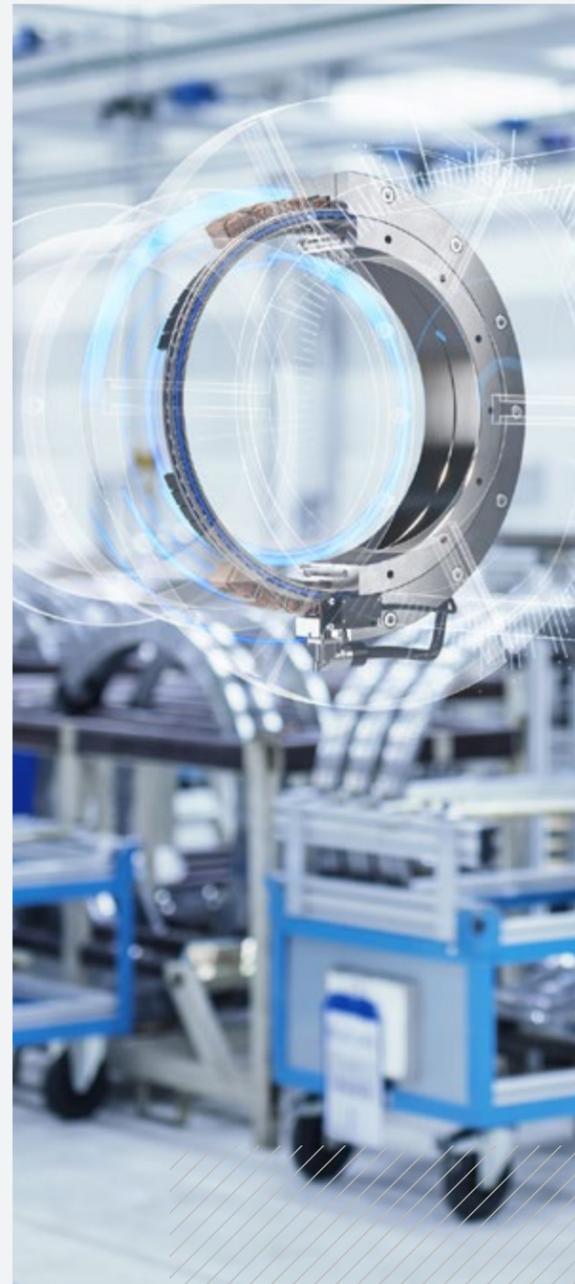
During the workshop, the following questions arose:

- Where are we today?
- Where do we want to go?
- What starting points do we see?
- What does implementation look like in concrete terms?

Through the consulting days already completed, various projects could be named and prioritized:

- IIOT (Industrial Internet of Things) - This is understood to be the Internet of Things in the industrial environment (machines, plants, production equipment). An IIOT platform stores order, plant and sensor data
- Digital lab - A company-wide digital culture exists; digital innovations and experiments are brought into the company and tested on a suitable platform
- Design data reconciliation - Data from work preparation and engineering is transferred to manufacturing in an automated way
- Digital warehouse - inventories and material flow can be viewed and booked digitally

These projects will be launched over the next few weeks. For this purpose, goals, hurdles and initial implementation steps will be defined and project teams formed.



TOPdesk service management accelerates troubleshooting

Ticket systems help with organization and increase efficiency

For some time now, IT problems of all kinds have been solved via the **TOPdesk ticket system**. This system is now to be extended to other service areas throughout the company.

New work, new agility.

If the PC at a workstation goes on strike, an e-mail is simply sent to IT support. This mail arrives as a ticket in TOPdesk at the colleagues in IT and is assigned and processed there (dispatching). A team from IT, production development, human resources, and procurement, which is responsible for occupational safety and building services, is currently working on integrating TOPdesk in these departments as well.

Why does this ticket system as a self-service portal also make sense in other departments?

If, for example, a problem occurs on a machine, there is no need to call the production development; instead, a ticket can simply be filled out. The advantage of this is that the status of the tickets can be viewed and the work process is clearly defined.

This means that colleagues can prioritize their work better and are not pulled out of the flow of work by a large number of telephone calls. The person reporting the problem can also resume his or her work immediately after the problem has been resolved. In addition, the ticket system offers the possibility to measure key figures. This allows to better identify problems in processes and to continuously improve them. The ticket system also offers the possibility to create a know-how database. This is used to store the procedure and solution approaches for a problem. If the problem occurs with the next colleague, a solution is already offered from the knowledge of his colleagues during ticket entry, which he can easily read up on.

The project team is currently working on the implementation and is already creating service forms for different case situations to make it even easier to fill out tickets.



View into the future:

Automated processes,
networked & monitored online.

New ways of working in the **production area**

Production islands: optimized processes for the production of the future

Production islands bring together several work steps in one place and help to optimize processes and reduce the error rate. At the same time, employees gain a better view of interrelationships.

1. What are production islands?

Production islands are workstations that previously consisted of several workstations and are now merged into one workstation.

In a so-called production island, the employee turns to the next station after each work step. In contrast to the past, a cassette is now built from start to finish in a production island. Previously, there were three workstations for this:

- Fitting roller shoes,
- measure roller shoes
- and mounting cassettes.

These three work steps are now carried out completely in one production island by one person at a time.

2. Why were production islands introduced at Franke?

The idea of introducing production islands at Franke arose as part of the **value stream project**. Production islands offer the advantage that one-sided stresses can be reduced because the same

sequence of movements does not take place continuously. This helps to reduce monotony. In addition, storage spaces can be avoided, since no intermediate storage of semi-finished products is necessary in the production islands. This leads to optimization of the value stream. By working in the production islands, defective parts can be detected earlier, which means that fewer parts are unusable or rework is reduced.

3. Where do the production islands already exist at Franke?

Currently, production islands are being tested in plant 3. The trial will run until week 30, after which the production islands will be evaluated and further steps planned.

A big thank you to our colleagues in plant 3 who agreed to go into two-shift operation and thus made the realization of the production islands possible in the first place. We would like to thank all our employees for showing the **courage to change** and leave comfort zones.



Production island for roller shoe assembly in plant 3.

Flexibility in **administration**: flexible workplaces, mobile working

New requirements for office design and communication

The past year has shown us that many things can change in a short period of time. Even without such an exceptional situation, employees' needs in terms of their working environment are increasingly changing. At Franke things are changing as well.

How do we want to work together in the future?

In an internal survey, the employees of the administration were asked to state their wishes and needs for future work.

We need to ask ourselves:

- How will we work in the future?
- What infrastructure is required for this?
- What are the spatial requirements?

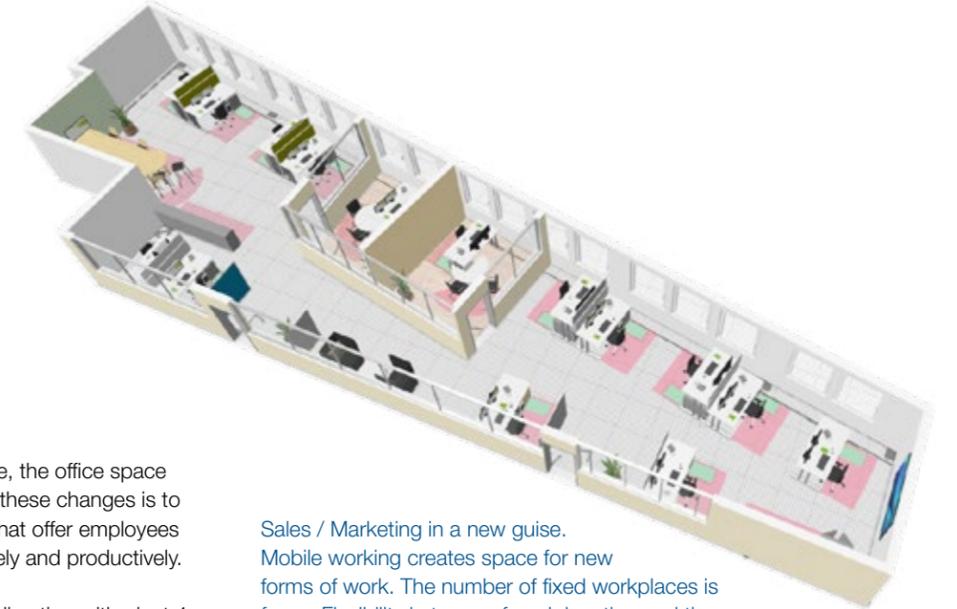
In order to meet the requirements of the future, the office space in the administration is changing. The aim of these changes is to create future-oriented workplaces at Franke that offer employees ideal conditions for working efficiently, creatively and productively.

Franke is already taking the first steps in this direction with plant 4, which is used as a co-working space. This means that employees from different departments can move to this area as needed and work on projects here in topic-related teams.

The first steps have been taken in sales and a possible concept for the „office of the future“ has been discussed. The goal is also to maintain **mobile working** at Franke in the future and to make work more agile through flexible workplaces.

Of course, some things have to be considered here and tested first. For the future our motto is **courage to change** and we thank you for your support and suggestions!

At this point, we would like to thank all those who have been working from home with a high degree of flexibility, in some cases for more than a year almost continuously!



Sales / Marketing in a new guise.

Mobile working creates space for new forms of work. The number of fixed workplaces is fewer. Flexibility in terms of work location and time new demands on office equipment and communication.



Exchange of experience in a 1:1 format:

The Franke Mentoring Program

We asked mentees and mentors about their expectations and motives.

The mentoring program describes the relationship between two people: Mentees who want to achieve goals and mentors who support the mentees on this path. Mentoring in a company supports individual employees within a certain period of time.

I hope to receive tips and assistance from an experienced employee to learn new approaches to certain situations and to further develop my actions and demeanor. The program offers me an additional assessment by a trusted person who can give me positive and negative feedback.



Niklas Schwarzer
Quality management



Frank Helbig
Human resources

Hopefully we can offer mentees what I would have liked to have had in the past: a mentor who accompanies you in your own development. I want to offer my mentee different options for support and he chooses which of these he wants to take advantage of.

I expect the mentoring program to help me develop personally and professionally. I try to absorb and apply the experience and knowledge that my mentor brings with him. The program is a great thing and it's not a given that a company offers something like this.



Adrian Drabek
Sales



Philipp Kieweg
Manufacturing development

Mentoring offers opportunities for the free development and advancement of young talents according to the positive values of our company. In short: the development of our employees in key positions and leaders of tomorrow. I myself was able to learn a lot from experienced managers, otherwise I wouldn't be where I am today.

I want the mentoring program to help me develop both socially and professionally, for example to strengthen my soft skills and learn new competencies. Since I've only been at Franke since October, I'm taking the opportunity to connect with other colleagues and additionally benefit from my mentor's experience. I wish to gain new input, especially beyond my own area of expertise.



Marisa Brenner
Marketing



Daniel Groz
Management

I would like to support a young person in our company in taking a successful path in their career. I do this with the experience I have gained in my professional career and with my knowledge of processes, customs and the way people work together at Franke.

As a manager, it is my job to coach people - and not just as part of the mentee program.

I myself was lucky enough to have had mentors and, as a family man, I also hope that my children will one day meet good advisors who can help them find their way in the (professional) world. You could also call this a generational contract.

A mentor has no clear requirements for his mentee, he supports, advises and accompanies the person on their way. That's why it can be an incredible asset to have a mentor in a company where you want to work and get ahead. In addition, both sides benefit by exchanging ideas and thereby gaining new perspectives.



Gizem Duvan
Marketing



Sascha Eberhard
Management

I hope for a balanced interaction of the employees of the respective generation, which is a decisive factor for the transformation of our company. For me, this is Matrix 3.0 - i.e. the introduction of forward-looking topics such as lean management, digitization, continuing education.

I also owe my development to people who have taught me a lot as mentors. I look forward to passing on my competences and experience to young people who are keen to take on responsibility.

With the mentoring program, I learn about empirical values and can offer fresh impulses. Participating in the mentoring program is the best way for us to take with us the mentors' experience, increase self-confidence, implement possible collaborative projects, and help shape the future together at Franke. I am very much looking forward to the coming meetings as well as the cooperation with my mentor. I can imagine becoming a mentor myself.



Thomas Schibelgut
Student Digital Business Management



Oliver Schröder
Purchasing & Materials Management

Mentoring allows us to offer young people a platform to ask questions that are important to them directly and thus to understand the context of the "new" professional world more quickly. I'm taking part because I'm personally excited to work with young people and to get new impulses from a different perspective myself. Youthful lightness is mixed with many years of experience.

I particularly like the fact that a mentor always has the opportunity to hold a mirror up to me and also take a critical look at me from time to time. The exchange in an organized program helps to clarify questions such as "Where do I see myself in 5 years?" or "What obstacles or weaknesses still stand in the way of this wish?"



Daniel Lindenlaub
Lean Management



Harald Müller
Manufacturing

I would like to accompany a young person in the beginning of his career, hold up a mirror to him, help him to become clear about his professional goals. To do this, I offer him support with questions of any kind, both professional and private. I was fortunate enough to have a mentor in the past as well, and I know how much that can help. I expect my mentee to learn to define his professional goals and help build a foundation of trust. I am delighted to have been chosen as a mentor.

Exchange of experience in a 1:1 format:

The Franke Mentoring Program

We asked mentees and mentors about their expectations and motives.

Mentors and mentees who do not have a permanent partner are introduced here.



I hope that a mentee will also broaden my horizons, and revamp my - probably also ingrained - thought processes. For me, the goal is to encourage and challenge young people, to accept and allow new ways of thinking, but not without holding on to some values.

Alexandra Stoll-Reininger
Sales



I hope to be able to realize many projects through the program that will help us to make everyday life more modern, more digital and, above all, easier. When so many minds come together, good ideas always emerge, both for improvements for the company and for oneself. We have the opportunity here to simply try something. Maybe not everything will be a success, but certainly a lot. I don't have a permanent mentor. I'm well networked and approach individual people with my concerns.

Dominik Schneider
Manufacturing development

Through mentoring I hope to develop our existing talents into responsible and committed employees and managers. I am happy to pass on the experience I have gained so far in my professional life at various stations. The development of the upcoming Franke generation is a wonderful task and will strengthen the company.



Roman Borsch
IT

For me, the program is successful when we manage to develop the competences and personalities of the mentees. Through the exchange with the mentee about professional experience, leadership behavior and corporate culture, we also learn other views and new ideas as mentors.



Holger Baamann
Bearing manufacturing

Mentoring gives us the opportunity to offer motivated young talents neutral support in their personal career development. I would like to support our junior staff in working in a structured and goal-oriented manner. Self-confidence and responsibility are not innate in everyone, but they can be learned.



Stephan Kuhn
Technical sales



Through mentoring, new employees gain a quicker insight into the company and can be trained more efficiently. The mentee also always has a contact person. In the course of mentoring, critical questions are bound to come up, which can question one or the other „well-worn“ approach and thus also lead to change.

Michael Momesso
Shipping



Further training at Franke

Digital Learning at Franke - Rediscovering learning through e-learning

Changes as a result of digitization are noticeable in all areas of life: In everyday life, in our jobs, and in the way we learn. Today, there is no way around e-learning - which makes it all the more important to get involved with it.

How does e-learning work?

Learning units are taught online via the PERVIEW program in interactive form. The units are divided into individual chapters. Each chapter is followed by a knowledge check, for example, pictures have to be assigned or questions answered.

What are the advantages of e-learning?

E-learning offers the same quality of knowledge transfer on a permanent basis. It promotes independence, self-organization and discipline. In addition, e-learning enables active, self-directed learning independent of place and time - e.g. in mobile working.

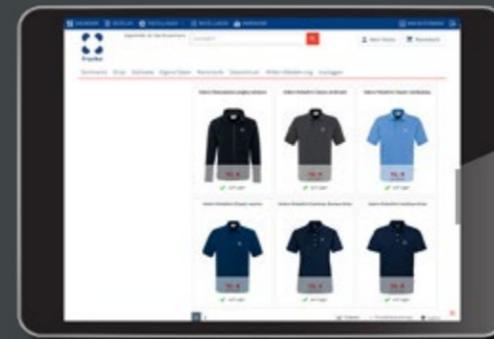
How will further training work in the future?

The mandatory training courses that have taken place in person and the continuing education program are gradually being offered as e-learning. For example, safety instructions, 5S instruction, environmental management or IT awareness.



Order work clothes conveniently online in the future

Online store for Franke clothing and promotional items in progress



Together with the company Deeg, we have created an online store for Franke clothing and promotional items. The new ordering portal serves to offer all employees the possibility to order items online.

Advertising material and clothing can be ordered at cost price with a Franke e-mail address from now on. The annual order of workwear for authorized persons is located in a separate area within the store and will be activated in the fall.



Inessa Kauz
Purchasing



Self-testing at Franke:
All employees can test themselves regularly 1 to 2 times per week. A mobile test team moves through the company and visits everyone on site if required.

Dear Colleagues,

We hope you are well!



Dear Colleagues,

customer stories are the cover story of today's issue. Together with our customers, we create innovative products that are tailored precisely to their needs. Communication with our customers is of great importance here.

Communication in particular has undergone a lasting change over the past year. Not only externally, but also internally in our plants and shopfloors, we have been treating each other differently since Corona. Distance, hygiene and masks are omnipresent.

In the meantime, we have the opportunity to be tested regularly and some of us have already been vaccinated. This will lead to measures being relaxed in the medium term. However, the prerequisite is that as many of you as possible make regular use of the test offer.

Until then, we ask you for discipline and responsible behavior at your workplace and in dealing with your colleagues. We are happy to support you in this and can be reached at any time in person, by phone, e-mail or messenger. So that physical distance does not become emotional distance!

Thank you very much for your cooperation and thank you to the Corona team at Franke for developing and implementing measures!

Your works council,
Jürgen Häfele & Gabriele DiNucci

Column Dr. Rolf Siedler



Walk upright,
give each other support!

Dear readers,

a First of May without a rally, without messages, without the feeling of reviving the tradition and goals of the labor movement on this day: unthinkable and yet reality. Because the German Federation of Trade Unions had canceled all rallies nationwide in view of Corona. KAB secretary Maria Sinz as well as quite a few companions from the trade union and UtopiAA and also myself did not want to let this rest. In times of decreed distance to fellow human beings, we set a visible sign in front of the Aalen city hall: compassion, dignity, justice and solidarity are not canceled.

The idea was to join together in a honeycomb shape. Red-painted squared timbers were laid out on the floor like honeycombs, connected at the corners and marked with clear messages. „Future: more than the end of Corona“ could be read there, or „Future without solidarity is no future.“ Spontaneously, passersby joined in. The structure was then lifted by fifty people. A wonderful moment.

Nature has invented an extremely stable connection with the hexagon and we are such a structure of hexagons here. This - albeit involuntary - disruption must be used for the necessary change at all levels. And if there is talk of a „new normal“, this can only mean that the future will be characterized by sustainability and justice. Security is different from solidarity, because solidarity needs closeness and not isolation.

„Beyond right and wrong, there is a place. That's where we meet!“ Daniela Dorrer from the UtopiAA project quoted the Islamic mystic Rumi. Then there was humming, vowels formed a unique soundscape and everyone sang together „Walk upright, give each other support, fight for change, give shape to the future!“

On this note - stay healthy!

Your **Dr. Rolf Siedler**
Industrial psychologist Aalen, Tel. 07361 59021
aalen@betriebsseelsorge.de



Order / Cleanliness / Ideas:
The winners 2020

1st Place / 58 Points
Quality Assurance Team



2nd Place / 57 Points
PC Machining Team



3rd Place / 56 Points
Team Shipping, Plants 3/4

5S Method: Order & Cleanliness

Tidiness and cleanliness in a company are not ends in themselves, but important prerequisites for high productivity and a friendly, healthy working environment. In regular audits, the departments are checked in this regard.

In the process, the 5S officers provide information on areas for improvement and award points for achieving the specified standards.

„In the past year, we have raised the bar in terms of 5S and included new topics such as Digital 5S into the assessment.“

Klaus Mayer
5S representative

Together we have achieved a lot
See - Think - Do better!

Order / cleanliness / improvements & ideas move us forward.



The top-ranked departments in the **2020 5S Annual Audit** are:

Department	Points
Quality assurance	58
PC Maching	57
Shipping (plants 3/4)	56
PL Grinding	55
Sales / Marketing	55
PL Assembly (plant 1)	55
PC Assembly	55

The departments received a bonus for each employee.
1st place: 50€, 2nd place: 30€ and 3rd place: 20€.

Once again, numerous **suggestions for improvement** were received in 2020. They relate to optimizations in production, improve processes and workflows, and help our company work more efficiently, faster, and more cost-effectively. The most diligent submitters received a special bonus.

Thank you all for your commitment and ideas!



Most suggestions:

	Name	No. of suggestions
1	Sven Schneider	8
2	Florian Hammerl	6
3	Andreas Weber	5
4	Christian Maier	5
5	Christine Niegel	5
6	Dennis Baumann	5
7	Johannes Baier	5

The participants with the most suggestions for improvement in 2020 received a special award. **Thank you very much for your ideas!**

We welcome our new colleagues

and wish you much joy and success in your tasks.

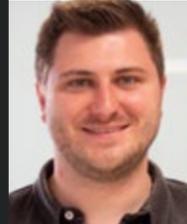
Administration



Jannik Funk
IT



Marion Wendzik
Sales



Markus Gütlin
Construction



Maximilian Fuchs
Manufacturing
Development

Manufacturing



Ernest Sucec
Grinding
plant 1



Rando Sauter
CT-bearings
plant 5

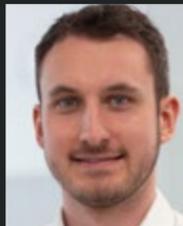


Patrick Wanner
CT-bearings
plant 5



Klaus Schenk
CT-bearings
plant 5

Study / Theses



Konstantin Schlotthauer
Bachelor thesis:
Digitization of
materials manage-
ment



David Meyer
Master thesis:
Integration of a
condition monito-
ring using the ex-
ample of a grinding
machine



Lilly Fiessler
Bachelor thesis:
Creation of eco-
balances and
determination of
material and ener-
gy flows in product
design



Sebastian Traub
Bachelor thesis:
Development of a
measurement me-
thod for the quality
inspection of linear
systems



Alina Mangold
Bachelor thesis:
Recording of
mental stress at
the workplace



Kim Lopuschynski
researches in her
internship on the
development status of
solar thermal power
plants.



Marc Richter
Bachelor thesis:
Representation of the tilting rigidity of wire race
bearings under the influence of different preload
forces



Do you feel comfortable at Franke?

A bachelor's thesis provides information about mental stress in the workplace.

The world of work is in a state of flux: increasing digitization, new forms of work, the spread of flexible ways of organizing work - and much more characterize the changes in work.

With the increased complexity of the working world and the changed working conditions, the demands on employees have changed. In order to meet the requirements of the changed work areas, the psychological stresses in the workplace at Franke were recorded as part of a bachelor's thesis. It was about these topics:

- Work content (variety / challenge)
- Social relationships (support from colleagues / superiors)
- Working environment (noise / heat)
- Corporate culture (mobile working / dealing with Corona)
- Personal condition (workload)

The survey started with a pilot project in which 15 employees were able to participate anonymously.

The majority of respondents believe that Franke is coping very well with the current Corona situation. The corporate culture and social relationships at Franke were also rated positively.

Criticisms include the working environment, e.g. noise, heat and lack of ergonomic equipment, as well as the organization of work, i.e. the intensity of work and interruptions to work. Measures have already been taken in this area. Successes will be seen here in the medium to long term.

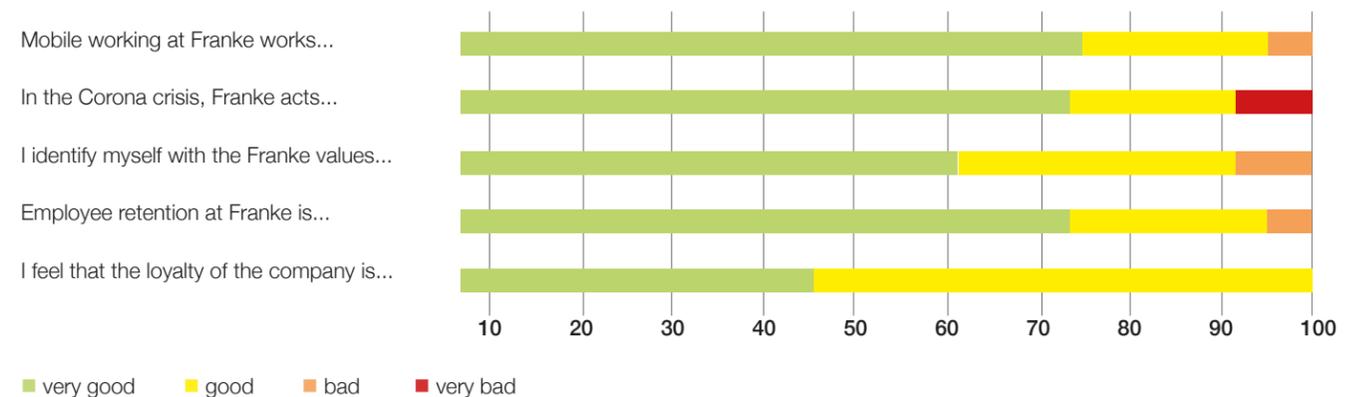
Thank you **Alina Mangold** for the interesting bachelor thesis!

Following the pilot project, we will survey all employees in the course of the year. Alongside risk assessment and safety instruction, this is a legally required component for our DIN ISO certification.

"In the future, more surveys will be launched. There is no traceability of the participants. Employees can invest 10 minutes of their time and take advantage of this opportunity to actively shape working conditions at Franke."

Frank Helbig
Human resources

Respondents' answers on individual topics:



Farewell...

All the best for the future!

We wish the departing colleagues much joy and fulfillment in the new phase of their lives!

Günter Fischer (left) >

At the end of March, our long-time sales manager Günter Fischer retired. Mr. Fischer had been with the company since 1979 and ended his career at Franke as an authorized signatory and member of the management. Due to his structured manner and his excellent memory, Günter Fischer may be considered one of the best connoisseurs of our company history. In discussions with colleagues, customers and partners, Günter Fischer was always a competent and obliging partner.

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



Wilhelm Volk (front) >

At the end of April, our specialist for linear systems Wilhelm Volk ended his active time for Franke. For more than 40 years he was a reliable authority on the technical intricacies of our products. Over the years, numerous ideas and impulses flowed into our products and manufacturing methods and contributed to further development and innovation at Franke.

Many thanks for the pleasant and reliable cooperation!



Anton Kinzel (center) >

Anton Kinzel was also part of the Franke workforce for many years. Countless kilometers of wire passed through his hands and became bearing elements for our customers all over the world. Although many things may have changed over the years, the handling of wire and the experience that goes into working with it is still Franke's core competence.

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



Obituary

Valentin Wüst Julie Wiesenfarth

We mourn the loss of our former colleagues. We cherish their memory.

Training under corona conditions

Great projects and new media

New habits / self-tests / hygiene measures

Dear trainees,

Corona has become a constant companion in our daily work and we have become accustomed to many things. The **regular self-tests** give us a necessary security to let the training in all areas continue to take place as well as possible.

Flexibility is a top priority in these times. All employees and also the trainees are required to be flexible. The rising and falling numbers are constricting our lives not only in our private lives, but also in our professional lives. All the more reason for us to be grateful for a safe professional environment in which hygiene measures are prescribed and adhered to.

It is not pleasant, and we hope that in the foreseeable future we will regain more freedom to be able to offer and hold all the usual activities in training.

On 18 June and 25 June Franke will hold the **Day of Apprenticeship**.

On both days, we will open the training workshop to students interested in industrial training.

For the safety of all involved, the usual Corona protective measures such as testing, masks and distance also apply here.

Many thanks to all trainees for your understanding and perseverance in these difficult times!

Your trainers **Klaus Mayer & Jürgen Häfele**



Franke NEXT Generation
Trainees

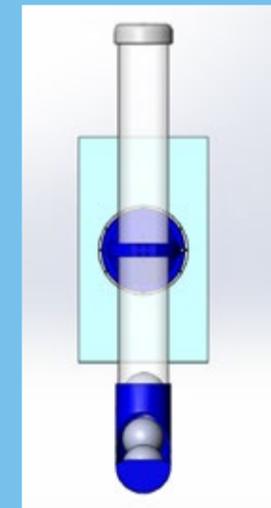
Trainee project

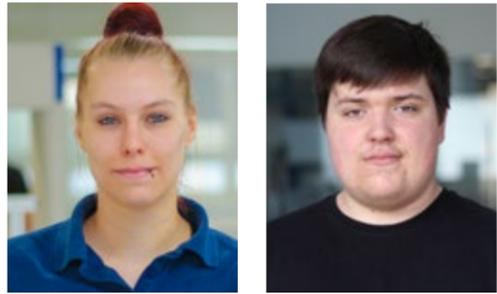
Apple dispenser

The apple dispenser consists of a 3D printed part, a lid, a tube holder with logo on the front, a swivel joint and the storage attachment. All parts (except the plexiglass tube and the back plate) were made by the apprentice workshop.

We have now put a lot of time into the design and construction. Nevertheless, there are still a few sticking points that we want to change. In the meantime, we have assembled it properly for the first time and tested it.

Pia Albersmaier
Trainee Technical Product Design





Finished training and now working actively in manufacturing:

From left: **Michaela Schmitt** (cutting machine operator), **Leon Micic** (cutting machine operator), **Oliver Groke** (industrial mechanic) and **Christian Maier** (industrial mechanic) have made it. The four successfully completed their training in February and now have new tasks at Franke.

Michaela Schmitt works in the grinding shop in plant 1. Leon Micic works in grinding / rolling / cutting / finishing in plant 5 and is flexibly deployed there. Oliver Groke works on a DMC125 in plant 2 and Christian Maier is active in production development.

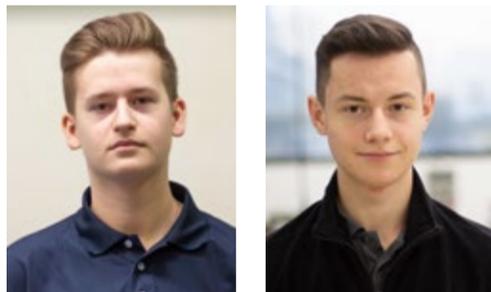
Congratulations to all successful graduates and good luck in your professional life!



Final examinations / intermediate examinations
Congratulations!

First steps toward the goal...

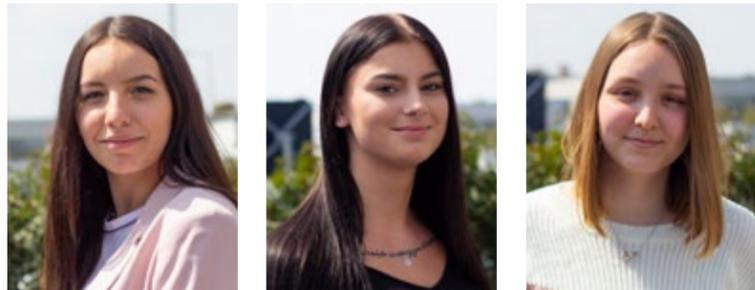
have also been taken by (from left) **Magdalena Friedl** (industrial mechanic), **Alexander Braun** (industrial mechanic), **Kai Kratschmann** (cutting machine operator) and **Marcel Lorenz** (cutting machine operator). The four successfully completed the first part of their intermediate examination in March.



From left: **Lena Egelhaaf** (industrial clerk), **Svenja Brunnhuber** (industrial clerk) and **Pia Albersmeier** (technical product designer)

have also successfully completed their intermediate exams.

We congratulate you!



STARTit! DIGITAL & Vocatium Online

Franke participates in digital training fairs

The Couch Edition - the easy way to your dream job!



Onlinemesse - ganz anders als Messen sonst so sind!

On the day of the fair, the online portals of STARTit!, Zoom and Okomo, were tested in detail. In addition, the sound and the image were tested. At the first presentation on machining and industrial mechanics, the number of participants was very satisfactory and well above our expectations. It was the same during speed dating, which was carried out by the trainers.

The speed dating via the Okomo platform was very well received and there was great interest in the video call conversations with the trainers.

Conclusion:

Due to the good consultation and cooperation within the team, we were very well prepared, despite the circumstances. Surprisingly, the Franke company was one of two companies that offered presentations at all. Due to the uniform shirts, there was a good overall image.

On the whole, the digital training fair left a positive impression, plus it was fun to represent our company Franke.

Pia Albersmeier, Lara Grna, Alexander Braun
(top from left to right)
Trainees Franke GmbH

Online trade fair - very different from the way trade fairs usually are!

Vocatium is a digital trade fair for training and study. Vocatium is a video chat fair where young people register in advance and arrange a time to talk to a training company. The participants change every 20 minutes and can talk about themselves and ask questions.

Franke GmbH participated for the first time on 10.05.2021. From 14:30-17:30 we informed about the training opportunities at Franke in a 1:1 conversation. A total of 10 conversations were held.

Both trade fair formats, STARTit! DIGITAL and Vocatium have their advantages and are interesting alternatives to attendance fairs.

Klaus Mayer, Kristina Gaugler
Training / Recruiting



A word with: Dominik Schneider
Production development / maintenance

Courage to change

Nothing is as constant as change.
This is also true for Franke's machinery.

1. How have our machines changed over the years?

Some machines are simply no longer state of the art. The control systems are outdated. Therefore, the procurement of spare parts is very difficult. They have done their service for many years and are thus allowed to retire. In the future, the new generation will replace the old machines.

We are in the process of making machines "intelligent". In the future, they will monitor themselves. This means that the machine will detect errors at an early stage and report them to the operator or, at best, to production development. But we still have a long way to go before we get there.

2. Why were these changes made?

Due to the increasing numbers in the CT area, more capacities have to be created. In the storage area, one new machine replaces two old ones. This saves space and opens up the possibility of becoming more flexible. Another point is the value flow of the products. Here, the aim is to keep the throughput time of the products as low as possible.

3. Are there any other changes planned for the future?

Plants 1, 2 and 5 will be restructured in the course of the year. That's enough work for all areas for the time being. Especially for us in Production Development. We at FE don't yet know exactly what will happen to Plant 6. But there will certainly be some changes here in the near future.

We have to wait and see how the order intake develops in the various areas. Then a new relocation project will certainly be launched. Because as the saying goes: "Nothing is as constant as change".

Thank you very much Mr. Schneider for the interview!



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