

Magazine for customers, employees and partners



2020 Expansion Stage of BBG Mindelheim's Operations Building

Photo: BBG

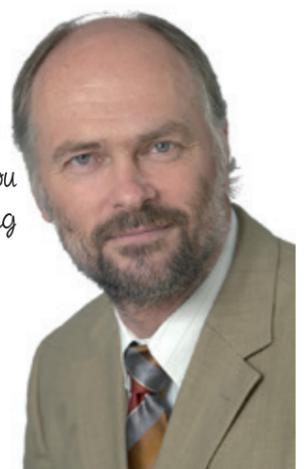
Dear readers,
It's great, and we are very proud, to be able to look back over two very successful years. 2015 and 2016 were years of growth - for us in Mindelheim as well as for BBG Asia and BBG North America. A large proportion of this success is the result of our dedication and our outstanding achievements, so for this I would like to say a huge thank you to all BBGers.

"Diligence is the father of fortune", as one German saying goes, and of course a bit of good luck certainly helps. We hope that this good fortune will continue this year too. This also means that we'll need to adapt to changing circumstances. A visible example of this will be the construction of our logistics building this year.

To remain flexible and agile in our growth, we need to also keep an eye on our information pathways and processes and adjust them if necessary. After success, it is very easy to let these things slide and become inefficient. In 2017 too, we must not let our guard down since there are many unpredictabilities. Developments in China and the USA are also examples of how difficult it is to predict the future of the automotive industry. These latter developments in particular should motivate us to continuously expand our footing in composites processing and the production of lightweight components, and to work intensively on new tools, machinery and equipment as well as innovative solutions.

We hope you enjoy reading this issue

Yours,
Hans
Brandner



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Logistics warehouse accessible to vehicles under construction

Two new buildings will in future provide plenty more space at BBG: A logistics warehouse accessible to vehicles is set to be completed before the end of the year, and construction of an assembly hall for mechanical engineering is set to get underway in 2018.

Fire safety reports and statics calculations are currently being drawn up for the logistics building, which is due to be built on the west side of the current ware-



Impression of the future loading area in front of the logistics warehouse

Photo: BBG

house. The work is due to begin there just after the end of winter and it is scheduled to be completed by the start of October. The new warehouse, measuring 25 meters in length by 40 meters in width, will then offer plenty of space for loading and unloading trucks and heavy goods vehicles. These can drive straight into the thirteen-meter-high building, be loaded and unloaded with the aid of a gantry crane, and finally exit out the other side through another door. The warehouse is also supplemented by a covered delivery area to the south, where vehicles of up to 3.5 tonnes can be loaded and unloaded.

Storage area for large assemblies

The new building will also provide space for the interim storage of large assemblies and finished mold carrier system that have often previously had to be stored in the assembly area. Once the construction work is finished, the assembly area in the existing warehouse will be available entirely for the assembly of tools and machinery.

Until that point, however, there will need to be a few compromises: For several months, deliveries will not be possible via the storage or assembly door. Goods will be accepted and dispatched during this period via the milling shop door.

The next building project will start in 2018: A further warehouse will then be added on to the logistics building. On an area of around 50 by 50 meters, a separate installation area for mechanical engineering, additional changing rooms and sanitary facilities will be built, along with a large recreational room.

Change of staff at BBG North America: Christian Fritz becomes new Managing Director

The North American subsidiary celebrated its second anniversary with exceptionally successful end-of-year figures: Instead of the forecast US\$ 1.75 million in turnover, BBG North America achieved over 3 million in the past year. The company is growing and thriving - a fact also reflected in its workforce numbers. Sebastian Barton has joined the previously seven-strong team as Sales and Operations Manager, while Peter Unruh is now responsible for creating milling programs after a three-month induction period at BBG in Mindelheim.

BBG North America's further expansion has been headed up since the start of the year by Christian Fritz, who is Managing Director of the two subsidiaries BBG Asia Ltd. and BBG North America Ltd. "This dual role has the advantage that I'm able to transfer my experience from growing the Chinese business to this one. Both companies are of equal size, and it's much easier to create interfaces between the two, allowing synergy effects to be realized faster. For the employees of both companies, it's also a gentle transition because I'm still able to support Asia and I've not disappeared completely." His predecessor at BBG North America, Bernhard Satzger, is returning as planned after two years to the role of Sales and Project Manager in Mindelheim.

Commuting between China and America

Fritz is keen to organize his work so that he spends ten weeks in Oxford and three weeks in Changchun and Shanghai. In the USA, he is assisted by Sebastian Barton, while in China his second-in-command is Ronald Blach, who was appointed Deputy Managing Director at the end of the year. He touches base with both of them several times a week, and he is available for the Chinese team every evening in order to "provide them with my full support, as always". Sebastian Barton's role as Sales and Operations Manager includes not only the acquisition of orders and advice to customers, but also the coordination of existing projects. Another key area of

focus is the technical support to employees in Oxford, as well as the expansion of the infrastructure and improvement of production processes. To achieve this, he is keen to establish a stock warehouse, introduce a data management system and set up a workstation with a 3D viewer that will make it easier for assembly personnel to build foam tools. In the fall of 2016, he spent a further three months working closely alongside his colleagues in Mindelheim to prepare himself for this responsible role - one which he is very much looking forward to: "I'm sure there won't be one second where I'm bored."

The change of staffing is the result of a long and careful period of preparatory work, explains Fritz. "On the one hand, we needed someone for BBG Asia who understands technology and who has project management and programming skills, and Ronald Blach was the perfect fit. Over a period of six months, he was prepared for his new role and is now able to guide the company very effectively in terms of project management and customer service into the next league." The employees of both subsidiaries have also been notified early.

Setting up a dedicated sales team

One of Christian Fritz's objectives is to set up a dedicated sales team in order to boost the number of orders further. To do this, he is keen to work with Sebastian Barton to recruit and train new staff. He is also looking for an engineer for the technical service. "For our market, the glass insulation market, it is especially important to impress customers with comprehensive services and expand local support."

The machine fleet also needs to grow. A lot has been done towards this since the first 5-axis milling machine was installed in November 2014. Today, products can be manufactured in a similar way in China or at the company's base in Mindelheim. The company produces foam tools compliant with German quality standards, takes care of repairs and modifications and integrates grinding into the tool. A tool testing rig and

an additional 3-axis milling machine will soon increase production and testing capacity further.

Look back over two successful years

"The two years were a fantastic experience, one that I wouldn't have missed for the world", says the outgoing Managing Director Bernhard Satzger. He is proud to have built the company up and to have met all of his targets - and indeed exceeded some of them - in terms of staffing, machine fleet and turnover.

For the next few years, he and BBG Managing Director Hans Brandner see big opportunities for the North American subsidiary. "In Mexico especially, where a quarter of our turnover is currently made, we anticipate a significant up-turn. We know from our clients that they want to considerably increase their turnover volume in Mexico by 2020", explains Brandner.

The company also enjoys an excellent reputation. "We benefit from the

fact that suppliers recommend BBG for tool commissions. The most important advantage - and this is something that our clients particularly value - is that we are proven specialists in glass insulation and we are able to offer our clients first-class support even during the component development stage," says Satzger.

Seize every opportunity

Satzger is convinced that, for the success of the North American business, it is crucial to seize every opportunity. "In 2015, for example, we received an inquiry from the Mexican office of a major company: They needed a mold carrier right away. Since the normal lead time is 22 to 26 weeks, I had the idea of selling them the BFT-P V7 18x12 that we had installed at our company. So we used this opportunity to position ourselves with a company that had previously been dominated by a competitor. This move paid off: The company has now ordered two more electrical mold carrier systems."



Flying the German flag high - Sebastian Barton, Christian Fritz, Hans Brandner and Bernhard Satzger (from left)

Photo: BBG

Education and Business Working Group meets at BBG

Visiting BBG for the first time was the "Mindelheim Education and Business" Working Group, which strives to offer young people an insight into business contexts and assist them in their quest to find a career. 24 members, including training managers from businesses as well as teachers from middle and vocational schools, took up the

invitation from Head of Training Johannes Böck on December 22nd.

The aim of the meeting was to exchange information and answer various questions about training. The lack of specialist workers, for example, and the encouragement of girls in technical professions, were topics on the agenda. Fol-

lowing a quick snack to keep their visitors going, Johannes Böck and Richard Orloff, Head of the Mechanical Engineering Center of Excellence, guided them through the company.

"We bring education and business together" is one of the working group's key mottos. It organizes information events

in order to foster better understanding between education and business. These include the careers information day in Mindelheim, for example, which is held every two years. The group also organizes planning games for students and has a committee of experts to answer questions about training and further courses of study.



Education and Business Working Group are welcomed at BBG in Mindelheim

Photo: BBG

Starting out in their careers: Five new trainees

Five new trainees started their professional careers at BBG in September.

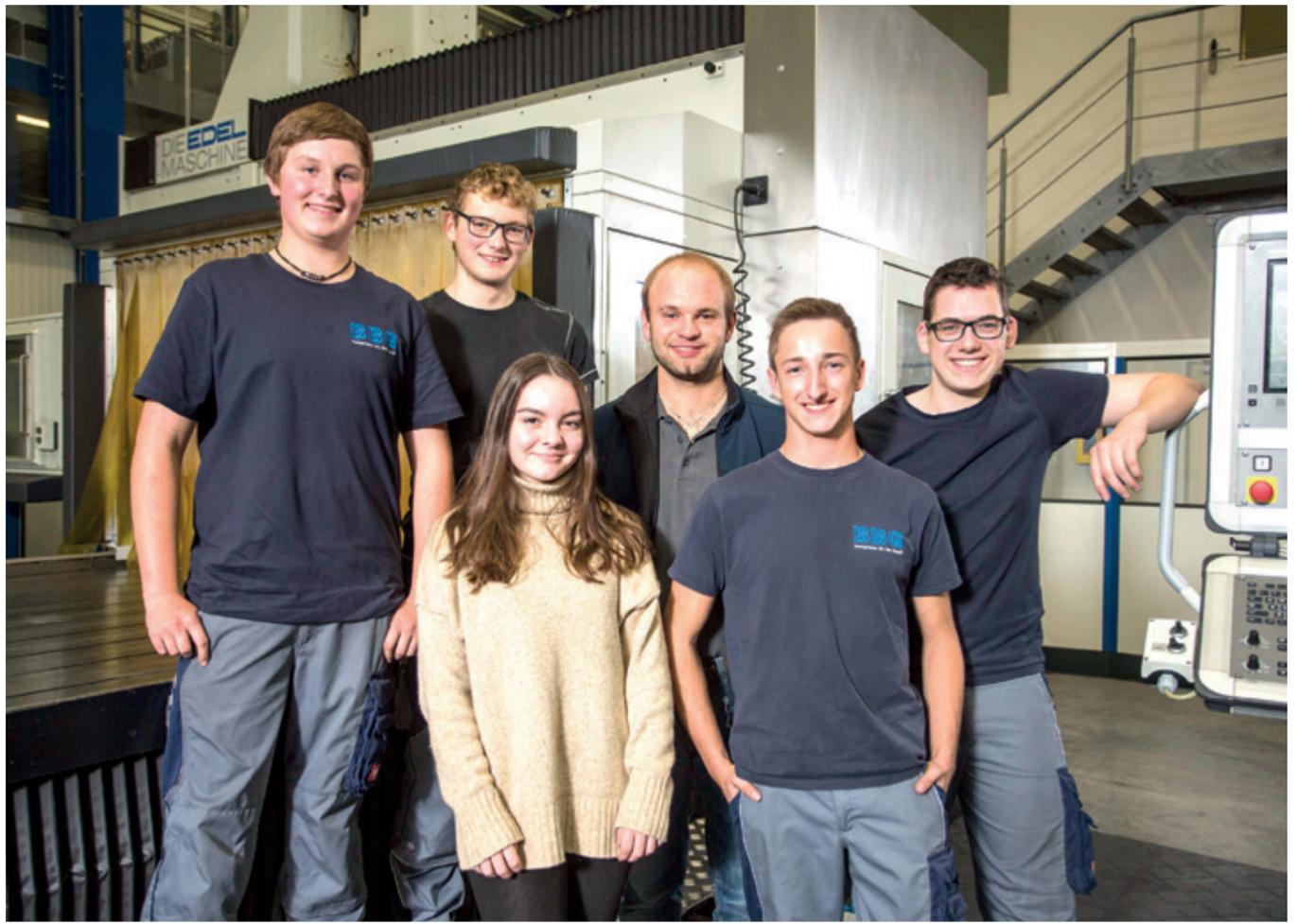
16-year-old **Benedikt Osterrieder** from Mindelheim is an apprentice tool engineer. He likes spending his free time tinkering with big vehicles: He helps out at a digger company and is part of the volunteer fire brigade. He is also a sports marksman for a club.

17-year-old **Simon Gutser**, who comes from Hasberg, has started the same training course. He pursues his favorite hobby, music, in a local music group.

Leonie Plattek, who wants to become an industrial manager at BBG, also enjoys music. She is 16 years old, comes from Markt Wald, plays the guitar and also likes reading.

Her passion for reading is also shared by **Wolfgang Filser**, from Beckstetten, who is learning to be an electronics engineer in automation technology. The 18-year-old also enjoys photography and is a dedicated local representative of the Junge Union Buchloe.

The last in the group is **Jonas Schmid**, 19 years old, who started out at BBG as a joint degree student. In addition to his training to become an industrial technician, he also studied mechanical engineering at the University of Kempten and work as a youth trainer at TSV Markt Wald.



Benedikt Osterrieder, Simon Gutser, Leonie Plattek, training foreman Johannes Böck, Jonas Schmid, Wolfgang Filser (from left)

Photo: BBG



Mateusz Czarniecki

Photo: BBG



Robin Heidler

Photo: BBG



Daniel Maier

Photo: BBG

New employees join the team

In addition to the trainees, we are delighted to also welcome three new members of staff to the team.

From Slupsk in Poland comes **Mateusz Czarniecki**, who was originally employed as a temp at BBG. The machine fitter has now been taken on permanently. In his free time, the 25-year-old most likes riding his motorbike.

24-year-old **Robin Heidler** is joining the tool assembly team. The trained industrial technician lives in Bad Wörishofen and is a dedicated member of the local volunteer fire brigade there, as well as being a passionate cyclist.

The trained industrial technician and mechanical engineering technician **Daniel Maier** is also very sporty: He lists snowboarding, fitness and reef diving among his hobbies. After a suitable period of induction, the 24-year-old from Denklingen will work as a service engineer.

On-the-job training to become an industrial foreman for metal: Completion is in sight for Patrick Rietsch

A lie-in on a Saturday morning is not an option for trained tool engineer Patrick Rietsch: Between 8 a.m. and 2:30 p.m., he has lessons, and also on Tuesday evenings and Friday afternoons. This is because, since September 2015, the 27-year-old has also been studying to become an industrial foreman for metal alongside his 40-hour working week.

"I wanted to earn more qualifications early on", explains Rietsch, who has been with the company since he started his training in 2006. Because I like working with people, I decided to go for the course to become an industrial foreman. Two of the key areas of focus of this

course are personnel management and business organization", explains Patrick Rietsch.

The course comprises a basic module and a technology-specific block, and Rietsch is currently in the middle of the two. The final exams start in mid-May. "For me, I'm now almost in the home straights. I'm pretty busy with the lessons and the follow-up work, and I'm often worn out in an evening. But I've got my sights firmly on my goal, and I'm receiving lots of support from all of my colleagues and my girlfriend." BBG is covering the costs of the foreman's course and is releasing him from work

when necessary.

Rietsch likes to relax in his brother's vehicle workshop, enjoying tinkering around with cars and trucks. He used his summer recess between the training modules to help his girlfriend look after their horses. "They take up a lot of time, especially when it comes to bringing in the hay to dry." His construction wagon club in his home town of Rammingen also provides him with a counterpoint to his work and study. He has been the first director there since March of last year. "It only works because my six colleagues from the board of directors are currently doing a lot of my work for me."



Patrick Rietsch

Photo: BBG

Works outing

As a substitute for the canceled fitness day, the staff from HR Management organized a works outing to the Bavaria Film Studios in Munich at short notice. Numerous BBG'ers, together with their families, took up the opportunity and spent an exciting, entertaining and interesting day in one of Europe's largest film production studios.



Daniela Dietmayer (back) and Christina Hartung (front) had great fun riding Falkor, the dragon from the Never-Ending Story. Picture: private

The pop-up restaurant opened especially for BBG, along with the adjacent beer garden, provided some pleasant time-out from all the excitement, giving guests the opportunity to replenish their energy during lunch and enjoy the October sunshine.

Adults and children had fun in equal measure with the short film sequences that allowed aspiring actors to try out new roles.

Company and Contact Info

Publisher

BBG GmbH & Co. KG
Heimenegger Weg 12
87719 Mindelheim
www.bbg-mbh.com
idea@bbg-mbh.com
Phone + 49 (0)8261 76 33 0

Coordination

Martina Barton

Editorial staff

F. Stephan Auch, auchkomm
Corporate Communications

Next issue

May 2017

Christmas donation to the St. Nikolaus Children's Hospice

Instead of small gifts, BBG this year has sent festive greetings cards for Christmas and donated the money saved to the St. Nikolaus Children's Hospice in Bad Grönenbach in the Allgäu region. The hospice is a place of contact and respite for families with children suffering incurable and terminal illnesses. Professionals and volunteers support families in their difficult situation and enable them to enjoy a little bit of respite from their usually very stressful everyday lives. Hans Brandner and Martina Barton from BBG's Board of Directors presented Brigitte Walzl-Jensen, Press and PR Officer at the children's hospice, with a check for exactly € 8,888.88 to support the hospice's work. In China, the number 8 is considered a lucky number.

BBG also bought the 2,500 or so charity Christmas cards sent around the world from the hospice, and the proceeds were also donated. The cards also drew their recipients' attention to this very good cause. BBG will continue to support the children's hospice in the new year too: During the cross-country run during the "Daisy Festival" on May 20th in Bad Grönenbach, BBG will be sponsoring its own team of runners.



Presenting the donation to the St. Nikolaus Children's Hospice

Photo: BBG

End-of-year party with staff awards ceremony

A successful year deserves a celebration, and more than eighty BBG employees did exactly that on December 16th at the traditional end-of-year party at the Gasthaus zur Krone in Weicht. After an excellent meal, the trainees had prepared a raffle for the entrants of the AOK's "Cycle to work" promotion and a quiz with questions about everyday goings-on at BBG.



Celebrating their many years with BBG - Markus Richter (left) and Oliver Weiß (right) with Hans Brandner (center) Photo: BBG

Anyone who had got involved with the AOK's "Cycle to work" promotion won a bicycle repair kit. For the 15 participants who had taken to their bikes during the evaluation period from the start of May to the end of August and spent a total of 651 days coming into work on their bikes, a raffle was held for an experience voucher worth Euro 150 from Jochen Schweitzer. The proud winner of the voucher is Katja Kohlscheen, who had bought a bike specially to take part in the promotion.

Thank you for your dedication, guys

In a short address, Managing Director Hans Brandner thanked BBG'ers for their outstanding dedication over the past year. "We all have good reason to be proud of ourselves and the company



Celebrating even more years with BBG: Katja Kohlscheen and Patrick Rietsch (from left) with Hans Brandner (center) Photo: BBG

as a whole. I'm also extremely proud of what we have achieved together."

He especially praised colleagues who have been part of the BBG family for a long time. There were a few landmark anniversaries to celebrate: Patrick Rietsch has been with us for ten years, while Katja Kohlscheen and Markus Richter have been with us for twenty. Stefan Lederle, Siegfried Streich and Oliver Weiß have been with BBG for 25 years.

18 instead of 9 first-aiders

Alongside his thanks to the first-aiders, Hans Brandner also issued an appeal to everyone there to sign up as a first-aider too. He promised to set up a beer crate party, paid for by himself, if he was able to get twice as many first-aiders to sign up as in 2016 by the next end-of-year party. The evening went on in a cheerful, relaxed mood.



9 first-aiders in 2016 - 18 first-aiders in 2017

Photo: BBG