

Magazine for customers, employees and partners



Airbus A350 - BBG on board

Photo collage: BBG

Dear readers,
 Last year may have been a while ago now, but in the first issue of BBG idea 2016, I'd like you to join me as we take a brief look back over that year - and at the major as well as the minor successes that have occurred in the final months of the old year and the first few months of the new year. Read about worthwhile co-operations, hard-working and creative staff and even about a new life-saver on our team.
 I mustn't forget too to remind you of some important dates for your diary. May has a very special anniversary in store for us. Our oldest subsidiary, BBG Asia based in Changchun and with a further office in Shanghai, will be ten years old.

Another event that I'd like to invite you to right now is our Innovation Day on September 23rd. Together with representatives from our partner companies, we invite you to witness a showcase of innovations and to enjoy an opportunity to exchange experiences on the subject of PUR and composites. I very much look forward to a great number of exciting and in-depth discussions. The day following this event will be very much inspired by the concept of health. On September 24th, our Fitness Day will once again be offering a colorful collection of all kinds of sport, wellness and health-related activities for our employees, their families and their friends.
 On that note, stay healthy!

Happy reading.

Yours,
 Hans Brandner



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GlassLine: The solution for glass/ PUR processing

With GlassLine, partners BBG and Hennecke are offering the world's first high-pressure metering machine that has been optimized specially for the encapsulation of glass panes with polyurethane. GlassLine incorporates BBG's many years of experience in the encapsulation of vehicle windows with Hennecke's expertise in metering machines. The standard version of GlassLine allows around eighty percent of all car and utility vehicle windows to be encapsulated. For glass in convertible fabric covers, there are also special versions with modified mixing ratios and performances. Thanks to GlassLine, BBG is able to offer all-in-one solutions for the encapsulation of vehicle windows from a single source.

Since collaboration on the project began at the start of 2015, four systems have already been sold to automotive glass encapsulation companies in the Czech Republic, Hungary, China and the USA.

Saving Electricity and Space

Compared with conventional models, GlassLine's energy consumption is thirty percent lower. This is achieved by the MT 12-2 mixing head from Hennecke with its flow-optimized nozzle geometry. This improves the mixing outcome and ensures that the polyol and isocyanate components can be introduced at a lower pressure. On the standard GlassLine model, the maximum delivery volume is 650 cm³/s for polyol and 270 cm³/s for isocyanate. The modular system can easily be expanded to accommodate up to 8 dosing stations. All process parameters are captured and documented as standard. GlassLine is produced by Hennecke at the company's headquarters in St. Augustin.



BBG GlassLine

Photo: BBG

2015 in Figures: A Rapid Rise in Turnover



Team BBG Asia

Photo: BBG

Despite the reticent mood on the German machine and tool building market, the BBG Group has managed to exceed the Euro 20 million mark with sales for the first time in 2015. And not just barely! The three individual companies shared total revenues of around Euro 23.6 million. Sales figures rose primarily on the European market. The parent company in Mindelheim made the biggest contribution to the growth in sales, with a turnover of Euro 17.9 million, however after a weak 2014 a sales volume of just Euro 13 million had been forecast. A change in production practices in the automotive industry has also contributed to the surprisingly high annual revenues. The companies continue to manufacture on a large scale in Europe

BBG MN 2015 in figures

Age of employees:	ø 36,9 years
Time with the company:	ø 10 years
Number of employees:	83
Of which trainees	13
Employees training to be master craftsmen	1
Employees training to be engineers	2
Students	3
Fluctuation:	<4%
Turnover	Euro 17.9 million
	(As of 12/31/2015)

and Germany, which is why suppliers have purchased more mold carrier systems. This is also confirmed by the sales figures from BBG: Sixty percent of the company's revenues came from Europe, with more than half of this coming from Germany.

A great reason to celebrate at BBG Asia

The second-most important market in the world after Europe is China, where BBG achieved 23 percent of its revenues. Looking back over a turnover of Euro 5 million last year, BBG Asia will be celebrating a fantastic birthday this May. Ten years ago, the first branch of the subsidiary was founded in the north Chinese city of Changchun, with the aim of producing tools there for the Asian market that met German quality standards. BBG Asia Ltd. now operates a sales and service center in Shanghai and employs around 60 people.

Great Start for the North American Subsidiary

The youngest addition to the BBG Group is BBG North America, which is based in Michigan and was founded just 17 months ago. In its first full financial year, the company started well with

sales of Euro 1 million. The new location will enable BBG to offer its services to customers in North America faster and more cost-effectively. The market presence in the NAFTA region is therefore going to be expanded. In 2015, BBG earned 16 percent of its total turnover there.

New Orders from Aviation

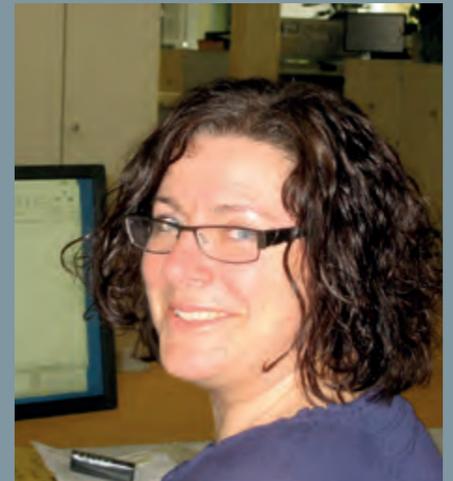
Interest from aircraft manufacturers in BBG products has also developed encouragingly in 2015. The first order in 2014 for a complete system for the serial production of carbon fiber-reinforced window frames for the Airbus A350 from ACE Advanced Composite Engineering GmbH was followed in 2015 by further orders for a total of four BFT-C mold carrier systems and other turning stations.

At the Composites Europe trade fair in November, numerous visitors expressed an interest in the BBG stand, which featured exhibits from the aviation industry, including the Airbus window frames, as well as lavatory sheets for Boeing manufactured using the "paper honeycomb" method. BBG was able to establish a number of promising contacts at the trade fair, and some of these may well turn into new orders either this year or next.

A Boost to the Team: Birgit Linzmeier and Helmut Pagel

The BBG team has been joined by two new members, increasing its numbers to 84. We would like to extend our warmest welcome to Birgit Linzmeier and Helmut Pagel.

Although new to us, Birgit Linzmeier has been in the industry a long time, joining BBG in January of this year as Technical Documentation Coordinator. The 43 year old studied technical drawing and also holds an additional qualification as a state-approved information designer. During her free time, she enjoys walking and exploring the hills on her mountainbike. She is also an amateur photographer.



Birgit Linzmeier

Photo: BBG

23-year-old Helmut Pagel is a specialist assisting the tool-making division. The qualified tool engineer lives in Germeringen and in his spare time he loves working on his Audi. His other hobbies also involve speed and technology - namely motorbiking and snowboarding.



Helmut Pagel

Photo: BBG

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Next issue

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On-The-Job Training to Become a Human Resources Manager: Katja Kohlscheen

It took fourteen months, but Katja Kohlscheen finally held her certificate in her hands: The 39-year-old qualified office administrator continued her training to become an HR Specialist alongside her job with BBG's support. "I've worked in HR for a while, but I didn't have any in-depth training in this field. And I wanted to change that", she recounts.

As well as studying at home, the course involved six weeks of block-release training at the Vocational Training Center in Munich. "The studying took up a lot of my time and you need a fair amount of discipline and self-motivation to focus on learning at the weekend and then also work your normal full-time job during the week. My colleagues have given me fantastic

support, though, and done the tasks that would otherwise have been forgotten during those weeks I was away training."

During the course, she has learned a lot about labor and social law, HR development and controlling and was able to exchange her thoughts and ideas with other HR specialists. She also enjoyed her time in Munich because the lecturers brought a lot of real-life practicality and specific examples from their own professional experience to the course.

As a result, she has been able to learn a lot for her own role. "At BBG, we have a good team in HR, but we of course always want to be better and tackle the future challenges of HR in a professional way."



Katja Kohlscheen is delighted by her additional qualification.

Photo: BBG

New Appointments: Three New Specialists

Their training took three and a half years, they have passed their specialist exams, and now they've been taken on: Johanna Höbel, Nadine Saiko and Jonas Schobeß. Nadine Saiko is a trained electronics specialist in automation technology who will now support her colleagues in tool as well as machine building.

Her two former training colleagues have qualified as tool engineers and will now also be giving their support to the two teams. Johanna Höbel works in tool assembly, while Jonas Schobeß works in machine assembly.

BBG idea offers its congratulations and wishes them all great success!



(From left) Nadine Saiko, Jonas Schobeß and Johanna Höbel

Photo: BBG

Trainees recruit Trainees



BBG trainees showcase their company

Photo: BBG

It has been a tradition at BBG for a number of years for trainees to present their company at the training fair held every two years at the vocational school in Mindelheim.

This year too, the trainees from all divisions worked together at the trade fair stand to give interested young people

and their parents good insights into the training opportunities offered by BBG. The success of their efforts was evident the very next week, with a fantastic number of applications for training places being received. The management team thanked the trainees for their hard work with an extra day's holiday.

Supply carts deliver greater clarity and easier working

It measures 1.8 meters tall and 1.8 meters wide, and helps the fitters in the machine building section to clearly lay out the individual parts they need to build the machinery. We're talking about the new supply cart for machine assembly. The cart was developed and built by Andreas Jäger, who has recently qualified as an industrial engineer. The 22-year-old former trainee, who is also studying mechanical engineering at the University of Kempten, was set the task for his project at BBG of making the supply of materials for machine assembly clearer and more space-saving.

touches to the individual parts and the structure of the cart in February. Since March, the prototype has been running through its trial phase. In the warehouse, staff place heavy and bulky parts in the lower compartment of the cart and load system boxes with the smaller and more lightweight components required. These are then placed in the corresponding troughs. This allows all of the parts to be arranged tidily on the cart and the fully laden cart to be wheeled into assembly. The parts supplied in this way can be found quickly and easily taken off the cart.

Specialist training completed, Bachelor qualification yet to come

Before the student could hold his qualification in his hands, he spent three and a half years doing a lot of learning. Through dual study with integrated specialist training, as well as attending lectures and working at the company, he also attended vocational school. "The double burden of study and vocational school is over", says Andreas delightedly. He is currently completing his penultimate semester at the university. From August, Andreas Jäger is looking to write his Bachelor's

thesis at BBG and, if everything runs smoothly, will also have his second qualification in March 2017.

Andreas already knew he wanted to do dual study and learn a trade straight after he left high school: "With a company in the background, you have a lot more practical experience and that really helps you with your studies."

His summary? "Dual learning is time-consuming, but it's really a lot of fun too." And he's by no means sick of learning yet either. "I can imagine myself going on to do my Master's degree at some point too."

Ergonomic Working Thanks to Height-Adjustable Levels

Andreas Jäger developed a cart with three levels that can be accessed from both longitudinal sides. The lowest level is just above the floor, allowing steel components and other heavy components to be stored easily on it. On the two upper levels there are troughs for smaller components. To ensure good ergonomics, Andreas has integrated adjustment of the troughs' height as well as their angle of inclination. On the side of the supply cart, if the fitters want, a bracket can be attached in which cable ducts can be stored vertically.

To develop the concept for the cart, Andreas Jäger worked closely with colleagues from the warehouse and machine assembly. They had some clearly defined needs, such as hose brackets and the storage option already mentioned for cable ducts. Other requests, on the other hand, were more general, such as good handling and easy maneuverability. Andreas also had to work out what dimensions the parts being supplied have, and how heavy they are. "I'd never have thought that you could work on a cart for six months and come up with so many ideas," he says, looking back at the project.

Andreas began with the concept design for his cart at the start of August. By mid-November, the 22-year-old had built the supply cart. After completing his exams to become an industrial engineer, he continued putting the finishing



Andreas Jäger tests the supply cart

Photo: BBG

Test Your Knowledge: First Aid Quiz

Do you know how to save someone's life in an emergency? Test your knowledge with our First Aid Quiz from ASB Deutschland e.V. There is one correct answer to each question, and the solutions are listed below.

1) After an accident, what sequence should events happen in?

- A) The sequence depends on the accident.
- B) Call the emergency services – Secure the accident site – Administer first aid.
- C) Secure the accident site – Call the emergency services – Administer first aid.
- D) Administer first aid – Secure the accident site – Call the emergency services.

2) What is the minimum distance at which a warning triangle should be set up on a country road?

- A) 50 meters
- B) 100 meters
- C) 150 meters
- D) 200 meters



3) For extensive burns, which action should you NOT take?

- A) Keep the victim warm.
- B) Check consciousness and breathing.
- C) Cool them with water.
- D) Call the emergency services.

4) What is the emergency number to call anywhere in Europe?

- A) 999
- B) 110
- C) 171
- D) 112

5) For hypothermia, which action should you NOT take?

- A) Supply active warmth (e.g. by rubbing or a hot water bottle).
- B) Take the victim to a warm place.
- C) Remove wet and cold clothing.
- D) Give warm, sweetened drinks.

6) If you are carrying out resuscitation: How many chest compressions do you carry out, how often and how many breaths do you deliver per unit?

- A) 30 chest compressions – Rate of 50-60/min – 2 breaths.
- B) 30 chest compressions – Rate of 50-60/min – 5 breaths.
- C) 30 chest compressions – Rate of 100-120/min – 2 breaths.
- D) 60 chest compressions – Rate of 100-120/min – 5 breaths.

7) When should you remove the helmet of an unconscious motorbike rider?

- A) Never.
- B) Only if a second person is present.
- C) Only if there is no breathing detectable.
- D) Always.

8) Which measure helps with nosebleeds?

- A) Take an aspirin.
- B) Bend the head forwards.
- C) Tip the head backwards.
- D) Cool the nose.

9) How should a patient having a heart attack be positioned?

- A) Lying down.
- B) Lying down with their legs raised.
- C) In the recovery position.
- D) With their upper body raised.

10) When would you place someone in the recovery position?

- A) If they are unconscious and breathing.
- B) If their pulse is very fast.
- C) If they are unconscious and not breathing.
- D) If their circulation has stopped.

11) What should you do if you see a foreign body injury involving a piece of broken glass?

- A) Clean the wound and carefully remove the shard of glass.
- B) Carefully remove the shard of glass and bandage the wound.
- C) Leave the shard of glass in the wound and bandage it up.
- D) Push the shard of glass firmly into the wound so it cannot fall out.

12) What should you do with someone who has sustained an eye injury?

- A) Bandage both eyes and call for an ambulance.
- B) Bandage the injured eye and call for an ambulance.
- C) Carefully clean the wound, bandage the injured eye and call for an ambulance.
- D) Call for an ambulance straight away, do not bandage the injured eye.

Solutions: 1C, 2B, 3C, 4D, 5A, 6C, 7D, 8B, 9D, 10A, 11C, 12A.

The analysis will tell you how well you did:

Eleven or twelve correct answers: Congratulations, you did really well. You have excellent first aid skills. Have you ever thought of passing them on to other people?

Nine or ten correct answers: Well done. You've got a good knowledge of first aid. But if your last first aid course was more than two years ago, you should think about updating your skills.

Seven or eight correct answers: You've got some knowledge of first aid, but you were unsure about some of the questions. We recommend that you go on a first aid course soon to consolidate your knowledge.

Up to six correct answers: Oh dear, your results weren't so great. We recommend that you refresh your knowledge with a basic first aid course. Anyone can learn first aid. And anyone can save a life.

First aid course

And another thing: there's going to be a first aid course at BBG again soon. If you want to brush up your knowledge, then take a look at the information board over the next few weeks. More information about the course will be posted there.

Life Saving for the Man in the Street – Our Defibrillator is Here

In the entrance area of the production facility, just next to the door to the office building, there has since recently been a small device packaged in bright yellow and black. Its job is to enable every employee to save lives if one of their colleagues develops ventricular fibrillation or a sudden cardiac arrest. In our interview, first aider Dragan Pejic reports on how the defibrillator, or defib machine, works, and why you can't do any harm with it.

Mr. Pejic, this device is a specialist defibrillator for non-medical people. What does that mean?

"It means that anyone can use the defib machine easily. It actually has voice prompts and provides step-by-step instructions on what to do. Once the two electrodes have been put in position, the defibrillator checks whether the patient is in ventricular fibrillation. Only then does it deliver a shock. This returns the heart to a normal rhythm. So there's nothing you can do wrong - apart from doing nothing."

So how important is it to act quickly? Can you not just wait for the ambulance to arrive?

"If a colleague suddenly keels over, is unresponsive and is no longer noticeably breathing, it is vital to act straight away. If you defibrillate within the first two to three minutes, your colleague may make a complete recovery. The chance of survival shrinks with every passing minute, so don't wait for the ambulance crew."

Have you ever had to use the defibrillator in an emergency?

"I haven't had to use the defib machine personally, but someone I know just collapsed at a soccer match. The defibrillator saved his life."

As well as sudden cardiac arrest, there are other, more common emergencies though, aren't there? What do you advise colleagues to do if they find themselves in a situation where they have to administer first aid?



Dragan Pejic and Lars Schöllhorn are delighted by the defib machine. Photo: BBG

"Everyone is afraid when they encounter an emergency. It's important to stay calm yourself so that you can also calm the victim down. Then, of course, you need to stop wounds bleeding and so on. Often, people want to help but don't know what to do. I therefore really recommend taking a first aid refresher course. Then you'll feel more confident and you're ready for anything."

How did you become a first aider, and what prompted you to do it?

"I've been a first aider for at least 15 years. Someone from the company came to me one day and asked whether I would be interested. I said I'd be delighted to. First there is a two-day course, where you learn all the basics. Then there's an eight-hour refresher course every two years. On our last refresher course, the BBG first aiders also decide to suggest that the management team purchase a defibrillator."



Dragan Pejic Photo: Rhode