

Magazine for customers, employees and partners



Thank you for 50 years of commitment and creativity (from left to right) Hans Brandner, Martina Barton, Alois Hoyer, Hans Jardin

Photo: BBG

Dear readers,

The major orders for mold carrier systems that we received in the spring are almost completed. We have truly earned the imminent calmer period. It has required a great deal of effort from all of us to manage to complete these orders, but we have dealt with the challenge well. I am proud that we have succeeded so well together. I would like to express my sincere thanks once again to all of you for this!

In addition to our high level of commitment, the fact that we are continually adapting our processes and structures has also contributed to this success. We think beyond day-to-day business, examine existing processes, optimize and supplement them. A better organization makes everyday life easier, so that we can carry out our tasks faster and better.

In a joint workshop, managers from Mindelheim, China and the USA exchanged views on more efficient cooperation within the Group. The first concrete success is a new concept for scheduling and process planning in tool design.

In addition, I count on suggestions and ideas from employees. Time and again I learn about good ideas, which are often implemented directly. It is precisely these small steps that make a considerable contribution to the company's success. This commitment on the part of BBG's people – not to be taken for granted – makes me proud and grateful.

Have fun reading.

Yours,  
Hans Brandner



## In this edition

- **New department and new section manager: Welcome, Thomas Birzele**
- **Health and satisfaction at work**
- **The BBG team continues to grow**
- **A new sales record is achieved in 2017**
- **Knowledge in demand: Continued personal development at BBG**
- **Sweating for a good cause: Cross-country running at the Daisy Festival**
- **Six new recruits**

## Dear Alois, thank you for 50 years

A total of 50 years with BBG and its predecessor company: an anniversary that is hard to achieve; a real feat by our Alois Hoyer. In 1967, at the tender age of 13, he began an apprenticeship as a model maker, was a skilled worker and worked his way up to become a foreman, head of production and finally department head for the toolmaking division and deputy managing director. At the end of this year he was honored by Hans Brandner, owner and Managing Director, for his services to BBG.

**BBG idea also wants to say "Thank you".**

Thank you, Alois, for your experience, which you have passed on to employees

and especially to generations of trainees. You have shaped BBG like no other. The fact that BBG's tool technology is now a world leader is thanks to you, since so many details are based on your ideas.

You also played a decisive role in the development of BBG's mechanical engineering division.

Thank you for your great commitment to BBG, with which you have created a piece of the future for all of us.

BBG was your company, an important part of your life. Your

loyalty make you are a great role model for us. You have contributed a great deal to making BBG the company it is today.



Anniversary certificate

Graphic: BBG

## A new sales record is achieved in 2017

After revenues had already reached new highs in 2016, a further sales record appears to be in sight for 2017. Thanks to several unexpected large orders for mold carrier systems, mechanical engineering has given us a significant increase in sales compared with previous years.

Through a joint effort, also with partner companies from the region, we have succeeded in fulfilling all orders on time and to the required quality.

In total, turnover of more than 20 million euros is expected for the head office in Mindelheim alone. Two thirds of the turnover has been generated by plant and machinery and one third by tools and toolmaking services.

Even though the sales department already has some interesting projects in store for 2018, the mechanical engineering division is expected to experience a calmer period in the short term. On the other hand, a continuous and even workload is expected in toolmaking.

### Glass roof boom of 2016

Last year, sales were evenly distributed between the two divisions of Tools and Plant and Machinery. At that time, the BBG Group earned a record sum of 25.5 million euros. Just under two million more than 2015.

BBG Germany in particular already exceeded expectations in 2016. The Mindelheim headquarters achieved 18.5 million euros, originally budgeted at 13.2 million euros. BBG Asia, which achieved 5.7 million euros, and BBG North America, which achieved 3 million euros, recorded rising sales figures.\*

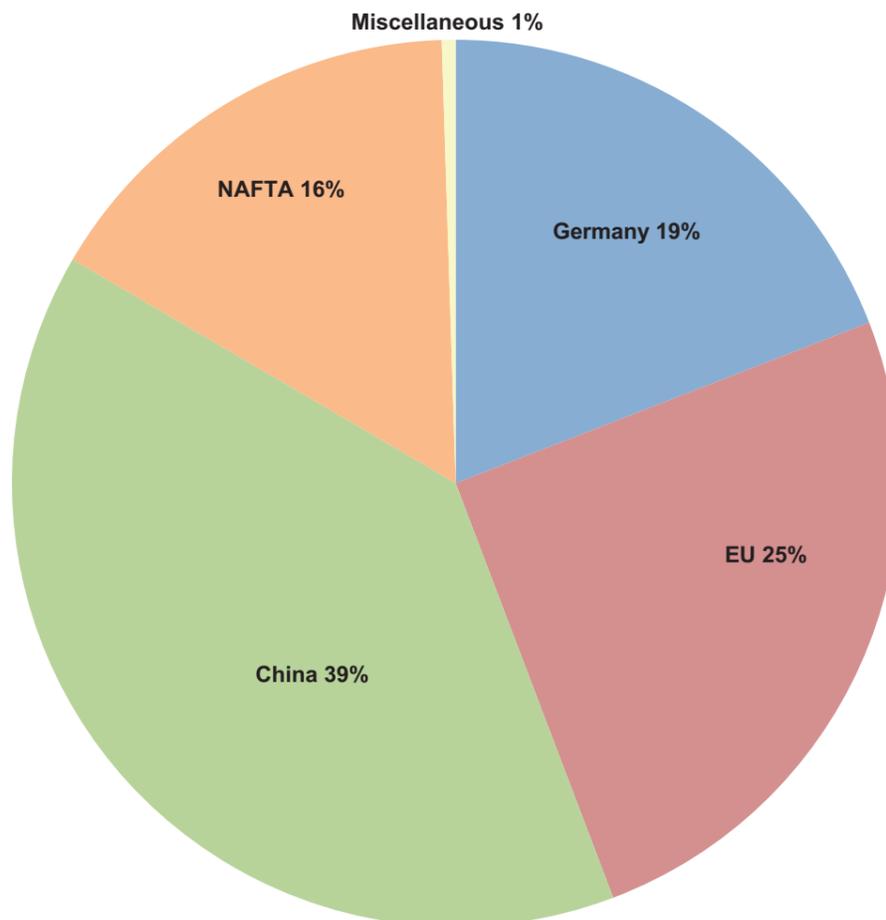
### Strong Chinese roof system market

A look at the sales figures reveals a trend that is also of great significance for BBG in the long term: the growth of the Chinese market, on which more than one third of revenue was generated (see diagram). One reason for this is the strong increase in demand for roof systems. Whereas just a few years ago, small sliding roofs were still popular as an optional extra, the trend for upper-class vehicles in particular is now moving towards full glazing of the roof surface. "A clear view of the sky has become a must for many Chinese consumers," says Hans Brandner. "Domestic and foreign vehicle manufacturers are responding to this by significantly

expanding their production capacities." Another reason is the trend toward vehicle customization. Whereas in the past there was one roof system and a glass cover tool for each vehicle type,

speed models BFT-P V2 and BFT-P V7 have proven to be reliable sales drivers. The demand for tools to cover hot water tanks with foam insulation is also continuous. For example, BBG recently deli-

## Breakdown of international BBG Group turnover 2016



Total turnover:  
€25.5 million

Graphic: BBG

today premium manufacturers worldwide usually offer several variants – from one-piece sliding roofs to fixed glass canopies and multi-part panorama roofs, which can also be opened as an option. This diversity significantly increases demand for tools.

### GlassLine recasting machine and tools for water tanks

The GlassLine recasting machine developed in cooperation with Hennecke also turned out to be a great success, and has since made eight sales. In addition, the hydraulic mold carrier systems of the BFT-G series and the electric high-

vered a universal encapsulation tool that can be used to insulate 27 different hot water tanks. In the form with a variety of applications, steel tanks are coated with an insulating layer of rigid polyurethane foam. The special design of the tool – with adjustable heights for different tank sizes – ensures a high degree of flexibility. Additional interchangeable strips safeguard the type-specific gaps for the water inlet and outlet pipes and for the temperature sensor.

\* Revenues from intragroup transactions are not deducted from the figures for the individual companies, so their total is higher than the adjusted Group revenue.



Self-sealing encapsulation tool for hot water tanks Photo: BBG



View into the opened tool

Photo: BBG

## New department and new section manager: Welcome, Thomas Birzele

The satisfyingly strong growth is reflected in a variety of ways within BBG. In addition to a number of new employees and trainees, this also includes regular adjustments to workflows and structures. The demand for electrics has risen sharply on account of the growing demand for electrically operated mold carrier systems and hydraulic-free tools. It is therefore little surprise that the automation and electrical installation sector has steadily grown over the past few years. Since October this year, the former electrics division was divided into two areas: electrical design and electrical installation. Erich Röhl will continue to be in charge of the electrical design department as section head. With five employees, the department is also responsible for PLC programming.

A new BBG team member, Thomas Birzele, is responsible for the newly created electrical installation division. The

38-year-old was previously employed at Salamander in Türkheim, a manufacturer of window profiles. There, as deputy head of the electrical workshop, he was responsible for maintenance and repairs of the operating equipment and trained apprentices in automation technology.

Thomas Birzele benefits from this knowledge in his new position. Seven employees are involved in electrical installation, including four trainees. "It's great fun to lead such a young group," he said after just a few weeks. He is enthusiastic about the good teamwork and the motivation of each individual. In addition to work, Birzele can usually be found outdoors: he likes to fish, has his own hunting ground in Walkertshofen and enjoys running. This year, for example, he ran the half-marathon in Friedberg.



Thomas Birzele

Photo: BBG

## Knowledge in demand: Continued personal development at BBG

Henry Ford said, "Success is having the skills that are in demand right now." Nowadays, it is less important to have factual knowledge at your fingertips; since information can be retrieved from countless sources, the correct answer is often only a mouse click away. In order to find it, however, a certain level of research competence is required – and then the ability to apply the knowledge gained effectively in daily work.

### Continued training is encouraged

A training catalog produced each year shows what is currently available for professional and personal development. Employees actively contribute to its content by giving feedback on training courses and workshops they have attended and by proposing new courses. In addition, human resources is always on the lookout for suitable offers.

BBG releases those attending training for the duration of the course and bears the costs. During full-time further training courses, which primarily serve to promote one's own career (master or technician school, studies, specialist), the employment contract is suspended. The company bears the school or study fees, examination fees and any travel expenses incurred. In addition, the participant receives a scholarship

of currently 450 euros per month.

### Chinese course for intercultural skills

For the first time this year a Mandarin introductory course was offered, in which participants learned simple everyday phrases in eight units and gained an insight into Chinese traditions and customs. "In an international company, intercultural skills are very important," explains Hans Brandner. "In China, it is natural to learn English or German. The mere fact that we are addressing the lan-

guage is seen as a gesture of respect and esteem by our colleagues."

### Stress is important

With 875 million speakers, Mandarin is the most widely spoken language in China. There are over three hundred other languages and dialects. Most of them share the same characters, which represent one syllable and can be combined with each other. For example, the symbols for roof and fire added together make the word "catastrophe". The symbol for tree repeated twice next to each other gives the word "avenue", a triangle of trees means "forest".

Katja Kohlscheen explains that it is not

only the way of writing that we Europeans are unfamiliar with: "In addition to the complicated script, there is also the different meanings of sounds which, in the beginning, sound the same to us. So the syllable 'ma' can mean both 'mother', 'horse' and 'scold', depending on how the word is stressed."

The six participants found out for themselves how Chinese children learn to write the more than 50,000 characters – with a "magic" cloth and calligraphy brushes wetted with water. Damp lines and sweeping movements are clearly visible and defined on the paper. When dried, they dissolve without leaving any residue so that a sheet can be written on hundreds of times.



Traditional festivals and delicacies, such as the Moon Cake, go hand-in-hand in China.

Photo: thinkstockphotos.de

The fourth industrial revolution, which is gradually beginning to make its way into production, also brings with it new opportunities and demands. Information is becoming increasingly digitized and can thus be transported and processed more quickly. Software solutions such as BBgo simplify and accelerate the provision of information, particularly for procurement and production. BBG offers a wide range of training courses for employees who wish to deepen their knowledge of modern media and technologies or acquire new skills.



Learning to write with the calligraphy brush

Photo: depositphotos.com

## The BBG team continues to grow

The full order book is noticeable: In addition to new trainees, this time we would like to welcome a whole host of new employees.

In August, the state-certified mechanical engineer **Benno Schmid-Holl** joined the team as a new tool designer. Before he decided to continue his training as a technician, he worked for Salzmann GmbH in Peiting. Like every new tool designer, the 24-year-old started his work in tool assembly, before going into design. He likes to spend his free time musically: As a trombonist, he has been part of the Altstadt brass band since he was 18 years old.



Benno Schmid-Holl

Photo: BBG



Andreas Göldner

Photo: private

**Andreas Göldner** from Bad Wörishofen is the IT manager responsible for all aspects of business IT. In his professional career, the 34-year-old has been able to gain a lot of experience in mid-size and large companies and is particularly looking forward to the new challenge of being responsible for this area. In addition to his affinity for electronic gadgets, he is also passionate about mountain biking and never declines an invitation to play poker.

The new electrical engineer **Harald Mohr** comes from Babenhausen. The 48-year-old had previously worked in the wood industry at SMB in Vöhringen. There he designed finger-jointing plants and adhesive bonding. Since February, Mohr has been making his skills available to BBG. The father of a 12-year-old daughter and 15-year-old son enjoys sports such as swimming and cycling.



Harald Mohr

Photo: BBG



Heiko Kasper

Photo: BBG

**Heiko Kasper**, who takes over as head of the toolmaking department next year, will have to cope with the Bavarian dialect, which he is still unfamiliar with. The trained toolmaker has spent a long time working abroad for the international automotive supplier Magna: He spent seven years in Mexico, one in Brazil and two in Toronto. He met his wife in Mexico and they are raising their two sons – three and five years old – bilingually. He is looking forward to his new job and praises the knowledge and enthusiasm of the employees as well as their respect and honesty.

## Health and satisfaction at work

Noise and dust, frequent bending or hours of work in front of the computer screen: Each workplace has its own requirements. BBG is expanding its healthcare provision to ensure that all employees are healthy and satisfied at the end of the working day.

The first step was to carry out an employee survey with the help of the health insurance company AOK. This is now being evaluated by the student trainee Mona Hummler, who is currently doing her Master's in health management at Kempten University of Applied Sciences. 75 percent of employees have returned their survey – a lot can be done with such a broad base of information. Most of the respondents like their job, one in seven even rate it "very good". Among the plus points mentioned were, for example, the harmonious working atmosphere in the department and the collegial behavior of line managers. The possibilities for independent work and the organization of working hours are also positive.

In addition, Hummler has also identified four areas with room for improvement. This includes, for example, back health, according to Hummler "a perennial issue in almost every company". Eye irritation when working at the computer and noise in production are other subjects of complaint. Opportunities for advancement were also frequently mentioned as an important factor for personal satisfaction.

These are the points which BBG now intends to focus on: for example, with additional solutions for looking after your back and eyes. Mona Hummler says about the current status, "Some things are already in the development phase. We want to start with initial measures in various places and then concentrate more on what is well received by our employees." It is therefore a good

idea to keep yourself up-to-date about new offers and training courses in the near future. And then to use them, because "Health management depends on the participation and demand of colleagues."



Mona Hummler

Photo: BBG

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### Next issue

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## Six new recruits



The six new team members

Photo: BBG

We would like to welcome six new trainees to BBG! Two budding electronics technicians for automation technology and three toolmakers and industrial engineers began their career at BBG at the beginning of September and another future electronics technician started her career a month earlier.

After her first year of training, 22-year-old **Nicole Ziegler** from Eppishausen moved to BBG because she had heard so many positive things from her classmates. She particularly likes the familiar working atmosphere. In her spare time she likes to play tennis and has been in the tennis club since her early teens.

Her new colleague **Manuel Heinzelmänn** can also often be found on the tennis court. The 16-year-old budding electronics engineer for automation technology lives in Derndorf and has been playing at TC Kirchheim for two months.

**Raphael Scholz**, a future toolmaker, likes to spend his free time fishing. The 16-year-old was taken fishing by his father at an early age and has been fishing himself for ten years now.

**Lukas Zellhuber** is also a keen angler. The apprentice electrician has been practicing his passion for three years in the Kirchheim club; the 16-year-old is also a member of the rifle club in his hometown of Hasberg.

16-year-old **Andreas Maslennikov** is learning to be a toolmaker. Previously, he had started an apprenticeship as a bricklayer at another company, but decided it was not for him. After an internship at BBG, he decided on a new apprenticeship and is extremely satisfied with it.

**Jeremy Denk**, on his way to becoming an industrial mechanic, enjoys tinkering with his mopeds after work. If there's nothing to do, the 16-year-old goes on rides with friends or helps his neighbor repairing cars in his garage.

## Sweating for a good cause: Cross-country running at the Daisy Festival

The St. Nikolaus children's hospice in Bad Grönenbach celebrated its tenth anniversary with the now traditional Daisy Festival. An important part of the annual event is the charity run for the Liesl challenge cup, which took place this year with a record turnout.

BBG was able to send three teams to the cross-country race. The athletes expected a demanding course through the surrounding forests, including steep climbs and descents. Teams of four runners started the race, with two runners each having to cover a distance of five kilometers and the other two runners having to run ten kilometers. The four individual times were added together to give the team result.

For the fourth time in a row, Team Pester Pac Automation 1 from Wolfertschwenden, led by the Allgäu's expert mountain runner Edwin Singer (TV Bad Erckheim) won the Liesl challenge cup. The winning time was 2:00:33 hours. The fastest BBG team with Lars Schöllhorn, Niklas Steiger, Robin Heidler and Thomas Aufmuth took just under 52 minutes longer, but the mood among participants was still excellent. Their goals were to be there, to

reach the finish line and to support the good cause. The other two BBG teams with Fadi El Tahhan, Manuel Matejka, Nadine Matejka and Stephan Barton and with Thomas Metzeler, Andre Mayer, Ali Massa, and Montse Massa also reached the finish line happy and intact.

The competition was so much fun for the athletes that some of them have already signed up for next year. The raffle of prizes donated by companies for the

runners was humorously hosted by well-known Allgäu crime authors Volker Klüpfel and Michi Kobr.

A considerable amount of money was raised by the 64 teams with a total of 256 participants, which goes directly to support the work of the children's hospice. St. Nikolaus is the only institution in southern Germany that offers families with terminally ill children and adolescents a refuge from their stressful everyday life.



BBG's strong running teams

Photo: BBG