

Magazine for customers, employees and partners



Impressions of the BBG Innovation Day 2013 - a journey through time from visionary innovations back to the Middle Ages.

Photos: BBG

Innovation Day: great exchanges, successful sales

Around eighty guests from Germany, other European countries and China had accepted our invitation to attend the 3rd BBG Innovation Day held in Mindelheim on 21 June. One of the highlights was the innovative development and pro-

cessing methods used for polyurethane (PUR) components and fibre-composite plastics.

Alongside a series of presentations, BBG also organised an exhibition featuring various stands representing BBG and invited partner companies. BBG unveiled its new BFT-P V7 15x11 mould carrier system, which many visitors asked for more information about along with a demonstration. The BFT-P V7 evidently left a lasting good impression, since shortly after the Innovation Day, we received orders for two of the new mould carrier systems that will each be equipped with the beta version of the "MC-Assistance" assistance system, which was also unveiled for the first time at the event. The machine produced especially for Innovation Day was sold to a customer in France and has since been installed and is now up and running.

A diverse range of disciplines

Throughout the day, visitors were able to enjoy an extensive range of speeches. Managing Director Hans Brandner opened the event with a presentation of the company. Of interest to many in the audience were the components he demonstrated for utility vehicles, ventilation systems and aircraft made from fibre-plastic composite that are produced using tools and on systems from Mindelheim. A retrospective of the new developments from recent years illustrated to guests that BBG is a company that excels at innovation.

A variety of presentations

Aleck Zhang, Sales Manager from P-PEQ, had travelled from China two days before the event. Defying his jet-lag, he presented the subsidiary from Changchun in a fresh and entertaining way. The presentation by Volker Reichle, Managing Director of Reichle GmbH, was especially lively, and featured him talking animatedly about the various possibilities of tool repair. With his Württemberg dialect, he presented a real challenge for the two simultaneous interpreters. A further highlight was the contribution from Prof. Ralf Cuntze representing Carbon Composites e.V. Prof. Cuntze spoke about the various types and possible uses of composites and the importance of simulation methods in component development. Presentations from numerous other speakers ensured that every visitor found a subject that interested them.

An evening trip to the Middle Ages

Alongside the official programme, many guests also enjoyed the opportunity for more informal conversations. This was quickly followed by an evening that featured a trip back in time to the Middle Ages. On offer was a traditional menu, along with show fights and a real camp life atmosphere that BBG employees also helped to create. The mediaeval setting was organised by the two Mindelheim Middle Ages associations Fähnlein Schertlin and Frundsberg Fähnlein.

Dear Readers,

Our almost idyllic summer is drawing to a close, and as we head into autumn, our orders on hand remain at consistently high levels.

It is now some time since we held our Innovation Day and Fitness Day. Both events turned out to be a tremendous success, and we have already reaped the first benefits of this fantastic achievement by the entire BBG team. In July, we were able to conclude a new orders for two BFT-P V7 mould carrier system machines. And quite coincidentally, our Innovation Day also brought us a new colleague. I would like to offer a very warm welcome to her and our new trainees who joined us in September.

We are constantly striving to acquire more highly skilled employees to strengthen our team. As a result, we are looking for an editor for our technical documentation, a tool manufacturing designer, a service engineer and a mechanical engineering manager. Maybe you know someone who you'd like to see joining our team and who would value the informal atmosphere, short decision pathways and interesting roles that we offer. If so, then please recommend BBG to them.

The autumn season often also means 'flu season. Our company doctor, Dr. Manfred Schrödl, offers tips on how to protect yourself and others from falling victim to the 'flu virus. Stay healthy!

Yours
Hans
Brandner



In this edition

**Innovation Day:
great exchanges,
successful sales**

**Fitness Day:
A tremendous success**

**Reader survey:
BBG idea scores a grade of 1.9**

Bonus - every month

**IT coordinator:
Nikolas Schulz**

**Turning theory into practice:
Simon Weickel**

Internship at P-PEQ

**Stay healthy:
"... Don't forget to
wash your hands!"**

New at BBG

**Open space conference
on the company's
guiding principles**

Reader survey: BBG idea scores a grade of 1.9

In its last edition, "BBG idea" asked how much you liked our in-house magazine. € 50 Amazon vouchers were being given away to five winners drawn from all the responses received. The winners were: Agnes Frejno, Katja Kohlscheen, Manuel Matejka, Madeleine Mayer and Thomas Metzler.

There were a total of eight replies, which we were absolutely delighted by. We will take these answers as being representative of the silent majority. To sum up, we have learned that overall, you like BBG idea. We are delighted by your positive feedback, and it provides us with further incentive to give our in-house magazine even more reader appeal.

The results in detail

Most of you read the whole of BBG idea, or at least large parts of it, and

Interesting topics

Seven 2s and a 3 were our scores on whether the subjects we cover are interesting or not. On being asked whether the choice of topics covered was varied, you graded us with two 1s, five 2s and a 'Satisfactory'. Four 1s, three 2s and a 3 were what you gave us for the topics' information content.

Understandable texts

Three readers answered the questions relating to whether the texts are understandable and interesting with a 'very good', four of you replied 'good' and one deemed us 'satisfactory'. Six readers felt that the texts should remain about the same length, and two wanted shorter articles. One reader suggested simplifying the sentence structure. We would like to thank you for your suggestions, and we're going to take them into consideration.

Good layout

In terms of the title design, the font size and the legibility of the texts, you only gave us 1s and 2s apart

from one 3. When asked about the use of photos and graphics, there were four 1s, two 2s and one 3.

What you want: more P-PEQ

On two-thirds of the topics we specified, you felt that they should remain as they are. You want more articles about P-PEQ, according to three-quarters of all the respondents. One reader suggested providing a report on P-PEQ in every issue. You are also more interested in BBG's projects and orders than previously. Then come "Technical developments", "BBG products and services", "Quality and the environment", "Foreign markets" and articles on training. We'll be happy to address your subject requests - with one proviso: on some projects and orders, we have to respect our clients' right to confidentiality.

Delighted by your praise

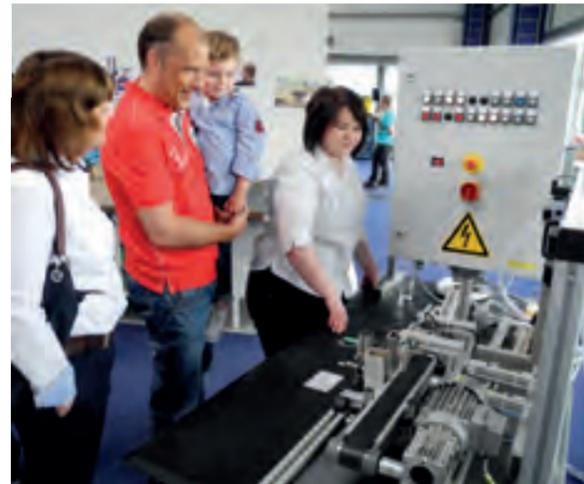
To conclude, you offered us your praise. BBG idea for you is: "A brilliant information tool", "Very informative and clear", "Great reading material for bubbles".

Fitness Day: A tremendous success

Amid glorious weather, more than 200 visitors picked up ideas and practical tips for their health on BBG's first Fitness Day. Employees, relatives, friends and acquaintances all came along to enjoy a varied programme of events. With the assistance of the Techniker Krankenkasse, the team led by Martina Barton and Katja Kohlscheen had come up with plenty of ideas for guests of all sizes.

Managing stress and protecting your back

Although the morning began fairly slowly, with many visitors still doing their weekend shopping, as the day wore on, things started to get much



Nadine Saiko, trainee electronics engineer in automation technology, proudly and happily explains how her model of a sorting system works. Photo: BBG

busier. There was lots to see and do. There were tips for people wanting to maintain a healthy back, along with ideas for people who wanted to know how to handle stress. Presenters Kerstin Muck and Judith Settele from the physiotherapy practice Pro-Physio offered interesting presentations and were on hand to offer advice.

The salsa course for beginners, held in the assembly hall, was also a real crowd-puller. It was incredible how quickly dance instructors Petra Koch and Andreas Schmid from the Mindelheim Salsa de la Passión dance school managed to teach complex dance steps to inexperienced newcomers who were visibly delighted with their achievements.

Trainees show off their skills

The exhibition pieces created by our trainees were also an impressive sight, and the trainees were on hand to explain confidently how they worked. They included a wire-bending machine, which visitors were able to use to make a heart from copper wire. After dunking the wires



Soap bubbles made with a copper wire heart. Photo: BBG



Salsa course for beginners in the assembly hall. Photo: BBG

in the bucket of soapy water provided, a little skill was all that was needed to create heart-shaped soap bubbles. Trainer Johannes Böck was delighted by the results and the praise given by visitors. The praise also covered the quiz that the trainees had devised. Anyone keen to pit their wits had ample opportunity to do so in the 'Senses Challenge': the aim of this game was to work out what the various smells were and (not) be irritated by optical illusions.

Pedalling for fruit juice

The Smoothie Bike offered direct rewards: with a little pedalling, guests were able to mix themselves a refreshing juice drink. Even Mindelheim's first Mayor, Dr. Stephan Winter, "pedalled" himself a fruit juice.



Mindelheim's first Mayor, Dr. Stephan Winter (left) and Hans Brandner, Managing Partner of BBG, needed no encouragement to "pedal" themselves a fruit juice. Photo: BBG

The BBG Fitness Day was the company's first campaign aimed at raising health awareness among its workforce. We are also keen to contribute towards healthy attitudes with our call of "Don't forget to wash your hands". Help design our everyday activities so that we can maintain our fitness and ability to perform over the long term and make sure we always feel on top form.

three-quarters of you pick up the magazine to read twice or more. Half of the issues are read by two or more readers. In terms of grades, BBG idea has earned a 1 and seven 2s, giving an average of 1.9.

Its credibility score was even better: on this criterion, we earned an average grade of 1.4.

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IT coordinator: Nikolas Schulz

"Contact for a variety of technical issues" would be a reasonable description of what Nikolas Schulz does for a living. This is because, alongside his core role in information technology, the "Bachelor of Science in Business Informatics" also looks after telecommunications and a host of other details within the company. The business informatics graduate spent three years completing an extra-occupational course of study at the Steinbeiß University in Berlin, travelling regularly to Memmingen to attend seminars. He successfully completed his studies on 20 September with an oral examination. "Working and studying was pretty hard work," he says. On 23 September, his new contract as "IT Coordinator" at BBG begins. BBG idea would like to congratulate Nikolas on his achievement.

Many grateful users

Frequently having to listen to complaints and grumbles is the fate of an IT manager and is part and parcel of their everyday job. But because he sees the value of his work, he's happy: "Sometimes, there's not even a response, but we do have many grateful users." He feels that he is trusted at all levels, and that his technical and strategic suggestions are taken seriously and, in most cases, implemented.

IT strategy geared towards the company strategy

The informal atmosphere, the company's clear hierarchical structure with its short information and decision-making pathways, flexible working hours and the scope for independent working that he enjoys have encouraged him to stay with BBG. He may have plans for continuing his studies with a Masters degree at the back of his mind, but first he wants to tackle the many tasks that face him within the company. "There's lots to do," he says, as he begins his explanations.

His goal is to develop and implement an IT strategy at BBG that keeps pace with the company's growth and which supports the company's strategy over the long term. He sees information technology as having an interdisciplinary role, extending into many parts of the company and supporting employees in their work. Regarding the importance of IT, he says: "Modern, capable IT helps the company remain on the market and achieve the growth it needs."

Guideline for IT security

IT security is crucial for company security and helps to safeguard the company's continued existence. "We have already introduced IT guidelines and the corresponding rules of conduct," he says, referring to the mainstay of the company's comprehensive security concept. He's keen to ensure that the entire workforce is aware of this. Often, there are one-to-one conversations when he is called to resolve a problem on a workstation. Then, Nikolas Schulz is keen to seize the opportunity to answer specific questions and offer important tips.



Nikolas Schulz Photo: Rhode

Turning theory into practice: Simon Weickel

BBG's offer to develop a concept aimed at reducing the variety of parts as part of a final thesis paper is one that Simon Weickel was keen to take up. The 24-year-old finished his Bachelor's thesis on the subject back in July. With a contract for the project term of 10 months, the Bachelor of Business Management now has the opportunity to put his theoretical concept into practice. Alongside this project, he will be supporting projects across various departments and helping to introduce the new ERP system. He will also start his Masters course in Business Management during the winter semester. BBG idea would like to congratulate him on his achievements and wish him every success!

Simon Weickel

Photo: Private



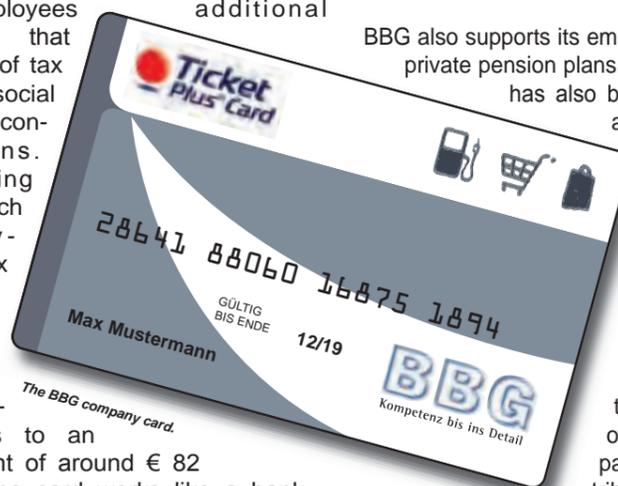
Bonus - every month

Since July, every BBG employee has had a bonus of € 44 transferred to their own BBG company card. This company card enables BBG to offer its employees additional benefits that are free of tax and social security contributions. Depending on each employee's tax code, the monthly bonus payment corresponds to an equivalent of around € 82 gross. The card works like a bank card and is secured with a personal PIN number. The credit can be saved up for up to three years and can be redeemed

in many petrol stations, shops and Internet stores.

Additional company pension plans

BBG also supports its employees with their private pension plans. Since July, BBG has also been paying € 20 a month for each employee into a pension insurance plan. This additional benefit enhances BBG employees' incomes when they retired without them having to pay their own contributions. In both cases, these are voluntary additional benefits provided by their employer.



The BBG company card.

Graphic: BBG

Stay healthy: "... Don't forget to wash your hands!"

As the autumn season begins, so does cold season. BBG idea spoke to company doctor Dr. Manfred Schrödl about how we can avoid the risk of infection and what sort of hygiene is important in the workplace.

Question 1: On the IKK classic Innungskrankenkasse website, a US study has been cited that claims the desks of employees who eat at their desk are contaminated with around 400 times as many bacteria as a toilet seat. Where do the dangers lie in the workplace?

There are microorganisms everywhere: on keyboards and computer mice, telephone receivers and door handles. Among these are germs that transmit infectious diseases, such as 'flu viruses in winter. You can protect yourself from them by following some simple rules.



Hand washing - effective protection against infection

Photo: DPA

Question 2:

According to experiments, one in three women and almost half of men do not wash their hands with soap after visiting the bathroom. What do you have to say on the subject of hand washing?

The World Health Organisation (WHO) says that eight per cent of all infectious diseases are transmitted via the hands. So what our parents always used to tell us is actually true: "Always wash your hands after going to the toilet and before eating." Because we pick up germs without even realising it: we might scratch our nose or put our hands over our mouth.

Regular hand-washing therefore reduces the risk of infection. Hands should be washed in running water with soap. Don't forget to wash the areas in between the fingers and the backs of your hands! Then rinse in clean water. To finish, the best way to dry them is with hot air hand dryers, like the ones provided at BBG, or use disposable hand towels. And when you leave the bathroom, it's a good idea to open the door using your elbow.

Question 3: What other hygiene tips do you have for everyday situations?

Anyone sitting at the computer and telephone a lot should run a clean cloth

over the keyboard, mouse, telephone receiver and worktop once a week, possibly with a little disinfectant. Equipment such as gloves, earmuffs and shoes should of course also only be used by one employee and replaced regularly.

In summer, as well as in winter, if the heating is on: make sure you don't pick up any gastrointestinal infections from food that has gone off. Bacteria can multiply at breathtaking speeds: in just ten minutes, they can multiply by the thousand in cream or creamy cakes. So never leave food out un-chilled for too long and when you're shopping, make sure that the cool chain isn't interrupted.

Question 4: The 'flu season will be starting soon. What's the best way to protect myself?

Five tips on how to reduce the risk of infection:

- 1st Don't shake hands! This is the main transmission route.
 - 2nd Don't touch door handles! Use your elbows.
 - 3rd Don't use hand towels that have already been used!
 - 4th If you cough or sneeze, don't hold your hand in front of your face - use your elbow instead: germs don't get on well with fabrics, and your hands stay clean.
- And last but not least: wash your hands regularly!



Dr. Manfred Schrödl

Photo: Private

Internship at P-PEQ

After completing their training, Manuel Weber and Tom Zech were delighted to take up the offer of a two-week internship at BBG's subsidiary P-PEQ in the north Chinese city of Changchun. The young specialists, who had been friends since school, flew out on 29 June to Changchun via Beijing for 14 days. "An adventure



Wandering around Shanghai

Photo: Private

like this is great fun when you're traveling with someone else," said Manuel Weber. The trained industrial engineer, along with Zech, a tool engineer, carried out the same work in China as they do at their stations in Mindelheim. As well

as assembling tools, one of the highlights of their trip included an assembly job at Hennecke in Shanghai, where they joined 2 Chinese colleagues to change heating plates manufactured by P-PEQ. During their weekend in Shanghai, they had enjoyed a variety of tourist activities, but in Changchun, the scenery was mostly tower blocks, industrial areas and big department stores.

Manuel Weber was most impressed by his Chinese colleagues' first-class expertise and their quick way of working: "Sometimes, employees run really quickly through the hall." "And the tool engineer is also an electrician," adds Tom Zech. Communication was quite difficult, however, as very few colleagues at P-PEQ speak English. But all of the people at P-PEQ were always very friendly.

No 'hot dog' for me, thank you

Because the traffic systems were so hard for the two interns to understand, Weber and Zech were relieved that a P-PEQ bus took them, along with all the other employees, to work and brought them back home again.

Did they try any more unusual dishes? "We did indeed," comes the reply, although the invitation to sample a menu that featured dog was quickly but politely declined. "We were really relieved", recalls Weber.

He recommends the "BBG-sponsored adventure" to everyone that has the opportunity to go on one. "You need to have a bit of wanderlust", he admits. He'd also love to go back and take another look at the sights of China. Another great destination for Weber would be Brazil or Mexico, where an assembly job may yet take him someday.

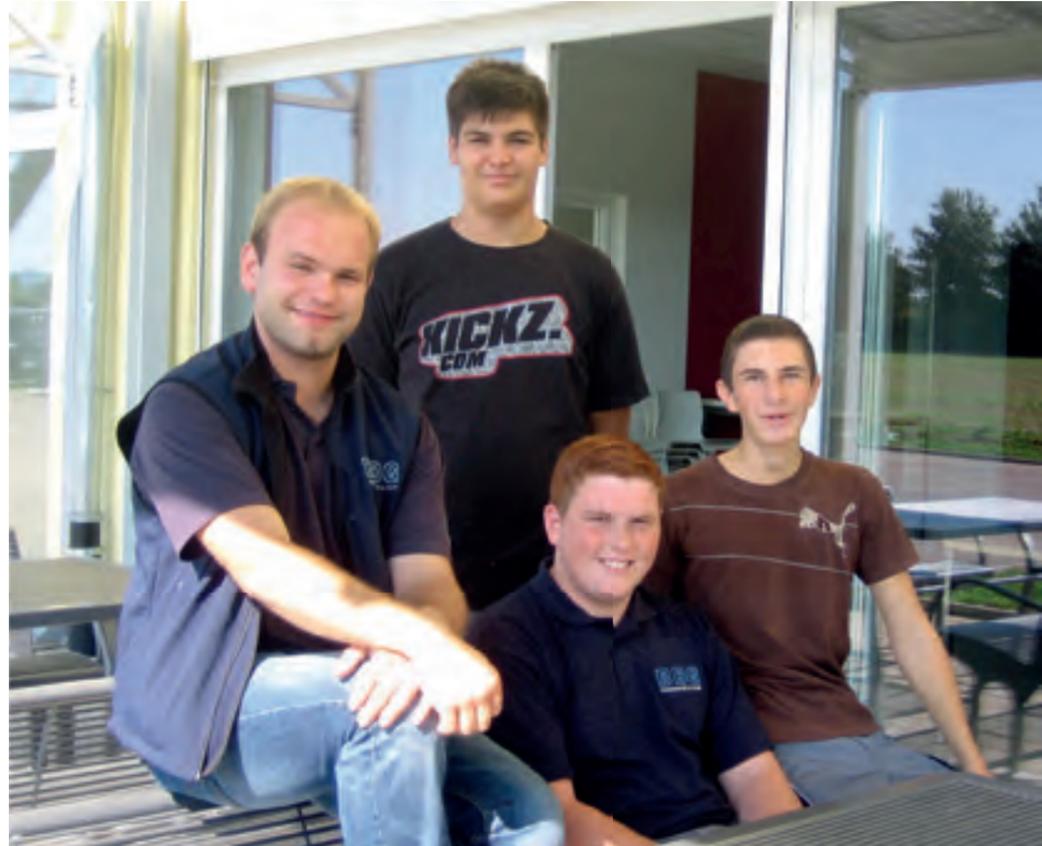
New trainees

BBG idea also extends a very warm welcome to the three new trainees who started on 1 September.

Julian Hoffmann, 18, from Mindelheim, is learning to be an industrial engineer and is currently preparing for his driving test, so we wish him the best of luck with that. In his free time, he likes being sporty: in summer, he plays tennis and in winter he goes out on his snowboard.

Also from Mindelheim is **Denis Stang**, 16, who has started his training to become a tool engineer. He too enjoys sport in his spare time: he's a particularly keen fan of ball sports.

Manuel Stola, 16, prefers a puck to a ball for his sporting enjoyment. The trainee electronics engineer in automation technology is a defender on the ESV Türkheim Ice Hockey youth team. When he wants a quieter activity, he likes going fishing with his friends.



Denis Stang, Manuel Smola (seated from right to left) and Julian Hoffmann (standing) with Metal Training Supervisor, Johannes Böck.

Photo: BBG

Open space conference on the company's guiding principles

The aim of an open space conference is for as many employees as possible to come together to develop principles that are binding upon everyone in the company.

This vision was formulated in 2005 by the Executive Board and the then departmental managers. Today, 8 years later, all BBG employees are encouraged to engage intensively with the vision and values it represents. Are the values that are important to me represented through this vision to the extent I want them to be? What expectations do I have of this vision, and how can these

expectations be lived up to? What values are important for maintaining and

tion I need? The aim of these considerations is to develop principles based on

Our vision is to create a company in which brave, kind people can work in harmony with our customers and partners to achieve a successful future.

developing the company further? Does this vision provide me with the orienta-

tion I need? The aim of these considerations is to develop principles based on

Internal values (relating to individuals)	External values (relating to the company)
<ul style="list-style-type: none"> · Honesty · Success · Mutual esteem · Leadership · Openness · Skill · Respect · Fun / enjoyment · Responsibility · Trust 	<ul style="list-style-type: none"> · Flexibility · Innovation · Customer focus · Staff focus · Sustainability · Offering of benefits · Quality · Stability · Growth
<p>Values that employees from various other companies have defined for themselves as important. Source: Institut für Unternehmensentwicklung, Brannenburg</p>	

the vision that are binding on everyone who works at BBG. On Friday 11 and Saturday 12 October, the Executive Board will be inviting an initially small representative selection of employees to prepare for the open space conference. We have been able to secure Susanne Weber (www.weber-coaching.de) and Roswitha Vesper (www.kommunikationslotsen.de) to moderate the event.

Creativity and fun

Open space describes the relaxed atmosphere of the event, which gives participants plenty of scope to exchange ideas. The aim is for many people in a short space of time to work together to come up with ideas and solutions on a comprehensive topic. The date for the open space conference will be announced in good time. Everyone is invited to attend, and indeed the open and relaxed atmosphere is aimed at helping to bring creativity and fun together.

New employee: Daniela Blachowiak

Daniela Blachowiak, 27, is the new team assistant in Sales and Project Management. The trained foreign trade clerk and Bachelor of Business Management comes from Pfaffenhausen and is a sutler with the Mindelheim Schertlin Middle Ages Society in her spare time. She is also a highly skilled craftswoman, usually sewing medieval costumes, hats and accessories for her appearances herself. She heard about job vacancies at BBG through her society friends, who were appearing at Innovation Day, and applied on the spot. Another of her hobbies is aquaria, and Daniela breeds fish in three of hers. A warm welcome from BBG idea.



Daniela Blachowiak

Photo: Private