



Plastic art? Be a non-conformist!

Artist Otmar Alt used original ENSINGER plastic parts to create the sculpture *The little lateral thinker*

In many sectors of industry, hardly anything is produced without plastics. But what has plastic got to do with art? Quite a lot, if you look at the sculpture of *The little lateral thinker*. Creator of *The little lateral thinker* is artist Otmar Alt – who used original ENSINGER plastic parts. The sculpture consists of a total of 42 high-tech plastic parts in different qualities of material that are specific to different sectors of industry, to illustrate the variety of areas of application. The idea of making a work of art from plastic emerged at ENSINGER just under a year. When the question arose of who should create the work of art, the choice of the German artist Otmar Alt was made very quickly. "We decided in favour of Otmar Alt because his colourful objects very much appealed to us. The other deciding factor was that he is very open to all kinds of materials, and his versatility is simply tremendous," says Marketing and Sales Manager Martin Baras.

The internationally famous artist studied the ENSINGER company, its philosophy, products and innovative technologies very intensively before creating *The little lateral thinker*. The result shows that technical plastics can be used not only for high-tech products, but for genuine works of art.

"The little lateral thinker embodies our slogan: Ask. Think. Succeed."

But what does *The little lateral thinker* symbolise? "For us, the sculpture is much more than a pure objet d'art," the Marketing and Sales Manager explains. "*The little lateral thinker* embodies our slogan: Ask. Think. Succeed."

The ENSINGER slogan: Ask. Think. Succeed. was announced to customers and employees about a year ago. It is an essential part of the corporate philosophy, because asking, listening and thinking about the best solution are and always have been the secret of the company's success. It is precisely this continuing dialogue, with customers as partners, that has led to significant innovations and has made ENSINGER a provider of complete systems.

"Using the optimum materials and the most suitable production processes, we implement technically perfect solutions for our customers. Our solutions are innovative, of high quality, functional and economical. They benefit our customers, and give them competitive edge", says the Marketing and Sales Manager. In his opinion, this is possible mainly because ENSINGER employees

might say, real non-conformists. That is the secret of our success," says the Marketing and Sales Manager. And it is precisely this idea that Otmar Alt has interpreted artistically. *The little lateral thinker* has human features with pronounced sensory organs, an expression of intent listening and precise observation. *The little lateral thinker* – a sculpture about engineering expertise in compli-



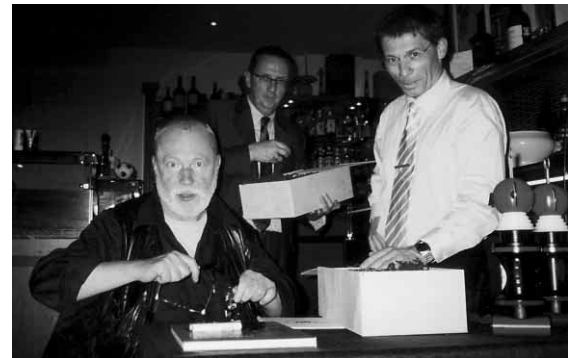
have many innovative ideas and a good portion of creativity, and can thus provide the customer with the best possible, economically sound solution, however complex the problem may be. "Here at ENSINGER, we always work out solutions to problems together with our customers. And we have the boldness to abandon traditional ways of thinking. We take innovative paths by 'thinking obliquely'. We are, you

cated production processes and highly complex high-tech plastics.

The little lateral thinker – a great success with the customers

The little lateral thinker was made at ENSINGER. The roughly 40 cm high sculpture was ready in time for the K Fair. The ENSINGER location at Cham and the training workshop at ENSINGER headquarters in Nufringen milled the parts for *The little lateral thinker*. The trainees also assembled the sculpture. "I would like once again to thank all the employees who were involved in the completion of the sculpture for their tremendous effort. In spite of full-capacity production, we succeeded in producing the limited edition of 200 absolutely on time, and within the tightest of schedules," says Baras with satisfaction.

Some of *The little lateral thinker* were presented to ENSINGER's customers during the K Fair in Düsseldorf. An ENSINGER evening was



Artist Otmar Alt signing the sculpture "The little lateral thinker". Beside him are Peter Gnas (advertising agency Detlefsen Gnas GmbH) and Martin Baras (ENSINGER Marketing and Sales Manager).

held in an Italian restaurant, attended by customers and also by the artist, Otmar Alt, in person. The climax of the evening came when each of the customers was presented with a *little lateral thinker* individually signed by Otmar Alt together with a book about the artist. The customers were delighted – both with the sculpture itself and with the idea behind it.

"With his latest work, *The little lateral thinker*, Otmar Alt has demonstrated in a most impressive manner that masterpieces of art can be produced from ENSINGER plastics. Likewise, our specialists at ENSINGER will continue to create 'masterpieces of technology' for our customers," said the Marketing and Sales Manager in his closing address.

Otmar Alt, Artist

Alt was born in Wernigerode in 1940, and commenced his studies at the College of Fine Art in Berlin in 1960. Today, he lives and works in Hamm-Nordinker, where he has a studio in a former village smithy. Alt's artistic roots are in the abstract art of the post-war period. However, his preference for intense colouring and clearly-defined form emerged early on. The artist's name stands for an art that rejoices in colour, that on the one hand bears features of living creatures, but on the other displays fantastic shapes. His versatility is characteristic of him. As well as paintings and graphics, he creates ceramics, bronzes, children's books, designs for jewellery, etchings, wood carvings and much more. Since 1964, Otmar Alt has had well over 300 exhibitions in Germany and abroad. Many of his works are to be found in public and private collections.



Trainee Stefanie Joos (Tool Making) completing the sculpture of *The little lateral thinker*



Customers at the Ensinger evening during the K 2001

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Editorial



Dear Reader,

I would like to take this opportunity to inform you that Mr. Michael Koch will leave the Board of Management of our company. Mr. Koch had worked for ENSINGER since 1991, first managing the Cham plant before being appointed to the Board in 1997. I very much regret Mr. Koch's decision to leave our company. For me, he was a competent partner, and I wish him personally all the best for his future. I will take over Mr. Koch's responsibility until his successor is trained. In

doing so, I can rely on a proven, independent team of colleagues, and I am convinced that the operative side of the business will proceed without disruption.

The world's largest plastics and rubber fair, the K in Düsseldorf, was some time ago. I would nevertheless like to mention the fact that ENSINGER's appearance at this fair was very successful, and that we enjoyed the many interesting conversations with you. It was also at this fair that we first presented *The little lateral thinker* (see Page 1) – a sculpture created by the artist Otmar Alt. *The little lateral thinker* gives expression in a very unusual way to our company and our slogan,

Ask. Think. Succeed. Mr. Alt insisted on gaining his own personal impression of our daily routine and of our company. *The little lateral thinker* was therefore no mere commissioned work of art. On the contrary; we will always associate the project with interesting conversations with an artist who is a true personality. A dialogue between contemporary art and industry that should take place in this form far more often.

New application opportunities for plastics demand innovative ideas and products. I would therefore, dear Reader, like to draw your attention to our new products, which we introduce in this issue (see Pages 5 and 6). Examples of additions to our

range are anti-microbial plastics, the casting polyamide TECAST 12, and the high-performance plastic TECAPEK. And with the purchase of the American company Penn Fibre Inc. of Washington, Pennsylvania, we can now offer our customers calendered plastic sheets, too.

Wishing you all the best for the New Year.

Kind regards

Klaus Ensinger

ENSINGER presentation with new stand at K 2001 fair

The world's largest plastics and rubber fair was a success for ENSINGER



The new ENSINGER stand at the K 2001

quiet discussion zones, while down below sample materials, three glass cases with computer presentations and brochures gave information about the product portfolio, skills and expertise of the company. The ENSINGER stand was internationally staffed, because there were a lot of employees from foreign subsidiaries present, coming from the USA, Brazil, Japan, Singapore, Austria, the Czech Republic, Poland, France, the UK, Italy and Spain.

The fair stand was beleaguered by visitors, and the ENSINGER team had their hands full answering enquiries, advising customers and making new contacts. The ENSINGER staff were, however, well prepared for this. At the end of October, they had taken part in a "Fair Success Training" session with Wolfgang Denz, one of the best known and most highly regarded sales trainers in Germany. "How do I greet a potential customer correctly?" "Why do phrases like *can I help you* almost always have a negative effect?" "How do you initiate a sale, and if possible complete it before the fair closes?" These and many other questions were discussed and intensively practised in the course of the one-day seminar.

The K-Fair also saw the first presentation of the sculpture *The little lateral thinker*. Designed by the well-

known artist Otmar Alt and made of original ENSINGER plastic parts, *The little lateral thinker* embodies the ENSINGER slogan, "Ask. Think. Succeed." The ENSINGER's customers who received a personal invitation before the fair, had the chance of winning Otmar Alt's sculpture. A drawing of *The little lateral thinker* was also selected as the motif for the outside of the stand, along with the ENSINGER logo.

Managing Director Klaus Ensinger was very pleased with the outcome of the K Fair. "We have made many

strong impulse for the whole sector."

More than 230,000 guests visited the K 2001. More than half of the trade visitors to Düsseldorf came from abroad – which means that the proportion of foreign guests has risen by about five per cent compared with 1998. The visitors were from more than 100 countries on all continents. 64 per cent of the international experts came from Europe, most of them from the Netherlands, France and Belgium, the UK, Switzerland and Austria. A good third of the inter-



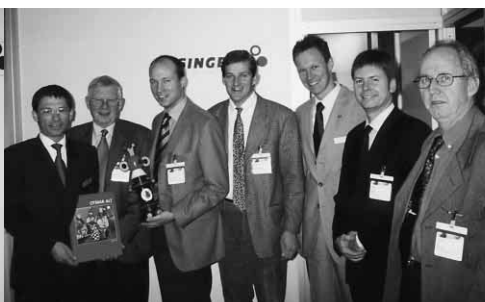
Eriks N.V. (left to right): B. Ühken (ENSINGER), D. Wildro, R. van Thielen, J. Vanoirbeck, M. Baras (ENSINGER)

promising contacts, and expect good business as a result of the fair. The K is definitely the most important fair for us – it is an international market-place that generates a

national guests were non-European. The date of the next K has already been fixed: the fair will take place from the 20th to 27th of October 2004 in Düsseldorf.



Oy Flourotech Ltd. (left to right): B. Ühken (ENSINGER), M. Luhtala, V. Valanne, M. Baras (ENSINGER)



AB Svenska Industriplast (left to right): M. Baras (ENSINGER), L. Lindberg, P. Knutsson, J. Soderberg, B. Ühken (ENSINGER), M. Boos, B. Sköld



W. Max Wirth Company (left to right): T. Bettels (ENSINGER), Bianca Schrader, Immo Schönjan, Martin Baras (ENSINGER)

The new class of materials: anti-microbial plastics

Growth and migration of bacteria, yeasts, moulds and fungi will be prevented

The latest additions to the ENSINGER GmbH product range are anti-microbial plastics. The great advantage of this class of materials for medical, laboratory and food technology is that anti-microbial plastics have the effect of preventing the growth and migration of bacteria, yeasts, moulds and fungi, thus contributing to protection from infections and food poisoning.

The core of the ENSINGER anti-microbial plastics is the AgION™ antimicrobial agent. This compound is based on a patented dosage system that emits silver ions in a controlled fashion so that both high and long-term effectiveness are assured. The anti-bacterial, growth-inhibiting effect has been demonstrated for a whole series of microbes. These include, for instance, coli bacteria, salmonella and staphylococci. The compound has passed the ISO-10993-1 bio-compatibility tests, an important prerequisite for the certification of medical implants. AgION™ antimicrobial is resistant to chemicals with pH factors from three to ten, and to temperatures of up to 800°C. The compound can be used under almost any conceivable manufacturing, processing and application conditions. It can thus be compounded into any plastic in addition to the usual additives such as fibre reinforcement, pigments or stabilisers, without the risk of thermal or toxic damage. The cleaning, disin-

fectant and sterilisation methods that are typical for the sector can still be used without causing any problems. Even the usual manufacturing and processing methods such as extrusion, die-casting and milling do not impair the effectiveness of the anti-microbial plastics. The material characteristics of the various plastics are influenced only marginally. Typical thermal-mechanical parameters such as continuous operating temperature, creep resistance and thermal and electrical insulation are retained.

All ENSINGER plastics that are suitable for medical and food technology can have the anti-microbial compound added to them. The agent is used primarily in semi-finished products such as TECAPEEK, TECASON P (PPSU), TECAFORM AH (POM-C) or TECADUR PET, and in die-cast products, extruded profiles or calendared plates.

If you would like to know more about the anti-microbial plastics from ENSINGER, please get in touch with:

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New: TECAST 12

The lightest polyamide in its class

ENSINGER GmbH has a new product – TECAST 12, a polyamide that is produced in a casting process. This construction plastic is manufactured using the Grilamid liquid matrix system of the Swiss company EMS-Grivory. Here, the monomer laurilactam is melted down in a casting system specially developed for the purpose, and processed with a special liquid activator. This completely new process was developed joint-



Casting steel core

ly by EMS-Grivory and ENSINGER. The advantage of the two-component system is that customer wishes can be taken into account much more specifically than in traditional processes. Firstly, the hardness of TECAST 12 can be varied at will, and exact dosage is possible. Secondly, very consistent characteristics are achieved within a wide process window. TECAST 12 can be used in many areas. Castors, spiral conveyors, calender bowls, sprocket wheels,

components for pipe fittings, large sealing rings, screw nuts and toothed-belt pulleys are only a few of the many examples of possible applications.

TECAST 12 is the lightest of the polyamides – the plastic is therefore characterised by high stiffness and stability at low density. The plastic has high impact resistance at low temperature and good dimensional stability at high temperature, is easy to recycle, and is weatherproof. The slide and abrasion characteristics of TECAST 12 are also excellent, as are its resistance to hydrolysis and chemicals, and its low water absorption. The material is also sound and shock-absorbent, has a long lifetime, and can be reworked by thermo-plastic process.

The moulds for half-finished parts and blanks can be obtained from ENSINGER. Moulded parts, such as cams or buffer elements for railway wagons are also possible. Even the casting-in of insets and steel cores (e.g. driving wheels, gear wheels, worms, bevel gears for gear boxes, and castors) presents no problems.

If you would like to know more about TECAST 12 from ENSINGER, please get in touch with:

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ENSINGER offers new brochures

Comprehensive information relating to process technologies and products

High Performance in Geometry and Material

Whether it's a light diffuser for a BOEING 777, guide sleeves for surgical instruments, or an air-spring hose for DaimlerChrysler – sophisticated, high tech applications demand high performance in geometry and material. Our new brochure shows the modern process technologies that enable ENSINGER to manufacture products of the most complex geometry and to the closest tolerances from highly specialised materials.

Sectors of industry like automotive, vacuum and medical technologies, electronics, semiconductor technology, aerospace technology or nuclear technology, place high requirements on quality and reliability. ENSINGER uses innovative CAD/CAM techniques to make high-performance precision parts – from the single part to the complete assembly. The brochure provides comprehensive information about the various production technologies, which range from machining, moulding, extrusion and co-extrusion processes to compression moulding. The characteristics of the numerous ENSINGER high-performance plastics are also described. Besides the wide range of products manufactured, the company also offers comprehensive finishing, thus providing

customers with flexible, cost-effective, single-source solutions.

High-performance Plastics in Semiconductor Production

Many stages in the process of producing semiconductors demand handling components made of high-performance plastics. ENSINGER's new brochure provides comprehensive information about the important role of plastics in semiconductor production.

Specific characteristics, such as material purity, good dimensional stability even at high temperatures, good electrical insulation, and resistance to chemicals make ENSINGER plastics the ideal materials for

semiconductor production. The brochure gives a summary of the various high-performance plastics, their main characteristics, and their typical uses in semiconductor production. ENSINGER offers high-performance plastics with well defined electrical characteristics. The insulating effect, or the ability to discharge static electricity is achieved by the deliberate addition of electrically active substances. Innovative production processes, the performance profiles of the high-performance plastics, and ENSINGER's engineering expertise are among the other topics in the brochure, which is available in German and English. And, last but not least, it also contains the material data of the numerous ENSINGER high-temperature plastics.

insulbar® – Perfect insulation for metal windows

ENSINGER is a leader in the development of thermal insulation profiles for window and facade construction. insulbar® profiles insulate perfectly, and fulfil the highest quality requirements. Our new brochure, "insulbar® – Perfect insulation for metal windows", gives you complete information about the advantages of insulbar®. These include, for instance, the tremendous savings in costs that result from a lower energy consumption. Another plus lies in the ENSINGER polymers, which can stand up to even the highest demands. Our skills, our international certificates of approval, and, not least, our competence in manufacturing which allows us to produce complex geometries, also show that insulbar® is the original and takes first place among heat-insulating extrusions. The brochure is available in five languages: German, English, French, Spanish and Italian. The second new brochure tells you about the enlarged insulbar®, standard range. We can now offer our customers more than 70 different standard insulbar® profiles. This makes it possible for you to implement more system designs – without additional tools, and without extra cost.



You can order ENSINGER's free brochures from Petra Kalf,
 Tel: +49 (0) 7032-819-140,
 Fax: +49 (0) 7032-819-100,
 e-mail: info@ensinger-online.com

You're doing a practical at ENSINGER do Brasil?

But they make plastic!



ENSINGER do Brasil (left to right): Anildo Rodrigues, Sergio Bica jun., João Luiz da Silva, student employee Regine Zöller, Jürgen Strauch, Jaqueline Klein

This was the kind of remark people made when I told them about my three-month practical at ENSINGER. I must admit that a student of German hasn't got much of a clue about manufacturing plastics. So my point of contact was a different one, namely the company's presence world wide, including Spain and

South America. And when, as in my case, the student of German also studies Spanish, ENSINGER is a real stroke of luck for someone wishing to take a look over the university fence.

To directly experience the global nature of the company, I decided to spend part of my practical abroad. I was to have the opportunity to work at ENSINGER do Brasil in São Leopoldo for six weeks.

This branch, which only opened in 1996, lies in Rio Grande do Sul, the southernmost of Brazil's 26 federal states, which has an area as large as Germany. The south of Brazil is characterised by its strong economy. A large number of young companies have settled here, a surprising proportion of them German. There are, of course, historical reasons for this, over and above the favourable situation close to the borders with

Argentina, Uruguay and Paraguay. Since 1824, large numbers of German immigrants have settled in the region.

At present, ENSINGER do Brasil consists of 30 employees, 23 of them in production. The latter includes processes for extrusion, die-casting (under development) and polyamide casting. Expansion of ENSINGER do Brasil and an increase in production are planned. At present, the main focus of interest, apart from the increase in production, is quality assurance and ISO 9001 certification.

The products are not marketed directly through ENSINGER do Brasil, but through a network of retailers scattered all over Brazil. Staffing a company-owned sales network would hardly be feasible in a country of 8.5 million square kilometres; a sales representative in

the urban area of São Paulo would have to make a daily trip of 1200 km. Apart from that, the retailers can help reduce delivery paths and times, which are not inconsiderable. The Brazilian working day is not radically different from the German day, except that it is longer. The working week in Brazil is at present 44 hours, and annual holidays are 30 days, but this includes weekends. This does not seem to bother the employees too much, and even over lunch with them I have never heard any complaints – and that is not just because of my inadequate command of Portuguese. My departure from ENSINGER do Brasil came all too soon, but my stay there will remain a very special memory for me. My heartiest thanks, or rather muito obrigada to all who made my stay possible!

Regine Zöller

In Peril on the Sea! A rather special fishing trip

Martin Baras, Marketing and Sales Manager, and Björn Uhlken, Export, made a rather different customer visit in the course of their trip to Northern Europe from the 14th to the 16th of August. As a follow-up to the visit at Plast & Metall Compagniet (PMC) in Järfälla, Sweden, Jan-Eric Gefvert and Kent Akerdahl of PMC had a rather special idea for their German business partners – a sea-angling trip on the Baltic Sea. The four men put to sea, equipped



with rods and life-jackets. By the time they had fortified themselves with a hearty picnic and were about to start back, a storm had gathered over the Baltic Sea. But boat and crew braved all dangers and all arrived safely in the homeport. Even though they didn't catch much, the "deep-sea fishermen" had an enjoyable time, at any rate. Martin Baras says, "The trip was really lovely, and we had a lot of fun together!"

Calendered sheets and coils Skill Enhancement Through Penn Fibre, Inc.

The ENSINGER Group has further enhanced its position in one of the high-tech regions of the USA. With the purchase of Penn Fibre, Inc., located in Fort Washington, Pennsylvania, the ENSINGER Group has succeeded in acquiring a strong company with comprehensive skills in the manufacturing of composite materials.

This old-established American company, founded in 1937, is present in various product sectors with a large number of materials, and has made a name for itself as the largest American producer of thin, thermoplastic sheets, strips, coils and punched flat parts. Penn Fibre manufactures calendered sheets and coils in traditional thermoplastics such as polyolefins, polyamides, polyacetylenes, polyesters, high-temperature plastics and special composite materials. Production embraces standardised stock sizes with thick-

nesses of 0.25 mm to 4 mm and widths of up to 1200 mm, and sizes specially cut to customers' orders. A large, varied range in stock, together with well developed production that employs about 100 people round the clock, allows prompt, customer specific delivery. With its development and manufacturing skills in the area of composite and high-temperature materials and the supply of calendered semi-finished products, Penn Fibre rounds off the ENSINGER product portfolio.

The products are used in the sports equipment industry, for instance. But new applications are also being opened up in the areas of food, medical and laboratory technologies, in automotive technology and in electronics.

The high-performance plastic TECAPEK

Better material characteristics than
TECAPEEK

New in the ENSINGER GmbH product range is the high-performance plastic TECAPEK, based on Victrex™ PEK. This semi-crystalline, high-temperature thermoplastic offers a whole spectrum of excellent material characteristics. These make the plastic a real all rounder – which means that it can be used in any sector of industry. Most of its material characteristics are comparable to those of TECAPEEK, which already offers very high performance. These include, for example, a maximum service temperature of 260 °C, high creep resistance and stiffness, good electrical insulation and its resistance to gamma rays. TECAPEK tends to come off better in comparison with TECAPEEK when it comes to chemical and abrasion resistance. The glass transition temperature, melting point and heat distortion

temperature are significantly higher. In mechanical engineering and automotive technology, in particular, this opens up new paths for sliding applications that can withstand higher thermal-mechanical stress. TECAPEK is an optimum plastic for medical and laboratory technology – it is stable and reliable, and can be repeatedly disinfected and sterilised in superheated steam without developing stress cracks. Further examples of possible applications are aerospace technology, nuclear and X-ray systems, or electronic and semiconductor technology.

ENSINGER uses TECAPEK natural, glass fibre or carbon fibre reinforced compounds, and in other modifications, to make extruded semi-finished material and moulded and machined finished parts.

Mayor of Cham visits the ENSINGER company's branch works

Founder Wilfried Ensinger gave information about the company

It is 21 years since Wilfried Ensinger founded the first branch works of his Nuffingen plastics company in Cham. It started off with five people – today there are 300. "The company is a bright star in our economic firmament," is how the Mayor of Cham, Mr. Leo Hackenspiel, praised the company at the two-hour tour of the plant on the 11th of November this year. He described founder Wilfried Ensinger as "a covert Swabian Foreign Minister here in the Bavarian Forest, with extraordinary expertise regarding economic questions and education policy."

The founder of the company, Wilfried Ensinger, presented the programme, products and materials of the Cham location, together with

Andreas Alsfasser (general manager of the Cham branch), Fred Nass (manager division machined parts) and Walter Wagner (manager of the TECAST product group). The current "boom article" is a capillary revolver that ENSINGER manufactures for the LightCycler PCR analysis system made by Roche Diagnostics. With this innovative technology, DNA chains can be duplicated and at the same time inspected for genetic mutations. Another object of widespread admiration was a plastic foot on which the biggest crane in the world, 140 metres high and weighing 186 tonnes and made by Demag, can stand. Or plastic parts that are produced for aerospace technology.

The ENSINGER company now has 36 branches world-wide, and an annual turnover of just under 210 million Euro. As the secrets of success, Ensinger mentioned the wide scope of production and range of materials, also the processes used, and a global presence. But the most important secret of success for any company was the people in it, the founder said. "The employee must feel at ease in the company. Good ideas do not only come from the

top. It is our job to make each and every employee able to recognise new customer wishes", said Ensinger.



Wilfried Ensinger makes a presentation to his company in Cham. On the right: Martha Ensinger

Impressum

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ENSINGER and Calw Commercial School Centre co-operate

Positive experiences and successes for both sides

Half a year of continuous exchanges between company and school. Half a year of project work, the result of which significantly influences the marks in the school-leaving examinations.

What motivates pupils to enter into co-operation with a company like ENSINGER? What does ENSINGER itself expect of this kind of public relations work?

First, the rough framework of the project itself. Together with ENSINGER, class 12 of the Commercial Upper School in Calw has worked out various half-year projects, such as "Modern Concepts in Personnel Management". Mirjam Hörting and Karl-Josef Rebmann gave the pupils practical input through events on the company premises. The theoretical side was studied with the help of literature, and summarised in a "mini-thesis". The assessment, based on a presentation at ENSINGER and an official event in the

school, will make up a quarter of the mark in the school leaving examinations of 2002.

To return to our initial question, what motivates pupils to take part in a project like this? The main reason was the chance to get to know an industrial company early on, gaining insight into daily work and the interplay of the different components such as market, customers, company, organisation as such, and so on. A further reason is the experience in project work, which is a great help in further courses of study or in starting a career.

The co-operation bore fruit for ENSINGER itself, not only because ENSINGER is now the main topic of conversation at the Commercial School Centre in Calw, and the first job applications have already reached the company, but also, because of the additional food for thought and ways of looking at things that spun off into the com-



The project members: Rudi Oswald, Fabian Flämmer, Julia Machado, Philipp Lochmüller, Jessica Walz, Friederike Würfele, Christoph Wörner, Christian Seydt, Carina Hammes, Thorsten Scharly with their teachers / project leaders Ralf Dieter Seitz and Udo Wolff, and the people responsible for the company's side of the project Mirjam Hörting, Karl-Josef Rebmann and Heinz Lehmann (Training Manager, Technical Vocational Training)

pany's own work and into future projects.

More information/details on the project? Mirjam Hörting (-273) and

Karl-Josef Rebmann (-274) will be pleased to answer your telephone call.

Dear Readers,

"We should love all that is old, in as much as it is deserving of it, but it is for the new that we should really live."

(Theodor Fontane)

We would like to greet the New Year with these words by Theodor Fontane. We wish you and your families health, prosperity and all the best in the New Year – may everything you turn your hand to be crowned with success!

The Works Council and the Editorial Team

Trainees' Christmas Action

As in past years, our trainees have again invested considerable effort in supporting a social project. Recent weeks have seen the trade/technical area diligently "filing" a small Christmas present. Trainees and instructors have also been busy baking

biscuits, which were sold in the company along with the "technical innovation". The proceeds are in aid of children from Chernobyl. We are looking forward to reporting on the handing over of the donation in our next issue.

ENSINGER – Trainees at induction seminar

"I hope it's not going to be boring," or "What if they ask too much of us?" These and other fears may have been haunting the minds of the trainees as the date of the induction seminar approached. But after the two days at the St. Antonius Youth Centre in Wernau the mood was quite the opposite. For the first time in the history of training at ENSINGER, trainees in their first and second year, both technical and commercial, attended one introductory seminar. The aim was to better integrate the new employees, to instil the ENSINGER principles into them, and to strengthen their esprit de corps. Under the guidance of psychologist Detlef Gräser, the first day was taken up with generally getting to know each other. The participants were also taught the general basics of communication. On the second day, the company was more to the fore. The ENSINGER principles and slogan were analysed in work groups almost all day. The

mood after the seminar was superb, and even the vaguest initial doubts had been dispelled. All agreed that events of this kind should be repeated in future.



United we stand! The trainees had to hold the stick with just two fingers each, and then lay it on the floor.

Front row (left to right): D. Strauss, M. Rieger, J. Erdmann
 Back row (left to right): N. Rässler, S. Nadolny, J. Schopp, A. Pertschy

COMPETITION

"How well do you know your fairy tales...?"



Creative people are, among other things, the secret of a company's lasting success. Creative exercises stimulate and develop.

Each of the following summaries indicates the title of a fairy tale. Write the solutions on a postcard (or in an e-mail, of course), not forgetting the sender's address, and send it to our editor **Karl-Josef Rebmann, Personnel and Organisation Development**, in Nufringen by 31 January 2002.



It's worthwhile taking part, because the winners will participate in a draw for the sculpture of "The little lateral thinker" by Otmár Alt!

- 1.) Surgical operation saves family
- 2.) Quartet scares off criminals
- 3.) Youth wastes his fortune
- 4.) Plebscrite prevents confiscation of baby
- 5.) Murderer in Grandmother's house
- 6.) A good head of hair makes a rendezvous possible
- 7.) Noblewoman lives in miners' commune
- 8.) Pay by achievement
- 9.) Use of birds to improve food quality
- 10.) Slight hand injury leads to mass hypnosis
- 11.) Crafty middle-distance runner
- 12.) Intelligent nobleman teaches his bride lessons
- 13.) Green ruler seeks asylum
- 14.) Old lady hungry for a boy

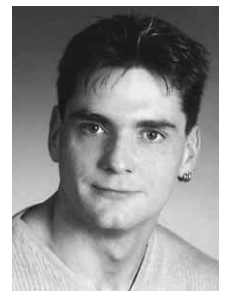
What does he do...?

Christian Nachreiner

Just recently, Christian Nachreiner celebrated his 10th anniversary with the company. He completed his training as a machinist specialising in turning technology in 1994 with a very successful examination and a certificate from the Chamber of Trade and Industry in Regensburg. After that, Christian Nachreiner worked as a CNC turner in our Finished Parts division. Here, high quality finished parts are manufactured to customer drawings and to close tolerances. "In his free time" – for 4 whole years – he went back to school for further training as a technician in mechanical engineering.

Since August 2001, the enthusiastic "motorcyclist, IT freak and dog-owner" has been working in the Production Estimating/Planning department of the Finished Parts division. Here, he is responsible for quick, economical dispatch of tenders, on-schedule processing of manufacturing orders, and external purchasing of tools and special materials.

Christian Nachreiner is thus in a position to contribute with his work, which he has learnt from scratch, to his present task. And it is ENSINGER's philosophy to develop and produce individual customer solutions of the highest quality.



Hearties congratulations

to all who celebrate jubilees in the fourth quarter of 2001



Anniversary in Cham: Mr. Bernd Widmann (right) congratulates Mr. Konrad Wiederer (left) on his anniversary.

Celebrating 10 years with the company:

Marianne Bühler, Konrad Wiederer and Thomas Walz.

Mr. Willi Wörner celebrated his 25th anniversary.

The 30th of August 1976 was Mr. Wörner's first working day with our company. Today, he looks back on 25 successful years and has a lot to tell from his own experience about the development of the company.



25th Anniversary: Mr. Wilfried Ensinger congratulates Mr. Willi Wörner.

ENSINGER Welcomes...

...the new employees who have come in to swell our numbers since 1 September 2001 (as of 30 November 2001)

Herbert Schilling	Purchasing Manager, Service Centre Finance/Controlling
Horst Dörrenberg	Sales engineer, Service Centre Sales/Marketing
Iris Schuller	Chemical engineer, Service Centre Raw Materials
Jürgen Walz	Project engineer, Industrial Extrusions Division
Bruno Saur	Designer, Injection moulding Division
Janette Seiz	Marketing with emphasis on Public Relations, Service Centre Sales/Marketing
Nadja Waschkau	Receptionist/Telephonist, Service Centre Finance/Controlling
Sonja Marquardt	Sales Clerk, Semi-finished Products Division
Monika Schuckert	Secretary/Assistant, Building Profiles Division
Mario Schneider	Designer, Service Centre Technical Development
Bernhard Fisch	Milling Worker, Semi-finished Products Division
Erwin Schmid	CNC Milling Worker, Milling Division
David Calero	Joiner, Semi-finished Products Division
Dietmar Ficker	Tooling Worker, Die-casting Division
Harald Nefzger	Store Clerk, Semi-finished Products Division
Markus Wollner	Milling Worker, Milling Division
Roland Rückel	Dispatch Clerk, Milling Division
Elisa Krottenthaler	Burr Removal Worker, Milling Division

We wish you a good start with the ENSINGER company!

The "Father of Our Shift" is leaving

Fritz Hohl leaves for a well-earned retirement



Fritz Hohl (back row, 4th from left) with his shift group and his manager, Franz Holzberger (front row, left)

It was no light farewell – not only for Fritz Hohl's shift group, in which he was active for many years as shift foreman, but for all of us who had dealings with him at ENSINGER. "A father figure" is the phrase his colleagues use to characterise Fritz Hohl. And no wonder, because exemplary thinking and acting, together with a very human way of going about things, are uppermost for him.

Now that we, his colleagues at ENSINGER, must take leave of him as a "retiree", we do hope that he will stop by now and again.

Provisionally final...! – Another change in the editorial team –

Just in time for the last edition, Janette Seiz took over from Ellen Schellinger, and we are delighted to welcome her as the new member of our team. Kornelia Pfütze can now devote herself fully to her actual work. Many thanks to her for her spontaneous offer of help, and for her kind co-operation.

Cham meets Nufringen

The decision had been made, the Chamers were coming! For us, this meant first of all, the planning and preparation necessary to make these two days successful and fun. After many suggestions had been considered, our "programme" was settled.

Friday, October 12, was the day! At 1 p.m. sharp, the bus from Cham arrived at the Ensinger headquarters. It brought the commercial and technical trainees and their two instructors. Mr. Lehmann gave them all a hearty welcome. Our "Programme" began in the Havant room with a presentation about the company, given by Mrs. Hörting. After a little refreshment of buttered rolls and pretzels, the tour of the works began, guided by Mr. Rebmann and Mr. Lehmann, each with two trainees in attendance. Starting with the administrative offices, the tour led to the tool-making, injection moulding and extrusion departments, in which



ENSINGER trainees from Cham and Nufringen

five alleys. In the course of an enjoyable evening, we had a lot of fun together and had the opportunity to get to know the trainees from both Nufringen and Cham somewhat better. On Saturday morning at 9 o'clock we met again, rested and refreshed, at ENSINGER, and proceeded from there by private car to the car museum at Sinsheim. The people from Cham left separately from the "Kerzenstüble". After an interesting guided tour, each of us had an opportunity to eat something, or just to look round the inside and outside of the museum again. At 2 p.m. we took our leave of the Cham party, having taken some photos to remember them by, and wished them a good journey home. All in all, the two days were a complete success, and we hope that next year will see another visit, either in Cham or in Nufringen!

Andreas Pertschy / Nicole Ebner / Ursula Wochele

Mr. Holzberger explained the production process in detail. A look at the store rounded off the tour. At 5 p.m., when the guided tour was over, the people from Cham went to their hotel rooms in the "Kerzenstüble" in Gärtringen. At 6:30 p.m. we met again there for an evening meal and a chat. Invigorated by the plentiful food, we then proceeded by bus and private car to the bowling centre in Böblingen, where we had booked

A purchaser retires?

Mr. Hans-Eberhard Stehle leaves for his retirement

It is with very mixed feelings that Mr. Stehle retires after more than 20 years of active work as a Purchasing Manager at ENSINGER. In her address, Mrs. Ilona Brodt (Chairperson of the Works Council) recalled the time when she personally worked together with Mr. Stehle. Many amusing recollection surfaced, but there were also thoughtful words about a time in which many things were different from today. In the retrospective of Mr. Wilfried Ensinger, he recalled the various duties that Mr. Stehle had carried out over the years, until he finally took over management of Purchasing in the expanding company. Qualities such as commitment, organisational talent and loyalty to the company are only



H.E. Stehle (l.) and W. Ensinger (r.)

a few of Mr. Stehle's characteristics that Mr. Ensinger stressed. Mr. Stehle himself then spoke. In his short summary, he drew a positive, personal balance of his work in the company, and of the career opportunities that it had offered and that had allowed him to make a successful contribution. He gave the listeners the impression that he had enjoyed

his work, especially at ENSINGER, and that his work in Purchasing had been fun. Mr. Stehle sees this as a good basis for a satisfying, peaceful retirement. – Finally, his staff insisted on making him a personal farewell present on behalf of their colleagues. It was presented by Mrs. M. Bühler. Mr. Winfried Schaper had the last word, and thanked Mr. Stehle for his work. He closed with a saying that he had learned from Mr. Stehle, „You can't have more days in your life, but you can have more life in your days." The celebration finally closed with an informal gathering.

Mr. Stehle may be retiring as a Purchaser – but certainly not in other ways!

Obituary

We mourn for our employee and colleague of many years

Mr. Heinz-Günther Pantle

who died completely unexpectedly on Friday, 23rd November 2001, aged 59 years.

Mr. Pantle had worked in the Extrusion section of our company since 28th September 1981.

With him, we lose an honest, diligent company employee. Our sympathy and our condolences go out to his family and relatives.

We will always remember Mr. Pantle