

The magazine for customers,
employees, and friends

27

September 2012



Environmental management

DIN ISO 14001 certification

Be on the safe side

Measuring clamping forces
with TESTit

Full speed around the curve

Clever clamping solution
improves process

Always on the move

The Year of Sports at HAINBUCH

CONTENTS

MAN AND THE ENVIRONMENT

- 4 Environmental protection**
Future projects at HAINBUCH

PRODUCTS

- 8 Simplicity times 4**
The communication concept 2012
- 10 The minis are coming**
Chucks with extra small interference contour
- 12 Safely packed**
Storing clamping heads perfectly
- 14 Theory is good, TESTit is better**
The new clamping force measurement gauge
- 16 Product news**
Faster, more flexible, and more cost-effective
- 18 Proven in practice**
Clever clamping solution for Pfuderer Maschinenbau

INTERNATIONAL

- 20 The future is in Asia**
China and Thailand – here we come
- 21 Family reunion**
First subsidiary meeting in France

OFFICIAL

- 22 Young and creative thinkers**
Youth Technology Award

INTERNAL

- 24 Always on the move**
The new sports program for employees
- 26 Improvement management | Plant 2 |**
New employees

IMPRINT

HAINBUCH GMBH
SPANNENDE TECHNIK
Erdmannhäuser Strasse 57
DE-71672 Marbach
Tel. +49 [0] 7144. 907- 0
Fax +49 [0] 7144. 18826
sales@hainbuch.de
www.hainbuch.com

Printed on FSC-
certified paper



EDITORIAL



Always on the move

Dear customers, dear employees, and dear friends,

Everything in our life is movement. Without it nothing would change, there would be no progress, no development. In this regard we are not just referring to physical movement, but to mental flexibility as well. They say that »a tennis match is won by the power of mind«.

The one who knows his own strengths and weaknesses, and the ones of his competitors and who learns from the »top players« will also play at top level. Naturally, talent and experience also play a role in this regard. And so do people who are ready to dare what sometimes seems to be impossible. Fortunately there are many of these people at HAINBUCH. People with a vision, who share our ideas, implement them, and

together with their own ideas make something totally new happen – whether in the areas of new developments, environmental protection, or corporate development.

But in order for the mind to stay flexible, the body must also be in motion. Light endurance training gets the brain in shape, cerebral circulation is increased, the brain's perceptive capacity is increased, and it becomes capable of astounding mental performance. Because of that, we have declared 2012 as our »Year of Sports« and we are getting our employees moving, e.g. with marathon training, ping-pong, volleyball, or yoga. What our sports program will get moving in the future is certainly something to get excited about.

Sincerely,
HAINBUCH Executive Board

Gerhard Rall

Hans-Michael Weller

Sylvia Rall

A high level of environmental protection

HAINBUCH HAS PASSED THE DIN ISO 14001 CERTIFICATION SUCCESSFULLY. BUT TO REST ON OUR SUCCESS? NO WAY. NOW, ENVIRONMENTAL MANAGEMENT IS REALLY GETTING STARTED.





HAINBUCH has good ideas that not only involve products, but also environmental issues as well. We show what a genuine Swabian medium-sized company is really made of. With our »Project Future«, which started in 2011, we have focused more intensively on environmental protection and prevention. It is a part of our company policy. And because precautionary environmental protection is also part of our responsible handling of resources and risks, now after our successful certification, it is the center of focus.

Project Future 1: Employee ideas

Employees drink out of more than 800 plastic cups a day from our beverage vending machine. Naturally, these plastic cups must also be disposed of. Our employee, Giovanni Briguglio had a great idea: A »plastic cup-compacting machine«. Thanks to his suggestion the volume of recyclables has been significantly reduced.



Project Future 2: Leasing a HAINBUCH E-Bike

Ride an E-Bike for one year with attractive HAINBUCH leasing conditions. It's cheaper than a car and it's healthier and better for the environment anyway. The bothersome search for a parking space close to Erdmannhäuser Strasse is avoided. Ten HAINBUCH employees can now test the concept. They have a maximum speed of 25 km/h and a riding distance between 40 to 60 km. If the bikes prove to be effective, perhaps even more will soon be seen on the roads in Germany.



Project Future 3: Electric vehicle for on-site traffic

Recently a noiseless, emission-free electrical mini-truck has been in transit between Plant I and II. It is economical, easy to maintain, and it can even drive directly into the production hall. This was not possible, for safety reasons, with our old truck. Even trips to the gas station are also passé, thanks to the small, 16 km/h »fast« E-truck.



Interview with...

HAINBUCH EMPLOYEES REPORT ON
MORE ENVIRONMENTAL PROJECTS



Project Future 4: Environmental guidelines

Anja Mammel, Environmental Officer

»Project Future« was started in 2011. How did you make the employees sensitive to environmental issues?

Right from the start we involved our employees, and promoted active participation. What's the use of the best concept if our colleagues are not all for it? In our »Environment@work« event series we explained to them why we wanted the certification and how they can save personally. This was accompanied by a delicious brunch. Our colleagues only had to »sacrifice« their personal 15 minute morning break. The response was incredible, more than 100 participants. This was a great event and we successfully passed our first certification process.



What's the next step?

Environmental management is the focus for 2012. With »HAINBUCH in 60 minutes« we have started a new, exciting training in which the Technical Managing Director, Hans-Michael Weller responds to questions such as, »Why are standard operating procedures and corporate training necessary?«, »Why is constant improvement needed?« or »Why does HAINBUCH think that employees' personal health is our business?« The high number of participants and the positive feedback show us that we are on the right track. And to be honest: When can you address such direct questions to the top management and get an immediate answer?





Project Future 5: Noise reduction in production

Dietmar Starz, Supervisor in Production

What is the general noise level in production?

HAINBUCH voluntarily takes noise measurements at all sites on a regular basis and the results are pretty good: On average we are between 73–80 dB.

In Germany hearing protection is mandatory starting at a noise level of 85 dB. Because the perception of noise differs from person to person, hearing protection is provided for all employees free of charge. However, we have switched from the »one-for-all« to the »one-for-each individual« version of hearing protection.

What does this mean?

The previous version no longer offered enough protection for us. We wanted hearing protection that is adapted individually. With UVEX we found precisely the right partner in this regard. The auditory channel of each employee is »molded« and the appropriate plugs are manufactured of silicone. They last for 3 to 5 years.

What are the costs?

HAINBUCH is responsible for the costs for all employees who are regularly exposed to higher levels of noise stress. For all other employees we split the costs. Overall 66 employees are

currently already enthusiastic users of individual hearing protection. Apparently our project is well received.

In addition to the machines, there are many other noise factors. What is being done at HAINBUCH in terms of sound minimization?

After an in-depth investigation it turned out that the compressed air guns, in particular, make a lot of noise. We use them to blow off chips and to dry parts. Normally a compressed air gun operates with 6–8 bar. Now ours operate at just 5 bar, after we installed a compressed air minimizer. We even tried to reduce the pressure to 3 bar, but that turned out to be insufficient. It is not just the bar rating that counts, but also the right application is important. The employees will receive extra training this year on this topic.

Was the compressed air minimization necessary? Were things OK before?

Well yes, but we also have a responsibility to our employees. Less noise also means less stress. In this area small things, like minimizing the compressed air, have a huge effect. Likewise, here in Marbach we are located right next to a residential area. And with our 3-shift operations you can imagine that things are not always quiet. We also have an obligation to our neighbors. Minimizing the requirement of the compressed air guns was a small step; however, it has had an enormous effect in reducing noise.



EASY AND SIMPLE IS THE COMMUNICATION CONCEPT FOR 2012. IT PREMIERED AT THE TRADE SHOW METAV WITH THE LIGHTWEIGHT PRODUCTS. IN SEPTEMBER THE MAIN FOCUS IS ON EASY CHANGE-OVER.

Simplicity times 4



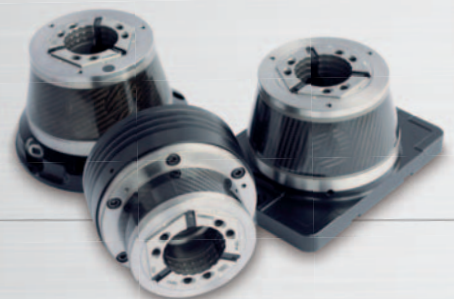
HAINBUCH products simply make it easy for the customer. Easy to work with, easy to make a profit, and easy to come out on top in daily competition. With this much easiness the communication concept for 2012 was clear: HAINBUCH's new simplicity.



lightweight

The new clamping devices in lightweight design from HAINBUCH

Light weight, a lot to offer. The carbon fiber clamping devices can handle any clamping situation – without making any compromises regarding precision or clamping forces. They were in the spotlight at the last exhibition.





easymeasuring

with TESTit, the new clamping force measurement gauge

For quite some time now, HAINBUCH has no longer been »just« a pure clamping device manufacturer. Rather we are a process designer, or in other words, a simplifier. Consequently, since the beginning of this year we have been offering the TESTit clamping force measurement gauge – for easy measuring of the actual clamping forces. Theoretical clamping forces are good, TESTit is better!



easywinning

with clamping devices from HAINBUCH

Winning, this only works with a good team.

With the hexagon clamping devices from HAINBUCH you not only have good players on your team, you have the best players. With HAINBUCH your manufacturing is perfectly set up. Win easily and score points against the competition – you can do it with these clamping devices. Really easy!



easychange-over

with the quick change-over systems from HAINBUCH

»Change-over time is wasted time.« All the more important that it goes quickly and easily. Naturally, you do not want to manufacture customer work pieces with just any clamping device, but with a suitable one. This is precisely what the HAINBUCH quick change-over systems, capteX and centroteX, offer. An one-time investment that pays for itself every day. The two interfaces that correspond to the complete HAINBUCH modular system guarantee fast change-over.



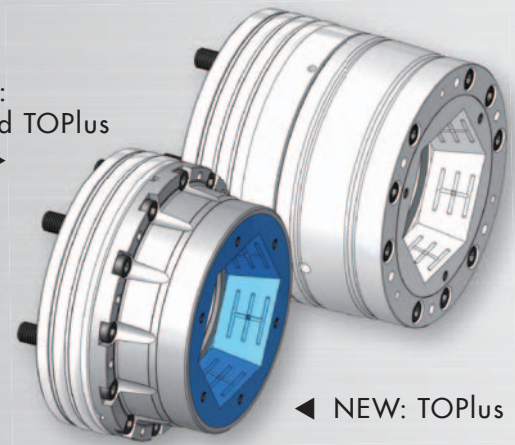
The minis are coming...

MINIMAL CLAMPING DEVICE INTERFERENCE CONTOUR AND EVEN LESS MASS – HAINBUCH'S RESPONSE TO THESE TWO REQUIREMENTS: TOPlus mini.

These two factors play an ever-greater role in complete machining. Accessibility of the tools and lower energy consumption are the characteristics of a modern and future-oriented clamping device.

Today, more than ever before, work piece blanks have less oversize. Therefore, it is not the chip size, but rather complete machining that is important to keep an eye on. Through better tool accessibility with chucks of the mini series, shorter, and thus more stable tools can be used on the main and sub spindles, which has a direct influence on surface quality. For HAINBUCH, this was one more real challenge. The result of the creative design process is an entirely new chuck series for which not only the mass has been reduced by 38 %, but the chuck diameter and the overall length have also been considerably minimized: Namely by 1/3 or 1/4.

BEFORE:
Standard TOPlus
chuck ►



◀ NEW: TOPlus mini chuck

The reduced interference contour not only facilitates selection of the suitable tool, it satisfies the requirements imposed by the small installation spaces available, particularly for sub spindle machines. In series operation, in particular, the lower mass is reflected in lower energy requirements. Thanks to more dynamic spindle acceleration the cycle time is reduced. Overall the costs per work piece are reduced.

This is HAINBUCH minimalism!

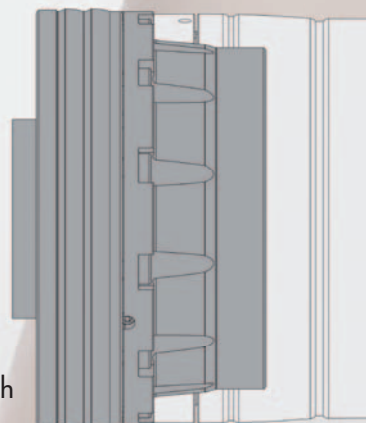
Available from
the end of
September 2012

The TOPlus mini chucks are now available in sizes 52 and 65 in the most popular spindle configurations. The rest will follow.

Key advantages


- Significantly reduced interference contour
- Ideal for situations with limited installation space
- Lower mass
- Reduced energy requirements
- Shorter cycle times
- Lower costs per work piece

NEW:
TOPlus
mini
deadlength
chuck ▶



BEFORE:
TOPlus
deadlength
◀ chuck

Safely packed effectively stored



CLAMPING HEADS ARE SENSITIVE. TO KEEP THEM »SAFE« FOR THE LONG TERM, THE »hainBOX« IS NOW AVAILABLE. WITH THIS PACKAGING CLAMPING HEADS STAY MORE ACCURATE, CLEAN, AND PROTECTED.

The more secure the actuation of the clamping head, the more successful the work piece machining. Both certainly depend on the accuracy, cleanliness, and sound condition of the clamping head. Therefore, proper and practical logistics are necessary for transportation & storage.

With a VDI/HSK/SK conformed switchable shaft adapter, the **hainBOX** can be easily fitted into existing plastic inserts. With the **hainBOX** you not only increase the process reliability of your clamping device, you also reduce your set-up times due to preparation of the tools and clamping heads.

Here you can rely on HAINBUCH in the future. Now there is suitable packaging for the clamping head size 65. The **hainBOX** is a clever adaptable system for proper storage. It works in drawers and cabinets as well as on a wall unit.

Key advantages

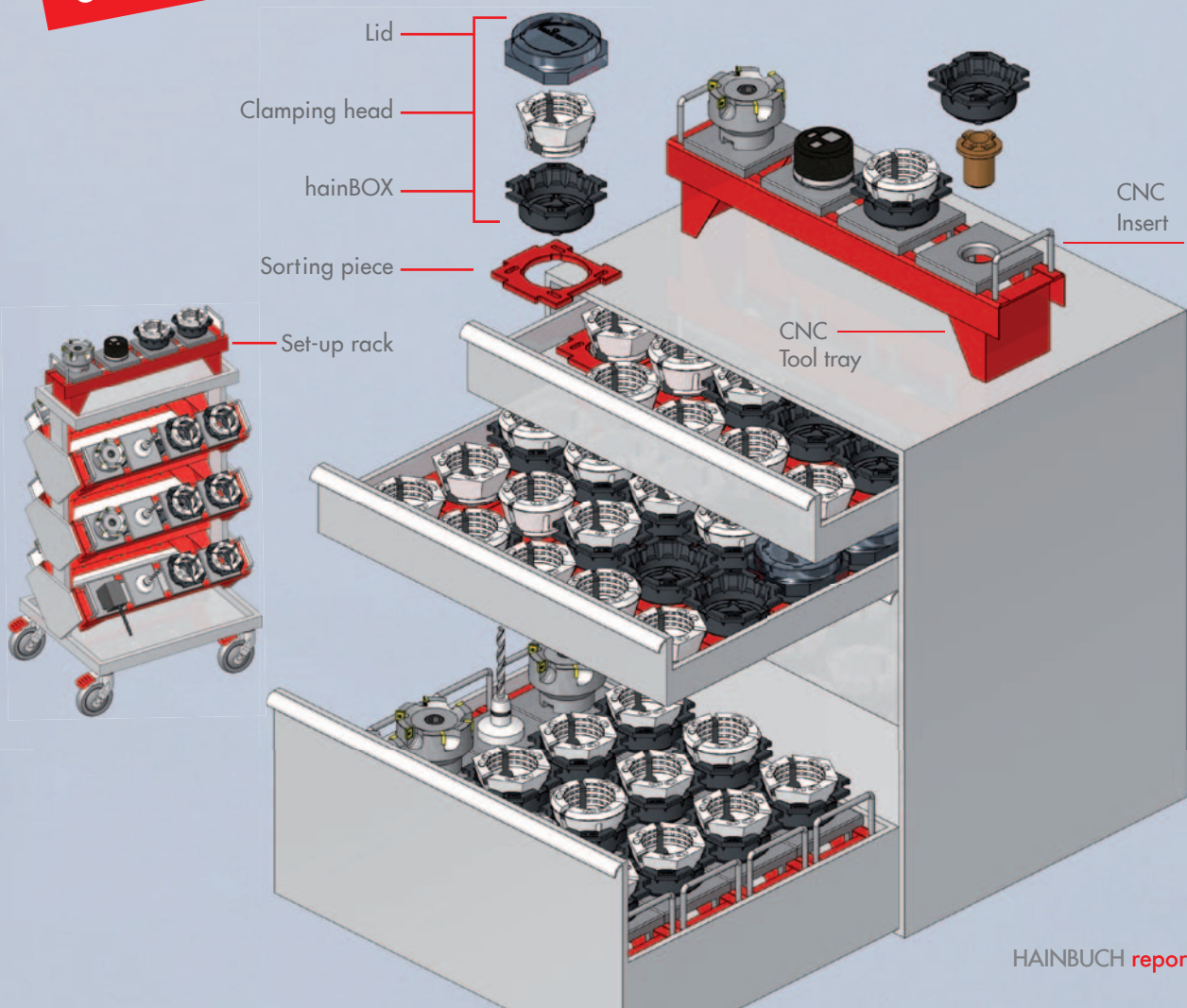
- Safe & arranged storage space utilization
- Increased process reliability
- Faster set-up time
- Adaptation possibilities, e.g. for set-up and storage systems
- Material is recyclable ABS plastic

Scope of delivery for size 65 clamping heads [SE/RD]

- Clamping head, hainBOX [incl. lid]

The hainBOX and sorting piece can also be ordered individually.

**Available from
October 2012**

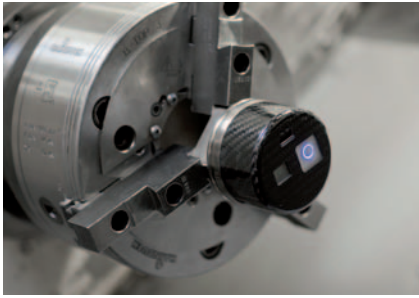


Theory is good, TESTit is better

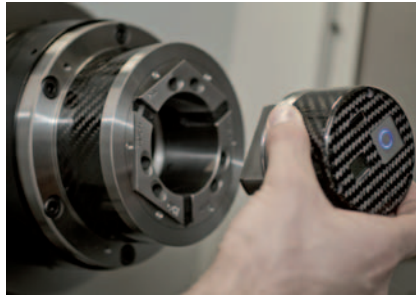
CLAMPING FORCE MEASUREMENT IS SOMETHING FOR THEORETICIANS? THINK AGAIN. IN PRACTICE IT IS A GENUINE SAFETY FACTOR AND MEASURING IS EVEN REQUIRED ON A REGULAR BASIS. IT'S A GOOD THING THAT TESTit IS AVAILABLE.



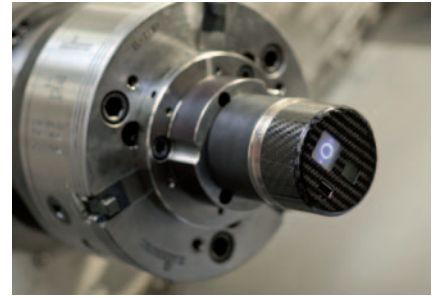
TESTit in use



3 Jaw chuck



TOPlus CFK pull-back chuck



MANDO Adapt mandrel adaptation

What is TESTit?

It is a clamping force measurement gauge that HAINBUCH has developed for daily use and workshop operation. It measures clamping forces of O.D. and I.D. clamping devices with ease and sends the measurement data directly to the software via Bluetooth. Therefore, even measurements at RPMs are no problem.

How does TESTit work?

Switch it on and connect it to the laptop, that's it. Thanks to the »Plug & Play« function TESTit is ready to use in no time at all. After insertion and clamping in the clamping device, it immediately visualizes the measured value. You can even further process the data immediately because documentation and archive functions are included.

But why measure at all?

From the hydraulic unit, to the clamping cylinder and the clamping device mechanism, it is a long way until the clamping force reaches the work piece. There are many factors, such as efficiency, wear, lubrication and maintenance status that reduce clamping forces or convert it. Do you really know the clamping force that is delivered by your clamping devices? If not, this would be fatal, particularly for sensitive components or high clamping forces with maximum machining values. In these cases the optimal clamping force is crucial. TESTit precisely determines the clamping force and documents it as well. Thus, the data can be looked up at any time. Only those who know their limits can exploit their advantages 100%! TESTit supports you in this regard. Be on the safe side!



TESTit on YouTube

www.youtube.com/user/hainbuch



Key advantages

- Clamping force measurement for O.D. and I.D. clamping
- Can be used rotating [under RPM] and for stationary applications
- Data transmission via Bluetooth to a PC or notebook
- Lithium rechargeable battery for more than 5 hours of operating time
- Software for visualization and archiving of the measurement data

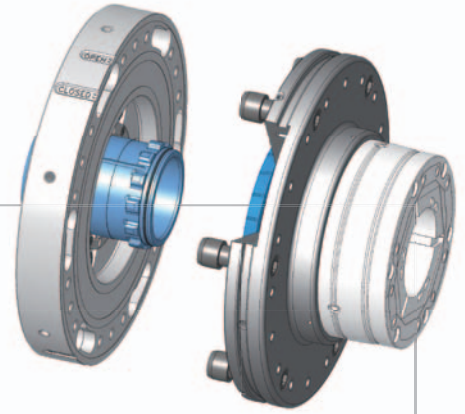
Four that are now

FASTER, MORE FLEXIBLE, AND MORE COST-EFFECTIVE.
OUR PRODUCT LINE IS GROWING.

centroteX Standard interface

HAINBUCH has set new standards in the past months with the centroteX quick change-over interface. Now there is a standardized version for spindle configurations KK6/170 and KK8/220. This is not only a better deal, it is also immediately available. This makes the change to centroteX even easier. The 5-minute change-over from a size 315 jaw chuck to a size 100 TOPlus offered by the quick change-over system is something that cannot be easily achieved by another system. It can be accomplished without bothersome alignment. This is what »just in time« looks like with HAINBUCH.

Now
standard!



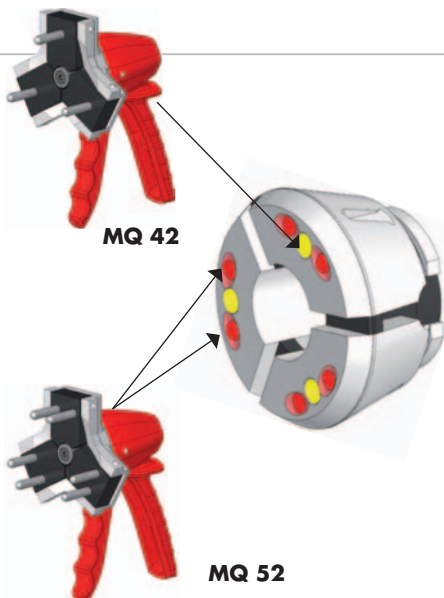
YouTube™

centroteX on YouTube

www.youtube.com/user/hainbuch

Key advantages

- Interface between machine and clamping device
- Dramatic reduction in clamping device change-over times, thanks to a quick-acting closure mechanism [between only a few seconds by hand and 5 minutes with the crane]
- Change-over accuracy between machine adapter and clamping device adapter 0.002 mm – without aligning
- No loss in rigidity, in comparison with clamping devices that are bolted directly onto the machine
- For easier handling, the Monteq mounting aid can be implemented for heavy clamping devices

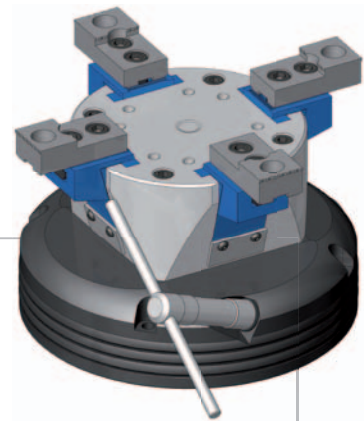


SK 42

Now – easier clamping head change-over

The SK 42 BZI clamping head is one of our very first clamping heads and it would be hard to imagine the HAINBUCH product line without it. Thanks to the new 3 changing fixture holes per segment, you can now also use the changing fixture mq52 with this clamping head. It has 2 pins per segment, therefore it can hold the segment better.

scoring



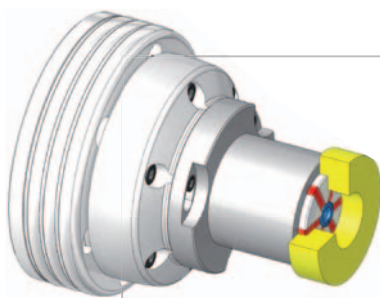
THE NEW QUADROK

A slender 4-sided clamping vise

In addition to the virtually unbeatably flexible **QUADROK plus**, now there is a »slimmed-down« variant that concentrates completely on the essential, the new **QUADROK**. A manually activated parallel vise with compensating 4-sided clamping and radial clamping forces of 60 kN. Thanks to its pull-back effect against the end-stop, extremely rigid clampings at minimum clamping lengths are possible – with a repeatability of < 0.02 in all axes. This not only guarantees optimal clamping forces for cross processing between the jaws, but also for 5-sided machining. By the way, the new **QUADROK** can be used at speeds up to 1,200 RPM, even under rotation. When a little more is required and diverse clamping possibilities are demanded, with the more flexible **QUADROK plus**, a mandrel or a chuck clamping are also available, thanks to a quick change-over interface.

Key advantages

- All round 4-sided clamping through compensation of the jaw pairs
- 5-sided machining in one clamping set-up, because of the small and equilateral interference contour
- Repeatability 0.02 mm in all axes
- Tolerance of coarse materials to ± 1 mm
- Can be used on rotary indexing tables up to 1,200 RPM rotating



MANDO T812

The first pure radial mandrel

Our **MANDO mandrel series** is a classic HAINBUCH product. The new **MANDO T812** also has what it takes to become one. This pure radial mandrel is just the right mandrel to pick-off with the sub spindle or to clamp in extremely short blind bores. It is also perfect when the clamping diameter does not run to the end-stop surface. Of course you can also use the complete accessories from the **MANDO T212** with this mandrel. Once again, you can rely on the modular system.

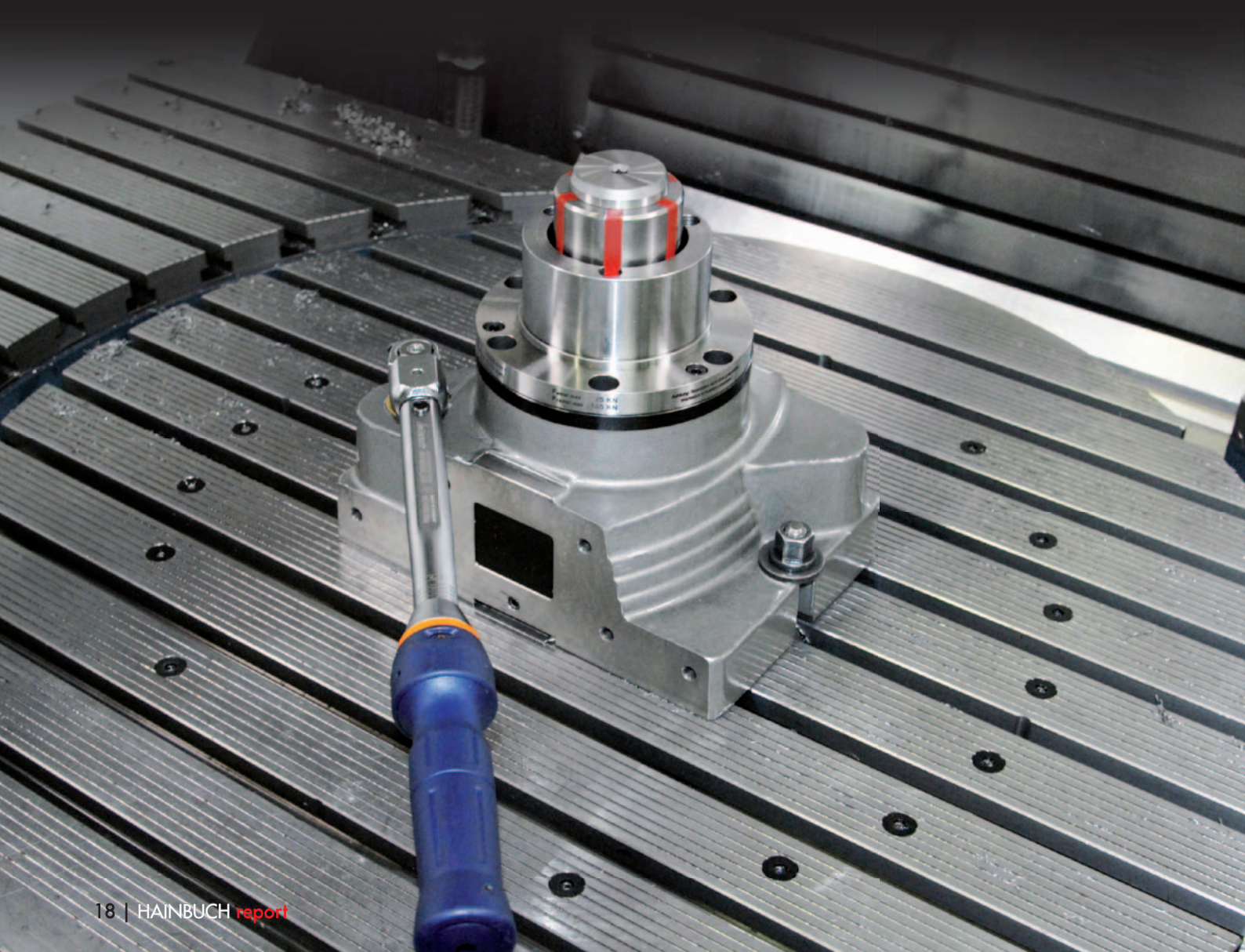
Key advantages

- Only radial clamping
- No pull-back against work piece end-stop – ideal for pick-off from the main spindle
- Clamping without draw bolt, therefore perfect for blind bores / short clamping lengths
- Clamping range from $\varnothing 8$ mm – 100 mm with just 8 mandrel sizes
- All mandrels prepared for air sensing control
- Segmented clamping bushings in stock

A CLEVER CLAMPING SOLUTION IMPROVES THE PROCESS IN MANY ASPECTS

Full speed around the curve

Only through the use of our clamping devices was it possible for the machine tool maker, Pfuderer to reduce the machining time of its cam disks by 85 %. The stable, secure clamping also extends tool life up to ten times, ensures reliable processes, and shorter change-over times.



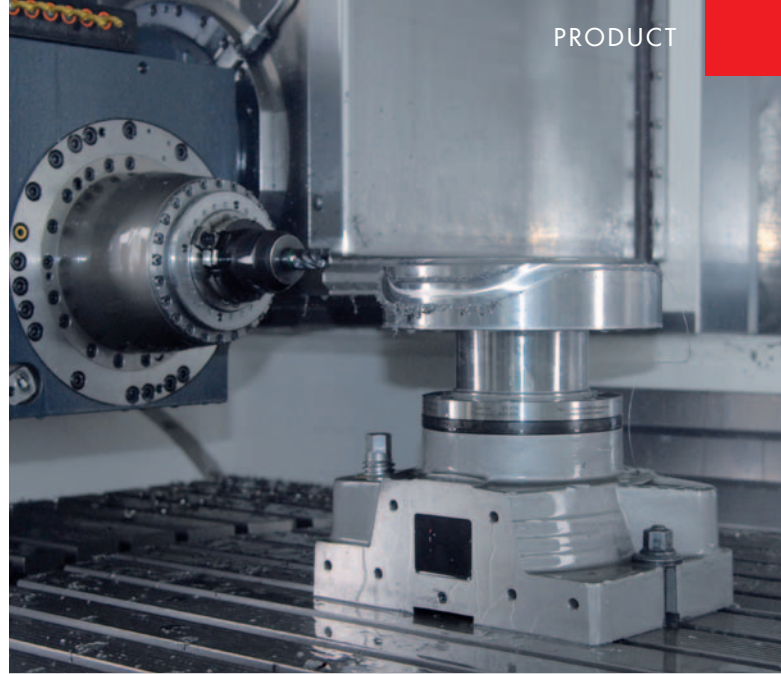
Peter Leonberger manages the mechanical manufacturing at Pfuderer Maschinenbau GmbH in Ludwigsburg, Germany and had problems with milling the cam disks. The company had built their own fixtures to clamp the blanks via the inner bore. However, these fixtures could not safely and reproducibly fix the work pieces in place. Consequently, feeds and cutting speeds had to be reduced.

The inspiring next generation. Peter Leonberger also had this experience, when his son, Marcel, came home one evening, handed him a HAINBUCH brochure and said:



»We're doing it with this and it works great«. Marcel is an industrial mechanic apprentice and is already a real HAINBUCH fan.

Shortly thereafter a solution was worked out. The combination of MANOK plus and a MANDO Adapt was mounted on the machine table and the tests started. The new clamping devices withstood the loads and the machining time was cut in half to make just one cam disk. A few months went by. Pfuderer replaced their 1998 4-axis Deckel-Maho machining center with a newer DMU 80 machining center. The more recent test series showed that the machining time can now be reduced by another 70 % – depending on the cam disk. So today Pfuderer can produce their cam disks in just 15 % of the original machining time.



The HAINBUCH solution

Work piece facts

- Cam disk, heart of the rotary transfer machine
- Material: Steel 16 MnCr5
- Pre-turned blanks, weight: 20 kg
- The cam disk mechanically transfers all movements to the assembly stations

Manual stationary chuck MANOK plus

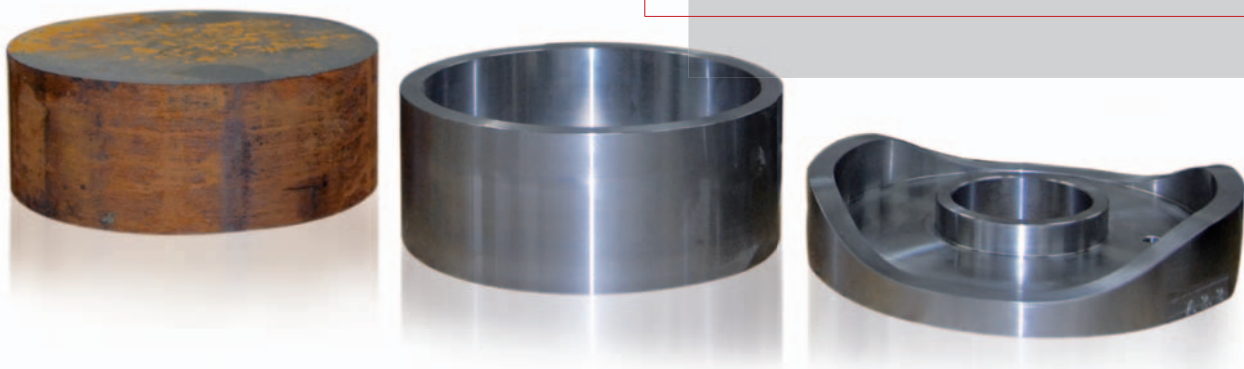
- Sensitive manual actuated clamping
- Clamping forces of up to 105 kN
- Pull-back effect on the work piece end-stop
- Secure fixation even with short clamping lengths
- Repeatability of less than 0.01 mm
- 5-sided machining

The result and the savings at Pfuderer are quite impressive

- Increase of the process parameters to the capacity limit of the milling center
- Machining time reduced by approx. 85 %
- No more tool breakage
- No more scrap

Before: Tool replacement after 3–4 cam disks and set-up time of one hour

Now: Tool replacement after only 30–40 cam disks and a set-up time of just 5 minutes



Shanghai upgrade

THE RECENTLY FOUNDED HAINBUCH SUBSIDIARY
IN CHINA IS REALLY TAKING OFF.

China is big and so were the challenges that confronted us when we started in 2007 with our representative office in the German Center in Shanghai. Who had ever heard of HAINBUCH in this gigantic country? Like many other medium-sized companies, we first had to make a name for ourselves. With a new, larger office and the founding of a corporation at the beginning of this year, we have now started phase 2: Market penetration. In our new office there is space for everything that we will need in the future for optimal customer support: A service shop, with space for the manufacturing of customer-specific parts, and of course consulting. For us this is the beginning of an entire China-wide expansion – our goal is to be as close to the customer as possible. Consequently, we are looking for new outside sales and service staff for both Beijing and Guangdong areas. How will this success story continue? That you will learn online or personally. You will read about it in the next report.

Sawasdee Thailand

NOW THINGS ARE ROLLING – PRODUCTION AT PTT
IN THAILAND IS RUNNING AT FULL SPEED.

In 2009 we founded our subsidiary, PTT, in Thailand and ever since the figures have pointed to expansion. Since February we have increased the number of employees. In March we increased the number of machines – naturally they are all equipped with our own clamping devices. In June we ran the first production series. But to get to this point, knowledge sharing was the first thing on the agenda and two of our »most adventuresome« employees were sent to Thailand to introduce the manufacturing processes: Project Manager Bernd Schnaidt and Frank Gruber. Together with Site Manager Helmut Welzl they trained the employees in regards to tooling, process knowledge, and in operating the various machines. Look out Asia, here we come.



Family reunion



ALL HAINBUCH SUBSIDIARIES TOGETHER IN ONE PLACE, THIS HASN'T HAPPENED BEFORE. AT OUR SUBSIDIARY MEETING IN FRANCE NEW CONTACTS WERE MADE, KNOW-HOW WAS EXCHANGED, AND EVERYONE ENJOYED THEMSELVES.

»**Learning and profiting with and from each other**«, this was the major objective with which HAINBUCH management extended invitations for the first subsidiary meeting in the company's history.

Host of the 2-day »pilot event«: The French subsidiary – HAINBUCH France. With the exception of the Chinese subsidiary, which was relocating at the time, all subsidiaries attended.

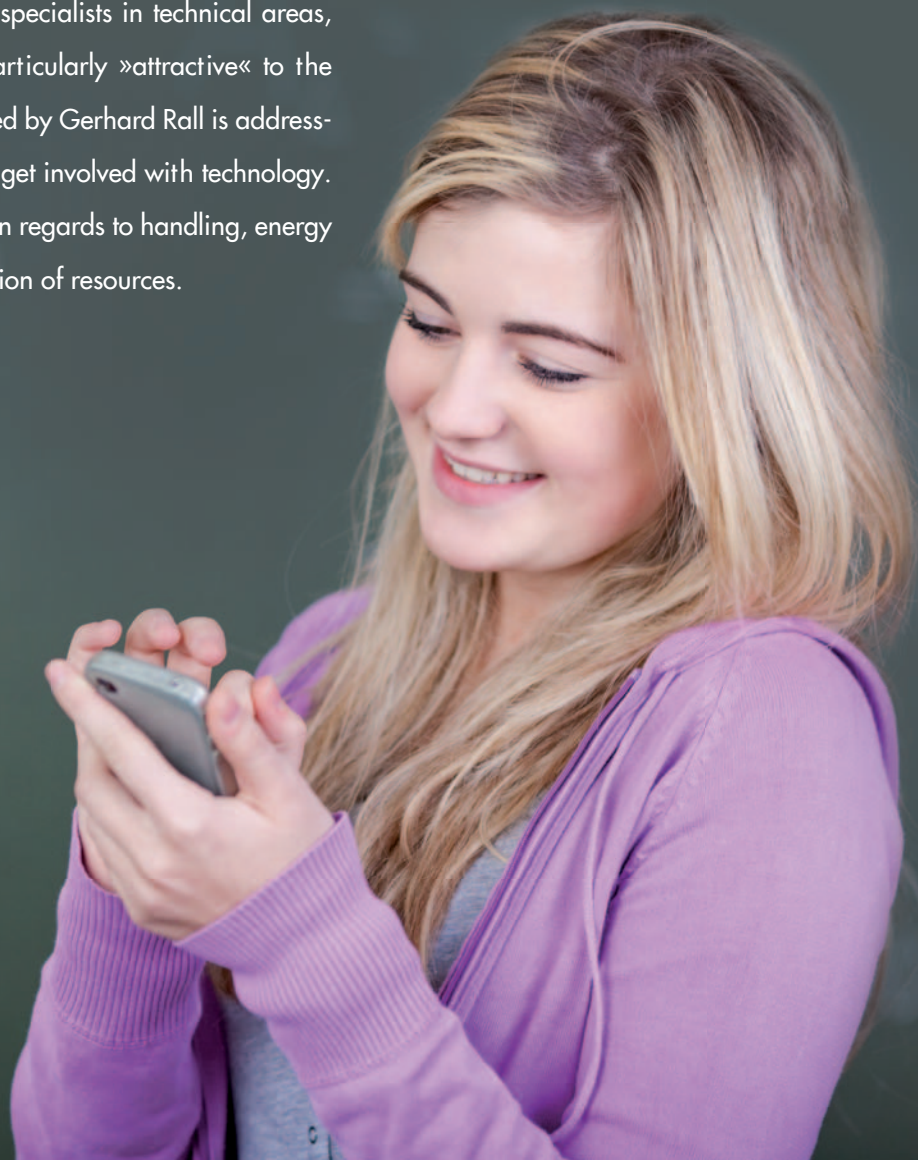
The program was jam-packed, the atmosphere was great and there were major »aha« effects. Outside sales, management, marketing, office, growth strategies, process sequences, new clamping solutions – all of this was on the well-filled agenda, which was comprised of presentations and workshops.

In theory and practice France demonstrated how they work from the initial contact to delivery and it quickly became evident that there are similar sets of challenges in all subsidiaries. Then in the evenings »à table« filled with drinking a fine French wine and eating delicious specialties, there were many lively discussions that continued on into the early morning hours. It did not take long to get on a first name basis. At the end of the event all agreed: The first time was not the last; it will be continued.

HAINBUCH FIGHTS AGAINST THE LACK OF QUALIFIED PERSONNEL. THE NEW YOUTH-TECHNOLOGY-AWARD IS ENDOWED WITH A TOTAL OF 6.000 EUROS, AND THE IDEA IS TO MOTIVATE THE YOUNG AND CREATIVE TO GET INVOLVED WITH TECHNOLOGY.

The price is right.

Because the course for the future is set at a young age, and in all probability there will soon be fewer specialists in technical areas, HAINBUCH is now making the subject particularly »attractive« to the youth. The Youth-Technology-Award initiated by Gerhard Rall is addressing young and creative minds that want to get involved with technology. The task: To improve an object of daily use in regards to handling, energy efficiency, waste avoidance, and conservation of resources.



HAINBUCH publicized the prize with advertisements, flyers, and posters at 114 schools in Marbach, Niederstetten, Satteldorf and the surrounding areas. Thank you to all contenders for the great ideas that included models and prototypes. The 8-man jury, consisting of HAINBUCH-internal and external experts, had to evaluate creativity, implementability, profitability, and also safety, handling, and the simplicity of the ideas. Three recommendations were particularly strong, and ultimately it was clear: These are the three winners. On July 10 in Marbach each of them was awarded 2,000 Euros.



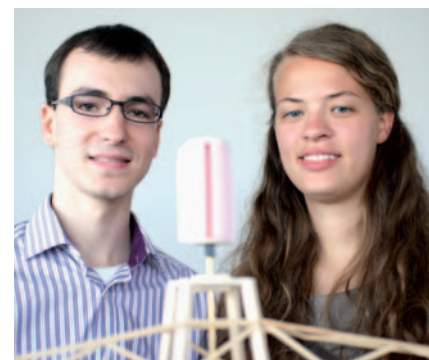
The next young and creative award is planned for February 2013.

THEY EACH WON 2,000 EUROS:

JENNI MÜLLER The 13-year old student at the Max-Born-Gymnasium in Backnang leaves no room for doubt. »For me it was important to get away from nuclear power.« Her idea, to charge mobile phones with wind energy, could help in this regard. Particularly given the fact that the charger she designed can also be connected to a bicycle dynamo, and in addition can use the sun as energy source. She calculates that if just the students in elementary schools, junior high schools and high schools in Germany would use her idea, 167 billion charging processes could be activated in Germany each year. »This could be a first step in shutting down the nuclear power plants and promoting health.«

CHRISTOPHER FIBICH, FYNN SPAHN, and LEON NEUMANN thought about what people do during the halftime of a World Cup soccer match. It's clear; halftime is the perfect time to go to the bathroom. »The water is then flushed into the sewer via an empty pipe«, explains Fynn Spahn. Unless a small turbine is installed in the basement that uses the wastewater to generate energy. On its own, the small model of a house that the three 13-year-olds from the Marbach Friedrich-Schiller-Gymnasium brought with them, proves: It works. Ultimately, in addition to the prize money the three thinkers have also harvested 120 millivolts with the model.

KATHARINA STIRM and TOBIAS LEHNEN carefully observed the changes in energy generation. »Instead of one large power plant, there are several smaller power plants«, reports Katharina Stirm. The problem is getting the power to the consumers. These two have found the appropriate infrastructure. »We use the existing powerline poles«, explains Tobias Lehnen. A so-called Darrieus rotor is placed on the existing pole. Thus, the two 19-year old students from the Friedrich-Schiller-Gymnasium avoid the problem of the forces acting on the pole that occurs with a wind turbine, and with their idea they cover 2 % of the country's power requirement.



2012 IS THE »YEAR OF SPORTS« AT HAINBUCH.
WITH THE MOTTO, »HAINBUCH ... ALWAYS ON THE
MOVE«, WE OFFER A VARIED SPORTS PROGRAM
THAT GETS YOU MOVING.

Sports Program



Tae Bo

Fast-paced mixture of dance, aerobics and
Asian self-defense techniques



At the beginning there was the »Bottwartal Marathon«, which HAINBUCH supported for the first time this year as a Co-Sponsor. The idea was created to make this event the occasion to start an employee sports program. Firstly, preparing people for the marathon. Secondly, getting employees »moving« as well as »relaxing«. Thirdly, combining theory and practice. And fourthly, offering something for everyone, whether beginner or pro.

The result was a »health promotion package« for our employees, developed together with our very own non-profit sports club »SV Spanntreff«. There is a very simple cure for back pain, dullness, and the feeling of being exhausted: Movement. This year we are focusing on this. Simply because we take the health of our employees very seriously.

HAINBUCH

...active

- Bodyfit & Fun
- Tae Bo
- Ping-pong
- Step Aerobics
- Volleyball
- Yoga



Yoga

Physical exercise, breathing techniques, concentration exercises, and meditation



HAINBUCH

...events

- Workshops dealing with athletics, health, fitness, and nutrition

HAINBUCH

...is running

- Bottwartal Marathon training
- Running team in Marbach
- Running team in Niederstetten and Satteldorf



Corporate run

On your marks, get set, go.

HAINBUCH was at the starting line for the 1st Ludwigsburger Kreiszeitung [Ludwigsburg newspaper] Company Run with 47 participants. We think that this might be a record.

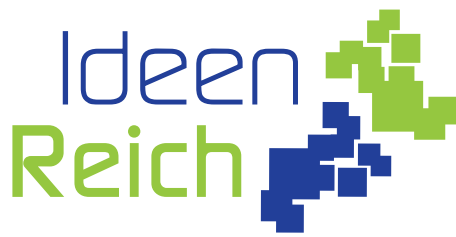


»MAKE IT BETTER«: WE HAVE TAKEN THIS QUITE LITERALLY AND HAVE REPLACED OUR OLD IMPROVEMENT SYSTEM WITH A NEW AND BETTER ONE.



Improvement Management AT HAINBUCH

»To be open to any improvement«, this is how it's stated in the HAINBUCH corporate identity. And this applies for employees as well as Management. Thus, we subjected our »Improvement system« that has proven itself for years to an actual status observation. Outcome: It was no longer up-to-date.



Now there is an update – with a new team, new content and a new design »outfit«. Naturally, small and large suggestions are requested. Let's have a lot of them. The

processing time per employee suggestion will be significantly shortened and it is no longer anonymous. The bonus system is also being significantly simpler than it was before. With Ines Pache and Deniz Üven we have two Idea Managers who not only have a look and rate all ideas, they also work closely together with Management. This means that suggestions can be implemented significantly faster.

The suggestion system is full of new ideas

- No more anonymous submission of employees ideas. Ideas are submitted directly to the supervisors, thus questions can quickly be answered
- Simplified bonus system
- Improvement management is anchored with the Executive Board



Plant 2 in Marbach ON A GROWTH COURSE

In recent months not only has our improvements suggestion system changed, our Plant 2 is also hardly recognizable. Since July more than 50 employees have their workstations in the Sawing Shop, Project Assembly, KOBI RS, Heat Treatment, and the Vulcanizing areas.

Furthermore, this is where our apprentices complete their basic training. We are also about to expand our Niederstetten Plant – we will have twice the space in the future. With these dimensions we can meet requirements even more quickly.

New on the team

SIX, FOR WHOM THINGS WILL GET EVEN MORE EXCITING

IN OUR »GENTLEMAN'S CLUB« THERE ARE QUITE A NUMBER OF »OLD HAINBUCHLERS« WHO HAVE BEEN WITH THE COMPANY FOR A LONG TIME AND WHO HAVE NOW INTERNALLY CHANGED POSITIONS. HOWEVER, THERE ARE SOME NEW HIRES, TOO.



Francesco Arieta worked in Production for five years, he has the experience and is now pursuing a continuing educational course to become a professional of technical management. Since April he has been in Technical Sales.

■ He likes to work at HAINBUCH because the possibilities are unlimited, not only for the products, but also for personal development.



Wladislaw Korr is our expert man for Russia and since he came to work for us, the advantages of our clamping devices are also appreciated there. Since August 2011 he has enriched our team with his fresh, straightforward manner and he never fails to fascinate us with his Russian telephone calls – even if we do not understand a word of it.

■ He likes to work at HAINBUCH because he can actively bring his capabilities and skills into the company and thus contribute to its success story.



Frank Altmann started with us four years ago in Incoming Goods. Since June he has been working on the Tec-Team and is dealing with the quotations.

■ He likes to work at HAINBUCH because the company has an eye for the development of its employees, and in spite of the company's constant growth, the individual still counts.

Jens Johannsen as Project Manager in Sales at HAINBUCH, has been involved with large projects for years. Now he is taking over the team direction of our Technical Sales Group in Inside Sales.

■ He likes to work at HAINBUCH because tradition, paired with innovative technology, and a pleasant corporate culture, is simply perfect in every way.



Thomas Mildenerger is a trained mechanic and passionate technician. Perfect prerequisites for also appropriately advising customers. He has been doing this successfully since November 2011.

■ He likes to work at HAINBUCH because the corporate philosophy and the progressive technology speak for themselves.



Achim Platzer is a charismatic leader with a big heart. As the Team Leader of the Technical Sales Group in Inside Sales, as Key Account Manager and now as Director of our Outside Sales organization. A totally new position that has been created because the number of our Outside Sales Employees has increased greatly. And after all, our customers should always be optimally supported.

■ He likes to work at HAINBUCH because thinking outside of the box, optimism, and courage are not empty words here, they are lived corporate culture.



Click. Have a look.

IN ADDITION TO THE FRESH »COAT OF PAINT«, IN THE FALL, HAINBUCH WILL PRESENT THE NEW WEBSITE. IT WILL HAVE A CLEARER LAYOUT AND OFFER EASIER NAVIGATION!



- Are you looking for a particular product? The easier search function will deliver super fast results.
- Do you always want to be up-to-date? Not a problem with the News section.
- With just a few clicks, get the latest information quickly and easily – typically HAINBUCH