

Glass market: Poland

## Mission Eastern Europe

futronic is a leading international supplier of complex automation solutions. Sales and after-sales service are taken care of by a network of agents and partners acting on the global player's behalf. Staff from the Tettang headquarters also make regular trips to all five continents to pay personal visits to customers. Key countries, the people who live there and the local markets will be introduced here in a sporadic series together with accounts of what futronic envoys have experienced on their travels. The series kicks off with Poland.



We've had customers in Poland for many years", said Marc Meersschaut, sales engineer at futronic, back at the start of the year. Despite this, relationships with them have tended in the past to be merely indirect, with most business conducted through plant and equipment manufacturers such as Heye International or GPS. There was a strong desire to change this situation by strengthening existing contacts and forging new ones. „We maintain close links with clients in numerous different markets all over the world through our sales net-

work and agents", Meersschaut explained. „We are aiming to intensify our contacts with Polish customers in a similar way, in order to improve our service quality and above all be capable of providing direct support whenever it's needed."

### Our man for Poland

Stephan Pies, who joined the futronic sales team in mid-February 2011, was quickly identified as the best person for this sensitive task. After several weeks of meticulous preparation,



Michael Preuß  
Wolfgang Lachmann

### Dear readers,

The advance of the Eastern European glass industry over the past few years has taken place largely unnoticed yet the trend is clearly up – reason enough for us to cast a spotlight on this interesting market. In April and June this year, Stephan Pies and Marc Meersschaut embarked on two trips to Poland to get to know longstanding customers and nurture new contacts. You can read about their experiences and the insights they returned home with in our title story.

In October, we also paid a visit to V & C GmbH in Ebersberg, just outside Munich, a leading international manufacturer of toroidal and linear winding machines. We support V & C with development work, final assembly and quality management. You can find an in-depth profile of the company in this issue. The Journal additionally includes reports on our current growth, how art meets architecture, various trade fair activities, the new testing facility at our Training Centre, our strategies for recruiting talented young people and other events of interest at futronic.

On this note, we wish you plenty of exciting reading with the new Journal.

Sincerely, **Michael Preuß**  
**Wolfgang Lachmann**

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## »Title story

he and Meersschaut embarked on their first trip to Poland in April. Their ports of call included Trendglass Sp z.o.o. in Radom, the Ardagh Glass Group glassworks in Gostyn and Wyszów and Tettau flacon manufacturer Heinz Glas in Działdowo. A follow-up visit was arranged for the summer. On July 4, the two of them flew from Munich via Frankfurt to Poznan, Poland's fifth biggest city with a population of more than half a million, for a six-day stay. Poznan is a university location, a major centre of industry and trade, home to many exhibitions and research institutions and the most important hub between Berlin and Warsaw.

### Energy saving is a hot topic

The Antoninek glassworks owned by O-I Produkcja Polska S.A, a subsidiary of O-I Europa and the first stop on the itinerary, is



Our man for Poland: Stephan Pies.

situated just six miles from the city centre. The company specialises in beer and vodka bottles as well as jam and preserving jars; almost all its products are sold on the domestic market. Michal Marcinowicz, Head of Energy Systems, treated the futronic representatives to a tour of the manufacturing plant. The equipment there includes an EPRO control that has performed impeccably for many years, as Marcinowicz confirmed. The management has no specific plans to modernise it at present, though considerable interest was expressed in futronic's new annealinglehr control. „The high costs for energy in the glass producing industry are always an issue, of course”, he continued. „Products that help us ease this cost burden are bound to be an exciting prospect.”

The next day's agenda comprised a visit to the glassworks in Wymiarki, some 160 miles south-west of Poznan. Established in 1657, this works is one of the biggest employers in a relatively rural region. Its roots can be traced right back to the Middle Ages. A prosperous glass industry quickly developed on the site thanks to large deposits of quartz sand. The

Wymiarki facility is one of the Polish market's minor players. In the foreseeable future, however, as Director Wojciech Wesoly explained, „we intend to increase our production capacity substantially”. Investments are in the pipeline, in other words, and Wesoly emphasised that the visit by the futronic delegation came at exactly the right time. Pies is optimistic: „We're naturally hoping to profit from the expansion project and the construction work it involves”. The management certainly showed great interest in the FMT24S, amongst other things, as well as in peripheral equipment.

### futronic – an important technology partner

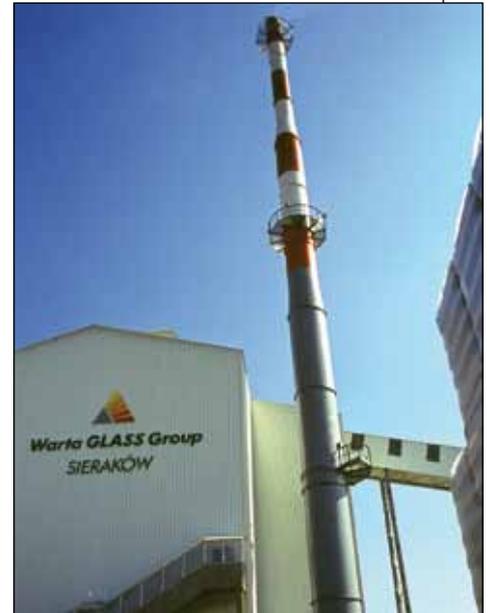
The next destinations on the Polish tour were two glassworks belonging to the Warta Glass Group in Sieraków and Jedlice. The Group is market leader for flint glass glass packaging in Poland and the Baltic states. Warta Glass Sieraków S.A., with a history meanwhile spanning more than eighty years, is specialised in the production of packaging for spirits, fruit juices, mineral water and dairy products.

A lot of money has been invested there in modernisation and expansion over the last few years. Amongst other things, the production machinery is currently equipped with ERPO controls. Krzysztof Bandurowicz, Head of Automation, and Marcin Kochanski, who works in the same department were nevertheless very keen to learn more about futronic's FMT24S control system, FDU24S drive unit and annealinglehr control and especially its servo-proportional valve controls. „We are extremely satisfied with both the machines and the control systems”, Bandurowicz declared. „At the same time, it's obviously vital that we keep up with the latest technological advances. futronic has been an important technology partner for us for a number of years”. Bandurowicz stressed that he was looking forward to meeting Meersschaut and Pies again – at the latest at glasstec 2012.

### Return visit next spring

The visit to the second Warta Glass plant in Jedlice, approximately 220 miles farther south-east, turned out to be equally successful. Warta Glass Jedlice S.A. is Poland's third biggest producer of jars. The company is best known for its flint glass, which is used for food products like fruit and vegetables as well as meat, fish and dairy items.

The Jedlice management likewise sets great store by state-of-the-art production technology made by futronic. EPRO controls are used at present. Product quality is assured by monitoring and measuring apparatus while a brand new logistics centre with a fully automated transport and packing system guarantees streamlined



Port of call: Warta Glass in Sieraków was one of the destinations on Stephan Pies und Marc Meersschaut's tour of Poland.

workflows. As a result of all this, Warta Glass Jedlice has managed to significantly increase its exports as a proportion of total sales in the last few years – proof that its jars and bottles are able to hold their own in the competitive international arena.

„We want to continue keeping pace with technological advances in the future”, explained Andrezej Leja, Head of the Energy Supplies department. „That's why we were looking forward to the visit by futronic. We've known one another for a very long time. Now we've finally had a chance to put

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Interiors: glass production at the modern Warta facility in Sieraków.



faces to the familiar names." More investments are planned for the period up until 2014. For this reason, Leja and his colleagues were not only interested in control systems and drives but above all in the annealing lehr control, the cold-end coating system and the control for the batch house. A return visit was agreed for later this year to enable them to gain a glimpse of all these products live in action. „We'd like to become better acquainted with futronic and its technology. I'm sure we'll have plenty to talk about", said Leja tellingly.

#### „An eye on development activities“

The Can-Pack Orzesze glassworks is situated about one and a half hours away by car on the Kraków road. The bottles produced there are mainly used for beer and spirits. The old facility is also due to be completely refurbished in the near future. Plans for extensive investments are already in the offing. Stephan Pies: „Can-Pack is very satisfied with the EPRO and MP-ST controls". Despite this, he is no more than cautiously optimistic about the outcome of the talks.

On the final day of their trip, Pies and Meerschaut travelled farther south beyond Kraków to around twenty miles short of the Ukrainian border. They had an appointment to visit the O-I Produkcja Jaroslaw glassworks – Poland's largest. Its machines are at the command of CIMOG controls, amongst others. The majority of the glass packagings produced here are destined for the Polish market while the

remainder are exported throughout Europe. Andrzej Burlikowski, one of the firm's buyers, was delighted to „get to know someone from futronic in person at long last". He isn't actually considering any investments at the moment but intends to „keep an eye on product development activities at futronic in future". He was particularly impressed by the control systems and equipment for the cold end, in other words for annealing lehrs, product tempering and servo-proportional valves. When the time came to say goodbye, Burlikowski emphasised his desire to strengthen the contacts with futronic and seek an active dialogue at the earliest opportunity.

#### futronic tour takes in 13 glassworks

The two futronic envoys had only a brief chance to check out the university city before flying home from Kraków to Lake Constance the next day. Named the European Capital of Culture for the year 2000, Kraków has approximately 760,000 inhabitants, with a further eight million people living in the metropolitan region. Situated some 160 miles south of Warsaw, the Polish capital, it developed into a leading industrial, academic and cultural centre as long ago as the Middle Ages. Today, Kraków is a lively region for high-tech and biosciences; according to the World Investment Report 2011 by the UN Conference for Trade and Development (UNCTAD), it is also the most emerging city location in the world for investments in innovative projects.

Marc Meerschaut and Stephan Pies' tour took in a total of thirteen glassworks. On their two trips they covered around 1900 miles – in a hire car on motorways and country roads all over south-west Poland. They both agree that it was well worth the effort: „Poland is a modern, open-minded country with very friendly

people", Pies reports. „There's building work going on everywhere, including roads, and the cities are vibrating. The economy is booming and the glass industry is just as dynamic." All in all, the perfect place for futronic to sell its products and services. Pies' verdict: „We engaged in a lot of constructive and highly promising talks. Poland is increasingly turning into one of our key markets in Eastern Europe. We'll be back again soon without a doubt."

#### »Info

##### Glass market: Poland – facts & figures

Last year, European glassworks produced approximately 20.7 million tons of glass packaging. The figure for the previous year was about 20.1 million tons – an increase of around 3.5 percent. Polish manufacturers recorded above-average growth in 2010 with 960,616 tons of glass compared to 908,792 tons in 2009 – up 5.7 percent. This achievement is all the more impressive if we consider that capacities in the German glass industry only rose by 0.2 percent in the same period while the French market experienced a 0.1 percent decline. These statistics are taken from the annual report of the European Container Glass Federation (FEVE) published last June. It comes to the conclusion that whereas the domestic glass industry is only slowly recovering from the financial recession of 2008, these latest findings are absolutely consistent with Poland's flourishing economy.

V&C GmbH

## Coil business

V&C GmbH is a leading international manufacturer of toroidal and linear winding machines. futronic supports the company with a range of engineering services including development and design, control technology and quality assurance.

Louis Steven Veress, aged 51, is a coil winding specialist with more than thirty years experience. After qualifying as a management assistant in wholesale and foreign trade in the early eighties, he worked for an SME located just outside Munich – initially in sales and later as Managing Director. He subsequently took control of the firm as Managing Partner following a management buyout. In 2006, he sold his shares and set up his own business. „Ever since the turn of the millennium, there have been unmistakable signs that China will dominate the market in the medium term and that outsourcing will be vital for survival“, says Veress when asked to explain his strategy. „There was no question for me that we would need to respond to this development by venturing into the Far East.“ His co-partners, however, took a totally different view. Veress did the logical thing by bringing two former competitors on board. Together they founded V&C GmbH, which has its head office in Ebersberg, near Munich, as well as branches in Hong-Kong and New Jersey. Sales and after-sales service are looked after by agents in thirteen countries on all continents. Major electrical and electronics companies like Siemens, General Electric and ABB plus their respective suppliers are among V&C’s customers.

### Quality ‘Made in Germany’

Only seven staff are employed at the head office in Ebersberg – part of Veress’ deliberate policy of keeping his team small and effective. The boss himself is personally responsible for the development and design of the company’s machinery, aided by two external engineers in Germany. He relies on coopera-



tion partners and suppliers for everything else, „similar to the car industry“, Veress continues. The machines are actually manufactured by thirty-five staff at various locations across the globe. The final acceptance and quality assurance take place in Ebersberg. „That way, we can offer top quality made in Germany at competitive prices“, Veress observes.

### Automation is difficult

V&C’s portfolio comprises two separate series – one has a PC with touch screen control and the other an LCD display. Both models are available as bench machines or as stand-alone versions with a base, depending on the size of the workpieces to be wound. The smallest machines wind toroidal cores with an inside diameter of one millimetre upwards while the largest are intended for heavyweights with an outside diameter of up to four metres. The coil geometry varies considerably as a result – a real challenge for the machine control and drive. „A lot of steps in a toroidal winding line

Fascinating inner workings from futronic: the drive and control of each machine are accommodated in the chassis underneath the winding table.

V&C Managing Director Louis Steven Veress explains the winding process on a bench model at his Ebersberg assembly shop.

are still done by hand. The winding process itself is the only part that can be automated“, Veress adds. „Precision is everything here“ – and this is where futronic comes in. In the embryonic days of the partnership three years ago, futronic contributed mainly engineering services. In the meantime, it also undertakes development work as well as the final assembly and quality management, and in some cases ships the machines direct to clients all over the world. There are plans to extend the scope still further.

### „futronic has everything under control“

„We help V&C make its machinery ripe for series production and use“, reports Alexander Körner, Head of Industrial Automation and responsible for V&C projects at futronic. „This is renewed confirmation of our ability to adapt quickly and flexibly to highly specific requirements in a genuine niche market.“ Louis Steven Veress agrees wholeheartedly: „futronic has everything under control“.



Balance sheet figures for 2010 / 2011

## Significant increase in sales

In the fiscal year recently ended, futronic generated sales revenues of approximately 7.2 million euros. This represents an impressive increase of around 14 percent compared to the previous year. The order books are full; futronic is determined to continue growing its business and is on the lookout for qualified staff.

„We are more than satisfied with this result“, sums up Michael Preuß, Managing Director of futronic together with Wolfgang Lachmann. The present order situation and the level of development and production capacity utilisation in the next few months are excellent. Preuß is confident that the upward trend will continue and has promised a firm commitment to growth. „We are desperately seeking several qualified staff.“ futronic currently provides work for 55 permanent employees and six trainees.

The successful fiscal year which ended on March 31, 2011 reflects the positive overall economic environment. The investment climate both in the container glass industry – futronic’s core market – and in its industrial automation segment has improved tangibly. Parallel to this, the company has extended its worldwide sales network in the last twelve months and shown its products and services at international exhibitions. „These

measures have definitely paid off“, Preuß continues.

About fifty percent of all orders from customers spanning a variety of target segments are received from abroad, says Preuß. „That’s more than ever before in the history of our company.“ The majority of them concern machinery for new plant or the modernisation of existing equipment in the glass production industry. The successful launch of the new FDU24S drive system plays an important role here. At the same time, futronic has recorded a significant increase in commissions from the mechanical and plant engineering sector, for instance in bulk solids handling: their share of total sales leapt from 11 percent in the corresponding period last year to 29 percent this year. The trend in product business is similarly encouraging. The „Opanski 2002“, for example, a radio controlled warning system for oil separators, has meanwhile gained a firm foothold in the market.



Optimally placed to continue the steady growth trajectory following a successful fiscal year: Managing Directors Michael Preuß and Wolfgang Lachmann (from left).

### »News

## Development and design teams strengthened

Andreas Fessler joined the futronic Design department in July. After training as a power electronics technician specialising in plant engineering, 34-year old Mr. Fessler acquired several years of professional experience working for local companies. He subsequently embarked on a second training course as a technician specialising in electrical engineering at Tettngang Electronics College (EST). He is currently employed as an electrical designer at futronic, where his duties include preparing hardware circuit diagrams using EPLAN, performing technical reviews of customer specifications, selecting suitable switchgear and carrying out risk assessments in accordance with the Machinery Directive (2006/42/EC), together with various project management functions. Günter Stadler is another new addition to the company. Now aged 43, he studied at Ravensburg-Weingarten University of Applied Sciences, where he graduated in

Electrical Engineering specialising in process automation. In his role as a software development engineer, he is responsible at futronic for technical project management in the field of automation software development. Amongst other things, he looks after the design and programming of industrial control

systems; his activities cover everything from plant visualisation through the development of application software for SCADA robotic applications to commissioning these systems for end customers both in Germany and abroad (see also „Employees in the Spotlight“ on page 8).



New addition to the futronic team: Andreas Fessler (left) and Günter Stadler.

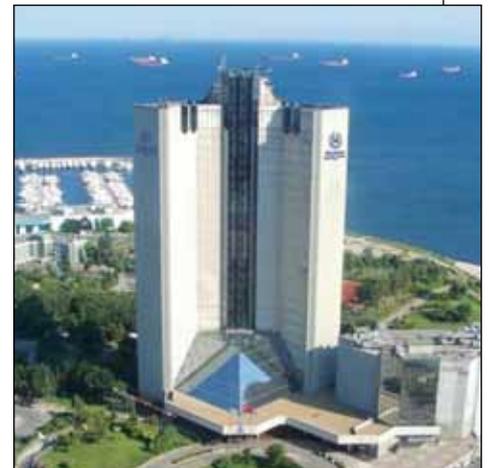
## Glassman Europe 2011 and Glassman Turkey 2011

# After the expo is before the expo

International exhibitions have long been an important element of futronic's product and corporate communications strategy. Glassman Europe 2011, staged last May in Barcelona, was a must-attend event. And Glassman Turkey 2011 in Istanbul in November was another major highlight in the company's diary.

The Catalanian capital hosted Glassman Europe – one of the world's leading trade fairs for the glassmaking industry – for the first time earlier this year. Numerous industry representatives and decision-makers from glass producing firms all over Europe, South and Central America, China and Japan, the Middle East and the US made the trip to Catalonia on May 25 and 26, where they met in Hall 5 of the Palau de Congressos de Catalunya to bring themselves up to date with the latest product and service trends. futronic Managing Director Michael Preuß and sales engineer Marc Meersschaut were also in attendance as exhibitors. Their mission was to demonstrate futronic's FMT24S machine control and FDU24S drive system. „Spain is one of the fastest growing markets in Europe, which is why it's so important for us to be here“, explains Meersschaut, who-

se sphere of responsibility includes business with the whole of the Spanish-speaking world. Visitor feedback has been altogether encouraging. „We held several constructive and highly promising talks and returned home with one or two orders already signed and sealed.“ On November 22 and 23, Glassman Turkey 2011 was another major highlight in the company's diary. The Istanbul exhibition, another first, will take place at the luxury Sheraton Istanbul Atakoy Hotel overlooking the Bosphorus. Meersschaut and his colleague Stephan Pies have been travelling to Turkey with great expectations. After all, the Turkish glass industry is the third largest in the world and enjoys an excellent reputation when it comes to design and product quality. Meersschaut: „We were very excited about the exhibition and had a lot of interesting conversations and new contacts“.



Overlooking the Bosphorus: the Sheraton Istanbul Atakoy Hotel was the venue for the first ever Glassman Turkey.

## Training and Development

# Authentic training, testing and development

Developers, engineers and customers can now take advantage of a new IS training section at the futronic Training Centre. The production machine is designed to be adaptable – at least approximately – to the real conditions prevailing at the customer's facility. It makes a perfect complement to computer simulations and test set-ups. The advantages are undeniable: „For one thing, we can now offer customers taking part in external training the kind of environment with which they are familiar from their own companies“, explains Wolfgang Lachmann, Managing Director of futronic with responsibility for development and production. „For another, if an advanced user wants to be taught certain details about the machine, for example how to programme special cycles, we will be able to reproduce them more easily in future. In other words, our engineers will be better placed to understand the problem and find a quick solution.“ The machine is also used for internal training to provide a deeper insight into processes. A further objective is that developers and engineers should have access to

a „playground and test laboratory“, as it were, in which they can „investigate the interaction of the machine and the control system under authentic conditions“, Lachmann continues. In the medium term, futronic hopes to take on a more active role in process development in collaboration with customers and engineering

companies. Although the training section is not absolutely new, it is as good as because it has never been used to actually produce. With its triple gob function and parallel closing mechanisms for the moulds and the servo proportional valves, it certainly conforms to the latest state of the art.



Authentic environment: futronic Managing Director Wolfgang Lachmann (right) discusses the interaction of the machine and the control system with staff.

„Wissen was geht!“ („Exploring opportunities!“)

## A glimpse behind the scenes

Last August, twelve pupils from schools in the Lake Constance area paid a visit to futronic to learn more about training and career opportunities. Following a short welcome address and presentation of the company, Managing Director Michael Preuß treated the group to a tour of the various departments and gave them a glimpse behind the scenes in Administration, Controlling, Software & Hardware Development, Control Cabinet Construction and Quality Control. Simon Grabher of Tett nang, aged 15, felt at home straight away. He currently attends Tett nang Electronics College (EST) and would later like to work as an electronics technician. futronic is precisely the kind of employer he is seeking: it does not take on exclusively graduate engineers and developers but also has a policy of recruiting talented young people without an academic background. „We train electronics technicians for systems and equipment“, explains Horst Walker, Human Resources Manager. „All candidates must have previously spent a year at a vocational school.“ Lisa Hug of Langenargen can likewise imagine embarking on a vocational training course rather than studying for a degree. „I'd really



A fascinating demonstration: Michael Preuß (left) explains exactly what goes on inside a control cabinet and answers questions from the inquisitive young visitors.

love to do something with my hands instead of just my head the whole time“, she says. futronic offers traineeships as an Industrial Business Management Assistant with a higher-level qualification in „International Management with Foreign Languages“ to youngsters with an interest in figures and languages. They are allowed to spend part of their training abroad in France, Spain or the UK, where they attend a language course or undertake a placement with a partner firm. This is an idea that cer-

tainly appeals to Nina Federle, aged 17, of Friedrichshafen. „Commercial training in an engineering environment that includes a period in another country is something not many companies offer“, she claims. Her mind is already made up to apply for a job at futronic. „Wissen was geht!“ is an initiative sponsored by Wirtschaftsförderung Bodensee (WFB), a regional business development organisation. futronic took part this year for the third time.

### Art meets architecture

## René Auer interprets control technology



It's eye-catching and decorative at once – a space to project ideas and a bone of contention. The wall sculpture in the stairwell of the main futronic building is intended to embellish, inspire and at the same time polarise – and of course not everyone likes it. „But that's what art is all about. It's supposed to be controversial and I believe that's a good thing“, Wolfgang Lachmann comments with a smile. A fitting place has been found for this original work of art, which hovers

like a Madonna high up on the big foyer wall. The 3D painting was created by René Auer, a well-known artist from Bad Waldsee, who incorporated all the elements of hollow glass production that impress him most. „I'm obviously fascinated above all by the glowing light that radiates from the machine“, Auer enthuses, „as well as by the glass drops hurtling down and the display of colour on the panel of the machine control system.“ Sweeping flourishes and rich colours with flamboyant red, orange and

yellow alternate with the cool blue and violet of the high-tech equipment, interrupted only by a few brightly coloured dots symbolising the signal lamps on the control system. René Auer, born in 1934, is an all-round artist – an old-school painter and illustrator. In a career stretching back to the nineteen fifties, he has made a name for himself well beyond the confines of southern Germany as a church and scene painter who is not afraid to branch out into graphic design and calligraphy. Auer is additionally responsible for numerous statues and sculptures. He has regularly provided evidence of a great gift for humour, whether as a cartoonist or on stage. Last but not least, Auer is also a researcher and an inventor. Amongst other things, he has developed a strictly graphic drawing technique which lends a breathtaking three-dimensional appearance to two-dimensional representations by adopting a so-called parallel or diagonal perspective, making stereoscopic vision „tangible“.

Günter Stadler

## Frequent flier on the ground



Although Günter Stadler only joined the futronic team at the beginning of June, no-one would dream of calling him a novice. A native of Swabia in south-west Germany, he studied at Ravensburg-Weingarten University of Applied Sciences, where he graduated in Electrical Engineering specialising in process automation. Meanwhile aged 43, he earned his spores at various companies

in Ulm and the Lake Constance area, for example in the robotics and radar industries or serving customers in the pharmaceutical sector. Stadler, who grew up in Tettngang, applied for a job at futronic once before back in the mid-nineties. He didn't succeed at the first attempt but had better luck this time round. „I stumbled over a vacancy on the futronic website that matched my profile exactly“, he reports. „I didn't have to think twice.“ futronic welcomed him with open arms – and sent him straight off to Brazil and Romania where there were machines waiting to be commissioned. He has also travelled extensively around the globe outside his work, including to America, Canada, Australia and New Zealand. At the same time, he has always remained firmly attached to his roots and endeavoured to keep his feet on the ground, citing volleyball, cycling and cooking as his hobbies. And when he does take to the air, then only in miniature – holding the remote control of his model aeroplanes.

## Hello from Jakarta

Venito Bastian, futronic's sales and service partner in Indonesia, paid a three-day visit to Tettngang in July. Bastian has been working for futronic since 2005. A father of four, he looks after thirteen customers in Indonesia, Malaysia and Vietnam from his office on the south side of Jakarta, officially listed as a „global city“. The purpose of his flying visit

– his first ever to Germany – was to discuss product training and take part in an international exchange of ideas. „We are delighted that Venito Bastian has accepted our invitation, which will give him a chance to learn more about our culture and strengthen a few personal relationships“, says Managing Director Michael Preuß. How close these ties already are is aptly illustrated by the first placement undertaken by a foreign student. Rahadi Irawan – Bastian's nephew – spent six months at futronic in 2009.

## New agent in India

futronic's expansion of its worldwide sales and customer service network continues unbroken. Arun Kataruka, our new man in India, has worked in the subcontinent's glass industry for more than twenty-three years. His company, Rafbrix, will represent futronic control systems for the glass container and household and table glassware sectors. Rafbrix also acts as an agent for prestigious companies like OCL India Limited, India OCL China Limited, China Maithan Ceramic Limited, India Lahti Precision Oy, Finland, SGS Refractory China and MSK Covertech, Germany. „Arun has a lot of experience and excellent contacts with business partners. We're delighted that he has agreed to help us win new customers and support our existing ones in the future“, said Managing Director Michael

Preuß during a trip to New Delhi in October to sign the contract. Arun is married with two grown-up sons.



New agent in India: Michael Preuß (left) welcomes Arun Kataruka to the futronic family.

## 20 years at futronic

The cafeteria was literally bursting at the seams when (almost) the entire workforce gathered for a small celebration at the end of September. The occasion that attracted such great interest was the twentieth anniversary of Kirsten Salow, Sylvia Sterk and Heinrich Funk's service as employees of futronic. In a witty eulogy, Managing Director Wolfgang Lachmann thanked the threesome for two decades of unbroken commitment. „If anyone manages to stick it out at futronic for that length of time, we must have got a few things right“, he declared.



20 years at futronic: Managing Directors Wolfgang Lachmann (l.) and Michael Preuß (r.) congratulate Kirsten Salow, Heinrich Funk ...

Kirsten Salow works in Document Management, where she is responsible for the layout and production of technical documentation and manuals as well as training and advertising materials. A qualified typesetter, she arrived at futronic in 1991. Sylvia Sterk, who was unfortunately unable to be present at the celebration, trained with us as an Industrial Business Management Assistant. In the meantime, she is in charge of all order processing activities for customers worldwide. Heinrich Funk is another long-time faithful who joined futronic straight from school. He commenced his training as an Industrial Electronics Technician in September 1991; today, his array of duties in the Control Cabinet Design department includes circuit diagrams, quality assurance and project management.



... and of course Sylvia Sterk on this important anniversary