

inSIDE

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DEAR EMPLOYEES,

1500 people are now making up the TÜNKERS Kosmos, after the new addition of NIMAK has brought aboard another 250 employees. It's an incredible number if we remember that TÜNKERS was founded with a grand total of three employees, working in "telework" from their parents' home in 1962. We'd like to shake everyone's hands, talk to them, and also drop by the foreign sites again. That is impossible, however, and harder than ever right now.

This makes it all the more important that we maintain contact with each other by other channels.

TÜNKERS inSIDE, our new in-house magazine, may be able to contribute to this. The blueprint for Tünkers inSIDE was the previous in-house magazine of NIMAK, which has been published for years in a similar manner. In this context, NIMAK not only adds great new products to our portfolio, but also brings in ideas and concepts that we are happy to transfer to our group.

TÜNKERS inSIDE focuses on the employees, among other things with reports on new trainees and employees, our involvement in social projects or simply stories that the departments would like to share. You are welcome to contribute your ideas to TÜNKERS inSIDE, to add your stories at TÜNKERS, and to share subjects that the other 1499 might be interested in as well.

We will also report on the individual sites and present new products and applications from our group.

At the moment, the coronavirus is demanding a lot from us. It has temporarily shut down production at TÜNKERS China, USA, and Mexico, among other places. The situation at the beginning of the year with the current global vaccination issues does not exactly put us in a jubilant mood.

Nevertheless, I am certain that our business model is the right one. The automotive industry is going through a drastic transformation - moving away from the internal combustion engine and towards the electric drive. This requires high investments in new lines and in entirely new factories. We are happy to help with that. In this context, we are looking forward to the upcoming projects and to an exciting future together with you!

Enjoy your read!
With kind regards,



Olaf Tünkers
Managing



ALWAYS
WELCOME





„I have been working in the company's head office since 2002.

I am very happy here and enjoy being in contact with different people.

My colleagues and I are like a big family here.

The young workshop employees call me boss and ask me for advice. Sometimes I feel like the company's mother.

I love working here and it makes me wistful now when I think about retiring.”

Anita Horn

EXPERT Head Office Lorsch

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zentrale@expert-tuenkers.de



„I have been working at NIMAK in Wissen since the summer of 2019. I work really work in the human resources department, but I am currently standing in for my colleague Sabine Schneider here at the head office.

It's great fun, and very diverse work.

There are always things going on here since the head office is, of course, always the first point of contact for visitors and colleagues.

This makes me the first contact for a vast variety of questions. I am very happy to do this job!”

Bärbel Rübsamen

NIMAK Head Office Wissen

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„I have been working in the head office at Tünkers Ratingen for a dozen years - but I am not alone. I work in a team with my colleagues, Ingrid Metze and Edith Riechmann. However, current events have torn our team a bit apart. What I like most about my job is being in contact with many different kinds of people. This often leads to some funny moments. Of course, I also consider it my job to smooth the waves when necessary, and to satisfy our customers. Due to our proximity to the management, we gladly take over the job of a kind of caretaker. Our colleagues trust us to handle the most incredible questions.

Since I live in Ratingen, I'm fortunately able to cycle to work. This greatly increases the value of my job for me.”

Petra Holzheuer

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INTRODUCING THE EDITORS

A row of metal type blocks spelling the word "NACHRICHTEN" in a serif font. The blocks are arranged in a slightly uneven line, with some blocks appearing taller than others. The metal has a dark, weathered appearance with some lighter patches. The background is a soft, out-of-focus gradient of light brown and beige.

NACHRICHTEN

The TÜNKERS family is ever-growing. This makes it all the more important for our management to maintain a dialogue with the entire workforce. This is done using all the available channels: in personal conversations, infotainment, by email, on the website, on all social media accounts, and now also in the form of an employee magazine: TÜNKERS INSIDE.

Dear reader, you are now holding our first issue in your hands or reading it digitally on your smartphone, tablet, or PC.

This is reason enough to introduce our INSIDE editorial team to you. You are welcome to contact them at any time to share your ideas, subjects, and suggestions. We look forward to your contributions and exciting stories from the TÜNKERS world!



Kerstin Dörner

On the team of NIMAK GmbH in Wissen since 2014, she takes great joy from all marketing activities of the company, which she supports with full dedication. Fortunately, she can never complain about a lack of variety in her job.



Christoph Kirschner

Has been taking care of marketing and communication matters at TÜNKERS for 9 years. He also supports the area customers and the e-shop and the procured assortments.



Kay Nagel

Employee of NIMAK GmbH in Wissen for over 25 years. As an authorised signatory and sales manager, he knows the world of joining technology, products, processes, and customers like no other.

PROUDLY PRESENTING MICHAEL HINTZ NIMAK

Visual Components Officer



Hi Michael! Thank you for taking the time for an interview.

Of course, any time! Why did the editors pick me, of all people?

We thought about how many exciting fields TÜNKERS Group has that not all colleagues may really be aware of.

Yes, that's true. My job certainly is one of those.

So tell us, how long have you been working at NIMAK in Wissen?

I joined the company in March 2019. I originally applied for a job here in the design department here after completing my studies in mechanical engineering design.

And then you ended up right in sales rather than of design?

That's right. I think it was the perfect timing. They were looking for some sort of intersection between sales and engineering at the time. It certainly helped that I completed conventional vocational training as a banker before studying mechanical engineering. Therefore, I also have the commercial background I need. That is very helpful in my daily business.

Absolutely! Of course that is the perfect outset in particular in our field. I love to hear about the NIMAK offers development potentials. You are now doing a lot more than you planned to originally. Tell us, how exactly did you end up specialising in simulation software and bring our plants to life on the screen?

That actually was pure coincidence. Our key account manager, Waldemar Garus, discovered the Visual Components software at a trade fair and started working with it. NIMAK had been looking for a tool that could visualise complex systems based on customer requirements or a specific customer request for a while already. We could see very quickly that this tool needed more than just running on the side in day-to-day business to be used truly effectively. That is where I came in. Waldemar transferred the project to me. The software is originally also used for visualising entire production lines and planning manufacturing processes. Then we used it for our specific requirements and I started storing our own components in a library for it, so that we can retrieve them whenever we need them. You can imagine this as a kind of basic work or also master data maintenance. Just like any other software, it vitally depends on the data for good results.

I see. What exactly do we get from it in the end?

Now, based on a 2D drawing, I build the complete cell in the software. Including the safety fences, control cabinets and all components that belong in "real life". When we forward the simulation to the customer together with our quotation, they get a photo-realistic picture of their own bespoke plant. This sets us apart from competition. I would even say that we have created a true unique selling point with this kind of visualisation. There are now some partners who never want to do without this option at all anymore. Of course, this is great feedback. It supports the fact that we are on precisely the right track.

That's great! That surely gives you a great sense of personal achievement as well, doesn't it?

Absolutely! Customer feedback is very important to me. I'm also really excited about how quickly you can now build a cell using Visual Components. But it doesn't end there. We also use the software for feasibility studies, cycle time analysis, and as a basic tool for creating product videos that I can then share with our marketing department.

Can you give us an example for this?

Yes, of course. Recently I was able to create an animation video of the brand new developed ntcGUN. We uploaded it to YouTube, but we also used it as the basis for the interlude in the TÜNKERS Symposium.

This is all really super exciting, Michael. Thank you for this little insight. Anyone who would like to have another look at the software can do so on the Visual Components website:

www.visualcomponents.com/de/





23

17

19

14

22

Comment

Like
Connect with your friend...

1 New Message

25

9

TÜNKERS FAMILY group on Facebook ...

Facebook has nearly 1.9 billion active users worldwide at this point. Since many TÜNKERS employees also use the social network to stay in touch with their families, friends, and acquaintances from around the world, we would like to integrate the network more closely into our internal communication.

In particular in times of the pandemic, many activities and encounters must be moved online. Virtual space is becoming increasingly important for togetherness and social interaction.

That's why we created the **TÜNKERS FAMILY** group on Facebook. Any Facebook member can find the group using the Facebook search function. Only the members can see the group members and their posts, however. This protects the privacy of our members.

We held a raffle with great prizes from Apple as an incentive to really bring the group to life. Kathrin Reichwald, an industrial clerk trainee at NIMAK, drew the winners from the big lottery pot LIVE on Facebook. The pot contained all group members who had made a post until New Year's Eve.

The group has quieted down since. We would be very happy if it keeps up a lively exchange! Share your lives with us and show us pictures, posts, and videos!



PLACE

1



PLACE

2



PLACE

3



... the first joint new development from NIMAK & TÜNKERS:

THE ntcGUN ROBOTIC WELD CLAMP.

The name is the game: **ntc** stands for **NIMAK TÜNKER COMPACT**.

The robot clamp designed specifically for the world market. It is particularly compact, lightweight, and can be equipped with a variety of servo motors and different transformer makes. This way, it can be used as a 7th axis clamp on nearly any common robot type around the world. Of course, it comes equipped with the NIMAK medium frequency transformer and the NIMAK drive by default.

This robotic weld clamp by NIMAK is also characterised by its modular design. With its tried-and-tested modular system, it can map a wide variety of basic body configurations.

The solid structure with great accessibility of all components stands out during production later as well. Any maintenance or repair work that may be required can be performed directly with the weld clamp still mounted on the robot to minimise downtimes. The ntcGUN guarantees the highest possible availability in a demanding production environment this way.

The special advantages of the clamp at a glance:

- flexibly adaptable with regard to different customer requirements, specifications, and markets
- compact design
- reduced weight
- round copper fittings or 4-sided aluminium fittings
- lower design effort thanks to complete clamp catalogue
- various drives, transformers, interface with robots
- optional: separate clamp bracket

This is the ideal clamp for the supplier market, where cost-conscious acquisition of quality Made in Germany is desired. However, since the true focus is on the world market, the ntcGUN is produced in the most important export markets right on site in TÜNKERS' own branches. This gives the customer the opportunity to reach the prescribed local content.

The robotic weld clamp is used everywhere in the body shop. The ntcGUN joins steel materials precisely and reliably in the final production line and in component production alike.

Click for the video:



<https://youtu.be/c4xv6l9Kqhl>



ntcGUN





TÜNKERS CHINA HAS MOVED!

After the “Golden Week” on 09 October 2020, TÜNKERS China moved its operation from Shanghai to the new state-of-the-art factory in Taicang, Jiangsu Province.

The new company complex in the Taicang High-Tech Industrial Development Zone, No. 50 Dalian East Road, Taicang city, Jiangsu Province, covers an area of 26,000 m². It contains three workshops and a three-storey office building.

The new building also heralded the future for TÜNKERS China. In the new premises, a motivated team of more than 160 employees produces standard products and systems of the TÜNKERS Group. Weld clamps will also be added to the product portfolio in the next few weeks.



GOOD TO KNOW!

Golden Week in China – a nation goes on holiday!

Official Chinese holidays such as “Golden Week” offer the perfect opportunity for the Chinese to travel their country.

The People’s Republic of China was founded on 01 October 1949! This is a good reason to celebrate the People’s Republic with colourful and loud fireworks for several days.



OUR EVENTS IN THE 1ST HALF-YEAR 2021

04 March 2021 14:00 hours
TÜNKERS dealer day online

10 March 2021 14:00
TÜNKERS Symposium TV LiveStream

19 – 20 May
Symposium

“Joining and design in rail vehicle construction” with NIMAK, participation of SLV Halle



Classroom events can only be planned subject to reservations at the moment. Luckily, we have also positioned ourselves very well digitally in order to continue to maintain transfer of knowledge and interaction with our international customers in any case

10 – 12 June

MECSPE in Parma Italien

NIMAK supports its sales partner IBD at the trade fair stand in Parma Italy, exhibiting the multiframeGUN robotic weld clamp.

7 - 10 Juli

AMTS

(Automotive Manufacturing Technology and Material)

Show Shanghai





WE HAD 20 SUBMISSIONS THIS YEAR. **THAT'S A VERY GOOD NUMBER!**

Internal improvement suggestion management January - December 2020

Special prize EUR 200

Mr Lukas Krecz

Participation in a total of seven improvement suggestions

Colleagues will receive EUR 50 each for submitting suggestions for improvement:

- **Mr Frank Beyer**
- **Mr Jan Dubiel**
- **Mr Andreas Franke**
- **Ms Luisa Freyt**
- **Mr Johann Herdt**
- **Mr Yasar Kalafat**
- **Mr Sertan Özdemir**
- **Mr Paul Painczyk**
- **Mr Dirk Wenni**

SERIAL INVENTIVE SPIRIT ...

... is more than just a slogan for us at TÜNKERS: it is a vital component of our corporate philosophy. One actively practised example from daily practice is the improvement system at our company headquarters in Ratingen.

Our employee Tim Buddelmeyer is the representative for the internal improvement system. He told the inSIDE editorial team what exactly we are talking about here:

Improvement management was officially implemented 20 years ago. All employees are asked to submit cross-departmental ideas that will help to improve products and/or processes. The focus is on time savings, quality increase, environmental protection, health protection, and occupational safety.

All submissions are collected centrally. Since 2018, we a specifically established website was used for this: <https://bv.w.erfindergeist.de/>. This decision was made after Mr Buddelmeyer had the suggestions explained to him by the individual employees and requested important information for evaluation. Evaluation criteria should be measurable and refer, for example, to time savings in minutes per work step or work steps per year.

Every year, the official jury, consisting of Mr Josef Tünkers, development manager Mr Wolfgang Kieninger, and Mr Tim Buddelmeyer, convenes to choose the winning suggestions. The prizes are then traditionally awarded at the Christmas party. Unfortunately, the coronavirus situation required us to cancel the 2020 award ceremony. It was replaced by a circular email.



1. PLACE:

Mr Joachim Spieske | Prize EUR 500
Transport packaging Czech Republic/Spain

The lattice boxes used for the TÜNKERS-internal transport were replaced by cardboard packaging with vertical creasing. The relatively high transport volume

means that this measure alone will save approx. EUR 16,000 per year.



2. PLACE:

Mr Stefan Hoppe | 2nd prize EUR 300
Mobile 8-fold leak testing machine.

Every pneumatic product (VB1) is tested for leaks by the fitter (100% check). This can now be done concurrently with the new testing machine.

Possible with up to 8 units, saving plenty of time in the assembly. This proposal received high ratings in particular because it concerns a very large number of units.

3. PLACE:

Mr Mark Herbrand | Mr Stefan Hoppe
Prize EUR 250 | SZK drilling jig.

The piston rod is drilled with the piston in the SZK pin pulling cylinders. Some fitters used to build their own jigs for individual types of SZK. Now, there is a designed version with documentation that can be used for all types.



Margarete Tünkers Foundation

Margarete Tünkers built up the company together with her husband. She has accompanied it from the first moments. In 1974, she became a partner and shareholder. She was the company's soul, and particularly committed to the employees in their personal crises. In her memory, her family established the Margarete Tünkers Foundation after her death in 2010.



Margarete Tünkers 1941 - 2010

The foundation's purpose is promoting projects in the areas of youth, culture, and social affairs, in particular in Ratingen and the other locations of TÜNKERS Group.



Knabenchor Hösel

Initiatives supported include, for example, the Hösel boys' choir, Allianz Bildung & Lernen, the Ratingen Festival, Kinderschutzbund Ratingen, and Zukunftskinder Ratingen.



Sunday school for refugee children



Ratingen Festival



This title refers to a project with which the company TÜNKERS Maschinenbau GmbH has tackled the subject of art since mid-2013. This was set in motion by the question of how the newly renovated offices could be attractively designed, rather than going back to walls dominated by calendars, posters, and product images.

Unternehmen Kunst offers selected artists from the region the opportunity to use these rooms, and to thereby present their own works outside of museums and galleries in a different, livelier environment. UnternehmenKunst has long moved beyond the office buildings. It now encompasses the factory halls and outdoor facilities as well, showing sculptures and large installations. New views through and of the pieces of art and interesting dialogues between employees emerge in the process of this,

www.tuenkers.de/unternehmen/unternehmenkunst

offers catalogues and videos about the exhibitions and artists.

Dr. Sabine Tünkers not only actively supervises the company's art events but also increasingly takes care of event websites. This is not limited to coronavirus times.





DIGITAL CITIZEN
DIALOGUE WITH
CHANCELLOR
ANGELA MERKEL
ON THE SUBJECT
OF **EDUCATION**

Mrs Acelya Akyol

Featuring: Our trainee at TÜNKERS in Ratingen, Ms Acelya Akyol.

inSIDE asks Ms Akyol: What exactly is the dialogue with the Chancellor about?

The coronavirus pandemic has greatly changed our daily lives, including our daily lives as trainees. The Chancellor would like to talk to the participants about their experiences in the coronavirus pandemic. How has our daily life changed in the last few months? How did I adjust to the new situation? What changed in the company? What worked well, where did we face challenges? What challenges will I be facing in the months ahead?

Then, Ms. Akyol was finally talking directly to the Chancellor. She tells us about it: IHK advisor Mrs. Breuer chose TÜNKERS and me to participate in an exchange of experiences with the Chancellor.

The digital dialogue with Mrs Merkel took place in a small circle of trainees and trainers from all over Germany. The discussion was facilitated by the professional host Sven Voss, who provided guidance as needed

In spite of the coronavirus pandemic, digital media allowed us to conduct the interview on a personal level. Of course, that format wouldn't have happened if COVID-19 wasn't at large. The Chancellor would have come directly to individual companies with other training-related subjects. Nevertheless, I was able to tell my story and ask my questions, which the Chancellor received warmly. She answered both in thorough detail.

It was a great honour for me to meet the Chancellor. I loved hearing the stories of the other participants as well. It was very interesting and exciting to sit together in front of our screens and talk.

There were people from different fields, such as gastronomy or mechatronics.

The Chancellor was very nice and interested in us. Most of all, she responded to every questions and story. In the end, unfortunately, we didn't have enough time. I would have loved to spend some more time with her.

The coronavirus pandemic has greatly changed our daily lives.





Charleville-Mézières

SOPAP AUTOMATION SAS

introduces itself:

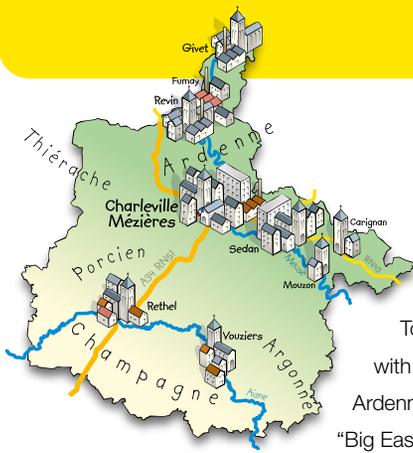
As our TÜNKERS family has grown enormously, we would like to give all employees the opportunity to better get to know the individual locations better. In particular in our current situation, where all travel is severely limited due to the coronavirus, our employee magazine is the perfect medium to go at least on a small virtual reading trip.

We are particularly pleased that our reading tour is taking us to our neighbouring country of France here. More specifically:
We're visiting our branch SOPAP AUTOMATION!



Charleville-Mézières already made automotive history 120 years ago with pioneer Adolphe Clément. He produced small cars with 3hp single cylinder engines of 326 cm³ around 1900.





The head office of SOPAP is in Tournes. This is a small town with about 1000 inhabitants in the Ardennes (region "Grand Est", meaning "Big East" in English), close to the Belgian border and just

a few kilometres from Charleville-Mézières, where the PSA Group's largest European foundry used to be located.

Tünkers Group acquired SOPAP Automation SAS, a competitor that had hit on hard times, in this traditional automotive environment in Tournes in 2010.

The plant with its 32 employees achieved a turnover of approx. MEUR 6.8 in 2020. Its core business is production of rotary tables.

New innovative products are currently being developed in order to develop additional pillars or to position the company even better and more securely, include development of the steering drive for the TÜNTERS automated guided vehicles to production maturity.

Cooperation and exchange with affiliated company Expert-Tünkers GmbH in Lorsch are to be increased, and synergies to be expanded (even if the current pandemic situation makes that somewhat difficult). The global sales organisation of TÜNTERS Group is to be used to further increase international awareness for SOPAP products and to boost their distribution.

The entire SOPAP team is looking forward to good cooperation, sending greetings to its colleagues from around the world.



Foundry PSA-Gruppe





EXPERT-TÜNKERS GMBH

I joined EXPERT-TÜNKERS almost exactly 6 months ago. How time flies... Sometimes it feels like I've been at this for 10 years already. That's a very good sign.

It's probably because I am very comfortable here. Not only have I acquired a new "family" and taken on a responsible task that is very satisfying, fulfilling, and really fun, but my likeable, open-minded, and dedicated colleagues keep motivating and supporting me immensely in these new challenges.

The Tüнкers family's to-do list is long. It stands and falls with turnover... Much hinges on these key figures, in fact: the innovative power, creativity, flexibility, employee motivation, communication, customer enthusiasm, competitiveness, reaction time, cooperation within the group, and much more...

Even if the current difficult times of the coronavirus makes things harder for us, we still tackle and implement plenty of ideas at EXPERT-TÜNKERS. We are intensifying synergies with our French affiliated company SOPAP, strengthening cooperation with other branches (e.g. sale of the 7th axis to NIMAK, or stockpiling of turntables in China and the USA, among other things, as well as monthly team meetings). The new IEC department (International Engineering Coordinator) is in the process of supporting our global sales organisation and promoting EXPERT & SOPAP products. Our core products are subject to further development. Marketing for the 7th axis is underway, we are looking for a German agent for the industrial sector and a sales employee for the American market.

This veritable bouquet of measures inspires hopes that we can sustainably increase sales in the course of the next few years.

We already have great plans for this year as well. The testing department is going to move into our own building; a new quality department is to be set up; the 5S method is to be implemented in production; internal processes are to be optimised and rendered more efficient; renovations (offices, sanitary facilities, fire protection, outdoor facilities) are to commence, and much more.

We'll certainly not be bored... We have plenty of plans with the entire team. We are keeping our fingers crossed that we will be able to successfully implement some of these subjects this year.

The EXPERT team and I wish all colleagues a successful and trusting cooperation.

Olivier Launay
EXPERT-TÜNKERS GmbH





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