

# GEMÜ® news

SPECIAL EDITION – Magazine of the GEMÜ Group

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## Investment and trust in expertise and employees

GEMÜ has been a byword for customer focus, innovative strength and quality for almost 50 years. However, in order to benefit from increasing globalisation as much as possible, perfectly synchronized processes are also essential alongside innovative products and qualified employees. With its European Production and Logistics Centre on the Hohenlohe industrial estate in Kupferzell, GEMÜ has optimized its processes and is now able to offer even quicker customized assembly and direct supply within Europe.

GEMÜ is one of the world's leading manufacturers of valves, measurement and control systems and the global market leader in sterile applications for the pharmaceutical and biotechnology industries. With his spirit of invention, his business vision, perseverance and hard work, GEMÜ Founder and Managing Director Fritz Müller built the company up and allowed it to grow healthily. He has now passed on his life's work to the next generation. He made the decision to keep GEMÜ in the family at an early stage and made thorough succession plans. Today, his son Gert Müller and his nephew Stephan Müller are jointly managing the company in the same spirit.

Company management hasn't only made investments, it has also demonstrated its trust: in the company and in its employees. With success! With the new Production and Logistics Centre, GEMÜ has reached another milestone in the company's history. Seven years ago, company management, Head of Operations and Logistics Hermann Walter and Logistics Manager Matthias Fick came to the realisation that something needed to be done to improve the production and logistics functions at GEMÜ. The company's processes had to be optimised further in order to be able to survive in the face of global competition. The result: an integrated Production and Logistics Centre. Hermann Walter and Matthias Fick were just two of the people called up to face this challenge. In fact, a planning team was created consisting of a total of ten

project managers to manage more than 25 sub-projects, some of which are still ongoing. The big challenge was to integrate production and logistics. That's because real synergies are only produced once these two complicated stages are combined into an integrated process.

At GEMÜ, investment also means placing trust in the employees. This trust has proven well-placed! Every member of staff, and especially the planning team, has applied their full commitment to their work for GEMÜ. Gert Müller is very impressed with the huge efforts from the team and believes that this is something which cannot be taken for granted.

The GEMÜ management team would like to thank its staff: for their commitment, their team spirit, the large amounts of overtime, the weekend work and for mastering all of the challenges together - as a team! And they would like to celebrate together with all members of staff at the first GEMÜ Family Day!



**Stephan Müller**  
Managing Director  
Finance & Operations

**Gert Müller**  
Managing Director/Partner  
Engineering & Sales

You will find further information on the GEMÜ Group at:  
[www.gemu-group.com](http://www.gemu-group.com)



## Looking to the future New facility on Hohenlohe industrial estate



The planning team f. l.: Philipp Ziegler, Andreas Bösche, Manuel Schneider, Matthias Fick, Patrick Reinwald, Fritz Krämer, Andreas Kurz, Karin Feinauer, Hermann Walter (Thorsten Bauer, Oliver Hodonicki and Andreas Walter absent)

The figures which describe the new Production and Logistics Centre Europe of Ingelfingen-based valve specialist GEMÜ are indeed impressive. In total, the company now comprises an area of 100,000 square metres on the Hohenlohe industrial estate. Around 200 of the more than 1300 employees of the GEMÜ Group worldwide will work at the Kupferzell site.

In the first phase of construction, an area of 13,000 square metres has been built on. A particularly noticeable characteristic is the large, bright red GEMÜ logo on the 25-metre high-rise store, which can be seen from some distance away. In an initial step, GEMÜ has put 6500 square metres of production space and 3500 square metres of logistics space into operation and the company is now able to offer even quicker customized assembly and direct delivery within Europe. Merging the European warehouses into a central logistics centre has optimized the availability of GEMÜ products on a worldwide basis. The company has invested over €10 million into the new site.

The Production and Logistics Centre is a further milestone within the framework of the holistic supply chain strategy of the GEMÜ Group – complete integration

of all processes from raw material purchasing by production companies through to supply to end users. Head of Operations and Logistics Hermann Walter and Head of Logistics and Supply Chain Management Matthias Fick are responsible for planning and implementation of the Production and Logistics Centre together with over 25 project teams.

**Clearly structured flows of goods**  
Andreas Kurz is the CIP Officer (CIP: Continuous Improvement Process) responsible for optimizing the assembly areas.

*continued on page 2 >>*



## The new Production and Logistics Centre Europe in the Hohenlohe industrial estate



In this context, a continuous material flow based on the "Goods-to-Man" principle was put in place. The worker is supplied with all of the components and equipment required for assembly directly at his or her workstation. The workstations have a modular design which allows several people to work in one assembly bay depending on the batch size ordered by the customer.

### 48-hour delivery period

The warehouse runs on a fully automatic basis. It is stocked with the individual components, pre-built assemblies and final products that GEMÜ needs to supply its customers quickly. Wherever in Europe an order is entered – the order, including all of the delivery information, is created centrally and processed on that same day in the logistics centre. An ordered product can be manufactured and delivered within 48 hours. Thanks to the centre's location directly on the A6 motorway and B19 federal highway, the customer receives their order via the quickest possible route. "We didn't want to build a new plant for the sake of it, it was about optimizing our processes from the raw material through to the final product. That's why we chose the promising site of the Hohenlohe

industrial estate," explains Hermann Walter.

### Planning is everything

After an extensive planning phase, construction of the Production and Logistics Centre started with the laying of the foundation stone in October 2011. The topping-out ceremony was celebrated soon after in September 2012. The production plant is now being officially opened another 12 months later.

Starting in May 2013, the various divisions relocated department-by-department from Ingelfingen-Criesbach to the new plant in Kuperzell. Months earlier, the employees had been informed about the relocation and their new workstations in the Production and Logistics Centre during a number of information events. During the relocation period, attention was paid to making sure that every department would be able to start work at the new site immediately after the two-day relocation process. In accordance with a prepared plan, each department disassembled and packed up its workstations in Criesbach on the first day and then transported them to the new site and reassembled them on the second day. As a result, staff were able to resume work on the third day.



### Single-level and flooded with light

The pioneering architecture of the building, with its generously sized halls and window frontages, provides a modern working environment with plenty of light. The open construction style allows production planners to maintain an overview of the workstations they are in charge of. "After just a brief period of time, we realized that the production planners and the staff implementing the plans were working better together," says Hermann Walter. The single-level design means that all of the workstations are now on the same floor and only the goods move up and down. This goes hand-in-hand with the ergonomic principle of the workstations, which are fitted, for example with lifting devices. These allow goods to be supplied to the workers at working height, eliminating the need for the workers to

*"We didn't want to build a new plant for the sake of it, it was about optimizing our processes from the raw material through to the final product. That's why we chose the promising site of the Hohenlohe industrial estate."*

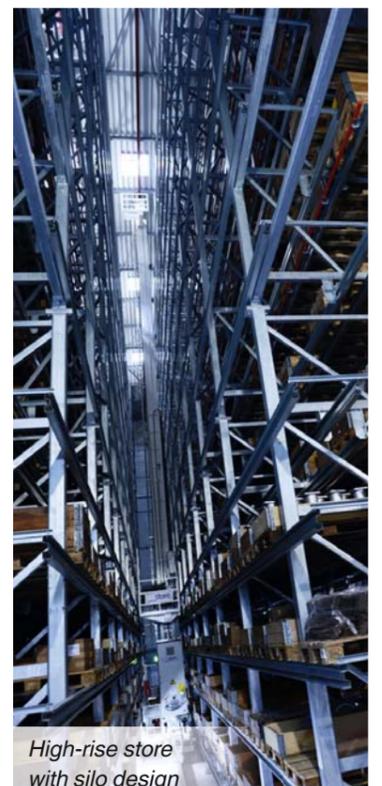
*Hermann Walter, Head of Operations and Logistics*

bend down unnecessarily.

The modular design in the centre of the plot of land purchased by the company will allow the individual departments to be extended easily and means that the site is well prepared for future growth.

### Official opening

Almost a year to the day after the topping-out ceremony and a four-month relocation period, GEMÜ is organizing a two-day opening ceremony in the form of an official opening for invited guests and the first GEMÜ Family Day. On this day, our employees and their families will not only have the opportunity to tour the new halls and offices of the Production and Logistics Centre, they will also be able to spend many pleasant hours on the grounds of the new site enjoying games, fun and culinary delicacies.



*High-rise store with silo design*



# Components and system solutions for complex applications and processes

Through continuous innovation and a focus on quality and proximity to customers, GEMÜ has established itself as a leading world-wide manufacturer of valve, measurement and control systems.

The family-owned enterprise, which was founded in 1964 and is now being managed by the family's second generation, is the global market leader in highly complex and technically sophisticated applications for the pharmaceutical and biotechnology industries. Today, the group employs 750 employees in Germany and more than 1,300 employees worldwide. Manufacturing is carried out at six manufacturing sites: Germany, Switzerland, China, Brazil, France and USA. Global marketing is coordinated from Germany with 22 subsidiaries. With a large distributor network in 52 countries, the specialist valve company is active on all continents.

Due to its wide range of customers, GEMÜ understands the requirements and processes in the most varied industrial sectors. The company can thus rely on its extensive application expertise in order to find the optimal solution for its customers.

The wide range of products with over 400,000 possible variants is used by customers from many different sectors:

- Pharmaceutical, biotechnology and cosmetics industries
- Microelectronics and semiconductor industries
- Food and beverage industries
- Chemical industry and environmental systems
- Water treatment
- Medical systems
- Power generation
- Processing industries

## Forming synergies

One core area of expertise of GEMÜ is, for example, its multi-port valve blocks milled from block material. Originally made of stainless steel and thus developed for the pharmaceutical industry, they allow a plant to be designed much more compactly. Multiple pipelines, complex valve interfaces and accessories can be combined all in one unit. In addition, the reduction of welds and dead space improves plant reliability.

These advantages of being able to design a plant more compactly and, at the same time, more reliably are naturally not only of interest to the pharmaceutical and biotechnology industries. Requirements such as these are also increasingly in demand in plastic-based plant engineering e.g. for industrial water treatment.

With its broad product range, GEMÜ can offer solutions for both industrial sectors. The company's decades of experience in stainless steel block construction and manufacturing produces synergies which also apply to the manufacturing of multi-port valves made of plastic. This expertise makes GEMÜ the technological leader in the field of complex multi-port valve blocks made of plastic. This product variety, combined with an active customer focus, makes GEMÜ the right partner for applications in the field of valves, measurement and control systems.



GEMÜ R690 diaphragm valve



GEMÜ plastic multi-port valve block



GEMÜ 487 Victoria® butterfly valve



GEMÜ 555 globe valve



GEMÜ 660 diaphragm valve



GEMÜ 620 diaphragm valve



“ The underlying reason for building the Production and Logistics Centre was to integrate the European sales companies into the supply chain. The next stage will be to gradually integrate the production centres. ”

Matthias Fick, Head of Logistics and Supply Chain Management



Ergonomic order picking workstations



State-of-the-art logistics guarantee on-time delivery on a worldwide basis.



GEMÜ butterfly valves in the Niedernhall waterworks



# One year of the GEMÜ cleanroom plant in Emmen, Switzerland

The cleanroom plant in Emmen produces components and system solutions for microelectronics, solar and semiconductor production for the entire GEMÜ Group. As a supplier to medical technology companies, GEMÜ Switzerland also produces customized plastics solutions for surgical instruments, lab accessories and other medical devices.

GEMÜ Switzerland has been an important manufacturing site for the Hohenlohe-based group since its foundation in 1981 and can now look back on 30 years of experience in plastics processing. In September 2012, GEMÜ Switzerland opened its new plant for cleanroom manufacturing in Emmen in the Canton of Lucerne.

Michael Waser, Operations Manager in Emmen, looks back on a successful first year: "After the initial period when everyone had to get used to the new facilities and processes, everything is running very well now." In the past, the company had two cleanroom plants 15 kilometres away in Rotkreuz, which together employed over 50 GEMÜ staff. The plants including staff were relocated in the summer of 2012 and now operate centrally on one site. "The new building on a greenfield site in Emmen was the best solution for building a sufficiently large plant and bringing our facilities back up to the state-of-the-art," explains Michael Waser. The team at GEMÜ Switzerland collaborated intensively on planning the new production site along with active support from Hermann Walter, Divisional Manager for Operations and Logistics at GEMÜ Germany.

### State-of-the-art technology

The logistical processes at the new plant have been optimized: "The distances are shorter, the infrastructure and processing stages are more modern and the technology is now state-of-the-art. We are very well prepared for the future!" says Michael Waser.

The topics of climate and energy played an important role in planning and implementing the new



*The plant in Emmen was built to reflect the latest concepts and directives of the cleanroom sector.*

GEMÜ plant. "It is very complex and expensive to keep a cleanroom plant operating because, for example, a constant temperature and air humidity must be ensured," explains Operations Manager Waser. That is one of the reasons we decided to supply the heat pump and primary cooler using ground water. The injection moulding machines and cooling cassettes are also cooled using ground water. In the winter, the building is heated with waste heat.

GEMÜ is now using the additional capacity freed up at the plant in Rotkreuz to concentrate on solutions for industry and water treatment.

# GEMÜ China is growing Investment in new building

In view of the dynamic growth in the Chinese market, the GEMÜ Group is pointing the way ahead for its future development here.



*3D draft of the new building of GEMÜ China in Shanghai*

Back in 2012, the GEMÜ Group company management decided to invest in a new facility in Shanghai in order to support the company's future expansion in China.

"Here we are creating an important production centre for the GEMÜ Group in the Asia-Pacific area. Once the building is complete, we will have the capacity we need for years to come," explained Zhen Xiao, Managing Director of GEMÜ China.

The complex extends over an area of 21,000 square metres and is located three kilometres from the existing GEMÜ China subsidiary. The new plant consists of a two-storey production and warehouse building and a four-storey office section. Construction is planned to start at the end of 2013. The construction work should take a year, meaning that the various departments will move into the new building at the end of 2014.

### Successful right from the start

Since the inception of GEMÜ China 14 years ago, Zhen Xiao and his young team have boosted the sales figures enormously and successfully positioned GEMÜ on the Chinese valve market. During this time, GEMÜ China has developed a full portfolio of warehousing, production, sales and after-sales services and has become the second largest sales subsidiary and production centre within the GEMÜ Group. In total, 160 people are employed by GEMÜ China. GEMÜ founder Fritz Müller recognized the sign of the times at a very early stage and entered the Asian market - with great success!

# GEMÜ Italy on expansion course



The GEMÜ subsidiary in Italy, which was founded five years ago, has now moved into a larger, more comfortable and more prestigious office in north-west Milan.

Diego Casiroli Stefanini, Managing Director of GEMÜ Italy, explains: "GEMÜ Italy started its sales activities in 2009 with big plans but just four employees. Today, there are already nine of us! In view of the significant increase in orders and sales, we needed a larger office with five rooms and an inviting conference room to meet our medium-term needs."

GEMÜ Italy currently employs four field sales engineers who are supported by internal sales staff on technical and commercial issues. Together, they improve our market presence and are working on further developing the business on a long-term basis. Our main business in northern Italy is primarily handled by the four external sales employees and a few local commercial partners. In central and southern Italy, GEMÜ is collaborating with a few good distributors who concentrate on selling GEMÜ products.

### Massive increase in sales

Our main business continues to be in the area of aseptic valves for the pharmaceutical and foodstuff industries. GEMÜ is the market leader in this field. At the same time and based on our knowledge of the great potential of the GEMÜ product range, the strategy of GEMÜ Italy from the beginning has been to concentrate on two different goals: The first goal is to protect and consolidate our leading position in diaphragm valves for aseptic applications. The second goal is to develop the industrial application areas for globe and control valves, butterfly valves and diaphragm valves. "With our strategy, we have been able to increase our total turnover by over 15 % annually. We will continue to pursue this strategy in the coming years and are convinced that we are on the right track with it," explains Diego Casiroli Stefanini.



*The reception area - small but excellent*



*Exterior view of the building complex*

# GoGreen GEMÜ supports sustainability

**GEMÜ is participating in the GoGreen programme of Deutsche Post and is ensuring that its postal activities are CO<sub>2</sub>-neutral.**

GEMÜ was able to grow from its beginnings as a very small company into a multinational player thanks to its own ideas. But the Ingelfingen-based specialist for valves, measurement and control systems is also able to appreciate the good ideas of others. Especially when they relate to social and corporate policy issues such as social responsibility or sustainability.

## Investment in environmental projects

As a result, GEMÜ has joined the GoGreen programme of Deutsche Post and its outgoing post has now been CO<sub>2</sub>-neutral since December 2012. CO<sub>2</sub>-neutral means that Deutsche Post measures and records the emissions produced during transport. After this, GEMÜ pays compensation for the emissions produced by its postal activities. Deutsche Post invests these pay-

ments in environmental projects worldwide. GEMÜ has, for example, made compensation payments for the equivalent of 448.18 kg CO<sub>2</sub> in just one month. Projects which were sponsored by the programme last year include, for example, a wind park on the Liuaos peninsula in China, which produces approx. 95,600 MWh of clean energy each year. This reduces the need for electricity production in, for example, coal power plants. Other projects include the construction of biomass power plants and reforestation projects.

The emissions compensation process is monitored and certified in accordance with the principles of ISO 14064 by the independent Société Générale de Surveillance (SGS).

Further information about the topic of emissions can be found on the website of the United Nations at [www.unfccc.int](http://www.unfccc.int).



## GREEN ENGINEERING Traditionally environmentally oriented

The GREEN ENGINEERING initiative combines all activities of the GEMÜ Group so that we as a company can operate in a sustainable and cost effective way. Environmental issues and social commitment have been shaping the company around the world for decades. Both measures from company management and initiatives from the workforce contribute to sustainability by saving resources and supporting people in their lives.

Often, the activities involved can seem small. But as people in the Kochertal say, "Every little helps." And sometimes it is actually the small things that make a big difference.

GEMÜ management therefore asked all our employees worldwide to submit their environmental and social action efforts they are making. GEMÜ management then determined a winning entry from all of the submissions. The winner was a project from GEMÜ Switzerland. There, employees are cycling to work to raise money which is then donated to a good cause. "I was very impressed by the project at our Swiss subsidiary. Doing something good for the environment while staying fit at the same time is an ideal combination," commented GEMÜ Managing Director Gert Müller.

**”** *The German sites are implementing the GREEN ENGINEERING initiative on a daily basis. And employees from other subsidiaries around the world are also making environmental and social contributions in many different ways. If everyone makes a small contribution to protecting the environment, the final results will be significant.* **“** *Gert Müller, Managing Director/Partner*



## Free recharging of electric vehicles GEMÜ employee drives an electric car

**GEMÜ allows all of its staff to charge their electric vehicles at the company's own charging stations free of charge. Employee Thomas Specht has already been taking advantage of this opportunity for over a year and drives to work every day in his Renault Twizy.**

Thomas Specht made all heads turn the first time he drove his little electric car into the company car park in Criesbach. Why did he decide to buy an electric vehicle? "Fuel prices, taxes and insurance premiums are going in one direction only - and that's up. Also, it's becoming more difficult to find parking spaces. As someone who is environmentally aware, I said to myself, "Talking about the environment doesn't help, you also have to act," explained the GEMÜ employee. He is fully behind the GREEN ENGINEERING initiative and is delighted about the charging station, where he recharges his electric car every day for free.

### A charismatic midget

The Renault Twizy has a top speed of 80 kilometres per hour (50 mph). Thomas Specht talks about his experiences, "There is plenty of room in the back for a passenger. And it is certainly big enough for normal shopping trips." He made an addition in winter, because the basic model has no doors or windows. He's now had these fitted.

GEMÜ Managing Director Gert Müller is excited about this development and hopes that more employees will choose an electric car and thus an environmentally friendly solution in the future. That's because many members of staff live close by. "An electric car is really worthwhile for short distances! It's not just the environment that benefits, your bank balance does too in the long-term," explains Gert Müller.



Gert Müller and Thomas Specht share an enthusiasm for the Renault Twizy.

# From apprentice to the man in charge

In February 2013, the Südwest Presse newspaper published tips and tricks for school leavers about to join the workforce in its special publication "Starting out on your way to the top". Editor Marius Stephan exclusively interviewed GEMÜ employee Markus Friederich for the publication. Markus Friederich started his career at GEMÜ as a trainee tool mechanic and is today a shift manager in the production department.

The example of Markus Friederich demonstrates:

A trainee's career is not set in stone once they reach the end of their training period.

Markus Friederich started his career as a toolmaking apprentice. After graduating from high school and completing three years of training, he worked as a CNC milling technician for four years at the company where he completed his training, the valve manufacturer GEMÜ. This was followed by four years as a CNC programmer in parallel with further training as a master craftsman in precision engineering. Today, he is one of two shift managers in the production department at GEMÜ. He thus bears responsibility for around 30 employees and 23 machines. "In principle, it's a management job," explains the 29-year-old.



Markus Friederich in the teaching workshop in which he was trained.

“ We are responsible for ensuring that production runs smoothly. ”

Together with the other shift manager at the company, Mr. Friederich produces shift schedules, makes sure that orders are completed on time and takes care of spare parts procurement

for defective machines. His responsibilities also include purchasing new machinery as well as fine tuning the shift schedules, for example, if an employee is absent due to illness. "We



Source: Südwest Presse  
Text: Marius Stephan  
Photo: Marius Stephan

are responsible for ensuring that production runs smoothly," says Mr. Friederich. Part of this includes taking on the problems which can occur on a daily basis within an industrial operation – and solving them accordingly.

His typical day starts at 4:30 a.m. on the early shift – or alternatively at 1 p.m. on the late shift. After a morning tour of the plant, the night shift generally tells him about any problems or special considerations which need to be taken into account. After this, he starts on his organisational activities, "Approving overtime, recording sick days and days of leave. We print out our list of priorities and by that time it is generally already seven o'clock". After this time, there is no fixed daily schedule. "It depends on what comes in, every day is a new day," says Mr. Friederich.

"Technical understanding, patience and the ability to see things from your employees' perspective are some of the skills which you need to have in this role," explains Mr. Friederich.

A knack for organisation and a large

amount of independence are also required. Mr. Friederich mainly sees his tasks as varied and exciting, but he explained that there are stressful days too. In addition to having the required technical competence, a bit of luck is required too, "You can only work your way into a job like this to a certain extent," explains Mr. Friederich. "At the time, my predecessor had left the company and I was asked if I would like to do the job," remembers Mr. Friederich. "A master craftsman's qualification is a prerequisite for my current job," says Mr. Friederich, "but is certainly no guarantee of getting a job like this." In his role of shift manager, which is comparable to that of a head of department within the organisational structure of GEMÜ, Markus Friederich still has room to progress further. As part of the master craftsman's examination, he also had to complete a university entrance qualification. "That means that I could, for example, study mechanical engineering now," explains the upwardly mobile shift manager. Mr. Friederich does not however currently have any plans to study.

## Achievement, commitment and fun Qualified training at GEMÜ

Is your future career important to you? Do you know which career path you would like to follow? We offer interesting training professions and study programmes to give you the right start to a successful career.

At GEMÜ, you have the choice between a commercial or a technical career path. As a medium-sized family-owned enterprise, we place a great deal of value on highly qualified training and on supporting our employees.

### Trainee car as performance incentive

During their training at GEMÜ, our young trainees are personally supervised and supported by qualified trainers. We give our trainees the opportunity to use their own initiative. For example, they conduct their own practical projects in the training workshop and then present them e.g. at the "Jugend forscht" youth science competition. Our trainee car serves as a little performance incentive – great commitment and special achievements are rewarded with a month of driving pleasure!

### Team-building measures

A varied training programme which, in addition to the acquisition of technical qualifications, also strengthens social skills is particularly important to us. We therefore regularly organize team-building measures such as the trainee sports day. The canoe tour on the River Kocher was again very popular this year. During the trainee excursion to the climbing arena, the focus was on building up and strengthening mutual trust, supporting each other, helping each other when required and achieving goals as a team.

In September, the young trainees went on a trip to Emmen in Switzerland. They enjoyed a great programme with a tour of the new GEMÜ cleanroom plant and various outdoor activities including a hike on the "Rigi", a mountain in central Switzerland.

Interesting encounters and joint activities with people from other occupational areas also help to ensure an exciting training period. The "GEMÜ Trainee Dinner", which was organized jointly with the Schloßhotel Ingelfingen, was an interesting culinary event.

### Award-winning training programme

As a strong employer, GEMÜ looks after its trainees and offers them qualified training for an optimal start to their future career. This is also demonstrated by our participation in the pilot project "Dualis-certified training company". The IHK Heilbronn-Franken (chamber of commerce) confers this award for a special emphasis on quality in training. GEMÜ was the first company to be audited and thus stands for innovative training!



Good performance is rewarded with the "Trainee Car".



f. l.: Tobias Hasenfuß-Rüdele, Lisa Böhme and Domenico Palumbo at the trainee dinner



Trainee sports day: Canoe tour on the River Kocher.

# Good career prospects in friendly surroundings

## Interview with Heike Siegmeth, Head of Human Resources

Lack of skilled workers and demographic change? GEMÜ is familiar with these latest concerns in the world of employment - but the company is facing up to them very actively and, to date, with great success.



*GEMÜnews: How is GEMÜ dealing with the expected lack of skilled workers?*

H. Siegmeth: GEMÜ is a very attractive company and a premium employer in the region and, like many other companies in Hohenlohe, it is competing for the best employees. In recent years, we have been able to increase the number and quality of applications enormously through targeted HR marketing initiatives. In addition, we also look beyond our region and are represented at recruiting fairs throughout Germany. We help to integrate our new members of staff in the company with various "onboarding" measures.

Another important point is the high value which we place on vocational training. We encourage on-the-job training measures and place value on a sophisticated HR development programme, which allows us to develop the next generation of staff from within our own ranks. Qualified members of staff are the basis of our business success.

*GEMÜnews: Is demographic change an issue at GEMÜ?*

H. Siegmeth: With an average employee age of 39, we are really quite young for a manufacturing company. This is mainly a result of our continuous growth in recent years and our strong focus on training our own staff. Alongside training places for technical and commercial professions, we offer dual study programmes, scholarships, internships and opportunities for students to complete their final dissertations. Our approach also includes partnerships with schools, universities and kindergartens as well as other educational partnerships. With various activities as part of our health management system and ergonomic workplaces, we try to keep our staff fit for work for as long as possible.

*GEMÜnews: You talked about training and the dual study programme at GEMÜ. Tell us a bit about the training approach.*

H. Siegmeth: As a strong employer, GEMÜ offers qualified training to give trainees the optimal start to their future career. This is demonstrated, for example, by our participation in the pilot project "Dualis – Certified training company". During their training at GEMÜ, our young trainees are personally supervised and supported by qualified trainers. Alongside their participation in practical projects, we give our trainees the opportunity to use their own initiative and develop further as people. In this context, I would especially like to mention our participation in the "Jugend forscht" youth science competition, the stays abroad, the trainee car, the trainee-run company, the trainee sports day and our road safety training.

*GEMÜnews: What characterizes GEMÜ as an attractive employer?*

H. Siegmeth: As an owner-managed business, we offer stability and internationality in a family-oriented atmosphere to kick start our employees' career development and their career as a professional. Satisfaction, motivation, identification with the company and a great willingness to perform well are not just meaningless concepts for our staff. We live these values every day at GEMÜ and they are reflected by the long periods of service of our staff. Flat hierarchies and short decision-making paths are typical of our company. Our jobs are very safe because we have a wide-ranging product portfolio and we are therefore not dependent on any single industry. Furthermore, the profits the company makes are visible to our employees in the form of investment in new buildings and the latest technologies. GEMÜ invests in the future of the company and thus in the future of its staff.

So far in 2013, we have been able to acquire 71 new staff and 21 young people started their training at GEMÜ on 1 September 2013. As in previous years, we were able to give all of the young people who completed their training in 2013 permanent contracts with the company.

*GEMÜnews: What can you tell us about further training opportunities at GEMÜ?*

H. Siegmeth: Our employees are able to acquire individual knowledge, which gives them good career prospects. Our skills management plan is based on vocational training opportunities which are matched to the company's requirements. The varied range of opportunities offered as part of our HR development programme extends from technical and subject-specific training courses or methodology and management seminars through to language and IT courses.

*GEMÜnews: What criteria are particularly important at GEMÜ when you employ new staff?*

H. Siegmeth: The right qualifications are the key to gaining employment at our company, while the candidate's technical and social skills must match the job profile in question. But a willingness to achieve and enthusiasm for one's job are at least as important as this. Candidates should be able to convince us of their motivation for the job they are applying for and of how they can make their contribution to the success of the company. Last but not least, it is, of course, important that new employees fit into the team. In terms of our trainees, we pay attention, of course, to their grades but their commitment, seriousness, honesty and curiosity are also important points. In short, the overall impression the candidate makes must impress

**GEMÜ®**  
VALVES, MEASUREMENT AND  
CONTROL SYSTEMS

### Careers with a global market leader

#### Studies

- **Bachelor of Engineering (DHBW)**  
Mechanical engineering  
Industrial engineering and management  
- International technical sales management  
- Innovation and product management
- **Bachelor of Arts (DHBW)**  
Industrial processes
- **Cooperative study model**  
Electrical engineering study programme (RWTH)

#### Training

- **Electronics technician**  
for devices and systems (m/f)
- **Expert information technician (m/f)**
- **Warehouse logistics operator (m/f)**
- **Industrial electrician (m/f)**
- **Industrial clerk (m/f)**  
also with additional qualification
- **Machine and plant operator (m/f)**
- **Technical product designer (m/f)**
- **Process mechanic (m/f)**
- **Tool mechanic (m/f)**



GEMÜ Gebr. Müller Apparatebau GmbH & Co. KG  
www.gemu-group.com/karriere · ausbildung@gemu.de

**GEMÜ®**  
CAREERS

### GEMÜ currently has the following vacancies (m/f)

- Secretary/Assistant to the Managing Director
- CNC programming team leader
- Production planner
- Technical purchasing officer - Electronics
- Materials manager
- CNC milling technician
- CNC turner
- Order-picking staff
- Logistics staff
- Incoming goods staff
- Standby-staff assembly lines
- Manual workstation and parts cleaning staff
- Internship in production planning/production control department

We offer individual entry opportunities, international projects and good prospects for an exciting future in a growing family-owned enterprise with a friendly atmosphere.



Please send your applications to [personal@gemu.de](mailto:personal@gemu.de)



## Ingelfingen Schloßhotel & Weinstube Popp Enjoy your stay in a historic setting

Whether you are meeting friends one evening, celebrating a successful meeting with business partners, commemorating an anniversary or enjoying a family meal, the Schloßhotel team would like to indulge you.

The Schloßhotel (Castle hotel) is located magnificently on the middle Kocher, surrounded by the vineyards of Ingelfingen's Old Town. Nestled between the idyllic castle grounds and historic ruins, the spacious terrace is one of the attractions of the Schloßhotel from spring through to autumn

### Regional ingredients

In the Schloßhotel's restaurant and in the Weinstube Popp wine tavern, dishes are prepared using fresh seasonal ingredients from regional producers. In this way, we buy meat and vegetables from farmers in Hohenlohe and fresh herbs come from our own garden. A range of excellent local wines, including wines from the hotel's own vineyard, are the perfect complement to these culinary delights.

The hotel bar is not exclusive to hotel guests but open to anyone, and offers a special atmosphere for a stylish evening.

### Individual and inspiring

For any occasion, be it a wedding, birthday or Christmas party, the team will find the right "tone" and make sure you have a celebration to remember. The "Ingelfinger Fass" is also an extraordinary venue, which can be hired from the hotel for events.

The Schloßhotel also offers the perfect conditions for inspiring conferences and meetings. The hotel's historic ambience creates a creative and inspiring work space.



One of the newly designed rooms in shades of green and brown



The Ingelfinger Fass is also part of the Schloßhotel Ingelfingen



The lounge-style bar of the Schloßhotel



Mediterranean flair on the terrace

The Schloßhotel Ingelfingen, which also belongs to the GEMÜ Group, is looking for the following staff for its team

- Chef de partie (m/f)
- Commis de cuisine (m/f)
- Restaurant and hotel employees (m/f)
- Restaurant and hotel employee trainee (m/f) for training period 2014

Please send your applications to [direktion@schloss-hotel-ingelfingen.de](mailto:direktion@schloss-hotel-ingelfingen.de)



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