



13th issue

News

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60 years "Hannover Messe"

New products 2019

Participation in project "ÖKOPROFIT"

WINNER!

WEICON wins several awards



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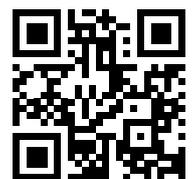
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Dear readers,

I am pleased to present the 13th edition of WEICON News to you today.

In the course of preparing this issue, we have decided to adapt the design of our News to be fresher, more contemporary and in line with modern reading habits. In addition to interesting articles, the magazine should also offer a visually appealing design. Do you like the result? I look forward to your feedback!

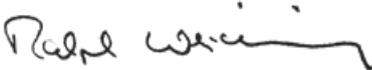
As usual, in our News we present information, stories and reports from our headquarters in Muenster, from our branches and from our partners all over the world.

After being awarded the Transfer Prize last year, we are very pleased to inform you about further prizes we have been able to win. We are particularly proud of our placement in the ranking of the well-known business magazine Focus-Business. The magazine lists the top employers among medium-sized companies in Germany. Among the 2,000 German medium-sized chemical and pharmaceutical companies, WEICON was even able to take the top position!

In addition, we report on various events at our headquarters in Muenster, such as the visit of a Chinese delegation, the use of our products on a Harley-Davidson and in the camping sector as well as various advanced training measures at WEICON.

As you can see, there is a lot to discover in this latest issue once again! I hope you have an interesting and enjoyable read!

Yours sincerely,



Ralph Weidling



EASY STRIPPING OF DATA CABLES

WEICON TOOLS Stripper No. 2 Cat

The product family of stripping tools is now expanded by another type, which is easy to handle and provides accurate results – the Stripper No. 2 Cat.

Stripper No. 2 Cat

The tool ensures the safe and convenient stripping of all insulated PVC data cables with a diameter of 4.5-10 mm. For example, the tool can strip Cat5, Cat6 and Cat7 cables as well as twisted-pair cables.

Adjusting the cutting depth manually is not necessary. The precise adjustment of the blade removes the outer jacket accurately. With the second blade, the foil shield is slit open carefully and can then be easily removed.

Ergonomic design and work safety

For the development of the Stripper No. 2 Cat, in addition to user comfort, the ergonomics and work safety aspects were also considered.

The ergonomic handle shape ensures a safe grip of the tool and thus enables non-slip and safe usage. An integrated locking mechanism guarantees the safe storage of the tool. This helps to make daily work easier and also improves work safety.

length 115 mm // weight 28 grams



WIRING OF LSA SERIES

WEICON TOOLS LSA Sensor No. 40

We offer a variety of special tools for the stripping of many different cable types. The product family of these special tools is now expanded by a type for the wiring of all common LSA series – the punch-down tool LSA Sensor No. 40.

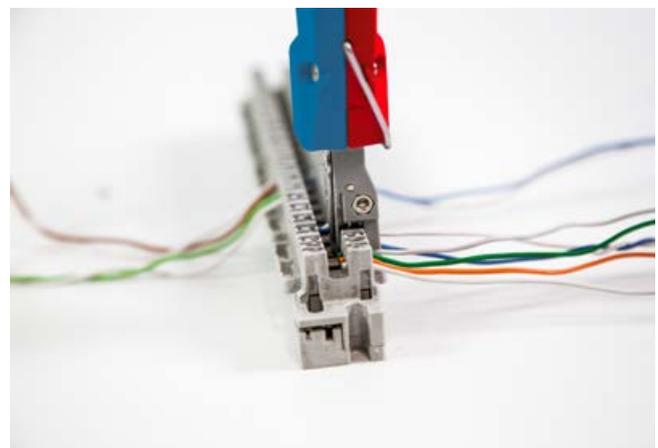
LSA Sensor No. 40

With this tool, wires with a conductor diameter of 0.35-0.9 mm and a wire diameter of 0.7-2.6 mm can be wired into LSA panels or blocks. With a gentle push on the tool, the wires are inserted and cut off in just one single step. Manual stripping or screwing is not required. The tool is tested for up to 200,000 wirings with a wire diameter of 0.4 mm.

Integrated additional functions

In the LSA Sensor No. 40, three additional tools are integrated – scissors, a hook as well as an unlocking blade.

The integrated scissors can be switched off if necessary, for example when cutting off the wire ends is not desired. Moreover, the tool has a built-in, retractable hook for removing wires from the LSA contact as well as a retractable unlocking blade for loosening LSA modules from the mounting bracket.





EXCELLENT RESULT IN STUDY

WEICON is a top employer

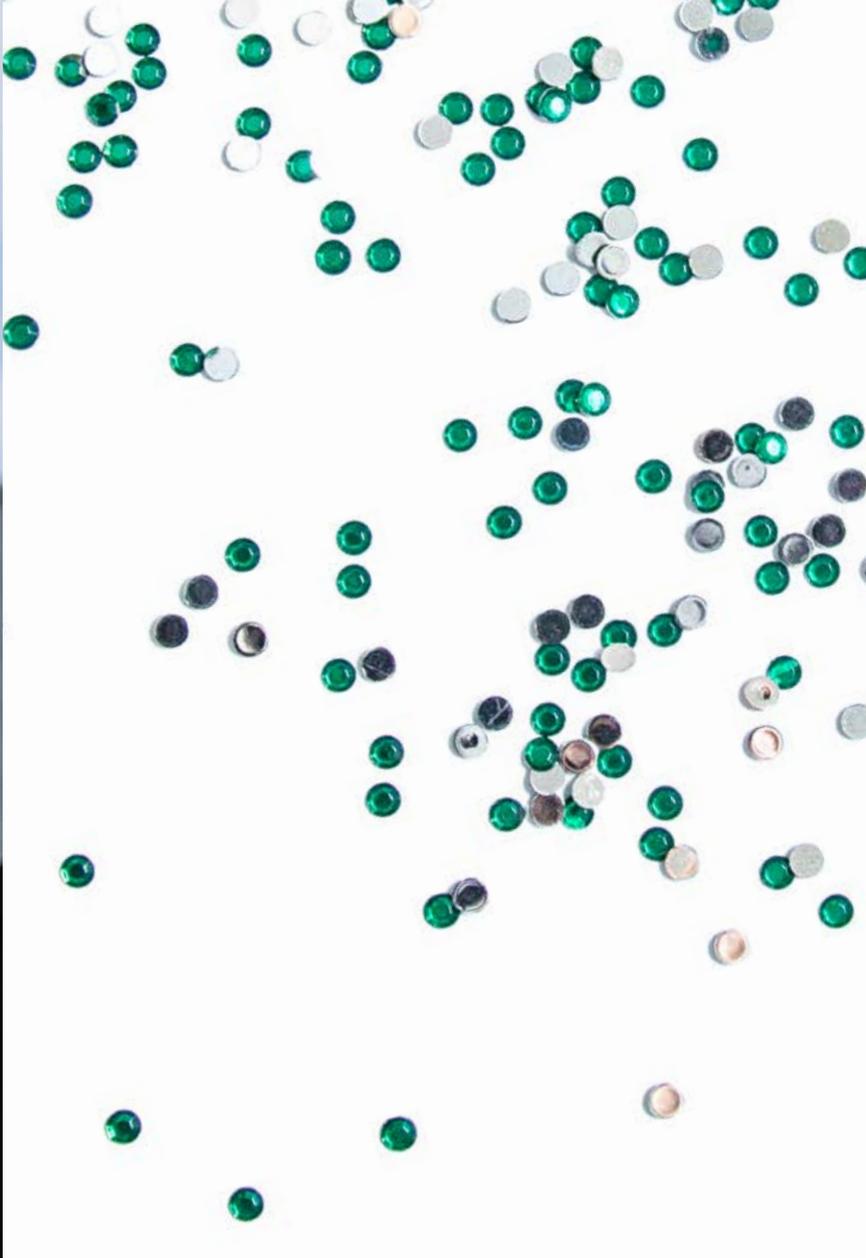
We belong to Germany's top employers among medium-sized companies. That was the result of a study carried out by the business magazine Focus-Business. We were ranked number 367 among the 2,800 most popular medium-sized companies in Germany, having achieved 156.8 points, and even first place in the ranking of the best medium-sized chemicals and pharmaceutical companies.

In order to determine the top employers among medium-sized companies, the editors of Focus-Business along with the employer review platform Kununu evaluated 750,000 company profiles with approximately 3 million employer reviews.

Criteria for the ranking

To get into the final selection of the best companies, several criteria had to be met. To be included, companies needed to have at least 11 and a maximum number of 500 employ-





Number

367

top employer medium-sized company
Germany 2019

Number

1

top employer medium-sized
company Germany 2019 chemical
and pharmaceutical sectors

Evaluated were

750,000

company profiles on kununu with a
rating of at least 3.5 stars and
a maximum number of 500 employees

ees. The average rating on Kununu had to be at least 3.5 stars (on a scale from 1 to 5). Companies needed to have a certain minimum number of current ratings by employees and their headquarters needed to be located in Germany.

“We are very proud of having achieved such an excellent placement in the Focus-Business ranking. The award for belonging to the top employers in Germany has a strong signal effect inside as well as outside the company. For our employees, it is a positive message and motivation and for

future applicants, it provides some insight of what working for our company looks like. The award shows that our team is pleased with us as their employer and that they like working for our company. Our employees are an essential part of our success. They deserve special thanks for their performance and their great commitment,” says Ralph Weidling.



AWARD AT THE SUPPLIER DAY

Ring washer for WEICON

In March, the 18th edition of the Supplier Day took place in Rostock. In the course of the event, we were honoured as long-standing exhibitor. For our now 15th attendance at the Supplier Day, we were awarded the so-called “ring washer”.

The Supplier Day is a trade fair for material management, logistics and procurement in Rostock and has become an important date for many industrial companies. Here, suppliers and interested parties can find extensive know-how from different sectors.

The goal of the event, which first took place in 2002, is to give the participating companies an opportunity for direct exchange.



**15TH PARTICIPATION IN
SUPPLIER DAY**



GREAT COMMITMENT TO A HEALTHY WORKPLACE

WEICON wins award Healthy Workforce 2019

For our efforts in promoting health and wellness at work, we recently received the award “Healthy Workforce 2019”.

In times of skills shortage, companies need to be particularly active and creative in winning and keeping qualified employees. Aspects like work atmosphere, the design of workspaces as well as promoting a healthy workplace are great advantages in winning over skilled employees. We offer our approximately 260 employees exceptional working conditions and recently received the award “Healthy Workforce 2019” for this great commitment.

The award is conferred by the market research company EuPD Research Sustainable Management GmbH, which is located in Bonn, but operates internationally.

Healthy employees at WEICON

The initiative “Healthy Workforce” evaluates a company’s efforts to offer its employees tools and activities in ergonomics and health care.

At our company, there are a number of both – for example height adjustable desks for all employees, free membership at a gym nearby, a physiotherapy clinic within the company, additional private health insurance, company bikes, free drinks and many more.

Because of these many benefits, we were rated 77.4 % by the EuPD in Bonn. That makes our family-owned company a role model when it comes to a healthy workplace, which is why we received the award.

“We are very happy that our concept for promoting our employees’ health was honoured with this award. It shows us

that we are headed in the right direction and that we as an employer take care of our team. Healthy and motivated employees are an important part of our company’s success. We will keep taking actions to further optimise the working conditions in our company,” says Ralph Weidling.

“It shows us that we are headed in the right direction and that we as an employer take care of our team.”

Ralph Weidling

Thanks to this excellent result, our company has also qualified for the application process of the annual “Corporate Health Award 2019”, which honours the healthiest companies in Germany.



WEICON IS QUALITY PARTNER

Cooperation with the Association of Technical Trade

Since mid-April, we belong to the quality partners of the Association of Technical Trade (German: VTH Verband Technischer Handel e. V.). We therefore move up to the group of 25 companies, which cooperate directly with the technical trade in Germany, Austria and Switzerland.

VTH quality partners

The Association of Technical Trade (VTH) closely cooperates with its own members as well as with industrial companies in many different economic sectors. The goal of this intense exchange is, for example, to optimise distribution channels or the training of employees in certain fields.

This intense cooperation resulted in the VTH founding a special partnership along with well-known industrial companies in 1999, so 20 years ago already, in order to make the many accomplishments and advantages, which the cooperation between industry and trade brings forth, better known.

Since 2016, these partners are referred to as VTH quality partners and they are an important part of the performance collective, which comprises the association, its members and the 25 brand-name producers.

The quality partner initiative supports the association with many activities, like placing advertisements and writing reports in trade magazines or publishing press releases.

This support aims at promoting the technical trade as an ideal distribution channel for customers from the industry, trades and crafts as well as from the public sector.

Another important activity of the partners is supporting the marketing of the technical trade. This includes the promotion of the range of seminars the association offers as well as organising a series of events, which inform distributors and producers about central industry topics.

To keep the member companies up to date in terms of the association's activities, the partners also publish the newsletter "IQ – Impulses for Quality" four times a year.



In each issue, the focus is on one central topic, which is an important part of the cooperation between the association and the partners. For example, maintaining a brand, the quality of advice or the joint quality strategy have already been covered.

The quality partners of the VTH include, for example, ContiTech from the Continental Group, Norres, a supplier

of hose systems, and the producer of sealing solutions Trelleborg.

Economics graduate Thomas Vierhaus, managing director of the VTH: "We are very happy to welcome WEICON as a family-owned company rich in tradition to our group of partners. The wide range of chemical products and tools and the many services WEICON offers are a valuable enrichment to our member companies and our quality partners."

"We are very proud to now belong to the quality partners and to cooperate closely with the VTH and the technical trade in the future. For us, the trade is a very important supplier of our chemical products and tools," says Ralph Weidling.

VTH Verband Technischer Handel e. V. (Association of Technical Trade)

The VTH was founded in 1904 as voluntary protective association of the asbestos and rubber product distributors. It is the only professional association for the specialist technical trade and for the technical distributors in Germany, Austria and Switzerland.

Besides the representation of the interests of the member companies, the association has also become a service provider. The members benefit from industry-specific information on economic, legal and professional advice, from trade events, offerings by cooperation partners or the findings of different research projects.

"We are very proud to now belong to the quality partners and to cooperate closely with the VTH and the technical trade in the future. For us, the trade is a very important supplier of our chemical products and tools."

Ralph Weidling

VTH

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Ralph Weidling and Thomas Vierhaus

Members of the VTH

The members of the association are approximately 250 wholesalers for industrial and technical supplies including all associated services. This comprises more than 400 points of sale in Germany, Austria, Switzerland and the neighbouring countries and adds up to a total turnover of 4 billion euros.

The product range of the member companies includes rubber and plastic products, drive elements, hoses and fittings as well as gaskets and rolling bearings. Many companies also offer sealants and adhesives, fire retardants, conveyor belts, pumps, chemo-technical maintenance products or tools and personal protective equipment.

Further information:

www.vth-verband.de

www.vth-qualitaetspartner.de

WEICON HONOURED AS PARTNER OF THE PVH

Excellent cooperation with the specialised trade

In March, we were honoured by the PVH in Cologne for being one of the best cooperation partners of the technical trade. We ranked second among the producers of chemical products.

The PVH is the Federal Association of Production Connected Trading, which many technical distributors, who are also supported by our family-owned company, are members of. The PVH confers the prize in cooperation with the Working Committee Tools (German: AKW) of the Central Association of Hardware Trade.

Partner of the PVH

Both organisations asked the specialist retailers in Germany to choose the best companies as “Partner of the PVH 2019” in eight categories in total.

The categories included, for example, precision tools, fastening technology, work safety and, for the first time, also chemical products.

In these categories, the producers were rated in terms of their loyalty to the specialised trade, their sales support, their dealing with complaints, their product innovations and their data and digitization quality. In the category of chemical products, we won the second prize.

Awarding in Cologne

The certificate was awarded in the course of the 5th PVH Congress in Cologne. Ann-Katrin Weidling accepted the award handed out by Dr. Paul Kellerwessel, chairman of the AKW.

“We are very happy to have won the second prize in the new category of chemical products straight away. The award is based on a survey among the specialist retailers, some of whom we have been cooperating with for many years. The positive rating of our services is a great feedback on our daily work. In addition, the second place is a great motivation, of course, to further optimise our services and to become an even better partner of the specialised trade in the future,” said Vitali Walter, head of the global sales department at WEICON, in regard to the award.



multitec
Bundesverband
Produktionsverbindungshandel

COOPERATION WITH THE UNIVERSITY OF APPLIED SCIENCES MÜNSTER

Optimising online sales

In March, a cooperation project over several months between WEICON and a very dedicated student group from the University of Applied Sciences Münster started. In close collaboration with us, bachelor and master students from five different countries (Germany, Finland, France, Colombia and Poland) dealt with one simple, yet complex question: **How can WEICON sell online?** In the final presentation, which the students had poured many hours of passionate work into, they outlined different solutions.

Insights into professional practice

The project was initiated by our management assistants, Ann-Katrin Weidling and Sascha Beilmann. The two of them got in touch with Professor Thomas Baaken, who works at the University of Applied Sciences in Münster. There, he teaches and conducts research in the fields of business-to-business marketing and market research

as well as science-to-business marketing and market research. Besides Professor Thomas Baaken, Dr. Christian Junker also got involved as head of the project. His field of work is the Science-to-Business Marketing Research Centre.

Cooperations, such as the one with WEICON, are part of the courses at the University of Applied Sciences in Münster.



In each semester, the students work together with three to four companies and thus gain valuable professional practice experience.

The goal of the project with WEICON was to analyse the existing methods of online sales and to come up with recommendations and tips how to further optimise our online distribution and how to make it more efficient. The overall question of the event was: How can WEICON sell its products online?

Project start at WEICON

To kick off the project, a first briefing was held at WEICON. Ralph Weidling started the event by giving a presentation of our company, so the students could get to know us a little better. Since the project group focused on the central question how WEICON can sell its products online, Ann-Katrin then presented our current activities in the field of online sales.

Then, it was the students' turn. They had the chance to ask numerous questions. For example, the group asked about our business model and the target group of our on-line sales. The students also wanted to know what makes WEICON special and what sets the company apart from its competition. Here, Ralph Weidling could present the wide range of services, which is unparalleled in its extent. To conclude the event, the students were given a tour of the premises, which provided them with some more impressions of the company WEICON.

With all this background information, our visitors went back to their university.

325 cups of coffee later:

Interesting results

In mid-June, the time had come: After months of research and intense work, the students confidently presented us their project outcomes. The presentation was the result of weekly meetings (one of which we had also attended) and intense desk work at home. Half-jokingly, the students also admitted: 325 cups of coffee were needed to tackle the project.

During the one-and-a-half hour presentation, everything pointed towards one solution approach, namely establishing our own online shop – customised to suit the demands of B2B and, respectively, B2C customers.

“I am deeply impressed by how intensely the project group from the University of Applied Sciences Muenster has looked into the question and into our online sales. We had already considered some of the presented aspects ourselves – yet it is immensely helpful to see them from a different perspective. Some of the suggested measures will definitely help us in optimising our online sales. It is great to see that courses like this one exist, which enable companies and students to learn from each other, and I am very happy that we supported the project. The cooperation with the university was really pleasant and constructive and I can definitely see further joint projects in the future,” Ann-Katrin Weidling said at the end of the day.

The festive conclusion of the cooperation project took place at Professor Baaken's house. There, Ann-Katrin handed each of the students an official participation certificate during a relaxed, sunny barbecue.



CEO MEETING

Meeting of the top representatives of the Industrial Community Muenster

The Industrial Community Muenster (in German: Industriegemeinschaft Münster), which we are also a member of, came together in February for their annual kickoff meeting in order to discuss the continuation of their joint activities. The focus was, amongst other topics, on how to recruit junior employees as well as on the future dialogue with politicians and the local presence in the city.

Wolfgang Stricker, managing director of Stricker GmbH & Co. KG and spokesman of the Industrial Community Muenster, invited high-ranking representatives of the member companies to the art museum Pablo Picasso in the city centre for their annual exchange of ideas.

One of the main goals of the community is to make industrial topics better known to the public and to show their diversity and innovative strength.

That is why an analysis of last year's and an outlook on future activities to help putting the industry in Muenster on the map were focal points of the meeting.

For example, the job finder was presented, which can be found on the website of the Industrial Community. This tool

helps students to find the right apprenticeship opportunity with different promotional activities aiming at making it better known. Moreover, the community plans on working together more actively with local schools in order to introduce its member companies directly to the students.

In the course of the event, Dr. Renate Bork-Brücken, former plant manager of BASF in Muenster, was honoured for her great commitment, as she is also leaving her position as spokeswoman of the community.

"The Muenster-based industrial communities are full of great ideas and innovations, yet, unfortunately, this doesn't raise a lot of public awareness. The Industrial Community wants to change that and we are working towards this goal together. Thanks to both our project groups, for commu-





nication and for apprenticeships, we have already realised some great projects including the Campaign Day Apprenticeship. I am confident that we will gain importance in the general public, in politics and among junior employees in the future,” Wolfgang Stricker, spokesman of the Industrial Community Muenster, explains.

Detlef Isermann, managing shareholder of Dermalence, takes over the role as spokesman of the Industrial Community Muenster along with Wolfgang Stricker – and looks forward to new challenges and projects: “We as a strong community show what we as industrial companies achieve in and for Muenster. We are apprenticeship providers and employers, top companies in our sectors and innovators – and in the future, we want to show even more actively how varied and interesting the industry in Muenster is.”

About

Muenster-based industrial companies operating in various fields have joined together in order to establish the Industrial Community Muenster. Together, all members actively discuss relevant topics with the public as well as other interested institutions. Their goal is to draw society’s attention to industrial issues, to inform about achievements and involvement of the industry in Muenster and to excite people for their products and innovations.

For more information:
www.industrie-muenster.de

ACTIVE ENVIRONMENTAL PROTECTION

WEICON participates in the project “ÖKOPROFIT”

Protecting the environment is an essential part of our company principles. Our goal is to achieve an ideal balance between environmental protection and economic efficiency. We emphasise how important this goal is to WEICON, for example, by our participation in the project “ÖKOPROFIT Münster”.

FOCUS: REDUCING ENERGY DEMAND

What exactly is the project “ÖKOPROFIT”?

“ÖKOPROFIT” stands for an ecological project for integrated environmental technology. It is a nationwide cooperation project, which supports companies in reducing their operating costs by means of environmental and climate protection actions. The cooperation comprises a municipality, the local economy as well as other regional and transregional partners. The goal of the project is to reduce operating costs while saving natural resources.

On May 15th, Henning Voß and Stefan Winter attended the kickoff meeting at House Walstedde in Drensteinfurt. After all participating companies had the chance to introduce themselves, the first workshop took place, which covered the goals and methods of the project.

The focus of the eleventh edition of the project “ÖKOPROFIT Münster” is on reducing energy demand and thus CO₂ emissions. For that purpose, there will be eight workshops in the course of the one-year project as well as informative on-site meetings, during which the energy consumption of all participating companies, including our own, will be closely looked at. For the successful participation in the programme we will be officially certified as ÖKOPROFIT-company.





Application shipbuilding

Filling of a shaft sealing ring with our WEICON Urethane 80 Putty. Two-component polyurethane putty with excellent mechanical strength for the quick repair, maintenance and coating of rubber and metal components exposed to impacts, abrasion, vibration or motion. It is highly elastic and shows high resistance to wear and tear.



A BONDING PARTNER

DSM – Direct Service Maintenance

We have a successful cooperation with the service company DSM.

DSM (Direct Service Maintenance) is based in Papendorf near Rostock in the north of Germany and has specialised in processing and distributing polymeric materials and reaction resins (epoxy resins).

With their broad range of different products, many industrial sectors as well as the maritime industry are covered.

Examples are wear protection coatings, the renovation of bollards, levelling gaps on shaft rings or coating pipe bends in shipyards.

The company operates worldwide in maintenance as well as new construction and cooperates with national and international companies. DSM was founded in 2004 and looks back on more than fifteen years of experience.

ADHESIVES SUBJECT OF TEST SERIES

University of Applied Sciences visits WEICON

In January, a class of the University of Applied Sciences Osnabrueck came to see us in Muenster. Professor Svea Petersen, who teaches classes in the master's degree of applied material sciences, visited us with her students.

Adhesive technology part of studies

Part of the master's courses in Osnabrueck is the English module "Polymeric Coatings and Adhesive Joints" on the subject of adhesive technology.

This module finished with the presentation of research results at our headquarters in Muenster, where the students also had the chance to gain insight into daily work at a company producing adhesives.

Inside into professional practice

To kick off the event, our managing director Timo Gratilow introduced WEICON to the visitors by means of our company presentation. Then, the head of our research and development department, Martin Ligárt, provided the students with interesting insights into his daily work at a producing company of chemical products.



Extensive series of tests

The most important part of the event were the students presenting their research results to the plenum and their professor and thus completing the module on adhesive technology. To carry out the tests, the students had formed four groups, which had to complete different tasks.

Developing an easy method for adhesive bonding

One task, for example, focused on sealing and securing a boiler connector, factoring in water temperatures up to 90°C and a maximum pressure of 5 bar.

To complete their tasks, the students had to choose a suitable WEICON adhesive and an adequate testing method as well as procuring the respective components.

With regard to pretreatment of the bonding surfaces, they also had to evaluate pros and cons and to establish the effects, if the components were not cleaned correctly. The respective adhesive bonding was carried out several times and tested after curing, using a suitable testing meth-

od, such as the DIN 1465 test (lap shear test). Based on the research results, the practicality of the adhesive bonding for the respective task was then discussed.

Results

The results were all presented in the same way. First, the task was explained as well as the reasons for deciding on the adhesive used.

Tour of the premises

At the end of the event, our guests were given a tour of the premises, which made a lasting impression.



Cooperation since 2017

We have already been cooperating with the University of Applied Sciences Osnabrueck for more than two years. In early 2017, Martin Ligárt was invited by Professor Petersen to the University of Applied Sciences for the first time in order to give a presentation on his field of work. This led to a regular exchange, which now resulted in the university class visiting WEICON in Muenster. A great development, which will be continued in the future.



10,000



AT THE FOREFRONT OF TRAINING

Fraunhofer IFAM honours ten-thousandth participant

At the end of last year, we received great news from Bremen. The Fraunhofer Institute for Manufacturing Technology and Advanced Materials (German: IFAM) in Bremen, which we have been closely cooperating with for many years, honoured the 10,000th participant in the advanced training course on adhesive technology.

The adhesive bonding technology is one of the key technologies today and an essential part of modern production processes. All the more important are highly trained employees in the field of adhesive technology. Here, the IFAM has been doing a great job in offering advanced training courses for decades, which we at WEICON greatly benefit from.

Close cooperation with the IFAM

We have been closely and successfully cooperating with the IFAM in Bremen since 1998.

Meanwhile, more than 175 of our employees have completed an advanced training course and can refer to themselves as European Adhesive Bonder, European Adhesive Specialist or European Adhesive Engineer.

That means that at WEICON, more than half of the employees are highly trained specialists in adhesive technology – worldwide, in fact.

The teams at our international branches have also been participating in international IFAM courses for years in order to gain extensive knowledge of adhesive technology. Thanks to our specialists in the field of adhesive technology and ultimately also thanks to the training courses at the IFAM, we have been able to build a very good reputation throughout all industrial sectors, which also has a positive impact on our company's success.

Our highly trained employees can make use of their expert knowledge in many important tasks, such as customer assistance or research and development of new products.

Continuing training secures the future

“The success of the advanced training on adhesive technology is not only shown by the certificates handed out by the IFAM, but also by the feedback of our satisfied customers, who receive great customer service by our highly trained employees. With continuing training, we actively prevent skills shortage and ensure a secure future for our company,” says Ralph Weidling.

SUCCESSFUL TRAINING IN BREMEN

New European Adhesive Specialists at WEICON

In February, some members of our team successfully completed an advanced training course at the Institute for Manufacturing Technology and Advanced Materials (German: IFAM) once again.

Our colleague from research and development, Beatrice Beuker, and Matthias Luekemann from product management successfully passed the wide-ranging test in Bremen and can now refer to themselves as DVS®/EWF European Adhesive Specialist.

Both of them completed the course in three one-week sessions, achieving good results. At the end of each week, they had to take a written test on the learning content of that week as well as an oral exam at the end of the course covering the content of all three weeks. In addition, the adhesive bondings completed throughout the course were inspected for their strength as well as for the consistency of the measured values.

Gold at the Adhesive Olympics

Corresponding to this inspection, the 'Adhesive Olympics' were held, during which each participant could choose a material, adhesive, pretreatment and overlapping length in order to achieve the highest possible strength and minimal deviation in a lap shear strength test. Matthias achieved great results in this test and therefore won the gold medal at the Adhesive Olympics! For his adhesive bonding, he used an epoxy adhesive on sandblasted steel and a small overlapping length.

Highly qualified team

"With the additional European Adhesive Specialists, we emphasise our position as the company with the best qualified team in the field of adhesives. The content of the advanced training course will greatly benefit Beatrice and Matthias in their daily work. Congratulations to both of them on their excellent results," Ralph Weidling summarises.

"The course was very interesting for me personally, too, thanks to the other participants, who worked in many different fields and could share very different experiences. That way, besides the contents of the course, I also got to know



many other topics regarding adhesive bondings and their application from various points of view. All in all, the course will definitely benefit us and our daily work in the future and in addition to being able to train new colleagues better, it also helped us to gain wide-ranging insights into adhesive technology. Especially after the tour through the laboratories and the different departments, we got to know the IFAM as a very interesting institution, the research of which provides valuable input for the industry. Bea and I would like to thank WEICON and especially the company management for the chance to participate in this very interesting and useful training course," Matthias sums up his impressions.

European Adhesive Specialist at the IFAM

The framework of the advanced training course and the tests for the European Adhesive Specialist is stated in the harmonised guidelines DVS-EWF 3301 (for Germany) or EWF 516-01 (for Europe). Just like training courses on welding technology, this course may also be offered and held only by specifically approved training institutions. The training comprises 120 units of 50 minutes each (3-week full-time course). It is divided into three modules, each consisting of 40 units, with basic knowledge being taught in the first module and advanced knowledge being taught in the following two modules.



SUCCESSFUL GRADUATION

Apprentices complete their training

In early February, three of our apprentices passed their final exams with excellent results and started their “real working life”.

Kira Brauer has completed her apprenticeship in marketing communication, Fabian Pieper is now IT specialist for system integration and Alex Korobkov merchant in wholesale and foreign trade.

Kira will work in the marketing department in the future. Fabian has spent his whole apprenticeship working in the IT

department and will continue working there. Alex has been working in national sales for the past year. There, he was prepared and trained for his future tasks and will continue to actively support the sales team in the future.

Ralph Weidling is very pleased: “All three of them have shown throughout their apprenticeships that they are a great addition to our team. I am very happy that our apprentices will continue to work with us in the future. I would also like to congratulate the three of them and wish them all the best for their future careers!”



SUCCESSFUL GRADUATION IT MANAGEMENT

Sascha Beilmann completes his studies

Our colleague Sascha Beilmann, who is management assistant at our company, has successfully completed his degree in IT management and received a graduate diploma by the university of Muenster.

After nine semesters and four and a half years in total, Sascha can now refer to himself as Master of Science. Congratulations Sascha!

“I would like to sincerely thank all the people who supported me and made my extra-occupational studies possible in the first place. I would also like to thank the many colleagues at WEICON who helped me so much during the final stage of my master thesis. I picked up a lot of expert knowledge during my studies, which will definitely benefit me in my daily work at WEICON. I think it’s really great that the continuing training of all employees is such an important topic at WEICON and I would strongly recommend everyone to make use of this great opportunity,” said Sascha after being handed the graduate diploma.



SPECIALIST FOR THE WAREHOUSE

Patrick Sentef passes his final exam

In our company, warehouse management is a big and important subject and for our warehouse, we need thoroughly trained specialists. For that reason, our colleague Patrick Sentef prepared for the bachelor professional of logistics systems (Chamber of Commerce and Industry, CCI, German: IHK) at the training institution for bachelor professionals (German: LfM) in Osnabrueck and successfully passed his exams at the CCI in Muenster. The training took 20 months in total and was extra-occupational. Nearly every Saturday, Patrick made his way to Osnabrueck in order to participate.

The job of a logistic professional

Logistic professionals organise and supervise the transport of goods. They ensure the economical use of wheel loaders, forklifts, pallets or shelf systems. They monitor the packing and loading, accept goods and check the respective documents. They also supervise the employees in the logistics department and train and instruct apprentices. The workforce planning is also part of their job. In addition, logistic professionals are responsible for work safety aspects. Congratulations to Patrick!

STRENGTHENING OF THE INTERNATIONAL POSITION

Vitali Walter head of global sales



In the last issue of the WEICON News (2-2018), we already reported about the global direction of our sales activities. Another element to strengthening our international market position is the bundling of the sales management in just one position. At the beginning of this year, our colleague

Vitali Walter has taken on the position as the head of global sales at WEICON. Vitali has been working at WEICON for more than 15 years. He completed his commercial apprenticeship in our company, before working and travelling for the export department. As the head of the export department, he was eventually responsible for the direction of our international sales. In his new position as the head of global sales, he is in charge of worldwide sales and marketing of our products and closely cooperates with the field service team.

“We are very happy to have Vitali Walter as our head of global sales, who has been part of our team for a long time and who knows our company and our products inside out. We are sure he will support us in further positioning our company as a well-known provider of high-quality specialty products and an unparalleled range of services perfectly and with great enthusiasm,” says Ralph Weidling.

NEW POSITION AT WEICON

Patrick Neuhaus key account manager

In order to support, promote and push our global sales activities, we have created a new position, which our colleague Patrick Neuhaus has been taking on since May. Patrick is the first “key account manager” at WEICON. His wide range of tasks includes:

- assistance of and responsibility for key account customers
- link between WEICON and the key accounts
- support at annual account review meetings with A-customers
- support of national and transnational projects
- national and transnational support of the groups and associations
- support of the global sales team
- expansion of the general sales activities and distribution channels
- support during conferences/performance reviews/regional conferences

“Patrick has been part of our WEICON team for more than three years and is very familiar with the internal processes within our company and with our customer structure.



By means of additional intensive training, he will continuously expand his extensive product knowledge. Thanks to his experience in national and international sales, we are absolutely sure that Patrick is the right choice for further expanding our global sales network. His position will be closely linked to the head of global sales, Vitali Walter, and the sales managers Bianca Gausepohl and Raquel Warneke. We wish Patrick all the best for his future tasks,” says Ralph Weidling in regard to the new position.

Internal training series at WEICON

At the end of last year, a new training series started at our headquarters in Muenster. Since then, advanced training courses on different topics have been offered twice a month. The courses take place in our seminar room every first and third Tuesday of the month. The trainings are scheduled for a relatively short period of 45 to 60 minutes and are supposed to focus precisely on the respective core topic. Every employer of the WEICON team can sign up for the training courses.

Varied programme

Every month, one product training and one training on another interesting topic are offered alternately. These topics include, for example, WEICON in social networks, data protection, digital print or corporate etiquette.

This schedule ensures that the product trainings are repeated after approximately nine months, so new employees or colleagues unable to attend one of the courses can also expand their knowledge of our products.

The other topics are repeated according to demand and positive feedback. That way, new and current topics can always be included in the training schedule, too.

All employees are welcome to be speaker in one of the courses and present a subject of choice.

Feedback of the participants

After every event, all participants receive a short, anonymous feedback survey. That way, the attendees' opinions are registered in order to make adjustments to the topics, if necessary. After all, we only want to offer trainings interesting to our team.

Training for the international branches

For the colleagues in our international branches, there are regular online trainings in English. Employees from Germany can also participate in these via online log-on.

Our training series ensures that the whole WEICON team is continually trained and that the expert knowledge within our company is further strengthened and expanded.

technical
sprays

knigge
in business

cyanoacrylates

dangerous
goods

digital media





KNIGGE AT WEICON

Knigge-course for the apprentices

Right at the beginning of the new year, the well-rounded training programme for us apprentices started with a course on the Knigge-based etiquette (for more information on the German word “Knigge”, please read on). The course took place at our company. It was meant to provide us with a few tips on social interactions with colleagues and customers. The seminar was held by an external speaker.

More than just school education

At WEICON, it is not only important to participate in seminars and advanced or product training courses. We also put great emphasis on things like social skills.

Why Knigge?

Most Germans have already heard of the name “Knigge”. It is associated with rules of etiquette and good manners. The word Knigge goes back to the German writer Adolph Franz Friedrich Ludwig Freiherr Knigge. In 1788, he published the book “Practical Philosophy of Social Life”, which is a treatise on social skills in general. It is more than just a book on etiquette: Instead of focusing only on formal etiquette and good manners, it mainly covers general aspects of social interactions, like kindness, courtesy and respect.

What we learned

These values were also the main topic of our seminar. The focus was not just on good manners during a business meal, but on fundamental attitudes of one’s own self. At the beginning of the seminar, we did a little role play with two different teams. We had to mime a certain type of person.

The goal was to analyse the behaviour of the different types and to draw conclusions in regard to the person. At the end of the role play, we could attribute the persons to the different types quite well – a good empathy exercise. Right before lunch, we talked about basic table manners, e. g. where to place the napkin and how to use it. We also discussed how to hold a knife and fork correctly. This is very different in other cultures. Our apprentice Mohamed is from Guinea. There, the right hand is considered impure, which is why you always eat with your left hand.

Different countries, different customs

Inspired by Mohamed’s example from Guinea, we also covered the topic of “different countries, different customs”.

In South Africa, for example, it is quite common to hug each other after closing a business deal, as it is perceived as connectedness. In India, business cards should always be handed over with the right hand, as the left hand is used for personal hygiene and is therefore considered impure. In Australia, the “thumbs-up” gesture is not considered as positive as it is over here. There, it is more like “flipping someone the bird”.

Unlike we had expected, the Knigge-course was no formal and stiff course on etiquette. We had a lot of fun, the atmosphere was relaxed and we learned a lot about social interactions.

VERSATILE USE

WEICON Repair Stick Multi

We have expanded our range of Repair Sticks by a versatile product type, the Multi.

Repair Stick Multi

The Repair Stick Multi is a two-component epoxy resin system. The new stick is an all-round product for quick, permanent, elastic and non-shrinking repairs and touch-ups on nearly all surfaces.

With the Repair Stick Multi, you can fill and seal cracks, holes, damages and leaks. It can be used on metal, wood, stone, glass, plastic and many other materials.

Besides its versatile use in industrial applications, the Repair Stick Multi is also well-suited for the trades or for DIY applications.

Easy processing

For a flawless adhesive bond, surfaces must be clean, dry and grease-free. Cut off the required amount of the Repair Stick, then knead and process. In cured condition, the material can be machined.



SPECIAL SILICONE FOR THE FOOD AND DRINKING WATER SECTOR

WEICON Silicone LP

We have developed a special silicone to be used in the food production or drinking water sector – WEICON Silicone LP.

Silicone LP is an acetoxycuring, permanently elastic adhesive and sealant, which shows very good adhesion to many surfaces, such as steel, aluminium, glass or ceramics. The adhesive and sealant has high compressive strength as well as high notch resistance and tensile strength. It shows good chemical resistance to diluted acids and lyes and is also very resistant to weathering, ageing and UV radiation. The silicone is temperature-resistant up to +180°C.

Specially made for sensitive areas

Silicone LP has an NSF P1 registration and was developed especially for the use in sensitive areas. It can be used as sealant in the food production, for example in dairies or slaughterhouses, as well as in the beverage production or in canteen kitchens.

Moreover, it can be used for sealings in the drinking water sector, for example between ceramic coatings.

**OUR NEW FOOD
PRODUCTION SILICONE**



EXCHANGE WITH THE FIELD SERVICE

Conference 2019 in Antalya

In January, the annual conference of our Turkish branch took place. In total, 16 of our colleagues came together at the Hotel Akra in Antalya in the south of Turkey. Ralph Weidling and Hasan Altindag also travelled from Muenster to the Turquoise Coast.



Difficult economic situation

At the conference, the current economic situation was discussed, which presents a huge challenge to our Turkish branch.

Turkey currently faces extremely high inflation. In October 2018, inflation had risen to more than 25 percent for the first time in 15 years. The reason for this is the dramatic slump of the Turkish lira. Within just one year, the currency had lost more than 40 percent in relation to the euro.

In order to stabilise the lira and curb the rapid increase in inflation, the Turkish central bank recently increased interest rates for bank lending drastically. This affects banks and large corporations. Meanwhile, the situation is so tense that it causes many young, highly trained people to leave the country.

Other topics

During the course of the conference, the past year was reviewed and our colleagues presented videos of applications in Turkey.

Towards the end of the event, the branch manager Tolga Aksoez gave an outlook on the next few months, on upcoming trainings and sales events in the Bosphorus region.

Valuable input

“The conference was very successful. I especially liked the active participation and the intensive exchange with our Turkish colleagues. I think that – thanks to their input – we can further optimise certain aspects and thus support our sales team in Turkey even better,” said Ralph Weidling in regard to the conference.



PARTNERS FROM DIFFERENT REGIONS

Distributor conference Russia

In early February, the “distributor conference Russia” took place at our headquarters in Muenster. In total, 46 guests attended the conference – ten of whom were employees of our Russian partner Unit Mark Pro (UMP) and 17 distributors from different regions of Russia.

Our management and the head of global sales Vitali Walter led through an extensive program covering many different aspects of WEICON. Ekaterina Sobotta and Natalia Fedorov provided assistance throughout the whole conference by translating the presentations into Russian.

Day 1 – Presentation of the distributors

The first day was kicked off by Ralph Weidling giving a company presentation, followed by a review of the past business year as well as an outlook on 2019. Then, the company Unit Mark Pro was presented, before the other attending distributors introduced themselves. They came, for example, from Moscow, Saint Petersburg, Rostov-on-Don, Yekaterinburg or Kaliningrad. Our guests from Novosibirsk und Vladivostok had had the longest journey to Muenster. A tour of the company premises was the highlight for our visitors on the first day. Before dinner at the local restaurant “Großer Kiepenkerl”, current projects in the oil and gas industry in Russia were discussed.

Day 2 – The WEICON App makes an impression

The second day started with a presentation of the new WEICON products 2019 and of our applications worldwide.

Then, Heinrich Baer presented – in Russian himself – the new WEICON TOOLS. Afterwards, Michael Kunk gave a comprehensive insight into the wide range of lubricants.

After lunch, our guests were provided with an overview of the WEICON marketing tools. The distribution partners were particularly impressed by the WEICON App. This had been translated into Russian and uploaded online right in time for the conference. The sales strategies in Germany were then presented by our field sales colleague Sebastian Kipp.

Afterwards, there was time for questions, discussions and exchanging experiences, before the second conference day ended with a cosy evening programme at the “Stella Alm”.

Conclusion

Our Russian guests were delighted by the excellent organisation of the event. Thanks to the wide-ranging programme, they were also able to gather relevant information – the distributors had different focuses; some of them are specialised in technical trade, some are bearing traders and others solely online retailers.

“The new products and the worldwide applications we presented belonged to the favourite impressions of the conference with the highlight being the presentation of the WEICON App in Russian. We received a lot of positive feedback and most attendants told me that they took home many helpful ideas and valuable input, which will definitely improve sales and marketing. This exchange of information was also very important for us in Germany and we are sure that our product sales in Russia will definitely be pushed forward now,” Vitali Walter summarised after the distributor conference.



CONFERENCE IN MUENSTER

Chinese distribution partners visiting WEICON

In April, WEICON welcomed several business partners from China at the headquarters in Muenster for a distributor conference. During the four-day event, eighteen Chinese distributors from nine companies were guests at our premises. Besides getting to know each other and exchanging ideas, the focus was on different trainings regarding our products. Our colleague Weiwei Goddinger from the export department provided assistance throughout the conference in Chinese.

Exchange and get-together

To kick off the conference, the managing directors Ralph Weidling and Timo Gratilow invited the guests to a tour of the premises to give an insight into the daily work routines at the company headquarters.

The next day was all about “getting to know each other”, too: First, the Chinese distribution partners listened to a presentation on WEICON and the company’s development. Then, the partners introduced themselves one by one. Energized by an abundant lunch and coffee break, there was still enough time in the afternoon for discussions and exchanging ideas. One major topic of discussion was the question how the Chinese distributors could receive even better technical support in the future. For example, the distribution partners wished for regular distributor conferences in China, which end consumers could also attend.





Visit in Cologne

Although the business-related part on the WEICON premises had finished, we didn't want our guests to go home without gaining some more impressions of Germany. For many of them, it was the first trip to Europe ever.

So on day four, Weiwei Goddinger took our guests to the city of Cologne on the river Rhine. Here, they were offered a comprehensive city tour including the most famous sights of the city, like the Cologne Cathedral, the river Rhine, the Hohenzollern Bridge and the historic centre. Before heading back to the hotel in Muenster tired but happy, there was still enough time for a shopping spree. On the following day, our distribution partners travelled back home with new impressions and experiences.

Product trainings in the laboratory

On day three, comprehensive product trainings with application examples in the laboratory were on the agenda: Our colleagues from the research and development department, Michael Kunk and Beatrice Beuker, explained the different products to our Chinese distribution partners. The team was assisted again by Weiwei Goddinger, who translated their presentation. After the training day, she concluded: "Even though we have been cooperating with our partners from China for many years and therefore, they already know our products quite well, we have received the entirely positive feedback that the product trainings were very informative and interesting."

In the afternoon, all distribution partners were handed an official certificate of participation by Ralph Weidling. That way, the conference at the headquarters ended on a celebratory note.

A huge success

At the end of the week, a clear conclusion could be drawn: The conference had been a huge success. "Our guests from China were delighted with their whole stay and the extensive program at our premises. They had travelled to Muenster with great expectations and at the end of the conference, everyone was very happy that their expectations had been exceeded by far. That is a great feedback for us, of course. I took home from the conference what a great potential the Chinese market has and I am excited to see the further development of WEICON in China," said Ralph Weidling after the conference in Muenster.





NEW SYSTEM FOR STRUCTURAL ADHESIVE BONDINGS

WEICON HP

We developed a new epoxy resin system especially for structural adhesive bondings – WEICON HP (High Performance).

This product is a 2-component epoxy resin system with extremely high impact resistance, which cures practically shrink-free.

The adhesive shows high adhesive strength and can be used universally on nearly all surfaces. Its pasty texture makes it non-drip and spreadable. That way, it can also be used on vertical surfaces and even for overhead applications.

Thanks to its high elongation at break, the system is also suitable for adhesive bondings on heavily vibrating components.

Versatile use

WEICON HP can be used for numerous applications, for example for lining heavily stressed pump housings, as wear protection for slide bearings, chutes and pipes and wherever darker-coloured adhesives are not suitable for visual reasons.

Plastic metal

The term plastic metal describes epoxy resin systems, which consist of two components, one resin and one hardener. The resin component is mixed with, depending on the type, steel or aluminium powder or mineral fillers, all of which improve the technical characteristics, such as the compressive strength and thermal conductivity.

The epoxy resin system is suitable for a broad range of applications in different industrial areas. For example, plastic metal can be used in the industrial series production for adhesive bondings, coatings and durable repairs on different materials.

After mixing the two components, the plastic metal cures at room temperature to a solid, metal-like material, which can then be machined. It can be drilled, milled, sanded or filed, if required.

ALSO NEW: Our WEICON Contour Spatula Flexy – flexible and dimensionally stable.



PART OF THE MOST IMPORTANT INDUSTRIAL TRADE FAIR FOR 60 YEARS

WEICON at the Hannover Messe 2019

In April, the most important industrial trade fair worldwide took place in Hannover. 6,500 exhibitors from all over the world present their new products and technical innovations for five days and make the event the trade fair highlight of the year.

Trade fair anniversary

Of course, we were also part of the exhibition – for the 60th time already!

“The Hannover Messe has been one of our most important trade fair dates since 1959. The international focus of the event is something very special. We are very happy and proud to have been a part of this world-famous event for six decades already,” says Ralph Weidling, whose grandfather founded the family-owned company in Muenster in 1947.

Two exhibition stands in Hannover

This year, we had two exhibition stands at the trade fair again. In Hall 5, we presented our chemical products and our second stand in Hall 13 was all about our stripping tools.

Partner country Sweden

Every year, one industrial nation is made the partner country of the Hannover Messe. This year, Sweden, which shows the strongest growth among all industrial nations, presented itself in Hannover, the capital of Lower Saxony.

2019



1959



EVENT OF SUPERLATIVES IN A SMALL TOWN

WEICON at the NAMPO 2019

From May 14th to 17th, the NAMPO trade fair took place in Bothaville in the north-east of South Africa. Our branch in Cape Town was also there to present our extensive range of products to the trade visitors.



Bothaville

The small town of Bothaville has only around 5,000 inhabitants (as of 2011). However, the township of Khotsong is located right next to the city and is home to around 50,000 people. Bothaville is located in South Africa's "bread basket", which produces an average of 550,000 tonnes of maize per year.

NAMPO

The largest event in Bothaville is the annual NAMPO Harvest Day, one of the largest agricultural fairs in the southern hemisphere. The first fair took place on a farm in 1967 and was attended by 200 producers. In the following years, the fair was held on various farms, before its size required it to be permanent. In 1974, NAMPO was set up on a permanent site outside Bothaville, today's NAMPO Park.

For visitors arriving by plane, the fair even has its own runway – but with a landing at your own risk!

This year, 780 exhibitors presented their new products and developments to more than 83,000 visitors.



5,000 INHABITANTS



83,000 FAIR VISITORS



150,000 M² FAIRGROUND

WEICON SA at the NAMPO

Our area sales managers Johan Pretorius and Marius Saayman started in Cape Town and took on a journey of more than 1,200 km to get to the fair.

They travelled with Johan's truck and a trailer and found accommodation on the Vaal River in a small cabin about 50 km from the fairground on an unpaved gravel road. Because the fair is located in a very sparsely populated area, accommodating the many visitors has long been a difficult task – but our colleagues have solved it well.

“The fair was a complete success! It was worth taking the long journey on us. We had many interesting discussions,” said Johan following the NAMPO 2019.



WEICON INTERNATIONAL

Upcoming trade fairs 2019

NATIONAL

Bondexpo	07. – 10.10.	Stuttgart
Filtech	22.10. – 24.10.	Cologne
FMB	06. – 08.11.	Bad Salzufen

INTERNATIONAL

KZN	24. – 26.07.	Durban
Nacional Ferretera	05. – 07.09.	Guadalajara
IMPA	10. – 11.09.	London
MWCS	17. – 21.09.	Shanghai
CMTS	30.09. – 03.10.	Mississauga
MSV	07. – 11.10.	Brno
ADIPEC	11. – 14.11.	Abu Dhabi
FabTech	11. – 14.11.	Chicago
MetalMadrid	27. – 28.11.	Madrid





INSIGHTS INTO "MALE JOBS"

Girls' Day

In March, it was once again time for the Girls' Day. On this nationwide campaign day, girls and women try out different jobs in technology or science, which are usually considered to be traditionally male professions.

At WEICON, we also offer the chance to get to know our company on this day and to catch a glimpse of the different fields of work here.

This year, Emma and Lilly came to visit us. The two 14-year-old students gained some impressions of the sales, export, procurement, application engineering and advertising department throughout the day. That way, we were able to show Emma and Lilly how different and multi-faceted the employment opportunities at WEICON are and that the jobs we offer are not just interesting for the gents.



WORKSHOP FOR STUDENTS

Participation in MINT-Parcours

In March, we took part in the so-called MINT-Parcours of a local high school (Ratsgymnasium Muenster) for the second year in a row. During this event, interested students get the chance to get to know jobs in technology. Our colleagues from the department for research and development, Beatrice Beuker and Michael Kunk, took the whole morning off to provide the curious students with interesting insights into the world of adhesive bonding. The focus was on practical applications: Under qualified supervision, the students were eager to experiment with different adhesives and materials. At the same time, our two colleagues explained the characteristics of the different adhesives by means of a descriptive presentation.

In the end, there was still enough time for questions and further information on the apprenticeship opportunities at WEICON. Towards the end of the morning, Beatrice and Michael were very pleased with the outcome: "I think we managed to show the students how versatile the world of adhesives is and how many-faceted the apprenticeship opportunities at WEICON are. Events like this one are extremely important for recruiting future employees," our colleague Michael concluded.



APPRENTICES ARE INVOLVED

Campaign day “Clean Muenster”

What is the campaign day “Clean Muenster” about?

During the campaign “Clean Muenster”, thousands of volunteers clean the public spaces in and around Muenster every year. Whether daycare centres, schools, companies, sports clubs, families or individuals – everyone is welcome to participate and provided with the right equipment by the waste management companies Muenster. So our apprentices decided to participate in the big clean-up.

Results 2019

32
tons of
waste



Responsibility for the environment and nature

The participation was organised by Moritz Volle, one of our industrial clerk apprentices. “When I heard about the campaign, I really wanted to participate, as nature is everyone’s responsibility. Moreover, environmental protection is an important part of the WEICON company principles. So I signed us up and gathered some of my colleagues, who were also eager to take part in the

**“When I heard about the campaign,
I really wanted to participate,
as nature is
everyone’s responsibility”**

Moritz Volle

campaign,” says Moritz. Fully equipped with trash pickers, rubbish bags and gloves, our diligent apprentices cleaned the green spaces and tracks along the Dortmund-Ems Canal near the Kleimann-Bridge from rubbish. Within two and a half hours, four rubbish bags with a capacity of 120 litres each were filled up to the top. The result was satisfying but also disquieting for our apprentices:

“Of course we were happy to collect that much rubbish in a relatively short amount of time. But at the same time, it is shocking how much garbage just lies around outside. It doesn’t have to be like that,” Moritz concludes.



THOMAS
MOHN

USING WEICON PRODUCTS

Maintenance and care of a Harley-Davidson

For four years now, my colleague Philipp has been the owner of a Harley-Davidson FXSTS. The motorcycle is one of his biggest passions. He has already been on quite a few tours with the Softtail Springer model. As soon as the sun comes out, Philipp and his bike are out, too. When spring

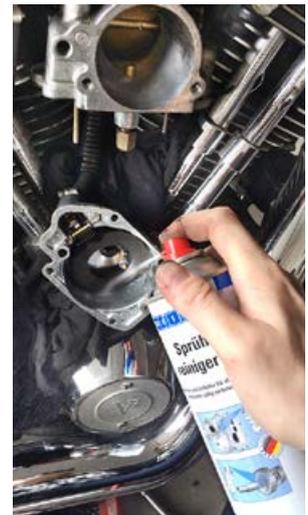
comes, Philipp is on the road every weekend, he also likes to go for a ride after work. When you love your Harley, you also pay attention to the right care and maintenance. For that reason, Philipp uses WEICON products.



WEICON Cleaner Spray S

For the chrome details, he uses WEICON Cleaner Spray S, which removes oil residues and dirt easily.

The Cleaner Spray can also be used for cleaning the carburettor, where dirt particles tend to accumulate. These can damage the carburettor membrane over time.



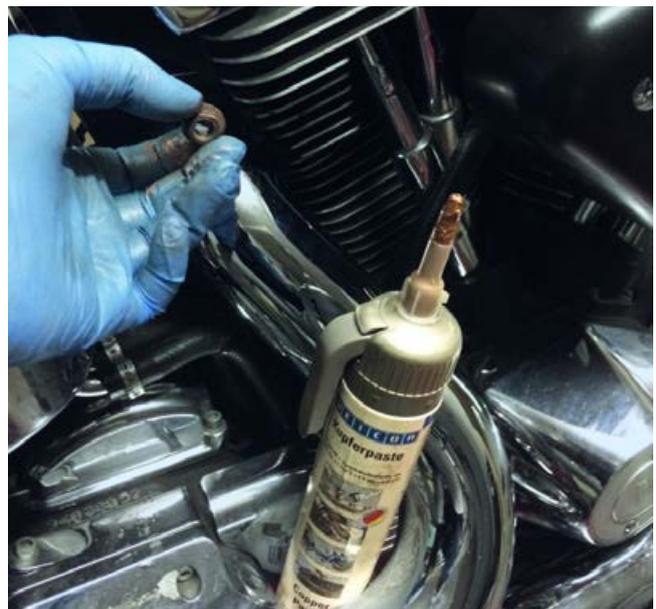
WEICON adhesives

Everybody knows the powerful sound of the V-twin of a Harley-Davidson. While driving, the motorcycle is exposed to heavy vibrations. As a result, the nameplate on the shock absorber and the casing of the turn signal had fallen off after Philipp's many tours. Depending on the materials that are bonded, different adhesives are suitable.

Philipp attached the nameplate Harley Davidson with WEICON Easy-Mix RK-7000 Structural Acrylic Adhesive, as this adhesive is perfect for bonding metal to metal. With WEICON Easy-Mix RK-7200 Structural Acrylic Adhesive, he bonded the casing of the turn signal. The RK-7200 is well-suited for bonding plastic to metal and, in addition, it is transparent, which provides a nicer and cleaner look.

WEICON Copper Paste

On the motorcycle's cylinder is a flange, which holds the exhaust and cylinder together. This flange is fastened with screws. To prevent the screws from rusting and seizing due to vibration, moisture and dirt, Philipp maintains these components with Copper Paste regularly.





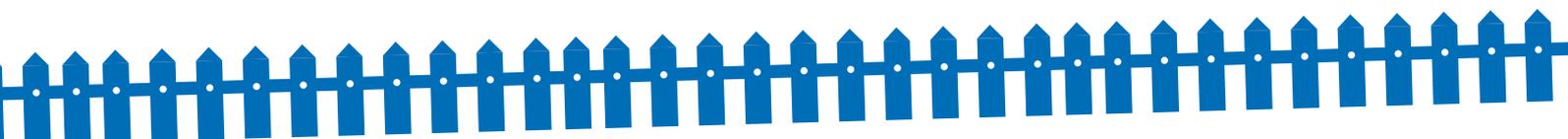
A SPECIAL LOCATION

Applications on the dairy farm Oskamp

The dairy farm Oskamp is an interesting location for us to shoot some photo and video material, as many WEICON products are used in the agricultural sector. We have already taken some application pictures for our catalogue, our branch flyers and our website on the dairy farm Oskamp and have also shot several product videos there. We discovered this special location thanks to our colleague Anna-Maria.

Dairy farm Oskamp

The dairy farm Oskamp in Laer has been a family-owned business for many generations. Currently, there are 220 dairy cows living on the farm and their milk is processed there, too. In their own farm shop, the family sells cheese as well as a wide range of yoghurt, ice cream, eggs (from free-range hens on their own farm) and many other treats.





Everything handmade

The farm has its own dairy. There, regional cheese specialties are manufactured in traditional manual work.

“The still warm raw milk makes the best cheese,” says Heinrich Bego-Ghina, who is responsible for the cheese production on the dairy farm. That is why the fresh raw milk is poured straight into the cheese vat. Yoghurt, ice cream and quark are also manufactured on the farm.

Agricultural technology and WEICON

A number of WEICON products are used in agriculture. Whether for agricultural machinery, like tractors, or automatic feeders and milking machines – our products are used in the production, repair and maintenance.



WEICON products outdoors

We have already used many products outdoors on the Oskamp farm. The tractor alone offers different possible applications. With WEICON Contact Spray, the electric lighting can be maintained. Our WEICON Cockpit Spray can be used for cleaning the driver cabin. On the telehandler, several grease nipples are maintained with our WEICON AL-W High Performance Grease.

Where many animals are kept, barn doors and pasture gates need to be maintained regularly. For that, our WEICON Zinc Spray can be used. When rusty screws are seized up in different parts of the barn so they cannot be loosened, our WEICON Rust Loosener can help.

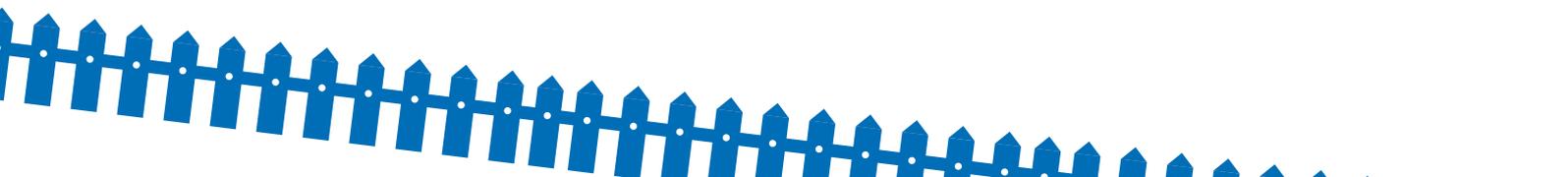


WEICON products in the dairy

A dairy is a highly sensitive area with strict hygiene regulations. That is why products used there must be registered by the NSF. The NSF (National Sanitation Foundation) is the leading organisation in product certifications for food safety. It carries out product tests and material analyses as well as unannounced field inspections. When a product has an NSF registration, it is safe to use in the foodstuffs sector.

Several of our products have such an NSF registration. In the Oskamp dairy, WEICON Foam Cleaner is used for the milk tank, WEICON Top-Lube-Fluid for the different compressed air connections and WEICON Repair Stick Multi for a water inlet pipe.

WEICON PTFE-Fluid has been used on the chute of the filling machine for yoghurt. That way, the better sliding of the filled yoghurt cups ensures an unobstructed production process.



STYLISH INDUSTRIAL DESIGN

Steel drum chairs made by WEICON

When our application engineer Mike was at a garage, he noticed some self-made steel drum chairs with a rustic industrial design. Simple steel drums had been converted into seats. That gave him an idea. He thought they would look great at WEICON, too. So he built several of those steel drum chairs himself.

DIY steel drum chairs

He cut the steel drums to size using electric metal shears. Then, he fastened the edge protection with WEICON VA 250 Black. As corrosion protection and for an attractive design, he used WEICON Rust Protection 2000 Plus for one of the chairs and WEICON Rust Converter for the other. Mike bonded the base plate for the cushion to the under-construction (a wooden frame) using WEICON Fast-Bond Assembly Adhesive.

How to make a cushion with adhesive spray

An upholstery based in Muenster is one of our customers. There, the cushions for our steel drum chairs were made. We were there with our video team and filmed the production live. In the video, you can see how the upholsterer makes one of our cushions. All he used for that was our WEICON Adhesive Spray.

Step 1:

First, you need to cut the wooden board and the foam to the right size.

Scan here for the application video "How to make a cushion with adhesive spray"



Step 2:

For the adhesive spray to bond well, the wooden board and the foam should be free from dust and dirt. Our WEICON Surface Cleaner is perfect for cleaning the surfaces.

Step 3:

In the next step, WEICON Adhesive Spray is applied to the wooden board and the foam. Press both components together for a few seconds to fixate the adhesive bond.

Step 4:

For additional protection, the foam and the edge of the wooden board are lined with a piece of upholstery batting. Here, Mike also used our Adhesive Spray. The leftover edge is cut off.

Step 5:

Finally, the cushion is covered with a matching leather cover. This is attached using a pneumatic stapler.

An upholsterer's job

For the job of an upholsterer, you need many different skills. First, accuracy and dexterity are important. Special imagination and teamwork also play an important part, as many different steps need to be coordinated. As an upholsterer, you should also be able to work with different tools and know how to handle them, whether it is a hammer, ordinary scissors or a special tool like a spindle press. Most upholsterers work in the furniture or automotive industry or in companies specialised in producing mattresses.



REPAIRING AND MAINTAINING A CARAVAN

Caravan on tour – how to get your mobile home shipshape for the new season

With the first warm and sunny days of the year, the new travel season kicks off for many camping-fans. But before the beloved mobile home is ready to go on tour, it usually needs some repair and maintenance work. Many of our WEICON products are perfect for that.

Repairing a broken gas locker box

Our colleague Annabelle from the PR department, only having camped in a tent so far, fulfilled herself a long-term dream together with her husband of owning her own little caravan. This gem was built in 1994 and is still in great condition for its age, yet the plastic gas locker box had a crack. Annabelle immediately thought to herself: “I’m sure that can be glued somehow” and described the damage to our application engineer Mike.





To solve Annabelles' problem, he handed her our Plastic-Bond and some of our Glass Fibre. The solvent-free structural adhesive is perfect for smaller DIY-works and shows very good adhesion to plastics. It is suitable for static as well as dynamic loads and has high impact strength. Due to its viscosity, the product can also be easily applied on vertical surfaces. The additional glass fibre tape improves the adhesion and compressive strength in combination with the Plastic-Bond.



Step-by-step manual



Step 1: First, blend the two-component adhesive in a container. Note: Rather blend the mixture a minute too long than too short. Only once you have mixed a homogenous compound, the Plastic-Bond is ready to use.



Step 2: Apply the adhesive evenly to the inside of the gas locker box over and around the crack.



Step 3: Place the glass fibre tape right on top of the adhesive and make sure to cover the whole crack.



Step 4: Then apply another layer of the adhesive generously on top of the glass fibre tape. It's best to remove spare, non-cured adhesive immediately with our WEICON Surface Cleaner.

Additional product recommendations for your camping vehicle

Our product range includes many other products, which are ideal for repairing and maintaining your caravan or camper. Here is a brief description of some of these useful helpers:



Multi-Foam

- powerful universal cleaner for residue-free cleaning
- cleans many different surfaces, such as streaks/water stains on the outer shell, insect residues on the nose, wet room/sanitary facilities, cushions

Contact Spray

- protects all electronic contacts (12 V and 220 V)
- repels moisture

Cockpit Spray

- care product for car interiors

WEICONLOCK® AN 302-70

- locking of threads and stud bolts
- DVGW approval

Mounting Tape

- extremely strong adhesion, for smooth surfaces, high flexibility
- attaching and fixating of e.g. fly protection, towel holders, hooks, weather stations

Coax-Stripper No. 1 F Plus

- quick stripping of coaxial cables in just one single step
- space-saving mounting of F-connectors thanks to integrated open hexagon with wrench size 11 mm (SW 11)
- gripping jaws for screwing F-connectors onto the cable





12



11



10



08



09

Our travel enthusiast

Our WEICON colleagues regularly send us pictures of spectacular places all over the world. Always in focus: our Threadlocking WEICONLOCK AN 302-43.

This year, we have also been receiving many impressive photographs so far, which we always share with our fans on Facebook and Instagram.

Here is a selection of the pictures submitted in the first half of 2019.

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- 01 | Bahamas, Jennifer Schlattmann
 - 02 | Canada, Norman Otto
 - 03 | USA, Jennifer Schlattmann
 - 04 | Austria, Aleksandar Adamovic
 - 05 | Ecuador, Joan Ferrando
 - 06 | USA, Marc Humpert
 - 07 | Canada, Mark Romero
 - 08 | Turkey, Eray Kuruç
 - 09 | South Africa, Marius Saayman
 - 10 | Sweden, Bastiaan Peddemors
 - 11 | Russia, Arne Ringeltaube
 - 12 | Germany, Christian Bockers



FIT AND HEALTHY AT WEICON

NEW: physiotherapy and TRX courses

Since April, we've been offering physiotherapy courses to our whole team at our headquarters in Muenster. For a small co-payment, our colleagues can book regular sessions with our physiotherapist Vera. The courses are very popular among all our colleagues, which shows once more that we rightfully received the award "Healthy Workforce 2019".

Since April, there is also a weekly TRX course with Vera in addition to physiotherapy. TRX training is a highly effective full-body workout by means of an elastic strap system, which pits you against your own body weight. This course is also very popular among our colleagues.





NEW INFORMATION SYSTEM AT WEICON

Always up-to-date with Digital Signage

If you take a walk through the buildings at our headquarters in Muenster, you will find our new digital information screens, which were installed in several places at the beginning of this year. In total, there are nine screens on the company premises, six of them in the warehouse, two in the new building and one by the front desk.

The idea behind this latest purchase is very simple: We want to keep our team as well as our guests informed about the latest news and happenings at WEICON as quickly and easily as possible.

The screens show the following information:

- individual notifications on WEICON and topics relevant to the company
- short videos on products, applications etc.
- visitor greetings
- urgent notifications
- information on weather, date etc.
- latest social media posts



STYLISH ON THE ROAD

Our
new van
in
Dubai





SM STORY OF MINE

FASHIONABLE WORK CLOTHES

New company shirts by STORY OF MINE

In May, all our employees working at the headquarters in Muenster got brand new and high-quality WEICON shirts. The stylish polo shirt was designed by Lisa-Marie, daughter of Ralph Weidling.

Under her Muenster-based label STORY OF MINE, she designs clean cuts combined with high-quality materials. Her collections are produced in Istanbul ensuring fair working conditions.



NEW STAFF

Welcome to the team



- 01 | Stefan Winter, quality management/
product safety
- 02 | Christian Bockers, sales representative
- 03 | Peter Pordzik, sales
- 04 | Arne Ringeltaube, export
- 05 | Larissa Orlova, export
- 06 | Simon Malkowski, advertising
- 07 | Rin Lim, advertising

- 08 | Annabelle Kreft, public relations
- 09 | Oleg Bunchuk, warehouse
- 10 | Vera Stahl, physiotherapy
- 11 | Laura Hauser, student assistant marketing
- 12 | Ksenia Evsikova, student assistant translation
- 13 | Angela Nour, sales Italy
- 14 | Andrea Perbellini, sales representative Italy
- 15 | Marco Allegro, sales representative Italy



- 16 | Claudio Di Maria, warehouse Italy
- 17 | Siva Kumar, sales representative Singapore
- 18 | Elaine Chua, administrative assistant Singapore
- 19 | Dhanesh Ramdial, sales/support/delivery South Africa
- 20 | Jordi Aparicio Asún, sales representative Spain



Carolyn Fleige

INTRODUCING OUR TEAM

What does ... actually do?



Which department at WEICON do you work in?

I recently moved departments to IT, but my range of tasks has stayed the same: I manage our websites and the WEICON App.

When did you start working at WEICON?

I started in June 2015 in the advertising department.

What is your role here in our company?

I am in charge of our websites, manage the content and the design as well as technical problems and everything regarding usability, user experience or SEO. I also manage our WEICON App.



Which sports do you like to watch?

Definitely Mario Kart!

City or Swiss mountain lake when you're 75?

I like being out in nature better, so Swiss mountain lake sounds good to me!



What is your favourite food?

I've been trying to decide between pizza and lasagne for a long time.

Who would you like to switch places with for a week?

I think I would be a good Batman.

What was the last TV show you watched?

I usually watch several shows at the same time, I think the last one was "The Blacklist".



What hobbies do you have?

I like being out in nature with my camera, I also read a lot and like to work up a sweat during kickboxing. On the weekend, we enjoy playing games, either board or video games.

You have the whole day off. What would your perfect day look like?

Sleep in! Then I need a good breakfast and a Chai Latte. Ideally, it is sunny outside, so I can spend some time in our garden reading a good book. In the afternoon, I grab my camera and my boyfriend and go to a zoo, where penguins live. Afterwards, we'll have Chinese at an all-you-can-eat buffet.

Which country would you like to spend some time travelling in?

I would love to see Norway or Ireland, the landscapes there are stunning!



Simply find solutions.



weicon.com/app



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Budiu Mic (Targu Mures) - Romania

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