



<b>Trainee Vibes Fair</b>	<b>6</b>
Health Day Survey	9
Announcement Christmas Party	10
Experience report E-Bike Leasing	15

**Werd AzuBE.**  
und mach' deine Ausbildung  
bei der BERNSTEIN AG

# Customers ordering with restraint

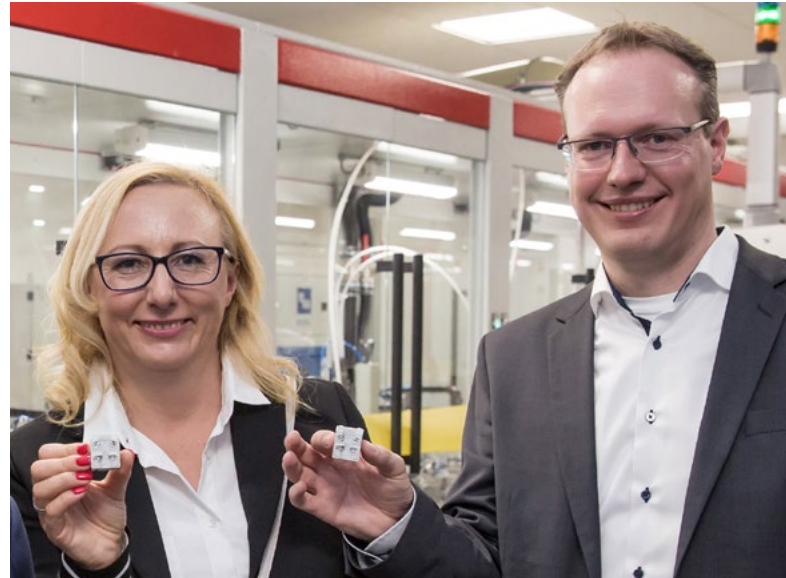
## Sales and marketing measures are in full swing

Dear employees.

We all worked hard to achieve BERNSTEIN AG's record turnover in 2022, and in the end our success proved us right: we were able to register a record turnover of 70 million euros. The best result in the company's history, despite major challenges, material bottlenecks and the after-effects of coronavirus. We are all still working hard. Nevertheless, since the beginning of 2023 we have had to deal with incoming orders that are significantly below our expectations. Sales and marketing measures are running at full speed, to win new customers and orders. However, one of the reasons why our customers are ordering so cautiously is obvious: their warehouses are full.

What was a "blessing" for us in 2022 is turning into the opposite this year. The trouble is that, due to materials and delivery bottlenecks, so much was bought that there is now temporarily no more demand. However, our sales units are working on the assumptions that this situation will change again in the second half of the year and with the end of the holiday season. After all, even the largest stock gets used up eventually at some point, and our customers will need BERNSTEIN products again.

Nevertheless, we are exercising caution. This lull has already impacted our expected turnover. Even if business picks up again in the second half of the year, as currently expected, we should still expect a significantly lower annual turnover than in the previous year and thus a weak or negative result.



At the moment, we are paying special attention to the company's expenses and, as you already know, we have decided, among other things, to postpone the payment of the T-train (B) until 2024 – we regret having to take this step. The question of short-time work also came up from the staff. There are currently no concrete plans to implement short-time work. However, this is only a snapshot, i.e. our assessment may change quickly in the future due to external circumstances.

Despite this, we are optimistic that the decline in incoming orders is a temporary phenomenon that we will be able to put behind us as the year progresses.

Your Management Board of BERNSTEIN AG

# CONTENTS | Topics in this issue

## FOREWORD

## TABLE OF CONTENTS

04

### THE NEWS FROM BERNSTEIN

Production optimisation in foot switch assembly

- 6 **Trainee Vibes Fair**
- 8 Neuenhauser trainee project
- 9 **Health Day** / Solar system
- 10 **Team building / Christmas party**
- 11 Oxaion changeover

12

### PRODUCTS IN ACTION

Airport / Old sweethearts

13

### BERNSTEIN WORLDWIDE

- Italy
- 14 China

15

### ACTIONS AND EVENTS

- Trade fair / **E-bike leasing**
- 16 Mobile phone backgrounds / Infobox

17

### BERNSTEIN INTERNAL

- Anniversaries / Retirements / Farewells
- 18 New employees / Trainings
- 19 On Our Own Behalf | **Obituary**
- 20 On Our Own Behalf | **Imprint**



Learn even more about BERNSTEIN  
– in front of and behind the scenes –  
on Facebook and Instagram.



## Adjusting set screws in foot switch production

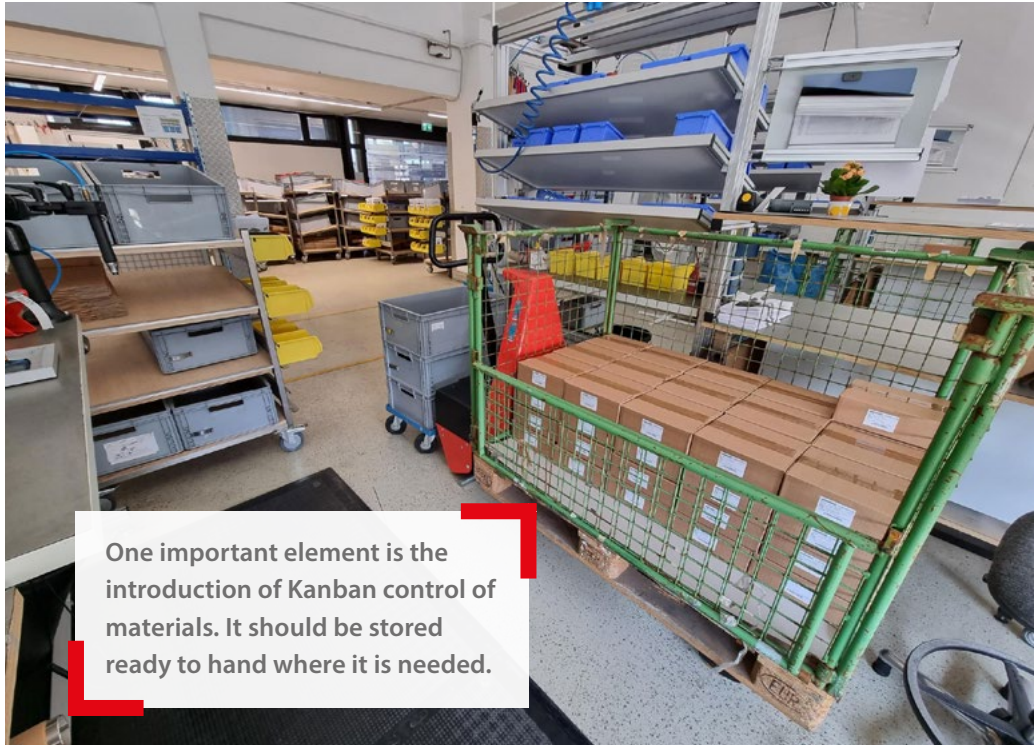
More space, clearer work areas. This is how it looks after the rearrangement.

BERNSTEIN needs 13 days to produce a foot switch. "Can't it be done faster to be able to react more flexibly to customer requests?" This question was asked by a project team consisting of Sabrina Gliese and Simone Pust (Production), Miri Nurollah (Logistics), Stephanie Gräpel (AV), Peter Alvermann (Purchasing), Matthias Knickrehm (BR) and Maria Mogensen, who is writing a project thesis at BERNSTEIN as a student.

One thing was clear right from the start: it is not a matter of working more, faster or harder, but of critically considering the routine work steps and habits that have been in place for years and only turning individual adjusting screws in clever ways. "We are far from finished with everything we have set out to do," says Dennis John (Controlling, Hartum). "But we are already seeing the first successes."

## THE NEWS FROM BERNSTEIN | Optimising production

The participants focused on identifying and eliminating waste, simplifying the flow and supply of materials and reorganising the workplaces in such a way that processes are easier, more ergonomic, more comfortable, more logical – simply better – for the colleagues. One important element is also the introduction of kanban control of materials. The material should be restocked where it is needed. Storage at the workplace or in the department eliminates unnecessary assembly. Pre-assembling the assemblies also offers opportunities to better absorb order peaks.



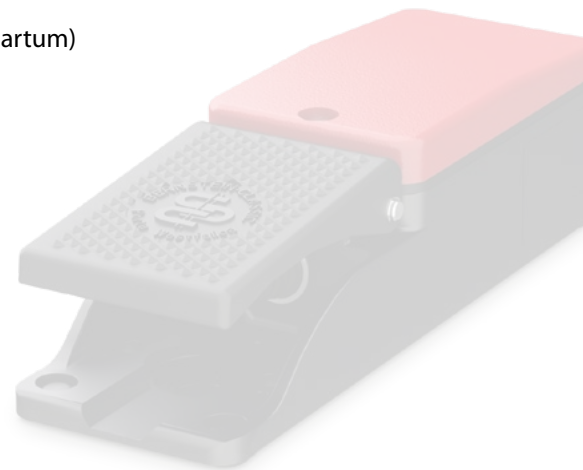
One important element is the introduction of Kanban control of materials. It should be stored ready to hand where it is needed.

“ *In theory, the lead time for production of a foot switch can be reduced from 13 to 7 days. The next few weeks will show whether we can also implement this goal in practice and where further opportunities to simplify processes are lurking. The entire team is motivated and comes up with valuable ideas. We hope it will stay just that way.* ”

Dennis John (Controlling, Hartum)



Still under construction and one of the next steps to be implemented by the project team: a one-piece flow workplace.



## THE NEWS FROM BERNSTEIN | Trainee Vibes Fair



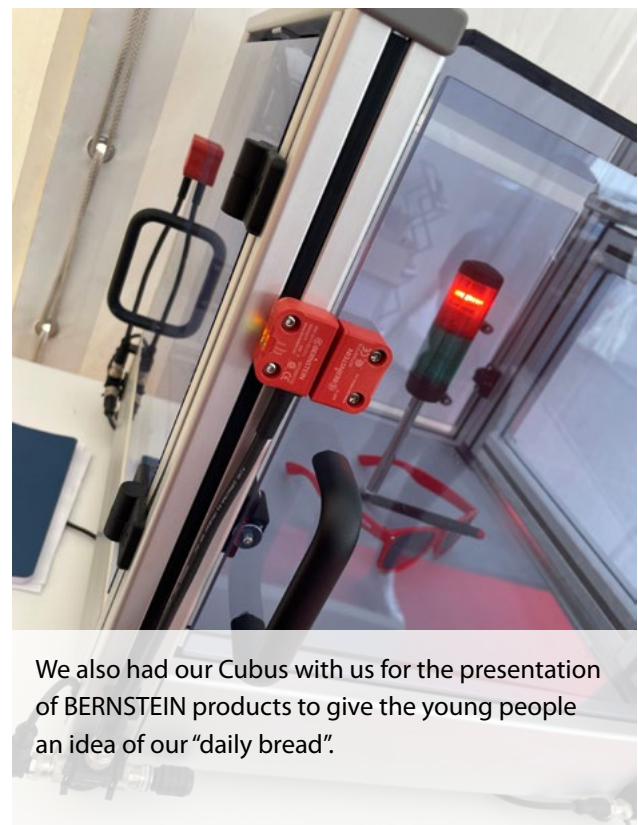
The training fair in Minden, which many people certainly still know under the name “GoFuture”, took place this year in May under a new name and with a new concept. Under the title “AzubiVibes”, companies from the region were able to present themselves and their training offers as usual.

This time, however, the event took place outdoors on the Deutsche Bahn premises at the Minden railway station and exuded a festival atmosphere that attracted numerous young people and was also taken up as a motto by the companies.

With BERNSTEIN sunglasses, BERNSTEIN rain ponchos and BERNSTEIN bags as festival-worthy giveaways in our luggage, we set up our stand in one of the tents provided.



Part of the fair team:  
Michael Stomberg, Christian Stiller  
and Jessica Herzog.



We also had our Cubus with us for the presentation of BERNSTEIN products to give the young people an idea of our “daily bread”.

## THE NEWS FROM BERNSTEIN | Trainee Vibes Fair



In order to meet as many young people as possible, we also took part in the “occupational rally” arranged by the organisers, where small tasks had to be completed at various stands of different companies. Along the way, we had friendly conversations with potential new apprentices, which – as we can now reveal – led to one or two applications in the mailbox of our personnel department. All in all, it was a resounding success. We were also very happy to be part of this regional event again after a long time.

**By the way!** With the mix of rain poncho and sunglasses, we were right on target with our giveaways. While it was pouring with rain on the first day of the fair, the sun shone in a bright blue sky on the following two days.

Proper festival weather....

***We applied for the professions that we will train from August 2023 and 2024:***

- **Electronics technician for devices and systems (f/m/d)**
- **Industrial clerk (f/m/d)**
- **Toolmaker (f/m/d)**



## BERNSTEIN products for tomorrow's skilled workers

### Trainee project facilitates learning and trying out safety technology

Scientific studies show that learning success increases in line with the extent to which several sensory channels are used simultaneously in learning. For example, we retain up to 90 percent of the learning material if we not only hear it, read it or talk about it, but if we can also become active ourselves and put it into practice. To achieve this goal, BERNSTEIN provided the trainees at Neuenhauser Maschinenbau GmbH with some of their safety technology products. In the in-house trainee workshop, the trainees can now learn hands-on, and try out and understand machine safety.

The Neuenhauser Group near the Dutch border in Lower Saxony employs around 2,800 people. The family-owned company is active in a wide range of mechanical engineering fields and trains the skilled workers of tomorrow. At the headquarters in Neuenhaus, seven young people are learning the profession of electronics technician for industrial engineering, and another six would like to become mechatronics engineers.

For them, those responsible have set up a trainee workshop where small and large projects can be devised and implemented as part of the training. This is where BERNSTEIN AG from Porta Westfalica comes in.

We provide the trainees with our safety technology products and an exhibit that is usually used at trade fairs. This is a stable cuboid with movable doors and flaps that illustrates, for example, how BERNSTEIN interlock switches, RFID sensors, emergency stop devices, safety evaluations and their interaction as a smart safety system work. Jonas Kniebes and Maurice Dues are two of the Neuenhauser Group's trainees who are now trying out, converting, adding to and learning from the safety technology on the cuboid: "We want to add a programmable safety relay from BERNSTEIN to the existing chain. In addition, we want to implement a data exchange with the control system at the end," the trainees told us about the next steps in the apprentice project.

***“ We didn't hesitate for a second to come by with a suitcase full of products for the trainees to look at in detail, ”***

says Robert Thesing, who works for BERNSTEIN in the field. "If the specialists of tomorrow are familiar with BERNSTEIN safety technology, that can only be an advantage for us," he adds with a twinkle in his eye.



Jonas Kniebes (electronics technician) and Maurice Dues (mechatronics technician) (from left) are trainees at the Neuenhauser Group. As part of an apprentice project, they are now learning and working with safety technology products from BERNSTEIN.



## Health Day in autumn 2023

Dear colleagues,

We would like to take up an idea from the staff and are currently planning a BERNSTEIN Health Day for autumn 2023.

In order to make the day meaningful, interesting and tailored to your needs, we are open to your ideas and need a little help.

Please click [on this link](#) to answer the questions below anonymously or scan the QR code below. The more people participate, the more successfully a health day can be planned.



- Which topics do you personally consider worth knowing about in the context of a health day at BERNSTEIN? Which areas would you like to learn more about?
- Are there (trained) trainers among the employees at BERNSTEIN who would like to organise an "active break" with short sport or exercise units in Hausberge and Hartum on that day?
- Are you particularly knowledgeable in any other health-related field and would you like to share your knowledge and support us on the Health Day?

If you have any questions or would like to share another idea with us, please contact Janine Brennenstuhl ([janine.brennenstuhl@bernstein.eu](mailto:janine.brennenstuhl@bernstein.eu) / Tel.: -587)

Thank you for your help  
Your Orga Team

## A lot of material ...

... was needed in Hartum in the past weeks. The background is the renovation of the roof at our production site. In addition, in future new solar panels will capture the sun's rays for us on an area of 1,500 square metres and thus cover part of the electricity demand in the building. Hard-working hands will be attaching the panels and putting them into operation in the next few days.

Please follow us on [Facebook](#) or [Instagram](#) where we will show you from time to time how far the work has progressed.

## Team building measures

Dear employees,

From the pool of questions you submitted for the last staff meeting, one has remained unanswered. I would like to say a few words on the subject of “team building”. Unfortunately, I was unable to do so earlier due to illness, but I am now providing you with the answer:

### **Will there also be team-building measures in other departments after the ones in sales?**

After the sales department was forced to work in a home office for a long time, we felt it was necessary to do something to promote team spirit and togetherness, especially in this department. In addition, new colleagues started working in sales during the coronavirus pandemic and therefore did not have the opportunity to get to know the entire team personally and, above all, to become part of it.

We all know that we spend a significant amount of time at work. We want you to feel comfortable and valued with us, because your motivation is of great importance to us. When we are motivated, we not only bring our full energy and enthusiasm to our work, but also our potential to achieve the goals we set.

Each of you has unique strengths and talents that can drive our business forward. Remember that a positive attitude and motivation can also be contagious.

Thank you for being part of this company and giving your best every day. Together we will be successful and continue to develop.

If you think that action is needed in this respect in your department, please contact your supervisor and work out a team-building idea together, which you can take to the Executive Board.

  
Nicole Bernstein

## The pixies have started whispering Pre-Christmas joy is the best joy

Dear colleagues,

At almost 30°C it is hard to think about Christmas trees and punch with biscuits. But in 20 weeks the 1st Advent will already be upon us! Therefore, we would like to stir up some anticipation for the cosy time of the year without giving too much away already.

However, we would like to make one announcement today – the date of our planned BERNSTEIN Christmas party this year.

### **Friday – 8 December 2023**

Instead of a summer party, a Christmas party – at our location in Hartum. All further details are still in the planning stage. Let us surprise you. Until then, we wish you all a wonderful holiday and summer season.

Your Orga Team



# “Postponed is not abandoned” Oxaion changeover delayed

On 30 May, the time had come for the Oxaion changeover. No small undertaking: after all, large parts of the entire company work with this program every day, and smooth sales, production and logistics processes depend on it. A project group consisting of colleagues from all relevant departments and company divisions has therefore been working for months to plan for a smooth changeover to a new Oxaion version. The weekend around Whitsun as well as an additional day of shutdown on 30 May should now be the time for the go-live – ESPECIALLY. In the end, however, the project team, led by IT manager Alexander Fonfara, pulled the emergency brake. We were curious to find out more about this ...

### Mr Fonfara, what was the problem? What problems have arisen?

In addition to various minor problems that would not have prevented a go-live, there were two decisive reasons that made a postponement unavoidable. Two errors were only detected shortly before the planned go-live:

1. incorrect accounting entries were generated for warehouse bookings in the returns processing area.
2. the tray control of printers in the production area (working papers) was not reliable.

The errors could not be fixed in the short term because they were errors classified with a processing time of several weeks by the software provider. A start with the error in the context of workarounds was assessed as not possible by the responsible departments and us here at the IT department. The top priority is to keep the company able to act. To ensure this, I would always make the same decision again.

### Now there were various tests and “dress rehearsals” beforehand. Why were the errors only detected at the very last moment?

These errors were not detected in the last integration test because:

1. the returns processing was still being further developed after this test and thus a downstream test was planned from the outset, in which the problem could then be uncovered for the first time.
2. the print control was tested in the integration test. However, it turned out during the changes necessary for the go-live that not all constellations of print controls were sufficiently provided for in the test.

### Was the day of rest now completely “in vain”?

No, not at all. The day of shutdown, when no one needed access to Oxaion, allowed us to carry out work outside of ongoing operations. So the project did not rest and the day was – even if differently than planned – very helpful. That is why we want to thank the colleagues for their patience and understanding.

### What conclusions did the project team draw from this and what happens next?

The experience from the initially failed go-live is that, in addition to troubleshooting, the test plans not only have to be worked through again, but also checked again for depth of detail. This will go better next time. An alternative date for the go-live has already been set for the period from 29 September to 3 October. Another day of shutdown has already been announced. The details of the implementation are being discussed between the Executive Board and the Works Council.

# oxaion

## Düsseldorf Airport

At one point or another, we also encounter BERNSTEIN products in everyday life. Like our colleague Theo Schwarz, who discovered this “old acquaintance” in the glass lift at Düsseldorf Airport during a business trip. If you make a “BERNSTEIN discovery” as well, we look forward to seeing your photo.



## Old “BERNSTEIN Sweethearts”



This switch was taken from a grinding machine from the 1950s and was actually once red. But time leaves its mark on no one 😊. It's unmistakably a BERNSTEIN switch – look for the “lightning bolt”, which was part of our BERNSTEIN logo at the time. Many thanks to the colleague in customer support who immediately thought of our staff magazine when he saw this customer photo and clicked on “forward”.

“ **A little trip into the past – the switch has been in use for 40–45 years. This was a so-called „NORTHERN GERMAN“ N3-A3 RW** ”

Accompanied by these words, we received another email from customer support, including a photo. The limit switch in question was in use at a dizzying height on a crane. It is a relic from the 70s/80s and has now given up the ghost. BERNSTEIN was able to help with a product successor and supply a replacement. The customer now faces a climb to reattach it up there. 😊



## **BE.nvenuto at SPS Italy**

Italy. SPS Italia is an annual trade fair held in the city of Parma. The abbreviation “SPS” stands for “Smart Production Solutions”, as the trade fair focuses on the field of industrial automation and covers a wide range of products and services – a permanent fixture in the calendar of the Italian BERNSTEIN colleagues. Marvin Schinkel and Marcus Scholz (Application and Product Management DETECT) made their way from Germany to Parma in May, where they were eagerly awaited by our colleague Stefano Solustri (BERNSTEIN Italy). The German/Italian trade fair team presented the safety technology and the SMART Safety System in particular as part of the event and had good conversations with interested visitors.



The trade fair team in Parma: Stefano Solustri, Savino Francavilla, Joachim Aye, Roberto Fauzzi, Marvin Schinkel, Francesco Galbiati, Carlo Aceti and Marcus Scholz.



Before the exhibition starts, everyone lends a hand to put the exhibits in the right place.





In the airport equipment sector, the global market has grown steadily since 2012. The growth rate of China's airport equipment market is higher than the global growth rate, mainly due to the construction of new civil aviation airports, equipment upgrades and the development of future aviation. CIMC Tianda is the global leader in passenger boarding

bridges, with more than 7,500 products delivered to 345 airports in 75 countries. The market share in China is over 90% and the market share in Europe is about 50%. Our GC limit switch is used to detect the position of the passenger boarding bridge in contact with the cabin door and wing, and to send a stop signal when a malfunction occurs.



## Women's Day

On 8 March, this year's International Women's Day, the women of BERNSTEIN China gathered to plant succulents and practise yoga together.

*"You are not just yourself, a mother or a daughter, you have many roles to play and each one is stunning ..."*



## SMART Safety on the Neckar



“Team Safety” consisting of Sebastian König (left) and Marvin Schinkel could be found at the “all about automation” trade fair in Heilbronn in May. We have already exhibited at several locations of this fair – Heilbronn was the first, but certainly not the last time. The two DETECT professionals had the opportunity to have many conversations with curious interested parties about our SMART Safety System and demonstrate its functionality live on site.

## Unbeatable advantages and simply fun

Anyone who wants to pedal an e-bike to work or in their free time can do so with BERNSTEIN e-bike leasing since autumn 2022. The company bike leasing is manufacturer-independent and can be used both as a company bike for commuting and for private use. One of the first to receive such a bike was Christoph Wehking, Head of Facility Management.

**How long have you been riding the BERNSTEIN e-bike, Christoph?**

I took advantage of the launch in autumn 2022 and immediately made use of the BERNSTEIN offer. Only one week passed between the order and the first ride. So, the whole process went quite quickly.

**How complicated was the ordering process? What steps were necessary?**

The process was absolutely not complicated. You register online, receive an order PIN code, choose your bike at the bike shop and a few days later you can pick it up with a collection PIN code.

**Do you have a recommendation for a particularly nice e-bike tour with family or friends? Where should people definitely go in the area?**

I recommend a tour to the Steinhuder Meer to eat fish sandwiches. 😊



**Why would you recommend e-bike leasing to other colleagues?**

Leasing an e-bike through your employer has unbeatable advantages in terms of cost. And riding an e-bike is simply fun. I’m happy to have my bike now and to be able to use it when the weather is nice.



**WOW!**

## Thank you for the high praise.

“Well, that was a bang!” – was the frequent response to the cover of our last *B!informed*. In the middle of a still grey and wet March, we came up with bright colours in Pop Art style. “Can’t you make it a background for (service) phones?” Your wish is our command. The Yps magazine (German comic magazine) offers primeval crabs – in today’s *B!informed* you’ll find a selection of mobile phone backgrounds – just scan the QR code, save the photo and set it as background.



Have fun with it!



**„When some-  
one makes a  
journey ...“**

(Matthias Claudius)



A new travel policy for business trips at BERNSTEIN will be published shortly. Before that happens, we would like to inform you in advance on behalf of the Board of Directors about who can book travel for BERNSTEIN employees from now on. For train tickets, air travel, hotel stays and the like, please contact these colleagues, as they know the providers and travel agencies with whom BERNSTEIN has special collaborative arrangements:

- Kludia Röthemeier** –  
(Employees in Hartum)
- Tina Schonebohm** –  
(DETECT and PROTECT sales employees)
- Jessica Herzog** –  
(For further training and seminars)
- Petra Hennemann** –  
(For employees from Development)



## Congratulations

### 25 Years

<b>Dirk Niegsch</b> – Customer support	01.05.1998
<b>Nurollah Miri</b> – Stock	01.06.1998
<b>Jutta Nordhorn</b> – Stock	01.06.1998
<b>Marcus Scholz</b> – PM	01.06.1998
<b>Norbert Kuhlmann</b> – QA	01.06.1988

### 35 Years

<b>Sabine Brumme</b> – Purchasing/Audit	13.06.1988
<b>Christine Steinberg</b> – Customer support export	21.06.1988
<b>Katharina Schröder</b> – Production sensor	27.06.1988

ANNIVERSARIES



RETIREMENTS

### Thanks for everything Retiring employees

- Hubert Meyer** – 30.06.2023, Stock Hausberge
- Ulrich Westermann** – 30.06.2023, IT
- Christa Schachtschneider** – 30.06.2023 after partial retirement, Stock Hartum



EXITS

### Goodbye Farewells

- Pascal Krause** – 15.05.2023, Paint shop
- Silke Illiger** – 15.06.2023, Switch assembly Hausberge
- Ute Dießelhorst** – 30.06.2023, Switch assembly Hausberge

# BERNSTEIN INTERNAL | New employees and trainings

## NEW EMPLOYEES

### Welcome to BERNSTEIN New employees

**Dietrich Wolf** – 01.05.2023, QA Hartum

**Mario-John Lewetzki** – 01.06.2023, Facility Management

**Marc Christian Biermann** – 01.07.2023, Technical order processing  
Hartum



## FURTHER TRAINING

### Congratulations Completed further training

**Heinrich Braun** – Trainer qualification (IHK)

**Florian Göpfert** – Functional Safety for mechatronics

**Alexander Derksen** – Functional Safety for mechatronics

**Markus Finger** – Functional Safety for mechatronics

**Stefan Bick** – Hardware and software design in Functional Safety

**Michael Stomberg** – Hardware and software design in Functional Safety



## ON OUR OWN BEHALF | Obituary

Suddenly and completely  
unexpectedly, on Saturday, 10 June 2023,  
our long-time employee

### Udo Völtzke

died at the age of 61.

Mr Völtzke was employed in our company for almost 45 years. After his apprenticeship as a machine fitter and his subsequent takeover in fixture and equipment construction, he worked as a foreman in switch assembly since April 1985 and as production manager since March 2005.

His amiable, human manner, his friendly and calm interaction with colleagues and business partners will always be remembered.

We are very saddened by his untimely death.

We are losing a colleague who was a companion and friend to us and whom we will not forget.

We express our deepest sympathy to his family and relatives.

Unbelievably for all of us,  
on Tuesday, 11 July 2023  
our colleague

### Britta Türbsch

died at the age of 61.

Ms Türbsch had been employed in our company for over 25 years. She started working as a production assistant at BERNSTEIN Senso-Plus GmbH in Bückeberg-Röcke. Most recently, she was employed in safety switch assembly in Hausberge.

Her positive attitude towards life, her friendly interaction with colleagues and her great willingness to help will always be remembered.

We lose a co-worker, dear colleague and companion whom we will always remember with great pleasure.

Her death leaves a huge human void.

We express our deepest sympathy to his family and relatives.



# Summer Vibes

And here it is – the second issue of **B!informed** this year. After some tests, this time we were able to send the staff newspaper via our new mailing tool. We are planning the next issue for the end of September. If you have ideas for topics you would like to read about in the magazine, please feel free to contact us with your suggestion.

Until then, we wish you a wonderful summer and holiday season.

Sit back, relax and enjoy the sun – perhaps with a cocktail in your hand!

Your Marketing Team



## Imprint

### Editor

BERNSTEIN AG  
Hans-Bernstein-Straße 1  
32457 Porta Westfalica

### Responsible

Nicole Bernstein

### Editorial staff

Marketing Department  
of BERNSTEIN AG

Also, submit  
contributions,  
photos, articles  
or comments for  
our next issue!

Please send your  
contributions via e-mail to  
[b-informed@bernstein.eu](mailto:b-informed@bernstein.eu)

[www.bernstein.eu](http://www.bernstein.eu)