

FUTURE. MADE BY WETZEL.

The WETZEL company and its employees. The WETZEL Processing Group stands for innovation, customer orientation and global competitiveness. Our employees contribute substantially to this by their dedicated utilisation of know-how and experience and the sustained development of expertise. They represent the solid foundation for WETZEL's success. Accordingly, the

continuous schooling and further training of our employees has highest priority. 300 qualified employees are based at the principal site in Grenzach-Wyhlen. In September and October 2007, another 21 young persons began their path to professional life with training at WETZEL. With 48 Azubis (trainees), the training quota relative to the number of employees is thus 16%. At the Rodgau-Weiskirchen site, with 65 employees, the quota is greater than 12%.

Shape your own future with WETZEL. We convey expertise for the future and thus fitness for the transformation of knowledge to business success, made possible by the development of new professions and the continuous further development of our educational and study programmes, the use of modern teaching methods and techniques, project-oriented and process-oriented professional training, and effective and efficient further training. WETZEL therefore ensures not only business success, but also long-term employability for each person.



TRAINING. MADE BY WETZEL.

At WETZEL training has tradition. For WETZEL, our own professional training traditionally has a high priority. It is here that future employees are prepared in training or study programmes for later positions in the company. Four full-time qualified and experienced instructors communicate current specialised knowledge in the training departments and the company's own schooling centres.

We offer more than just specialised theory:

- Practice- and customer-oriented thinking and acting
- Real, process-integrated assignments
- Supporting of personality development by:
 - Methods competence, e.g.: Schooling in project and time management
 - Development of learning techniques, networked thinking and flexibility

- Rotogravure form maker
- Mill and die engraver

Practice-oriented courses of study. WETZEL offers students working towards the school leaving examination a genuine alternative to the classical study programme. We offer modern and attractive occupational profiles exclusively for school graduates at the university entrance level. In co-operation with universities of cooperative education, we offer three dual, practice-oriented courses of study leading to the bachelor's degree in the following subject areas:

- Mechanical engineering
- Industrial arts
- Media information science

In all three areas, we make the students fit and specifically build up and widen their professional,

working sites with the most modern equipment, contribute to the continuous further development of the WETZEL training-based professions. Incentives for on-the-job motivation exist in the form of variable remuneration, introduced one year ago for persons in training. The variable remuneration component is a performance-oriented payment for good results in practice and theory, which is controlled and adjusted every six months on the basis of personnel reviews. This enables trainees to already earn up to an additional 20%. Our trainees design the layout of our internal company newspaper „network“ and are completely responsible from the preparation to handing out to the employees. The trainees are also responsible for the „newsletter“. For one year, trainees have regularly performed interviews and introduce the employees in the network.

our employees following initial professional training. By analogy with AzubiPlus, we call this project ProfiPLUS.

- Social competence, e.g.: Training in communication and problem-solving skills. Ability to deal with conflicts and to be critical

Our goal is to train future employees to the highest and most innovative level, to the benefit of our customers.

Professional training at WETZEL.

- Media designer/digital and print – subject area design and technique
- Media designer/digital and print – subject area consultation and planning
- Media designed/digital and print – additional qualification Rotogravure cylinder making
- Industrial clerk
- Industrial clerk – basic module, with emphasis on sales and marketing
- Industrial clerk for office communication
- Specialised computer scientist – system integration
- Machine and system operator – embossing, flexo or rotogravure
- Flexo-form operator

social and methods competences, thus conveying professional negotiating decision making and responsibility. In preparation for a subsequent foreign assignment, the students may spend a semester in a foreign country.

Innovation. WETZEL follows innovative educational paths: In close co-operation with the Chambers of Industry and Commerce of the Upper Rhine - Lake Constance rural district, in the last four years five new WETZEL-specific training-based professions have been created. The training plans, their structuring in regard to material and time, and the required examinations have been worked out in detail by the WETZEL training staff and successfully certified by the Chambers of Industry and Commerce. The continuous adjustment of occupational profiles to the requirements of the industry, the constant reworking of the company's training plans, modern forms of teaching and learning in a mixture of instruction, practical exercises and independent learning, the use of new media and learning and

Attractiveness as an employer. The innovative concepts, the high professional and personal level of our trainers and trainees, and their integration in the business processes already during the training period help to give WETZEL the image of an attractive employer known beyond its own region. This is regularly confirmed by the Chambers of Industry and Commerce, schools and institutions. High numbers of applicants in spite of decreasing numbers of school graduates underscore this image. With a certain pride, we therefore call our training AzubiPLUS.

Outlook. The development of expertise does not end after concluding professional training. In order to be qualified for the high requirements in sales, engineering, production and administration, we offer our employees the possibility to acquire additional qualifications and to maintain knowledge at the most recent level. In the next „newsletter“ we will introduce our concept and the first activities for the further enhancing of the employability of

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NEWSLETTER



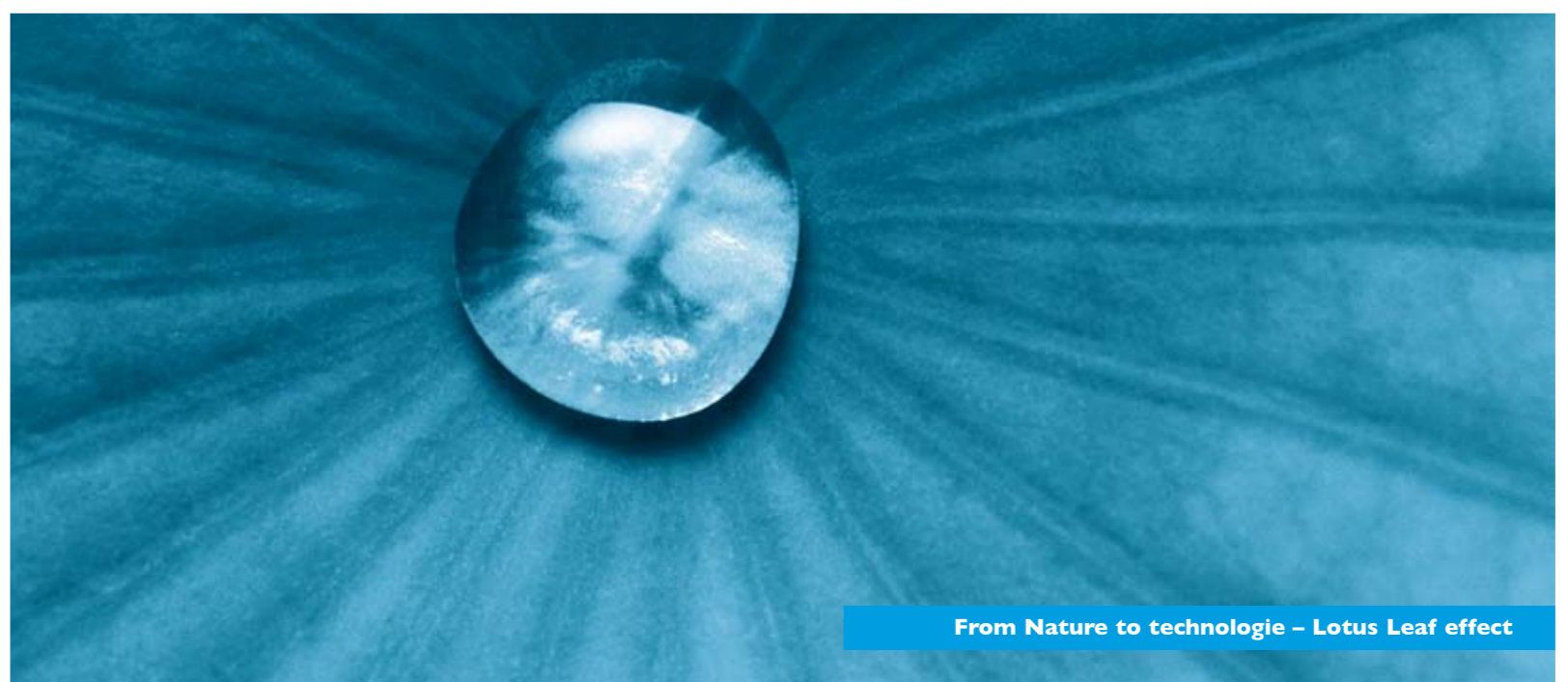
PROJECT „ULTRASURF“ – THE ENTRY OF WETZEL TO THE WORLD OF NANO-TECHNOLOGY

With another innovation project supported by the German Federal Ministry for Education and Research (BMBF), WETZEL has opened up many new markets and greatly extended its range of products, while opening up many possibilities for the applications of many customers. The article published in the VDI Newsletter of March 2007 describes this process in greater detail.

Nano goes into production – innovative layers of multi-functional switchable polymers. Product characteristics such as resistance to scratching, self-cleaning or freedom from creep groan are today already part of customer specifications for films and polymer surfaces. Up to now, their realisation has succeeded, if at all, only to a limited extent. The „ULTRASURF development of nano-particle based layer structures

of multi-functional switchable polymer surfaces“ project faces the challenge of, on the one hand, acquiring the know-how for these newly combined characteristics profiles and, on the other hand, bringing functions for which the basic principles have in part only been demonstrated on the laboratory scale with the help of suitable technologies to the surface of durable goods and permanently anchoring them there. This is obtained by the production of self-organising nano-particle layer structures with ultra-hydrophobic, ultra-hydrophilic and switchable properties. Essential for obtaining the required new multi-functionality of the films is the exact setting of a definite surface energy (hydrophilic and hydrophobic), a definite morphology and structure, the required mechanical properties, and coupling with additional functions, such as switchability.

The project is supported within the scope of the „Nano goes into production“ announcement of the „Research for tomorrow's production“ programme.



From Nature to technologie – Lotus Leaf effect

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Man & knowledge
• Competence made by WETZEL „Training with +“

MARKET & CUSTOMERS

K FAIR

The „K“, i.e. the Kunststoffmesse (Plastics Trade Fair), takes place only every four years. We exhibited for the first time this year and can look upon this trade fair as a complete success.

The presentation of the new Microline engraving system clearly showed a great many applications possibilities for our customers. We will consequently be able to develop new products and markets, in close cooperation with our Technology and

Innovations department and our design specialists.

All conventional engraving technologies are also more than excellently suited to this market. These find application from the automotive field to door coverings and medical packaging foils.

We thank all visitors for their active interest!

WOC 08

On 10 January, 2008 we expect you, our valued customers and business partners, once again at our „Wind of Change“ for an exchange of ideas and experiences going beyond the limits of our industry.

The WOC 08 will take place this time at the Lokhalle in Mainz. Besides an outstanding supporting programme, you will also be able to experience

a first-class speech by Dr. Kjell A. Nordström – a marketing guru of the new business world. Subject: Karaoke capitalism – fitness and sex appeal for the business of tomorrow (speech in English). Have we aroused your interest? Then register for WOC 08.

COOPERATION BETWEEN WETZEL AND J. & F. KRÜTH

WETZEL at the Euromold in Frankfurt for the first time! WETZEL and Krüth have signed a cooperation agreement. As the world's leading manufacturer of direct laser engraving for embossing rollers, WETZEL thus further extends its already important position in the automotive supplier industry.

J. & F. Krüth GmbH was founded in 1969 and is an important supplier to the automobile manufacturers. As a specialist for the structuring of etching technology - based injection moulding tools, and most recently with 3D direct laser structuring, the two companies optimally supplement each other.

The objective of the cooperation is to establish the „DIGITAL DUO GRAIN“. This will allow the process and the manufacture of embossing rollers

exhibits deriving from this cooperation.

Come visit us at the Euromold: Euromold is the world-wide trade fair for tool and form making, design and product development and will take place from 4 to 8 December in Frankfurt.



to take place on the same basis, with the production of 3D tools. The matching and further development of the engraving process will also profit from this cooperation. Above all in the automotive field, it is increasingly important that widely different materials and surfaces are optimally matched and tailored to each other, in order to achieve the required surface qualities. Both companies are already strong partners of the automotive industry, and this market will be further developed based on the design expertise of WETZEL and close contacts to the Development departments of the automobile manufacturers and their suppliers.

The close cooperation of the two companies offers their customers a perfect symbiosis of design development, foil manufacture and tool making. Graining from a single source! The efficiency of this idea will set new market standards.

Together with J. & F. Krüth, for the first time WETZEL will be present at the Euromold trade fair. We would be pleased to have you visit us at the trade fair, where we will be presenting the first

PROFLEX

This year as well, WETZEL GmbH exhibited at the Proflex within the scope of the 56th DFTA (German-language Flexo-print Specialists' Group) Specialists' Congress. The focal point of our presence at the trade fair was the introduction of the high-resolution multi-beam technology, with which WETZEL GmbH has set a new quality standard for direct engraving. For the first time, engraving qualities previously seen only in the photo-polymer print form segment are now possible.

This technology offers the printer decisive advantages in everyday applications. Because this system requires no adapter, not only additional tolerances in the process chain of the form making, but definitively also costs for no longer required tools, are eliminated.

MIAC

The Miac is an international paper and tissue trade fair, which took place in the heart of the tissue industry, from 10 till 12 October 2007 in Lucca (Italy). Following its most recent successes in embossing and printing of tissue, WETZEL once again introduced itself to the international tissue market.

Since the Miac is a specialised trade fair, discussions were held at a very high level of expertise. With its varied range of technologies, WETZEL was able to demonstrate interesting approaches for positive cooperative ventures with well-known companies. This offers us and our partners interesting future perspectives in the tissue market.

INSIGHT WWA

The official dedication of the new facilities of our affiliate WETZEL Sp.z.o.o. in Duchnów (Poland), which took place on 21 September, 2007, was the occasion of a superbly organised celebration with numerous customers, partners, employees, and their friends and family. The ceremony offered a diversified entertainment programme over the entire day, until well into the night.



TECHNOLOGY AND INNOVATION

FLEXO OFFENSIVE

In times in which the packaging market is generally in search of solutions yielding savings in time and costs, WETZEL GmbH is setting new standards with its innovations.

The strategy oriented towards full commitment to the extension and optimisation of the value added chain for the making of seamless-continuous elastomer printing forms has led to a comprehensive

development project. Besides the fundamental project goal of enhancing the benefit to the customer, the optimisation potentials for the purchase of raw materials, the reduction of manual process steps, and the shortening of throughput times were realised as essential points. Another important work point is the matching of the elastomer materials used to the requirements of new engraving technologies with a view to the respective areas of application of the customer. Only in this way can continuous improvements and permanent further development of the printing form making for flexo-print be guaranteed. The results of the project will in future define the basis for the standardisation of the entire process.

its disposal and can therefore react very flexibly to customer requirements. The independence gained in this way offers decisive advantages:

The investment in a modern computer numeric control (CNC) grinding machine with 4 metre machining width and another laser engraving machine with the most recent technology fulfil the pre-requisites for increased capacity in flexo-print printing form making.

with special requirements for compressible sub-structures or the functional layer of the printing form.

These points, in combination with the new standards in direct engraving, guarantee optimum service and quality for the flexo-print market.

This „flexo offensive“ is made possible by the fact that WETZEL has all production technologies at

workplaces will be re-located to the new facility. The project will be completed by the end of 2007.

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FULLY AUTOMATED ROTOGRAVURE PRODUCTION IN OPERATION

With the beginning of operation of the most modern fully automated cylinder production of a service provider, the Wetzell GmbH will once again significantly enhance the benefits for the customer. The high flexibility and fast delivery will offer the customer the significant additional benefit of increasingly important „short-term delivery capability“.

The essential components of this future-oriented production line are:

- Fully automated measurement of each individual incoming cylinder in regard to all important technical parameters, including storage of the data in the cylinder master record of the SAP process control system.
- Fully automated process, from storing in the

Inline warehouse before deplating up to removal of the chrome-plated cylinder for proof printing. In this process chain there is also a fully automated measuring machine. All data and measured parameters are documented and assigned to the cylinder master record and the job order data.

- Automated chemical proportioning system for the complete electroplating processes.

With the implementation of the interface between the SAP system for job control and the master control, the most modern rotogravure cylinder production facility in our industry will soon be completed.

OPTIMISATION OF THE CNC EMBOSSING ROLLER PRODUCTION

The introduction of the „CNC milling“ sub-project represents a step pointing the way to the future for the production of embossing rollers. The goal of the project is to achieve increased capacity together with extended technical possibilities on the one hand and the optimised combination of the individual process steps on the other hand.

With the installation of an additional machine in July to fulfil the changing requirements of the market, the technical goals have already been fulfilled. This machine can operate over a total length of 1700 mm, a gravure width of 1200 mm and a roller diameter of 400 mm. The machine has already been installed in the new production hall, selected for the securing of the overall process. Following installation of the completely new technical equipment in the building, the existing machines and

CONCENTRATION OF TECHNICAL EXPERTISE

The name WETZEL Processing Group stands for integrated system solutions in the printing and embossing field. In order to even better fulfil this guiding principle and give our customers the possibility to be able to implement cross-product development projects as well, in future the Product Management and Technology and Innovation de-

partments will be combined to a central Innovation and Technology department. The synergy between the applications-oriented development projects and the long-term basic research projects of the T & I department, as well as the special cross-product developments of Product Management, represents an enormous potential of concentrated innovative power.

Both departments will move at the beginning of next year to their new premises and, in addition to the greater range of laboratory and testing equipment, will then have a demonstration room for use with projects concerning special machine.

With a view to greater demands of market requirements for increasingly high-quality packaging materials, ever more combinations of printing and embossing applications, and increasing demands for functionalised decoration surfaces, the number of employees in the machine design area will also increase in the course of this re-structuring. Evident successes in calendar design, e.g. the first modular embossing machine of the BS series, which currently can realise compressive forces of up to 500 metric tons, the innovative dual-motor technology of the JUPITER series, and finally the sleeve technology of the ZEUS series, paved the way for this strategic re-orientation. In the next Newsletter, you can read a detailed report about

