

## **On Course with Cutting-edge Technology**

### **The Specialist for Industrial Knives and Machine Elements Expands Globally – With a Strong Head in Remscheid/Germany.**

The business section of the RGA (newspaper Remscheider General Anzeiger) reports on IKS Klingelberg

Actually, the figures already speak for themselves: “In 1993 we began with 120 employees”, says Thomas Meyer, managing director of IKS Klingelberg GmbH. After separation of the mechanical engineering unit (Klingelberg GmbH in Hückeswagen) from the industrial knives unit, the new site of IKS Klingelberg GmbH in the industrial park in Bergisch Born was established.

Due to acquisitions and branch offices all over the world, a group of almost 1,100 full-time employees has been created meanwhile – at seven sites in Europe as well as further production sites and sales offices in Asia and America.

The company specializes in machine knives and machine elements for the paper, wood, metal, plastic material, rubber processing and recycling industry.

But behind these extraordinary figures, which are also reflected in the bank rating, there are extraordinary approaches in the corporate culture: “In 2005, we jointly revised our entire strategy“, reports Thomas Meyer.

### **Investment of Millions in the Remscheid Site**

In this respect, “jointly” means “including all employees”. “We took a look at all aspects: Which market drivers are there? Why doesn’t the paper consumption decline despite the Internet? What do we want to achieve in the next years?” Throughout one and a half years, a precise forecast and numerous goals to be achieved until 2020 supported by detailed action plans have been prepared.

“A new process has been initiated thereby. Every year, investments of two times the amount of our depreciations are made. 7.5 up to 9 million EUR per year are spent on new machines and equipment.”

“In 2007 and 2008, our investments have been focused on Remscheid“, says Meyer. A logistics hall of 3,300 m<sup>2</sup> was completed at the end of 2007 and the machinery was renewed. “At the moment, 135 employees work in Remscheid; about 150 employees are scheduled for the future.

At the end of May, the new headquarters of IKS Klingelberg will present their new face to the public on the occasion of a big event with members of the company from all over the world. At IKS Klingelberg, the aspect of community even includes payment: “We have merit pay, as we also have to realize profits jointly“, explains Thomas Meyer.

**“Contrary to the trend, we have always focused on good training and also employed older people.”**

Thomas Meyer, managing director

In addition to twelve monthly salaries for a 40-hour week, a profit-related annual bonus is paid. With a certain pride Meyer points out that this payment was higher than the Christmas and vacation bonus according to the collective agreement: up to 1.75 times the salary.

“Furthermore, we have always focused on good training and also employed older employees contrary to the trend.”