

About stopcock plugs,
sleeves and the enthusiasm
for advancements in little

Since 1959

A chronicle of company BOHLENDER

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Dear Reader,

Five decades of high-quality products from company BOHLENDER - known as BOLA and SICCO products - are five decades of pleasure and pride to contribute to the success of many big projects in the laboratories of the world.

We have always seen us as partners of our customers, helping to make things possible and to solve problems behind the scenes.

On the occasion of our company's 50th anniversary we wanted to be in the spotlight for a short moment - namely with this chronicle of our history.

It is an expression of pride of our achievements, an expression of thankfulness to the loyal employees, customers and partners of our company. And of course it is an appreciation of the lifework of my parents, Hermann and Gertrud Bohlender. This book would not exist without them.

But mainly, this chronicle is a promise: Also in the future, company BOHLENDER will enthusiastically search and find advancements in little - like in the past 50 years. This is why we will continue with this chronicle still after our anniversary.

Your

A handwritten signature in blue ink, appearing to be 'V. Bohlender', written over the word 'Your'.

Volker Bohlender

Managing Director



>> We would like to point out that the term TEFLON® which is often used instead of the less known term PTFE is a registered tradename of company DuPont.



BLA

BOHLENDER^{GmbH}
Ihr Partner für Fluorkunststoffe

BOHLENDER

Page 9 » 1959–1971 From avocation to mission

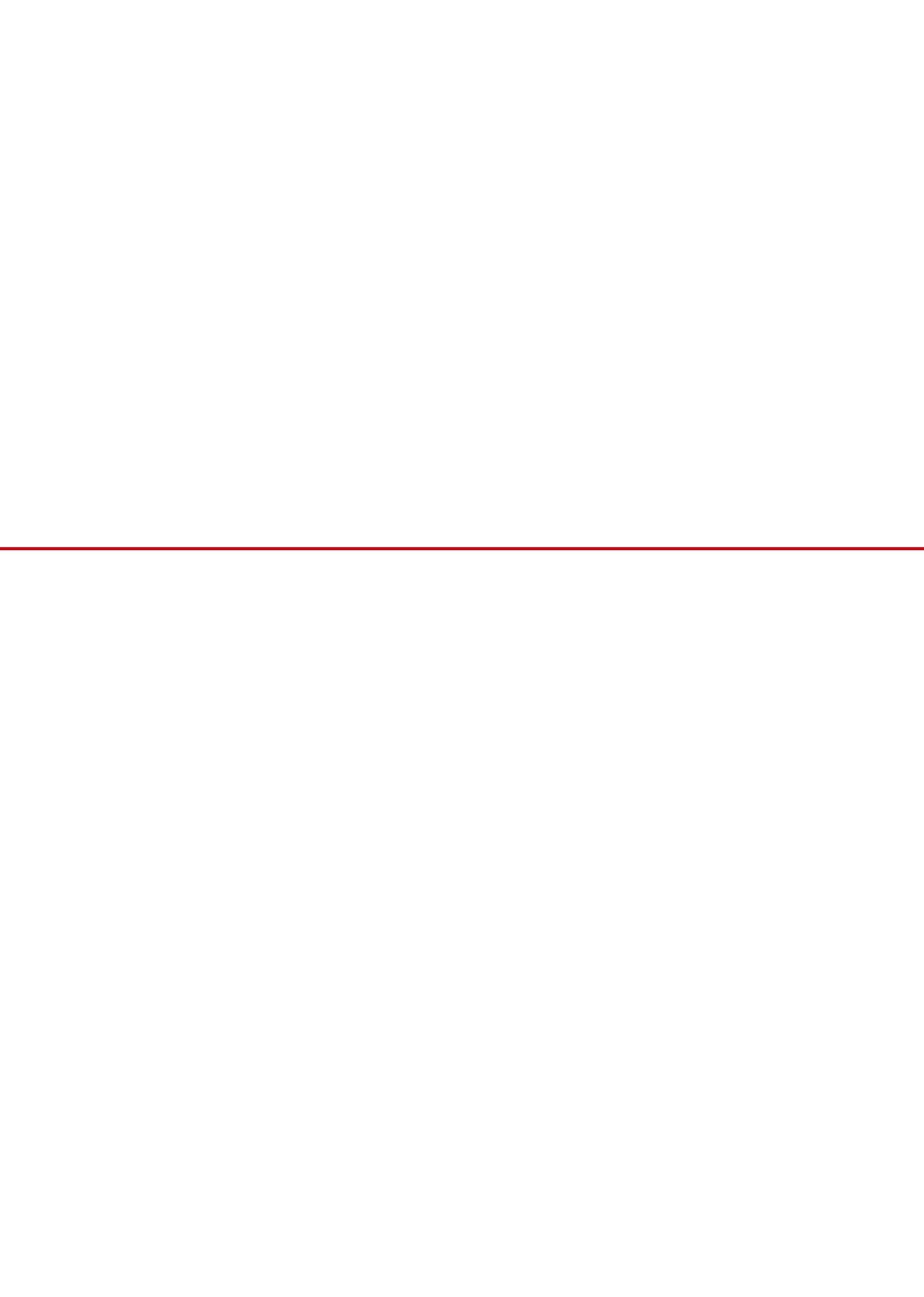
Page 15 » 1972–1976 Time to decide

Page 29 » 1977–1986 In the name of expansion

Page 39 » 1987–2001 Continuity and change

Page 51 » 2002–2009 The future in sight

Page 59 » 2010–2012 A success story goes on





1959-1971

1959–1971 From avocation to mission



Bahnhofstraße 3 in Lauda: the former piggery of family Umminger, birthplace and domicile of company "H. Bohlender Gerätebau" until 1971.

1959



1st September 1959: "Certificate of birth"

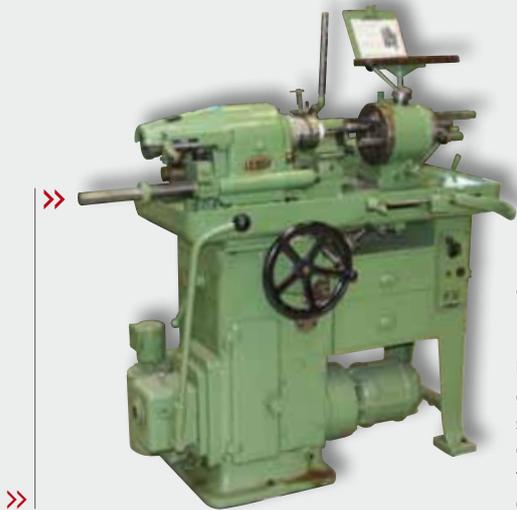
May 1959: Hermann Bohlender is on his way to work. It is the time of economic miracle. The general spirit of optimism has also reached the home of toolmaker and technician Hermann Bohlender. A young and talented draftsman does not need to worry about his professional future in these days.

A conversation with consequences

After difficult years of rebuilding, the pictorial region between Wertheim and Bad Mergentheim is developing to the new centre of German laboratory glass industry. A development which will also influence the career of Hermann Bohlender, currently employed as draftsman for woodworking machines at company Weinig.

However, he is engaged with other thoughts this morning. He is thinking about a conversation he had with friends the evening before. An employee of the upcoming company "Messgeräte-Werk LAUDA" spoke about the company's problems to find a supplier of brazen turned parts. This information is very interesting for Hermann Bohlender, scion of a family being engaged with the treatment of metal parts for generations. Brazen turned parts? Why not?

On the same evening, he is talking about this issue with his wife Gertrud. Having health problems due to her work in a textile factory, she is also very inspired about his business idea. With a pragmatism which is typical for the family, the opportunity is used and the company "H. Bohlender Metallbearbeitung" is founded – however only as second job for the name giver.



6th August 1959:
Leinen-SR26:
First automatic
lathe of the
company, corner-
stone of the ma-
chinery and long-
time workplace
of Mrs Bohlender.



7th August 1959:
The first big or-
der for Hermann
Bohlender. Main
customer of the
first years: The
Messgeräte-
Werk LAUDA
(MGW) Dr. R.
Wobser KG.

Time to turn around:

The turning lathe in the piggery

The decision is quickly put into practice. Since the premises of his father's former locksmithery are still rented out, it is necessary to find another solution. After a short consideration, this solution is found – the former piggery from mother's property will be the first home of the new company. However, this place is not ideal for the requirements of a turnery. But where there's a will, there's a way, especially for Hermann Bohlender. After some convincing and a guarantee of his mother and his mother-in-law, the local bank provides financing of his first own turning



Gertrud Bohlender,
driving force and
first employee

lathe – a capstan lathe of type "Leinen-SR26. Price in 1959: 14 000 DM.

Soon the machine is delivered to Bahnhofstrasse 3 in Lauda. An address which will force couple Bohlender to very special production methods.

Adapting to the new situation

The metal rod from which the turned parts shall be made is too long for the former piggery. Some hits with a sledgehammer help – but now the rod projects into the neighbour's basement, and this does not make the handling easier. For the primitive oven which shall heat the building, an exhaust pipe is put through the low roof of the stable.

1959–1971 From avocation to mission

>>



Hose connectors and connecting nuts made to measure: the first hose connecting pieces for laboratory use.

1959 >>

>>



Precision in many shapes

1960



The company's founder is used to hard work since he has not always worked on the drawing table. He still remembers one scene of his life very well dating back less than one decade: the city of Wuerzburg reduced to rubble in the post-war period. He and his fellow students of the "Balthasar-Neumann-Polytechnikum" were not admitted to any examination unless they proved having cleared a certain amount of rubble.

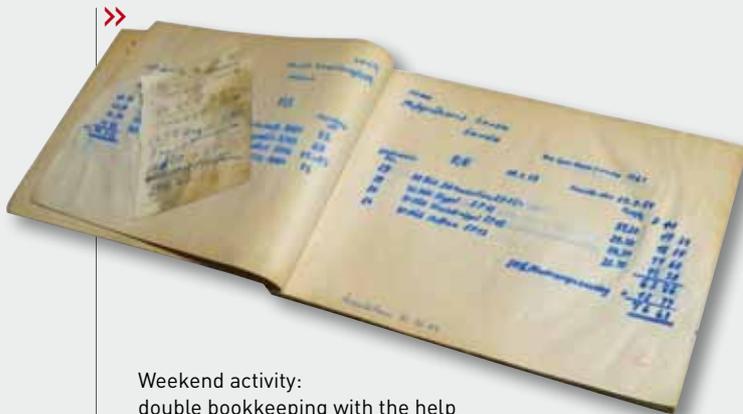


Now again it is necessary to build up things – at this time his own enterprise. The work itself, admittedly, is mainly made by his wife Gertrud. While Hermann Bohlender continues his work as draftsman – meanwhile at company MGW LAUDA – it is up to her to operate the lathe. Her husband can only help her after work and at the weekend. Very often, he also uses his short lunch break to adjust the machine and to check the quality of the turned parts.

This buzz of activity in the former piggery does not stay secret to the neighbourhood. The distinctive singing of the lathe soon becomes part of the background noise of the Bahnhofstrasse. And this not only on weekdays. The customers of company BOHLENDER are very satisfied with the quality of the turned parts. The consequence: working also on Sundays – making churchgoers wonder where the noise comes from.

Slowly but surely: The machinery grows

Actually it is no wonder: quality wins through, also in the case of Hermann Bohlender. Soon after its foundation, the company has gained a good reputation even beyond the city limits. More and more customers contact Hermann Bohlender who is continuously investing in new technique. Despite the lack of space, he always finds good solutions to enlarge and modernise his machinery.



Weekend activity:
double bookkeeping with the help
of carbon paper



Blue on white:
Immediately after the foundation,
Hermann Bohlender designs the first
logo of the precision turnery.

1965

In 1965, a new machine from England is added to the Leinen capstan lathe: a sliding lathe type "Colchester Student".

Another machine, an automatic lathe type "Index C 29", is bought one year later. With this lathe, which is one of the most modern ones at that time, it is possible to offer turned parts made of stainless steel. Soon, the first hose connectors are made of stainless steel. Due to their material properties, they are better suitable for the use in laboratories than those made of brass. In the coming years, the active entrepreneurs create space for three additional new machines. Another lathe, a finish-grinding machine as well as an "Index A 25" which allows the production of raised countersunk screws. The logic consequence: the product range grows continuously, and the same goes for the volume of orders.

Now or never: The decisive step

At the end of the sixties, Hermann Bohlender has to make a decision: either entrepreneur or employee. A decision he cannot postpone any longer because of the continuously growing volume of orders. It is no longer possible to manage both jobs. Hermann Bohlender has to show his colours, and his decision is made. With mixed emotions he is walking to the office of Dr. Rudolf Wobser. The boss of "Messge-

räte-Werk LAUDA" is not only his employer and best customer, but also a fellow skittle club member to whom he is linked both personally and professionally.

Dr. Wobser appreciates Hermann Bohlender as hardworking and competent employee and reluctantly wants to let him go. He proposes a part-time job, and Hermann Bohlender accepts this, knowing that he cannot insist on quitting a company which is and will be his best customer – a very difficult situation. But then, the so-called irony of fate helps him: because of a structural crisis, the management of MGW LAUDA decides to cut all part-time jobs. Hermann Bohlender finally has time enough to take charge of his own company – but at the same time,

1959–1971 From avocation to mission

1968

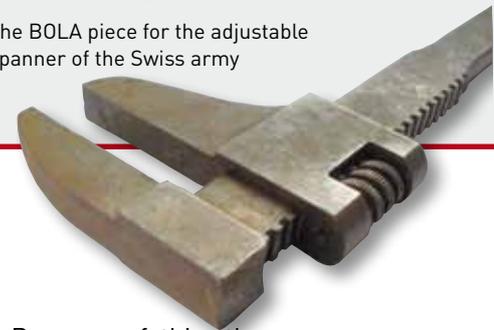


The machine "Index A 25" allows the production of raised countersunk screws.

1971

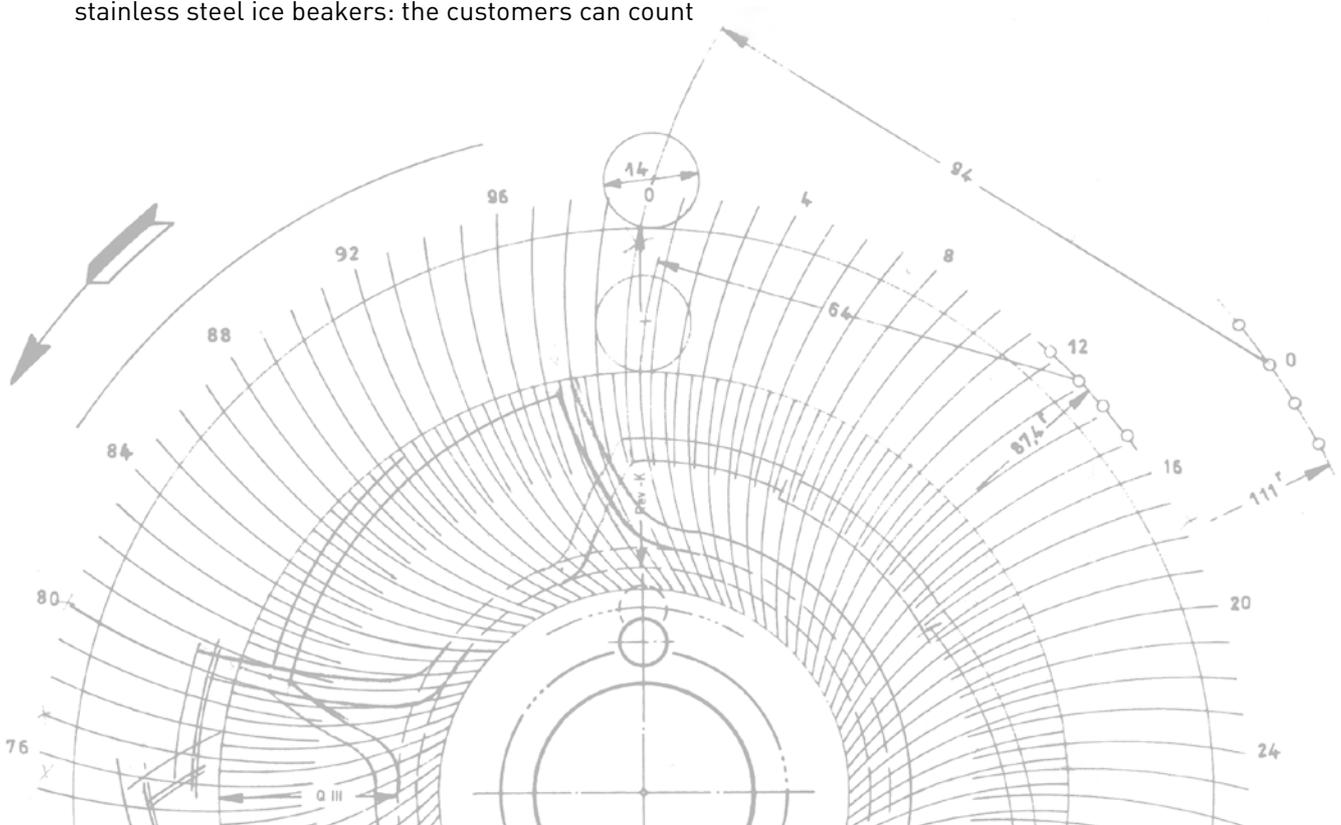


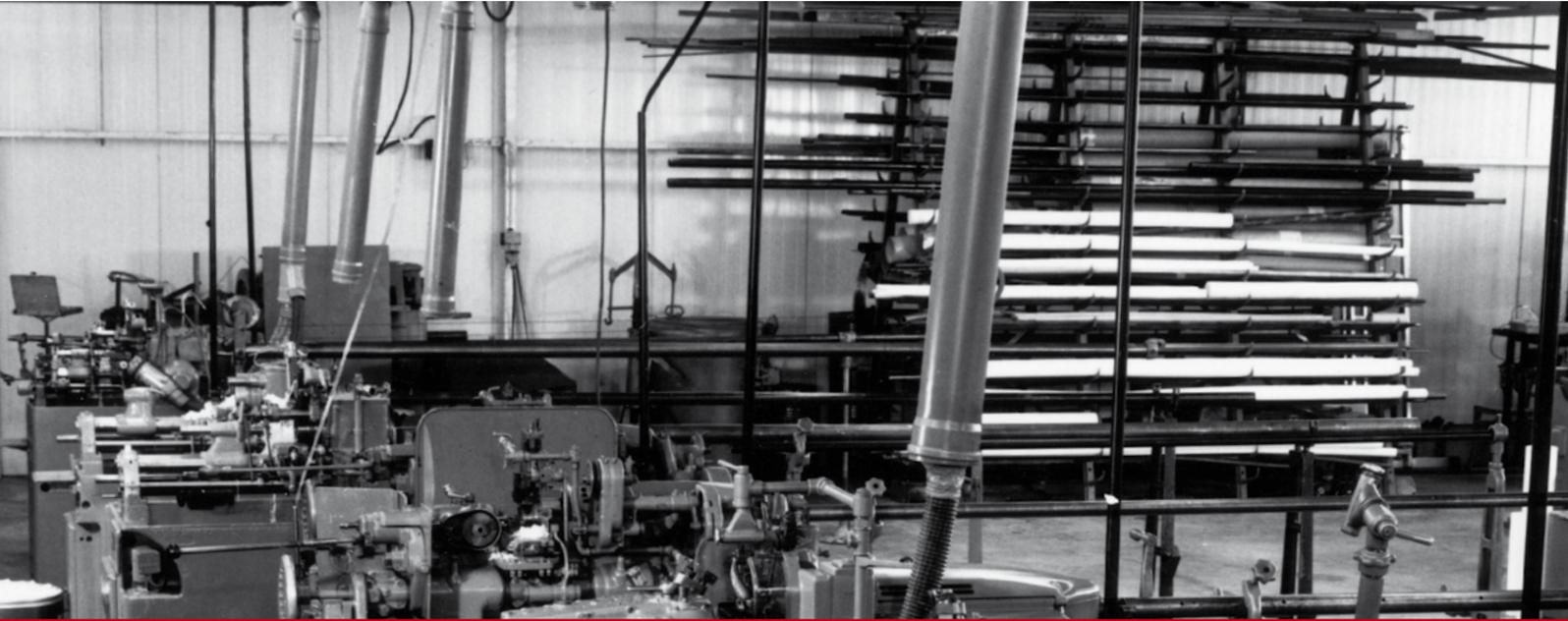
The BOLA piece for the adjustable spanner of the Swiss army



he almost has no more orders. Being entrepreneur, Hermann Bohlender considers this situation as chance. In his typical pragmatic way, he starts to enlarge his client base systematically and to set the course for a successful future. The quality of the turned parts from the city of Lauda compound the situation. No matter if it relates to steel screws for many different applications, to metal knobs for storing boxes of medical instruments or joining pieces of stainless steel ice beakers: the customers can count

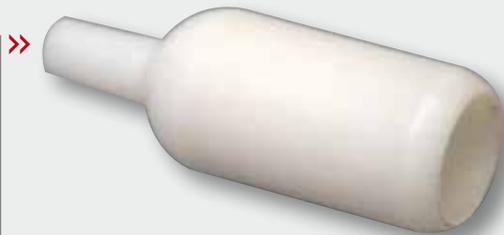
on excellent quality. Because of this, the company from Lauda already has international customers at a very early stage: the Swiss army for example uses adjustable spanners with screws made from company BOHLENDER.





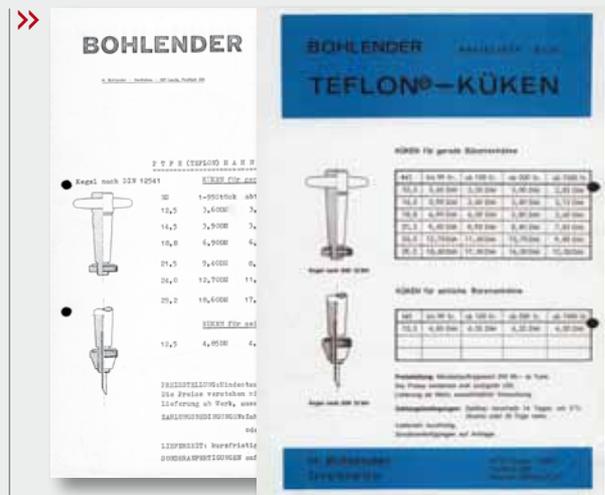
1972-1976

1972–1976 Time to decide



1972

Milestone: the first turned part made of PTFE, better known as Teflon®



Commercialisation of Teflon® Stopcock Plugs

January 1972: Hermann Bohlender goes to work with a mixture of doubt and pride. The 42-year-old technician is not yet used to go to work to his own turnery as self-employed person. But in his optimistic and pragmatic way, he meets the challenge of his full-time self-employment.

The locksmithery as transit station

It is indeed not a good time to establish an enterprise on the market. The boom of the fifties and sixties with unlimited demand on the consumption and capital equipment sector is a thing of the past. A long period of economic stagnation together with growing inflation causes uncertainty. It is a time which makes it hard to believe in the future of a company. A time for men of action like Hermann Bohlender.

In the meantime, company “H. Bohlender Feinwerktechnik” has moved to the premises of the former locksmithery of company BOHLENDER. The previous tenant has moved out, and the working conditions for the company improved. Also the order situation in this difficult economic situation is causing optimism. The clientele of the turnery from Lauda has grown continuously due to word-of-mouth advertising and the tireless and creative acquisition from Hermann Bohlender. In these years, Hermann Bohlender collects contacts from yellow pages or telephone books on his business trips and whenever possible, he asks his suppliers and customers for potential new contacts. The consequence: the sales figures have doubled in the past three years. In the meantime, Hermann Bohlender employs his first worker. The difficult first step to self-employment is done. In this stage, the company profits from the founder’s “networking” skills. The sophisticated technician profits from contacts from his time as employee: from for-



May 1972: The company has moved from the former piggyery to the premises of the locksmithery in the adjacent building.



Factory at the end of 1972

mer colleagues who know about the professional qualification of Hermann Bohlender and who provide orders for his precision turnery. One of these former companions is Oskar Seubert who worked together with Hermann Bohlender at Messgeräte-Werk LAUDA for many years. Being employed as technical head of the metal department of company Brand in Wertheim, he remembers his former colleague and repeatedly places orders for metal and plastic turned parts since he knows that he will receive an excellent quality from company BOHLENDER. Finally, it is Oskar Seubert who gives Hermann Bohlender the impetus to his probably most important business decision. A decision with an immense importance for the future.

The market gap PTFE: The first turning from Teflon®

During a visit of Hermann Bohlender, Oskar Seubert one day casually mentions that the glass manufacturing of company Brand desperately looks for a supplier of turned parts made of Teflon®. A material which is currently mainly used in the laboratory section. The demand for components from this material is increasing, but cannot be satisfied by the market since suppliers are very rare.

No question: This is a real market gap, especially in the Main-Tauber region where many reputable manufacturers of laboratory devices have settled after the Second World War. However, the technician has no practical experience with the treatment of PTFE. But Hermann Bohlender wants to meet the challenge because he has realized the potential of this idea. He thinks that it is worth trying, and soon the first lathe is assembled with a rod made of plastic. It soon becomes clear that Teflon® has to be treated totally different than the metal formerly used by company BOHLENDER.



“Nothing was impossible,
we always found a solution”

The founder

HERMANN BOHLENDER

» 7th May 1929

Hermann Bohlender is born in Wuerzburg. He is the child of art-smith master Adam Bohlender and Elisabeth Bohlender, née Umminger.

» Easter 1936 until March 1944 Elementary school in Lauda

» 1st April 1944

Start of apprenticeship as toolmaker at Feuerland-Werkstaetten in Geroldshausen near Wuerzburg. Afterwards working as toolmaker and draftsman.

» October 1951 until July 1953 Studies at Balthasar-Neumann-Polytechnikum in Wuerzburg, an engineering school.

» 20th July 1953

Start of work as draftsman and assistant to works manager at Sauer-Achsenfabrik in Keilberg/Aschaffenburg

» 15th July 1955

Marriage with Gertrud Kraemer. Their son Volker will be born in 1964

» October 1956 until July 1957 Return to Feuerland-Werkstaetten because of intervention of his former boss.

The history of BOHLENDER GmbH is intrinsically tied to Hermann Bohlender. He was founder, only employee (together with his wife Gertrud) and until 1997 manager and mainspring of the company. From very simple commencements the versed draftsman and agile entrepreneur formed a company of international reputation. A company which not only meant breadwinning for him. It was an important purpose in life and, naturally, a big part of his private and family life.

His familial and cordial character was and is still appreciated by employees and companions. He always cared for his employees and was a fair partner for his business associates all over the world. But Hermann Bohlender is also a man with strength of purpose and endurance if it concerns the realisation of decisions he has made. He also has one attribute which differs him from other company founders of his generation: the necessary foresight to retire early enough and to pass the responsibility to the next generation. Knowing that his lifework will be continued diligently by his son Volker.

» 1st July 1957

Employment as draftsman at the worldwide concern Rexroth-Hydraulik in Lohr

» 1st July 1959

Return to the Tauber valley as draftsman for woodworking machines at company Weinig in Tauberbischofsheim.

» 1st September 1959

Hour of birth of company BOHLENDER Geraetebau in Lauda. Start of the part-time fabrication of metal turned parts.

» 1st July 1963

Hermann Bohlender is employed as draftsman at Messgeraete-Werk LAUDA.

» 1st April 1971

Hermann Bohlender starts to be a full-time entrepreneur

» 24th November 1977

First protection of utility patents of German patent office for Hermann Bohlender

» 1st July 1997

Retirement from active management



1972–1976 Time to decide



New brochure – The production of flowmeters is transferred from “Messgeräte-Werk LAUDA” to Hermann Boh-lender



1973

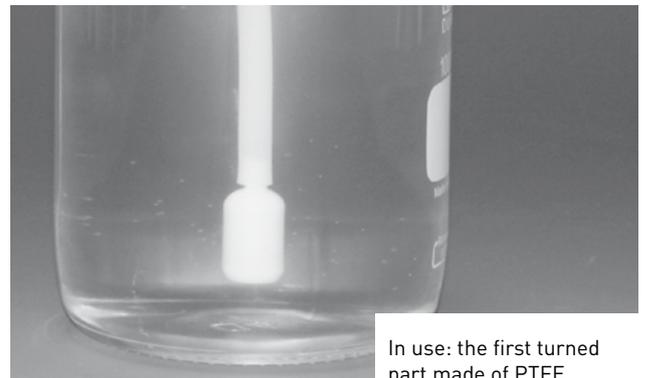


PTFE – a special material

First, Hermann Bohlander is confronted with the problem that the tools of the lathe have to be much sharper for treating this high-performance plastic material practicably. Another difficulty is that the Teflon® rods are much more flexible than the semi-finished metal parts. They soften and spring back during treatment. Now again it is necessary to show manual skills and technical inventiveness: a holding mechanism is constructed and quickly assembled to the lathe – and the problem is solved. The next obstacle is more difficult to overcome. The suppliers of the rods are not able to deliver them with the necessary constancy of the outer diameter. Deviations of up to 1.5 mm in diameter on the total length of a rod make a treatment on the lathe impossible. But also this problem is solved after some detective work. A manufacturer of ballpens from Michelstadt (Odenwald) agrees to grind the Teflon® rods to the required dimensions. Because of that, Hermann Bohlander drives his fully loaded VW bus to Michelstadt every two or three weeks.

Only the acquisition of a centerless circular grinder will redundantisise these exhausting trips later.

Despite all initial troubles a new age has started: a component of a bottle dispenser is the first PTFE product made by company BOHLENDER.



In use: the first turned part made of PTFE

Order with risks

Around the same time, company Messgeräte-Werk LAUDA decides to concentrate on their core competence, namely tempering equipment. The flowmeters for measuring flowing liquids or gases which have been developed by Dr. Rudolf Wobser in the GDR no longer fit to the portfolio of the company. But Dr. Wobser has qualms to drop this product line since



Adjusting of
flowmeters



Stopcock plugs made of Teflon® are soon in great demand. Volker Bohlender collects his first experiences in assembling the grips.

it still achieves considerable turnovers. He decides to search for a competent person to whom he can transfer the production of the devices.

Who else but Hermann Bohlender would be better for this job? He has produced these flowmeters for Dr. Wobser for some time and, as expected, accepts to take over production. But manufacturing these devices is not easy and dangerous. Especially the highly aggressive hydrofluoric acid which is needed for etching the scales has to be used very carefully. But still the production of the flowmeters will be profitable for Hermann Bohlender since they will pave the way for one of the most important products from company BOHLENDER until then.

Plugs for the stopcocks

Wertheim, Bismarckstr 27 – company Witeg:
Hermann Bohlender is sitting in the adjusting department of the laboratory device manufacturer Witeg and concentratedly scratches scales into a wax coating. He has come to company Witeg thanks to the intermediation of Dr. Wobser in order to receive some further ideas for the production of the flowmeters. Suddenly, the boss of company Witeg contacts him because of his turnery and asks him if he was able to produce stopcock plugs made of Teflon®. “Of course I can” says Hermann Bohlender – perhaps a little bit too hasty.

At that time, the market for stopcock plugs made of Teflon® is huge. The leading manufacturers of laboratory glass instruments desperately search qualified suppliers. There are indeed some suppliers, but not enough to cover the needs. The advantages of Teflon® are obvious. A separating funnel made of Teflon® can for example no longer seize or stick. Users in the lab don't need to grease the ground joints any more. All these arguments are in Hermann Bohlender's head when he spontaneously affirms the company owner's question. And he immediately starts working after having returned to his workshop. He has to walk the talk – and this as quickly as possible. But he soon has to realize that the production of the plugs is quite delicate.

1972–1976 Time to decide



Werner Klingert at stopcock plugs production



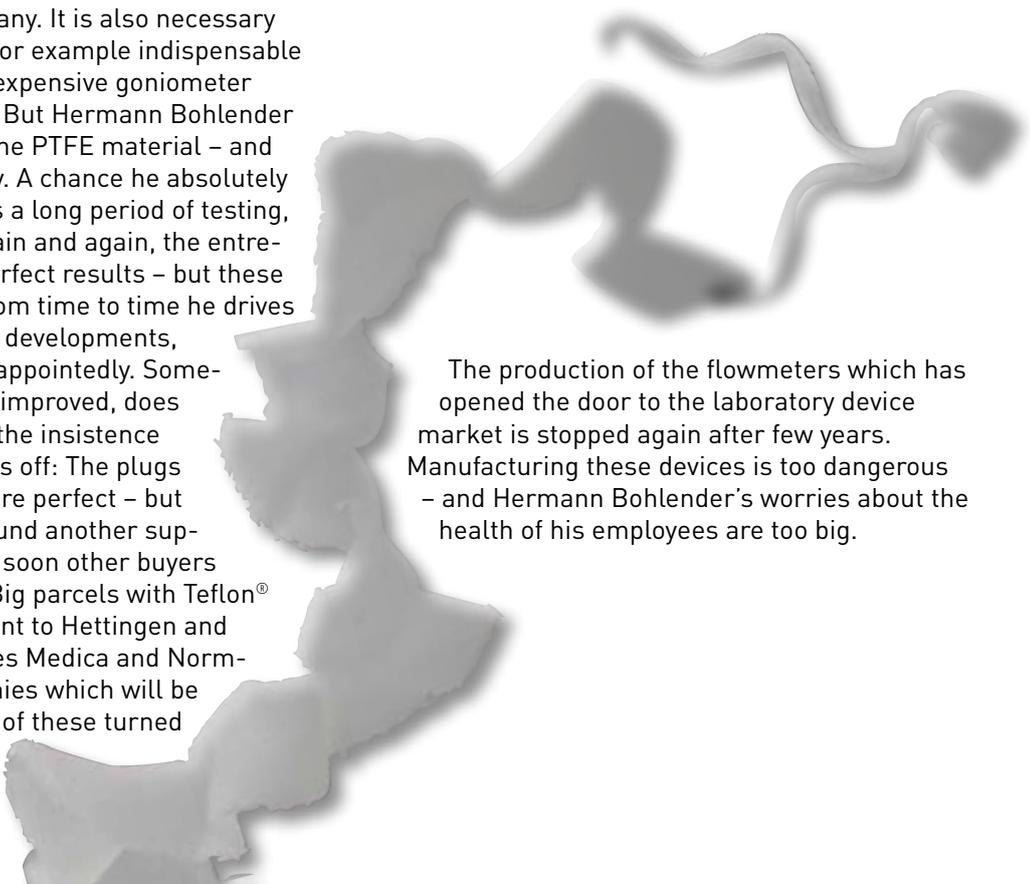
Company Hermann Bohlender now has 6 employees

1975

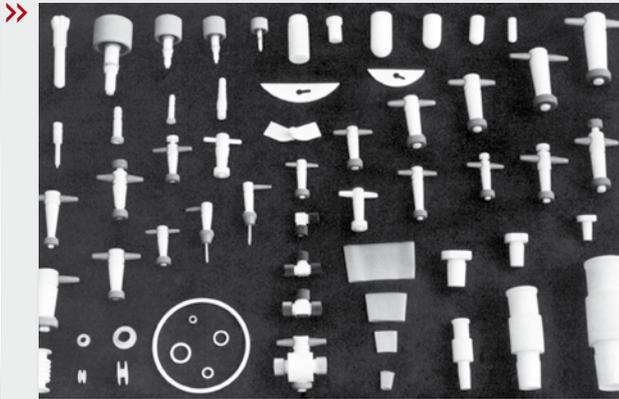


Easier said than done

Although Hermann Bohlender has already collected some know-how with the treatment of fluoroplastics, the production of stopcock plugs is a totally different challenge. The surfaces must be much cleaner than those of all former products that have been manufactured by the company. It is also necessary to make investments. It is for example indispensable for the company to buy an expensive goniometer before starting production. But Hermann Bohlender also feels the potential of the PTFE material – and the chance for his company. A chance he absolutely wants to seize. So he starts a long period of testing, dismissing and testing. Again and again, the entrepreneur reaches almost perfect results – but these are only almost perfect. From time to time he drives to Wertheim with his latest developments, but has to return home disappointedly. Something always still has to be improved, does not fit at 100%. But finally, the insistence of Hermann Bohlender pays off: The plugs from company Bohlender are perfect – but now company Witeg has found another supplier. Fortunately there are soon other buyers of the sought-after parts. Big parcels with Teflon® stopcock plugs are soon sent to Hettingen and Wertheim, where companies Medica and Normschliff are located. Companies which will be the most important buyers of these turned parts made of Teflon®.



The production of the flowmeters which has opened the door to the laboratory device market is stopped again after few years. Manufacturing these devices is too dangerous – and Hermann Bohlender's worries about the health of his employees are too big.



>> The product range of the turnery soon gets more comprehensive



>> April 1975: Business trip to Bergamo

Teflon® from Bergamo

In the middle of the seventies, the market potential of the stopcock plugs is no longer a secret. There is an acrimonious price fight between the manufacturers. A company with the size of Hermann Bohlender's company "H. Bohlender Gerätebau" can only hold its ground if it is able to produce as cheap as possible and if it goes unusual ways. The cheapest prices for PTFE rods can be achieved in Italy. More precisely: in Bergamo in the Lombardia. Many manufacturers of the questioned white high-performance plastic have settled in this region around a big chemical group. They are offering prices which are much lower than those of German producers. But the situation is more complicated than it first looks. The reason: If the material is ordered at German dealers, considerable surcharges are indispensable. A direct acquisition from the Italian producer fails because of the excessive delivery times. So again, the motto is: there's nothing like doing it yourself.

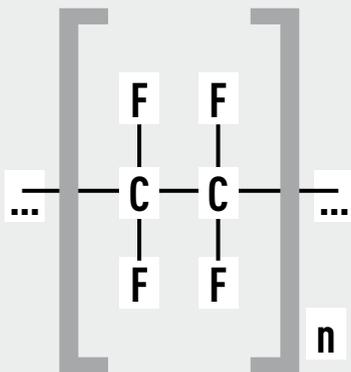
There's nothing like doing it yourself

April 1975. The shiny orange VW bus of company BOHLENDER with Hermann Bohlender and his son Volker is on its trip to Bergamo. Their first stage is a farm in Latzfonds in the Eisack valley. After one overnight stay they continue their trip to Bergamo, where the bus will be completely loaded with Teflon®. Hermann Bohlender is already used to these alpine trips since he is making them for almost one year now. Whenever possible, the ten-year old Volker Bohlender is with his father. On the one hand for keeping him company, and on the other hand to have a little distraction from the daily routine and a little adventure.

And indeed, there is always something to experience. The negotiations with customs are sometimes quite adventurous. The customs officers from Austria don't speak very well of the Italians these days. One day, for example, they tell Hermann Bohlender on one of his trips that the goods could not pass the border – although they were sealed correctly in Italy.



It became generally known under the trade-name of company DuPont: Teflon[®]. Depending on manufacturer and purpose, it is also known as Dyneon[®] (formerly Hostafion[®]) or Gore-Tex (PTFE-membrane). The technical term is Polytetrafluorethylene (PTFE) – a completely fluorinated polymer. It belongs to the family of thermoplastics, but also has properties of thermoset materials. Its elemental formula is C₂F₄.



Contrary to the general belief, Teflon[®] is not a waste product of space travel. It has already been discovered by accident in 1938, almost twenty years before the beginning of space travel.

The American chemist Roy Plunkett was attempting to make a new CFC refrigerant. In a bottle which should contain the gas tetrafluoroethylene (TFE) he found white sediments – but no gas. The gas had transformed to PTFE. Company DuPont, Roy Plunkett's employer, patented the process for manufacturing PTFE, but at that time nobody knew how to use the material practically. Its production was too expensive, and the advantages of this chemical inert plastic were not yet realized.



Teflon® - a very particular material

The hour of birth of a practical use of Teflon® is not the beginning of civil space travel, but has a military background. A man called Julius Robert Oppenheimer is not only the father of the atomic bomb, but also the godfather of Teflon®.

PTFE was first used within the "Manhattan Project". Attempting to develop the first nuclear weapon of the world, Oppenheimer's assistants had to face a serious problem in the year 1944: the uranium hexafluoride which was necessary for making the bomb was too aggressive to be stored in common containers – the solution: Teflon®. Another, more civil use of the exceptional plastic material was detected in France. The French chemist Marc Grégoire was using PTFE on his fishing line because it was then easier to disentangle. And thanks to his wife Colette's seminal idea of 1954, we now have pans,

jars and other cookware covered with Teflon®. The astonishing properties of PTFE predestine the material also for many other applications.

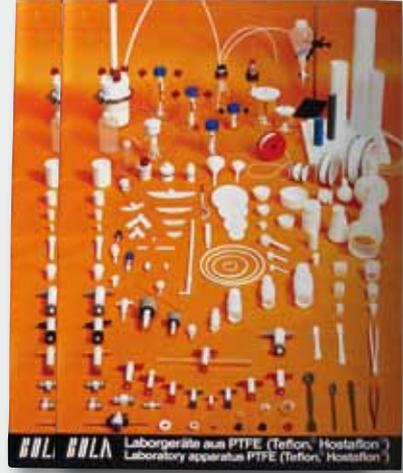
It is extremely resistant and inert. Even most aggressive acids like aqua regia cannot attack PTFE. It has a temperature resistance of -260°C to $+300^{\circ}\text{C}$ – unique values within all plastic materials. Its surface is very adhesive and has extremely good gliding properties. The material can be sterilized and autoclaved as often as required. In addition, it is fire-proof and physiologically safe. PTFE is a material for all applications with hardest requirements, a material made for high-performance laboratory devices like those made of company BOHLENDER.



1972–1976 Time to decide



The new building in the Bischofsheimer Weg begins to take shape.



1976



But also the Italian public authorities are causing delays due to additional requirements. Nevertheless, Hermann Bohlender uses his trips to look over the shoulder of the Teflon® rod manufacturers. And also his son Volker contributes to the acquisition of information. Whenever Hermann Bohlender notes that his little son is curious to learn more about Teflon®, he is shown even the most secret parts of the Teflon® production. And with the expert eye of a draftsman, Hermann Bohlender gains many impressions which will be used in his own products or production methods later.

Priming ACHEMA: The breakthrough

Until then, the core business of company BOHLENDER Gerätebau is still manufacturing metal turned parts. But the quality of the Teflon® stopcock plugs quickly got around in professional circles. More and more customers of the company also ask for other laboratory devices made of PTFE. The product range in the plastic sector grows almost weekly, and with this also its part of the turnover. In 1976, the sector has become big enough for Hermann Bohlender to take part at one of the most important exhibitions of the laboratory glass industry.

On 20th June 1976 starts “ACHEMA” in Frankfurt on the Main. The catalogue which is handed out to international visitors already includes more than 40 product groups made of high-performance plastics. Automation, measurement and control engineering as well as laboratory techniques are the emphases



1976
ACHEMA booth



1976:
At ACHEMA in Frankfurt company Bohlender presents 40 product groups under the trade name BOLA and a catalogue with 24 pages.



>> 1976: Complex: the move to the new premises

of this 18th ACHEMA. With more than 2.100 exhibitors from 24 countries, the 100.000 square metres of exhibition space are completely occupied. And already after few hours it becomes apparent: the exhibition will be a full success for company BOHLENDER. The interest of the visitors in Hermann Bohlender's

booth is remarkable. Already on his trip back to Lauda Hermann Bohlender is sure that the future of the company is made of Teflon®.

Ideas need space: The new building in the Bischofsheimer Weg

Late summer 1976. Forklifts in the Bahnhofstraße of Lauda. BOHLENDER moves. Another milestone in the company's history. Already in 1971, Hermann Bohlender has realized the need to change the premises. The former parental locksmithery burst at the seams because of the continuously growing machinery and the growing number of employees. The circular grinder, for example, was standing outdoor and could not be used on rainy days. Hermann Bohlender was sure that things could not go on like this and finally started planning a new building.



1972–1976 Time to decide



A forklift brings the machines to the new premises



Little misunderstanding: The statistics agency asks if the stopcock plugs which are registered regularly are male cocks.

1976 >>

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The decision was made quickly, but its realisation turned out to be unexpectedly difficult and interminable. A march from authority to authority started with the promise of a building ground from the municipality of Lauda – a promise which the municipality could not remind later. Difficult and ineffective negotiations with different property owners in the industrial areas of Gerlachsheim and Lauda-Sued followed, before the requested building ground in the Bischofsheimer Weg seemed to be found. But the request for preliminary planning permission placed in July 1974 was rejected. The reason: A surprising intervention of the landscape protection office saying that the planned factory disfigured the Tauber valley.



View of the new production hall in Bischofsheimer Weg

Hermann Bohlender already wanted to give up because of the many bureaucratic barricades when several famous members of parliament and of the regional council brought about the decisive turn: The request was placed again – and finally decided in Hermann Bohlender's favour. Now, in summer 1976, the move to the new factory of company BOHLENDER in the Bischofsheimer Weg in Lauda could start. Finally, also the structural conditions of the company were ready for the final European breakthrough at the end of the seventies. A sales increase of 200 % up to the year 1982 is the impressive proof.



1977-1986

1977–1986 In the name of expansion



1977

1977: Impressions of the production in the new build-

Spring 1977: One reason for the steep rise of the company in these years is the incessant curiosity of the company's founder. His habit to question also well-tried products and processes. Hermann Bohlender tirelessly looks for possibilities to improve the products shown in his own catalogue and to be one step ahead his competitors. Not to be satisfied with his achievements but to become even better, this is the credo of company BOHLENDER. Today as well as in the past.

A patent mind

Hermann Bohlender is thoughtfully sitting behind his desk in his new office in the building Bischofshheimer Weg 14 in Lauda. Object of his thoughts is a work piece which is as thin as paper. Experts call it „sleeve“ and it occupies the technician already for some time.

After unnumerous attempts, he and his by now 6 employees succeeded in the last year to produce this workpiece in Teflon® on an automatic lathe. The background: Glass ground joint connections have an annoying property: they stuck in every day use. Under the influence of high temperature they even tend to seize and often cannot be loosened after the experiment. The result: delays, broken glass and possible risk of injuries. For a long time, grease is the standard solution. The grease is put between socket and cone to provide movable and tight connection. This method, however, has serious disadvantages. Too little grease and the connection cannot be removed anymore. Too much grease and the experiment can be ruined. If the grease leaks, the product can be contaminated and the test result be invalidated. A fact to call Hermann Bohlender into action. His goal: to find an alternative which copes with the commonly used grease. BOLA PTFE sleeves which can be put on standard ground joint cones are the result. Their advantage: several ribs on the outside which allow to remove the ground joint parts without any problems



Adam Bohlender
11. Juli 1887–28. August 1939

Since the take-over of the management by Volker Bohlender in 1997, the fifth generation of the Bohlender family is acting as entrepreneur.

The first locksmith and founder of the dynasty was Martin Umminger, the great-great-grandfather of Volker Bohlender. After his death in 1886, his son Sebastian Umminger continued the locksmithery in Lauda. He had learned the respectable locksmith trade and brought his skills to perfection by working in several workshops in Germany and Austria. In Vienna, the versed metal worker passed the examination for the master craftsman's certificate. His masterpiece, a security lock, convinced the strict examination board. Already Sebastian Umminger owned a turning lathe which, however, was confiscated for armament purposes in World War I. As widely spread among craftsmen in those days, also Volker Bohlender's great-grandfather had a "nickname". In his hometown Lauda and beyond he was also known as "Zuckerschlosser" from Lauda, literally spoken a craftsman making pastry. The origin of this nickname: The wives in the Umminger family had specialised in making fine pastry which they offered successfully on the local markets. So the friends and neighbours called Sebastian Umminger "Zuckerschlosser".

In 1918, the last year of World War I, Sebastian Umminger passed away. After his death, it took two years until his son-in-law Adam Bohlender, so to say the third generation, revitalised the locksmithery in Lauda. After eventful years of travelling, which lead him to Zurich and Florence, Volker Bohlender's grandfather passed the examination for the master craftsman's certificate on 30th April 1913 in Munich.

The roots

A tradition of self-employment

His attendance at the school for arts and crafts in Munich influenced his outstanding metalsmithing work pieces during his whole life. Today, the results of Adam Bohlender's exceptional craftsman's skills are exhibited in the Museum of Local History Lauda. Not only his professional quality as metalsmith but also his political integrity were beyond any reasonable doubt. Despite several orders of the county leadership, Adam Bohlender, a convinced Nazi opponent, rejected to become a member of the NSDAP or its several organisations. At Bohlender's home, it was also forbidden to present a Swastika flag. The result of Adam Bohlender's con-



viction: The locksmithery lost all public orders. A fact, that the economic fundament of the Bohlender family shook in its core as Reichsbahn and Reichspost were the best customers in those days. The harassment of the NSDAP went as far as Adam Bohlender had to resign as a member of the Lauda town council despite his long-term membership. As of the first day of World War II, the unpopular locksmith was obliged by the authorities to join the army. Of course, they were well-informed about the gas poisoning which Adam Bohlender sustained in World War I and the resultant gastric disease of the veteran. The sad consequence which possibly was accepted by the NSDAP is the early death of Adam Bohlender. On 28th September 1938, only four weeks after the outbreak of World War II, he died on gastrointestinal bleeding. Exactly 20 years later, Hermann Bohlender sets up a turning lathe on the site of his father's former locksmithery and so laying the cornerstone for a successful continuation of the tradition of self-employed entrepreneurship.

Emblem of the Bohlender Family



1977-1986 In the name of expansion



ACHEMA 1977: BOHLENDER exhibits desiccators of its Japanese partner Sanplatec.

1977 >>



Exchange on the Scientific Instruments Show in Tokyo with Sanplatec employees.

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Japan – a different world

When Herman and his son Volker Bohlender made the first business trip to Asia, they hardly believed their eyes: catalogues for plastic laboratory equipment on 200-300 pages and printed using four-colour process are already standard in Japan in the early 1980's but unthinkable in Europe. This discrepancy is made possible by the Japanese government that supports domestic manufacturers with enormous financial means and thus allows them to concentrate on research and development. For father and son, this is an incentive to enlarge the product range and to continuously improve the products made in Lauda.

It begins a lively exchange with the business partners from Osaka which results in an excellent business relationship but also assures a mutual cultural understanding. During travelling in Asia, Hermann and Volker Bohlender get more and more familiar with exotic culinary conventions as well as with the different business culture. The German businessmen, for example, have to learn the basics of Asian business negotiations. Based on the motto "Haste makes waste", Japanese managers set high value on becoming acquainted with potential business partners in casual atmosphere. The actual negotiations will be conducted later. Well prepared and equipped with all kinds of product information, father and son

Bohlender attend during one of their next trips to Osaka a meeting announced as "negotiation meeting" in which also important Sanplatec managers will take part. But: The meeting turns out to be an informal gathering during which to the amazement of the delegation from Lauda the participants spoke about many topics but not about business.

The Japanese, on the other hand, are remarkably familiar with German culture and in particular with popular German ballads. To the surprise of the staff on the BOHLENDER stand during ACHEMA 1982, Mr Yoshida from Sanplatec performed in accurate German the ode to Loreley and her feminine charms. Also other visitors of the fair were very amazed by this performance and acknowledged him with applause. Despite any cultural differences, both companies, from Lauda and Osaka, are unified in their strong belief in PTFE as future raw material for laboratory equipment. This turned out to be the best base for a long-lasting and fruitful collaboration foremost as the co-operation of these two companies lasts to date.

But Japan was not the only country to which the lore of the high-quality products made by BOHLENDER was brought. And by no means the business relations to Japan were the only "exotic" ones in the company history. Besides the business contacts all over the world which were made on fairs or by standard



In the background: Gertrud Bohlender; Raimund Heber, Sales; In the front: Jürgen Schweizer, Purchasing; Edda Koch, Order Processing

1979



ACHEMA 1982: Mr Yoshida from Sanplatec surprises the visitors with his version of the Loreley ballad.

1982



means of customer acquisition, there are also some relationships which had an unconventional beginning.



Beginning of a partnership: Sanplatec meets BOHLENDER in Lauda.

Stopcocks for Down Under

May 1982: Hermann Bohlender is just in a meeting with a supplier in Wuerzburg. Suddenly, the discussions were interrupted by an employee who asked Mr Bohlender to answer an urgent call from Lauda. Mr Bohlender hurried to the phone and learned that a customer with great interest in stopcocks is waiting for him at his premises in Lauda. In fact: When the fabricant arrives at his factory site, a delegation from down under is already anxiously waiting for

him. As owner of a glass-processing company, the company BOHLENDER has been recommended to the Australians by an overseas agency of SCHOTT AG. They are looking for a manufacturer qualified for custom manufacture and did not head to Lauda in vain. From this day on, BOHLENDER had been delivering for several years stopcocks with the special cone dimension of 1:6 to Australia.

A proposal you simply cannot refuse

Early summer 1982: A rented car drives up the court of the company BOHLENDER in Lauda. Hermann Bohlender is awaiting customers from the United States. The managing director of the Californian company Safe Lab has announced his visit. Due to contacts arranged by the German embassy in the United States, Robert J. Miskinis got in touch with the company from Lauda. He has an absolutely innovative idea which shall help to solve one of the most common problems in laboratory practice: sticking stoppers and stopcocks made of glass. This idea of the American is both simple and evident: sticking ground joint connections made of glass can only be opened with difficulty. The laboratory glass often breaks and causes cuts. Mr. Miskini's idea is to provide the ground joint with a thread, so that the stuck ground joint can be released easily by turning a ring nut. But since the standards for ground joints in Europe are different from those in

1977–1986 In the name of expansion

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1982 >>

Successful in the USA: at Pittcon exhibition in Atlantic City

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All data under control: Gertrud Bohlender in the financial accounts department

the United States, the owner of company Safe Lab is searching for a competent licensee in Europe, an expert who has the necessary knowledge concerning the production of ground joint connections. Without a doubt, Hermann Bohlender is a specialist for this and immediately recognises the quality of the idea from California. After an intensive exchange of ideas, company BOHLENDER produces quasi over night samples which immediately convince the visitor of Hermann Bohlender's professional competence. Bob Miskinis appoints Bohlender representative of Safe Lab in Europe and places orders on a grand scale. The business with Safe Lab is profitable – particularly because the buyer proves to be solvent. To the surprise of Hermann Bohlender, company Safe Lab transfers the sum of 200,000 US Dollars after only a few months of collaboration, provided that the due invoices are deducted at absolute discretion. In the following three years, the business with California is developing excellently. But then, the contact on the part of the Americans is abruptly interrupted, and Hermann Bohlender will soon learn the reason.

The end of a business relationship

“40 years arrest with subsequent preventive detention” is the adjudication of the United States against Robert J. Miskinis. In addition to his legal business with company Safe Lab, the Californian has gained the lion's share of his money as main supplier for drug laboratories in the West of the USA. Both la-

boratory devices and basic chemicals for the production of synthetic drugs were part of Robert J. Miskinis product range. Company Safe Lab – the legal business with labware – was only a disguise for the much more profitable drug business called RJM-Lab of Robert J. Miskinis. Company BOHLENDER in Lauda did not know anything about this, since the business with Safe Lab was absolutely legal. Although this was also proved by the courts records, Volker Bohlender still felt a certain discomfort when he travelled to the USA the next time. But this discomfort was without any reason since the integrity of the company from Lauda was also documented in the United States.

Never come to a standstill: The way to the top

In these years, BOLA labware made of high-performance plastics is in great demand on many national and international exhibitions. And on almost every exhibition, the active company can present a real innovation. One of the highlights is for example the world's first distillation apparatus made of solid Teflon®. Designed for the use with extremely aggressive products, it is for example applied in nuclear research. Another novelty from BOHLENDER is the first PTFE-encapsulated stirrer shaft which was presented to the public atACHEMA 1982. Compared to the common stirrer shafts made of metal or



Interested visitors:
Couple Bohlender at ACHEMA 1982



Distillation apparatus made of Teflon®

glass, this new generation combines several advantages: it is unbreakable, has a universal chemical resistance and is non-adhesive. Unlike other stirrer shafts which are only coated with Teflon®, the BOLA stirrer shaft has a strong, thick-walled PTFE encapsulation. In this time, company BOHLENDER also produces technically demanding valve heads for the world-wide concerns Preussag and Merck. These heads are used in conductor board production. As one of the first companies in Europe, BOHLENDER produces the valves from the polymer FEP – a plastic material which has to be imported from the USA. This innovative power combined with commercial skills is responsible for the checkless way to the top in the eighties. From that time on, company BOHLENDER is one of the technology leaders in the field of labware made of high-performance plastics. This development can also be proved with data: In 1984, the company already has 16 employees, and the turnover is above two million Mark. This rapid growth has consequences: very soon, Hermann Bohlender is again confronted with a quite familiar problem.

Again it is necessary to extend: The annex in the Bischofsheimer Weg

Hermann Bohlender is standing in his production hall and looking at a gaping hole in the outer wall. In this night there will be the first nightshift of the company's history. The reason: Only seven years after moving to the new building, the company again faces problems of space constraints. Another extension in the form of an annex is indispensable. But before the area of the hall can be doubled, there will be a huge hole in the wall for three or four nights. And so the workers have agreed to work at night. The night watch on the weekend is made by Volker Bohlender and some of his friends. In late summer 1984 the production can finally move to the new annex.

1977–1986 In the name of expansion



1984

BOHLENDER wins an award at the Spanish Expoquimia exhibition



1985

A ram extruder for the production of PTFE tubes and rods enlarges the machinery

There is now enough capacity to tackle another problem which occupies the management since its specialisation on the material PTFE: the quality of the semi-finished products, namely the Teflon® tubes and rods for further processing. The background of this problem is that only a small part of this basic PTFE material is sold to the laboratory sector. The lion's share is made for other sectors of industry, like for example the automobile industry. And this is a big disadvantage for the manufacturers of labware, since their quality demands are much higher than the demands of the other sectors. But due to the small market share, the manufacturers don't see a reason to fulfil these requirements thoroughly. This is not enough for a company like BOHLENDER which can, due to its own and its customers' requirements, only process high-quality basic material. In 1985, the management finally decides to solve this problem.

In a low frequented corner of the production hall, a TEMPI ram extruder type EP 60 which has preventively been bought years ago is waiting to be used. With this machine it is possible to produce rods or profiles made of PTFE. Plastic powder is inserted into a channel, heated and pressed to rods. That's the theory. In practice, the first test series are not very successful. Only after a thorough maintenance, the extruder is producing the rods perfectly. Another decisive step is made with the implementing of a new and modern extruder in the following year. This new machine can produce up to six

semi-finished parts at the same time – a significant gain of quality and efficiency and another progress to BOHLENDER's aim: an extensive production autarchy.



1987-2001

1987–2001 Continuity and change

1987



Besides his work in production, Mr. Ahmed Oezden is also active on the factory premises



The new annex – with suction pipes for the recycling of PTFE turnings

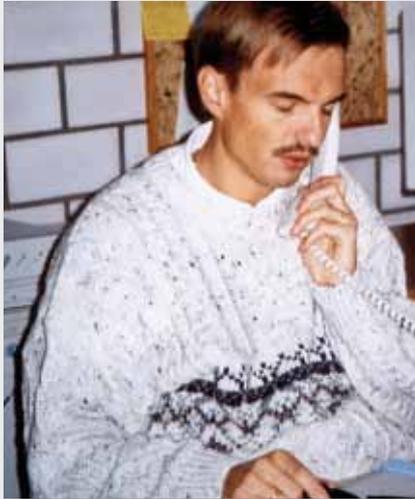
End of the eighties: the beginning of far-reaching changes. The “Wind of Change” is not only blowing in politics, it can also be sensed in the factory halls at the Bischofsheimer Weg 14 in Lauda. Information technology finds its way to all departments of the meanwhile world-wide established manufacturer of labware.

Far-reaching changes also become apparent in management. In this time, the company develops from a patriarchal family enterprise to an internationally acting company with modern ideas, from a work-sharing organised precision turnery for PTFE to an industrial company with a high-tech machinery. It is



Office entrance at Bischofsheimer Weg

a time of change also in operative management: a smooth transition from company founder Hermann Bohlender to his son Volker Bohlender.



New drive: Volker Bohlender joins the company



The first CNC machine Gilde-meister CT 40 enlarges the company's machinery

1988

The new man on the bridge

The management of company BOHLENDER is extended. Volker Bohlender, who has been present for the company on exhibitions for many years and who knows each department of the company, enters the parental business after his training as industrial mechanic. From June 1987 on, he influences the company's fortunes and immediately proves to have a good sense for the demands of the market. Study visits at DuPont, the manufacturer of Teflon®, and Hoechst AG, give him the opportunity to improve his knowledge. Volker Bohlender, only 23 years old, is ready to assume responsibility together with his father.

Up-to-date with CNC and DP

April 1988: The 23 employees of company BOHLENDER have assembled on the parking area in the Bischofsheimer Weg. The new showpiece of the machinery is delivered. A new era for the production department of company BOHLENDER arrives with this first CNC machine. The "Gildemeister CT 40" revolutionizes the daily procedures to such an extent that the workers say it is "as different as night and day". And the introduction of computer numerically controlled lathes is in fact a real milestone in the company's history.

This modern kind of control makes it possible to determine all moves and steps of the machine with a stored programme. Of course this has considerable consequences for the machine operator: It is no longer necessary to control the operation of the machine consistently. The CNC machine is processing the programmed working cycle absolutely independently. Again and again, without interference and in highest precision. Accurate to the thousandths millimetre. But the tasks which have to be done previous to the manufacturing process are now much more complex. Each step has to be calculated exactly in advance. But as soon as this intellectual extra work is done, the increase in productivity is enormous. It is possible to produce high quantities of exactly the same quality while the tool wear decreases considerably due to the consistent manufacturing conditions. This all leads to much lower part production times.

Modern technologies also arrive in other departments of production. Under the direction of Hermann Bohlender, a present old model of an automatic lathe is completely disassembled and prepared for new tasks: the production of stopcock plugs. For this purpose, it specifically gets a control which is programmable from memory and new hydraulic drives. The consequence: until 1988, a stopcock plug from company BOHLENDER was produced in many steps and with big effort. Now, the new modified automatic lathe is producing the stopcock plugs in half

1987–2001 Continuity and change



1988 >>

Modern data processing expedites work – also Mrs. Betz's accounts department



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"D100": the first four-colour catalogue

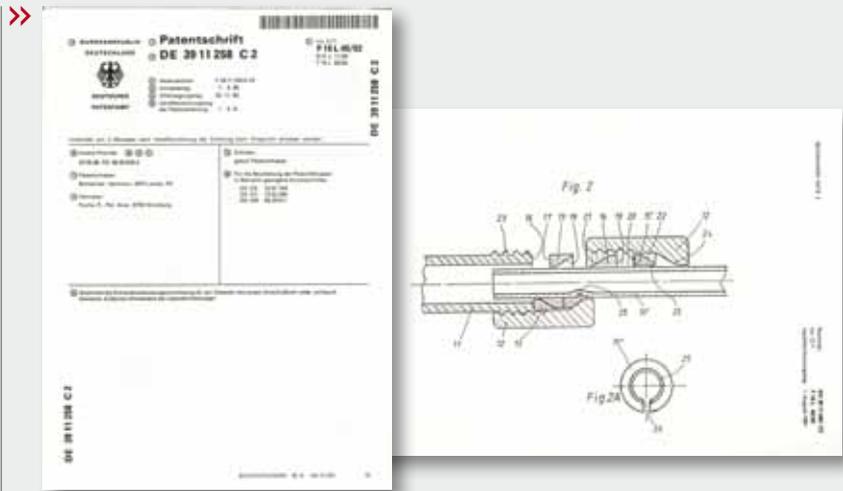
of the time. You just have to be resourceful.

In the meantime, the digital era also arrives at the company's administration. The semi-automatic typewriter which was used for correspondence, invoicing and accounting is replaced by a computer, the purchase and sales process is digitized and networked. There are first tests to digitize also the field of marketing, but only on a small scale.

The first four-colour catalogue: laboratory competence at a glance

Nevertheless, the employees set all their work on making the project "catalogue D 100" to a success. It leaves to Volker Bohlender to integrate the first computer to the operational procedures. A computer equipped with an Intel® 80286 microprocessor. This forefather of today's computers is picked up personally from Koblenz and shall help to make the table of contents for the new catalogue. Unfortunately, the American sorting does not include German umlauts. The first step is always the hardest – this is also true for the first use of computers in BOHLENDER's catalogue preparation. But still the result of the efforts and the detail work is impressive: the "D 100" – more than 100 pages of expertise in laboratory techniques. Clearly arranged, self-explanatory and with a variety of products which practically leaves nothing to be desired – a real quality product from company

BOHLENDER. And with the name "E 100" and "F 100" also available in English and French language. The direct consequence of the modern general catalogue: The turnover can be increased to almost four million Mark in the year after the publication of the catalogue. And this success involves new challenges. It is necessary to fulfil the big demand in typical BOHLENDER quality. And it is necessary to realize product innovations which have been placed into the catalogue without having produced them before. But as real entrepreneurs, family Bohlender trusts in its own skills and also solves these problems.



1991

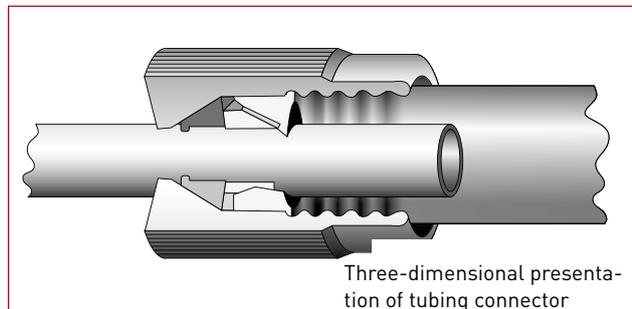


Hermann Bohlender receives his first patent for a tubing connector

Innovation under hand and seal: Patents from company BOHLENDER

7th April 1991: Prof. Dr. Erich Häußler, president of the German patent office signs patent number 39 11 258. Patentee and inventor: Bohlender, Hermann, 6970 Lauda. And again it is official: Hermann Bohlender is an ingenious mind. Two and a half years after the application, the technician receives his first patent, and some petty patents have already been registered under his name before. Content of the patent is a "connecting element for a glass tube with a connection tube or tubing of smaller diameter in laboratory equipment". More precisely: a self-tightening connection between a GL thread (a standard round thread for glass parts) and a Teflon® tube or tubing. It is a big advantage of this component that it is for the first time possible to make a safe and absolutely tight connection between tubing or tube made of Teflon® and a glass tube of almost every requested diameter. A real innovation compared with former connection methods, like for example a rigid glass tubing connector or an inflexible plastic connector.

Another patent is granted to a BOHLENDER product on 10th September 1992: a new screw joint for a safe and tight connection of a tube with a component, especially a fitting or a coupling component.



Three-dimensional presentation of tubing connector

1987–2001 Continuity and change



1995



Quality management system: BOHLENDER receives the DIN EN ISO 9001 certificate



1997



After 38 years, Hermann Bohlender turns management over to his son Volker

Quality with certificate – DIN EN ISO 9001

Quality is one of BOHLENDER's main concerns. The company has always set high value on a close quality management. Since 10th November 1995, this maxim is officially confirmed. The DEKRA Certification Services assures that company BOHLENDER develops and produces according to the highest international quality standards – always in the service for the customers. On the basis of a comprehensive handbook, every step of the company's process cycle is questioned and optimized. Regular quality audits provide consistent quality standards on highest level. Strictest standards are set for all departments of the company. Already before the certification, the ambitious aims of the 32 employees have been: zero error, zero wastage and zero complaint. In other words – 100 percent of customer satisfaction.

For the purpose of these aims, the management strives to produce quality from one source, i. e. to unite possibly all steps of production from the powder to the final package under the company's roof. Another approach to a comprehensive in-house production depth is the commissioning of a hydraulic press and a sintering furnace in 1996. The oven allows to produce components from plastic powder for further processing – so-called semi-finished products. In addition to the tubes and rods which are produced by extrusion, further semi-finished products and pressed parts can be manufactured on the

premises. The slogan "everything under one roof" shall avoid dependencies from sub-suppliers.

The end of an era – Hermann Bohlender leaves the bridge

1st July 1997: Like countless times before in the last 38 years, Hermann Bohlender makes his tour of the company. But everything is different today. Melancholy, gratefulness and pride are the companions of the 68-year-old company founder on this Tuesday morning. Already when the patriarch left the house on this unusually cold summer day, he was controlled by ambivalent feelings. In his mind's eye he sees pictures and events of the past four decades in which private and professional life always belonged together. His company, of which he has made a reputed enterprise, does not only carry his name. It has also always been a part of his personality. And part of his family life. Without his wife Gertrud, the driving force of the days of foundation and the long-time assistant on his side, the enterprise would not exist. And for his son Volker, the company was an inherent part of his life. Quasi grown up next to the lathe, there have never been doubts for Volker Bohlender regarding his professional future. And that is why it is only consequent for Hermann Bohlender to leave the navigation bridge on this day and to make way for his son, for the family's fifth generation of entrepreneurs. There is no doubt that Volker Boh-



>> Delivery and unloading of desiccators from Japan

lender will continue the business with the enterprising spirit of his father – the big success of the last decade, in which father and son controlled the company together gives proof of it. Volker Bohlender has a clear vision which he consequently pursues: the connection of tradition and modernity, of continuity and change. Company BOHLENDER shall also in the future keep the character of a family business and shall continue to be a reliable partner for all customers. But at the same time, Volker Bohlender strives for a comprehensive modernisation and internationalisation. The next weeks and months will therefore set the course for many changes. One of the most important change has already been made: the transition from a sole proprietorship to a limited liability company (GmbH). Other changes will follow rapidly.

A new kind of processing is introduced which once more amplifies the in-house production depth. Thanks to the acquirement of a new machine, thermoplastic resins can now be processed, too. This again reduces the dependency from sub-suppliers. In the design department, the drawing board is replaced by modern CAD technology. Finally, in 1997, the company starts with a completely new production line which is adding one more chapter to its success story: BOHLENDER Desiccators made from acrylic glass.



“I am entrepreneur because I like the challenge”

At the age of 23 years he joined the parental enterprise. In July 1987, he became second managing director together with his father Hermann Bohlender. Since 1997 he has sole responsibility: Volker Bohlender, born in 1964, skilled industrial mechanic with title of master craftsman and entrepreneur by conviction. Making a difference, creating new products and motivating people – that is what he considers his job.

The way to management seemed to be pre-determined, but it still was not a walk in the park. Already as child, Volker Bohlender accompanies his father on his numerous business trips. In his youth, he earns money in the parental enterprise for buying fuel for his moped and some years later he joins his father during exhibitions and helps him as translator. Already before his official entry, the company is an important part of Volker Bohlender's life.

Man of action

VOLKER BOHLENDER

- » 20th June 1964
Volker Bohlender is born in
Lauda
- » September 1971
Visit of primary school Lau-
da
- » September 1975
Visit of secondary school
Lauda
- » September 1981
Visit of technical secondary
school Kitzingen
- » September 1984 until May
1987 Training as industrial
mechanic
- » 1st June 1987
Entry to BOHLENDER GmbH
- » August to October 1987
Working student at DuPont
and Hoechst

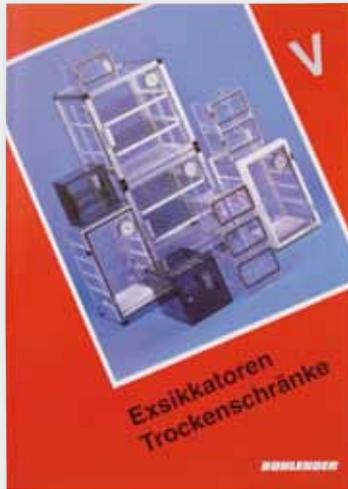
After a training at company LAUDA Dr. R. Wobser GmbH (a specialist in tempering technology), a subsequent military service and an exciting time as working student at DUPONT and HOECHST, he immediately starts to prepare company BOHLENDER for the international competition. He creates new structures, defines responsibilities, modernises marketing, invests in modern machines and increases the range of manufacture – all this with constructive criticism of company founder Hermann Bohlender.

So the transition of responsibility from father to son is not a break, but a smooth transition keeping the name BOHLENDER a guarantee for continuity. Since, despite all his enthusiasm, his willingness for permanent modernisation and the quick growth of the past years, Volker Bohlender wants to keep the character of a typical family business. This means for him short communication channels, unbureaucratic decisions, direct contact to the employees and the possibility to meet a challenge.

- » July 1988 until September
1989 Military service in Tau-
berbischofsheim
- » 1989 to 1992
Visit of master school
(part-time)
- » 27th August 1994
Marriage with Heike Barth
- » 1st July 1997
Sole managing director
- » 8th November 1999
Birth of son Moritz
- » 24th May 2001
Birth of son Silas
- » 13th June 2004
Election to the municipal
council of Lauda-Koenigs-
hofen



1998



AtACHEMA 1998 BOHLENDER GmbH already presents its own production of desiccators.

1999



Seite Ta 34

70. Geburtstag am heutigen Freitag in Lauda
Ein Unternehmer mit Weitblick
Hermann Bohlender setzte 1971 auf unbekanntem Werkstoff

Lauda. Das Firmengebäude liegt zwar etwas abseits im Buchhofseimer Weg in Lauda, doch seine Produkte sind dafür in den Forschungslabors der ganzen Welt im Einsatz. Der Unternehmer Hermann Bohlender arbeitet seit nunmehr 40 Jahren an diesem Erfolg. Am heutigen Freitag feiert er seinen 70. Geburtstag.
Der stete Blick für das Machbare, aber auch jede Menge Innovationsfreude ließen die Firma Bohlender seit der Gründung 1959 erfolgreich wachsen. Nach dem Abschluss einer Lehre als Werkzeugmacher und einem Studium am Polytechnikum in Würzburg arbeitete Hermann Bohlender zunächst in mehreren Unternehmen als Betriebsassistent und Konstrukteur. Als er Ende der 50er Jahre die Firma „Bohlender-Gerätebau“ gegründet hatte, begann der Jubilar, nebenberuflich Drehteile aus Edelstahl zu fertigen.

1971 war es dann soweit. Der Umfang der Arbeiten hatte derart zugenommen, daß sich Hermann Bohlender entschloß, sich nun ausschließlich um seine eigene Firma zu kümmern. Gleichzeitig entschloß sich Hermann Bohlender auch, seinen Produktionschwerpunkt auf einen bis dahin relativ unbekanntem Werkstoff zu verlagern. Er spezialisierte sich auf die Be- und Verarbeitung von Fluor Kunststoffen (Teflon/Flostadion). Viele Erzeugnisse aus diesem Stoff wurden von ihm entwickelt, teilweise sind sie auch durch Patente geschützt.

Seinem Sohn Volker übergab er 1997 die Firma, doch auch heute noch ist der Jubilar täglich im Unternehmen anzutreffen, dem er weiterhin mit Rat und Tat zur Seite steht. Verheiratet ist Hermann Bohlender seit 1955.
Neben all seinem beruflichen Engagement fand Hermann Bohlender Ausgleich im Wandern. So gehört er schon seit Jahrzehnten dem Wandereclub Lauda an und fungiert dort lange schon als Wandervort. Außerdem ist Hermann Bohlender ein passionierter Hobbygärtner.

Seinen 70. Geburtstag feiert Hermann Bohlender am heutigen Freitag im Kreise seiner Familie und Freunde. Am Dienstag, 11. Mai, feiert der Unternehmer dann mit seinen Firmangehörigen inklusive Partnern nochmals.
Die FRÄNKISCHEN NACHRICHTEN schließen sich den zahlreichen Glückwünschen zum Ehrentag an.



Der Laudauer Unternehmer Hermann Bohlender feiert am heutigen Freitag seinen 70. Geburtstag. Bild: Weitz

The press honours Hermann Bohlender with an article on his 70th birthday

A success story:
BOHLENDER Desiccators

For many years, the company has bought drying cabinets and vessels for storing humidity sensitive products – so-called desiccators – from Osaka. These cabinets from partner-company Sanplatec are converted for the European market and then resold.

At the beginning of BOHLENDER's and Sanplatec's co-operation at the end of the seventies, Japan was in a special economic position. The already mentioned high state subsidies and the relatively low unit labour costs made the products very cheap for European buyers. That is why an own production of the desiccators is not interesting for company BOHLENDER for a long time. But the situation changed by the end of the nineties. Due to rising labour costs and the disadvantageous exchange rate of D-Mark and Yen, the prices for desiccators from Japan are rising continuously. In addition, the long route of transport often results in considerable transport damages. Apart from that, delivery periods of more than 3 months are unacceptable for company BOHLENDER. No doubt – there is need for action, and Volker Bohlender is a man of action with a sure eye for good market opportunities. In 1997, they start to make tests in Lauda. With success: already at the Analytica exhibition in 1998, Bohlender GmbH presents its own line of BOHLENDER Desiccators. And again, Volker Bohlender had the right touch:

equipped with a stable aluminium frame, electronic hygrometer, flexible shelves and one-touch door, the new desiccators are finding keen interest and immediately succeed in the market! Till this day, the desiccators belong to the most successful product groups of company BOHLENDER.

In the last two years of the millennium, company BOHLENDER redesigns its web presence. For the first time, all products are available in three languages, pictures and technical data included. But also the printed documentation is improved. With catalogue 200, classics and innovations of company BOHLENDER are put in perspective on more than 150 pages. Comprehensive tips for practice, information about materials and technical details complete the catalogue which is available also in English and French language.



Quick, efficient, precise:
The new vertical machining centre



Employed in the company for 20 years: Raimund Heber, Walter Bausback, Ahmet Oezden (front, from left to right), and for 10 years Bernhard Kungl, Eugen Hellinger and Uwe Hossfeld (back, from left to right).

2000
↑

Waltersberg:
breaking ground for the future

At the beginning of the new millennium, the company's turnover grows continuously. In the year 2000, Bohlender GmbH has 36 employees and a turnover of 5 million D-Mark. At the year-end ceremony in Lauda's traditional restaurant "Ratskeller", Volker Bohlender again announces double-digit growth rates. In his annual review, his conclusion is completely positive: the machinery continues to grow, a new, ultra-modern plastic processing machine is taken into operation almost every year. In September 2000, a new vertical machining centre was installed for a quicker, more cost-effective production with

high quality. With its 4 movable axes, this machine is predestined to produce also complex parts quickly, precisely and economically. Also concerning the participation at ACHEMA in Frankfurt, Volker Bohlender's conclusion is consistently positive: everything seems to be perfect.

There is only one problem which is always involved in the continuous growth of a manufacturing company: the shortage of space. And, like his father, Volker Bohlender has to face various difficulties: the industrial area around the company's site in the Bischofsheimer Weg in Lauda is in the middle of the nineties suddenly declared as water protection area. Though existing buildings are under conservation, extensions or new buildings can only be made under delicate conditions. Also immediate interventions of the

Developments

Turnover in € 5 Employees



1987–2001 Continuity and change

>>



2000 >>

Year-end ceremony

local companies cannot change the situation. A situation which brings an expanding company like BOHLENDER GmbH with a growing need of space in a very difficult position. Volker Bohlender schedules an architectural competition with the aim to find a possibility to extend the existing building. But the results do not convince him, he even has to face more and more arguments against an extension. There are for example the strict requirements of the environmental authority which increase the project costs. And there are always new requirements and conditions of other public authorities which make the si-

Bohlender decides to make a clean cut and leave the site in the Bischofsheimer Weg. Already three months later, and thanks to the help of mayor Alfred Beetz and Mr. Heinz Ulzhöfer of the municipality of Gruensfeld, Volker Bohlender can invite to a special event: On 9th September 2001 he and his guests from economy and policy break ground for the new company building in the intercommunal industrial area of the cities Lauda-Koenigshofen and Gruensfeld.

The new address of BOHLENDER GmbH:
Waltersberg 8, D-97947 Gruensfeld



Groundbreaking for new building in Grünfeld

tuation more and more difficult. There is no more planning reliability, a new decision has to be made. Volker Bohlender knows that he cannot wait any longer. The die is cast: in this night in June 2001, Volker



2002-2009

2002–2009 The future in sight

>>



2002



The company's building in Gruensfeld takes shape

July 2002: BOHLENDER GmbH has finally left Lauda and the Bischofsheimer Weg. The new site in the industrial area "ob der Tauber" meets all of Volker Bohlender's criteria. It is not far away from Lauda, it is close to the Tauber axis, offers favourable financial conditions and the possibility to extension without any conditions from the authorities.

Waltersberg: New home of quality

Only 8 months after the beginning of the construction works, the last machine of the company is placed in the new building at "Waltersberg 8". Of course the 43 employees are not yet used to drive to Gruensfeld instead of Lauda, but they do not yearn for the old building in the Bischofsheimer Weg. The advantages of the new premises prevail. The cramped confines in the old building made it very difficult for the workers to operate the machines appropriately. These conditions have changed considerably: the new building is spacious, efficient and offers ideal ergonomic working conditions for "Best performance for your lab" by BOHLENDER.

On 2.700 square metres under roof and with an investment volume of more than three million D-Mark, the new premises correspond to the company's expansive plans. The building's architectural style aesthetically differs from normal industrial buildings. But still there was one situation when the ambitious project balanced on a knife's edge for several days, a situation which absolutely could not be anticipated by Volker Bohlender.



Volker Bohlender supervises the delivery of the machines in the new production hall.

9/11

Two days after the ground-breaking ceremony for the new building, two planes directed by terrorists crashed into the towers of Manhattan's World Trade Centre: a traumatic event with far-reaching consequences. A break in history which considerably changes the global foreign and security policy and which causes a shock wave that also reaches the Tauber region. For days, phones and faxes in BOHLENDER's office stand still, the international laboratory market is paralysed for weeks. Fortunately, the market slowly recovers and Volker Bohlender can breathe a sigh of relief – the biggest investment of the company history stands on a stable fundament again.



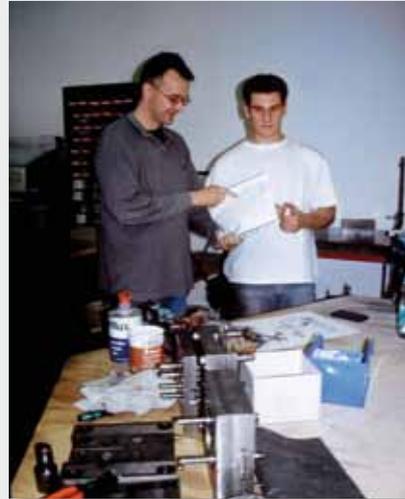
The new building at Waltersberg in Grünsfeld

Everything on the premises

A spacious production area with annexed administration building are the heart of the new site. A big warehouse and break rooms complete the appearance. The new delivery entrance is much better accessible than the entrance of the old building in the Bischofsheimer Weg. Workflow is now much easier since all of the company's departments can be reached without barriers. It is no longer necessary to work on several floors. The new production hall also includes a training workshop where up to six apprentices can be trained as industrial mechanics in the field of turning. For Volker Bohlender, this is an essential requirement for the success of an enter-



Minister Prof. Dr. Wolfgang Reinhart delivers a speech on the occasion of the dedication of the new company site



Always important for BOHLENDER: the training of qualified junior employees

2002 >>

>>

prise, also with regard to the skills shortages that have to be expected in the coming decades. In order to counter this development and to keep the high qualification of the employees, BOHLENDER GmbH also amplifies the cooperation with local schools. At regular intervals, pupils can gather work experience and get a first idea of the company's workflow. With the new premises, the company's management has also solved another problem which has been existing

Open day

14th September 2002: People are crowding on the premises of BOHLENDER GmbH. The company's employees have come up with many ideas to make this open day interesting and diversified. After the official opening ceremony of the previous week which was joined by many representatives from policy and economy, the management has decided to open the doors for the local population on this Saturday. The people were offered to make a tour of the company to gain insight in the world of labware made of high-performance plastics and to get convinced of the company's productivity at the new site. Of course there was also plenty to eat and drink, and children had fun in a bouncing castle and with a balloon contest. A real surprise was a tractor and a digger which could be "used" by all children. No doubt: the open day is a full success, and the aim of this day - increasing the degree of BOHLENDER's popularity also in the region - is reached. When the open day ended at around three o'clock in the afternoon, more than 800 visitors had taken a look at the new premises.



since its foundation: the permanent shortage of space. With a total surface of 14.000 square metres, all options for a future growth have been kept open.

With this day, the company has finally arrived at its new site. The Waltersberg offers best conditions for a further expansion of the traditional family enterprise. An expansion to become an internationally acting company, a "global player" of the laboratory sector.



>> September 2002: Interested visitors during the Open Day

Marketing offensive in Asia and the Middle East

ACHEMA 2003: again, the most important international exhibition for chemical technology and analytics is a full success for company BOHLENDER. Visitors are astonished by the many novelties which are presented on BOHLENDER's booth G 24 in hall 6.1. The four-page leaflet called "BOLA NEWS" gives a clearly arranged outline of the new developments: Multiple Distributors for Bottles with Stopcocks, Electroconductive Tubing, Vario Couplings – and much more. The feedback among experts is excellent. Also the international sales are progressing well for the company. In December 2004, Volker Bohlander

travels to Asia to cultivate existing contacts and to establish new business relationships. During a two-week trip through several states of the Far East, Volker Bohlander manages to improve the standing of his company on the Asian continent. Also the Middle East is an aim of the company's marketing offensive. In the previous year, BOHLENDER participated at Arab Lab and Instrumentation, the most important exhibition in the Middle East region. For a period of four days, the high-performance plastic products were presented to the interested audience. Visitors from the United Arab Emirates, Egypt, Saudi-Arabia, Oman, Bahrain, Syria, Iraq, Qatar, Iran, Pakistan, Jordan and India joined the booth and got an idea of the company's abilities.

In conclusion, BOHLENDER GmbH can excellently sustain its position on the market at the beginning of the new millennium. The logic consequence follows in year 2005 – for the first time, the turnover of three million Euro is exceeded.

Basis and first requirement of the continuous growth in these years is certainly the quality of the products and the innovating power of the company. Another decisive aspect for the partially two-digit growth rates is also the professional corporate design which is steadily pushed by Volker Bohlander and which helps implementing the good reputation of the lab-ware with the BOHLENDER logo on the global market.



Big fun for children during the Open Day



2004

Volker Bohlender gathers many impressions during his trip through Asia



2005

Internship of pupils

D 400 and internet

September 2005: BOHLENDER GmbH presents the new and completely revised general catalogue D 400. With big meticulousness, the new printed version of the BOHLENDER-portfolio is completely revised. Traditionally, the customer is taking centre stage for the family business. On more than 170 pages, the product range is documented impressively. Really innovative are for example the numerous pictures showing examples of application of the high-performance plastic products. The positive feedback of both dealers and end-users shows that these pictures facilitate the choice of products considerably. Also the technical appendix of the D 400 catalogue is extensively revised and becomes an essential reference book for all questions concerning labware made of fluoroplastics. This excellent customer service is also reflected in the development of sales: in the following year, the turnover exceeds four million Euro.

After this great success, BOHLENDER GmbH also revises and modernises its web presence in 2006. The aim is to increase clarity and to get quicker access to all requested information – around the world, and at any time.

Investments for future

The years 2006 and 2007 are years of massive investment. Volker Bohlender consequently updates the machinery to the latest state of technology. The good economic situation is not a reason for him to sit back and do nothing – far from it! Just in this situation it is necessary to invest and to prepare the company for the challenges of an eventful future. Five new machines are put into operation in 2007. In addition to an ultra-modern CNC machining centre and another numerically controlled lathe, both a band saw and a circular saw are integrated to the machinery. An injection molding machine follows. In February 2008, the company invests in two new numerically controlled machining centres. In these days, the clientele of BOHLENDER GmbH is growing continuously. Especially two new OEM customers are very positive for the development of sales. In order to come up to the steadily advancing requirements of the customers appropriately and promptly, BOHLENDER GmbH's management decides to increase the personnel to 45 employees.



» Stopcock plugs – a BOHLENDER-classic in use



» A step ahead –
a new web presence

2006



Teambuilding

Also in times of mechanization and computerized production methods it is very important for the success of a company to have qualified and motivated employees. And Volker Bohlender is well aware of this. That is why he paddles on a shaky canoe down the Kocher river together with all his employees on a warm day in June 2007. This challenge shall strengthen the team spirit and the togetherness of the staff and, last but not least, shall be fun for everyone. Two years before, the team already met at the high-rope-course "Forest Jump" in Wallduern for its first "Day of experience" which always lives up to its name. And also during the canoe trip there is a lot to

experience: the crew of one of the canoes for example had to proof their capabilities as swimmers quite soon. And also in the morning, the team had a lot of fun: Every team had several planks, barrels and lots of ropes at their disposal to build up a float which had to manage a test run on the river Kocher. After a refreshment, the BOHLENDER fleet consisting of 14 canoes started in Forchtenberg the tour on the river Kocher. All participants enjoyed about 10 km of paddling, steering, simple gliding as well as turbulent water. At the end of the day, the whole staff joined dinner in Jagsthausen and took the opportunity to recover and to talk about the many highlights of this day.



New machine for more productivity

2002–2009 The future in sight



2006 >> BOHLENDER at ACHEMA 2006



2007 >> BOHLENDER "Day of experience" at the Kocher river

New arrangement for the future – BOHLENDER GmbH and its brands

Since 2008, the entrepreneur Volker Bohlander follows the target of developing and realizing a multibrand strategy. Because of the growing internationality of his company, he likes to differentiate the wide product range within the BOHLENDER GmbH into different brands. So, BOHLENDER will further on manufacture and distribute the professional high-performance fluoroplastic labware under the well-established brand name BOLA. However, a short, easy pronounceable name has to be found for the second product line, the desiccators and drying cabinets, that are even used outside the lab. Together with these modifications, a new Corporate Identity has been developed: definite, uncomplicated and well-arranged – this is how the BOHLENDER GmbH presents itself today. Even with the modification of the catalogue D 500, that sets new patterns regarding clarity, high practical orientation and product diversity. Directed to the international market but with an engagement to traditional values. Dare new ways and, nevertheless, have an engagement to the own roots – this is a strategy that has proved in the success story of BOHLENDER for decades and that gets new life now. The company represents itself with high requirements in all areas: certified product quality, high vertical range of manufacture and innovative capacity as well as marketing and personnel management. A company



that is prepared for the years to come and the big challenges in economic turbulent times.



2008

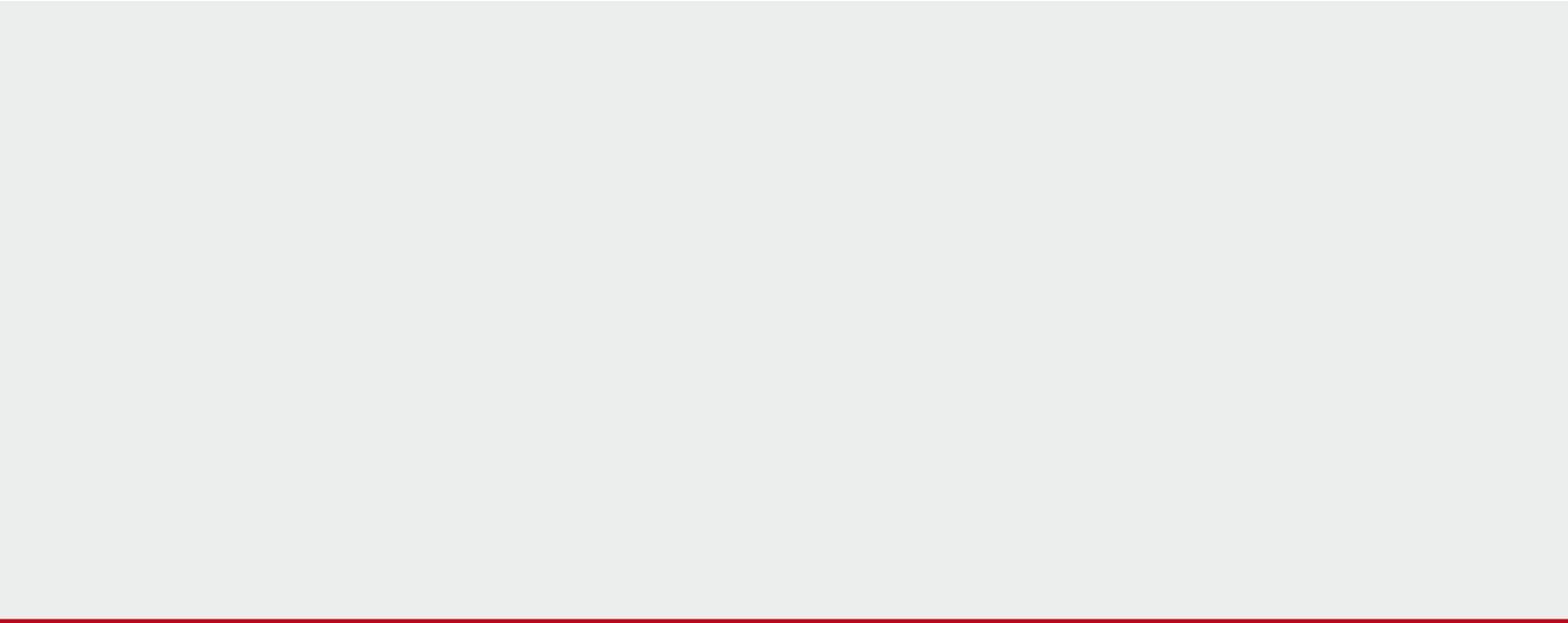


Up to date: catalogue and homepage in a new, uniform look.

Desiccators with new logo – The brand SICCO

ACHEMA 2009: Besides many product novelties of the brand BOLA for research facilities worldwide, the fair visitors will discover another innovation on the BOHLENDER GmbH booth: the brand SICCO. From now on, the new name stands for the successful branch of desiccators and drying cabinets. Therewith the two areas of the BOHLENDER GmbH are obviously separated and the multibrand strategy is completed for a start.







2010-2015



2010



Big 50th anniversary party

Beginning of 2010: Half a century passed by since Hermann Bohlender provided the basis for his company with a lot of diligence, idealism and far-sightedness. The course is set, the chronicle for the past decades has been continued. Just a glittering party is missing. So, the big event should take place in July. The preparations are in full swing.

The 50th anniversary

Friday, 16th July 2010: An important evening. About 250 honored guests are welcomed by Volker Bohlender who invited them on the "Waltersberg" for the company's 50th anniversary. A tent was especially pitched on the premises for the official ceremony and the subsequent party. There is nothing to be missed because of culinary delights and a great entertainment.

At first, Volker Bohlender presents the company's history to his guests, loaded with little anecdotes and pictures out of the company archive. Thereby he honors the life work of his meanwhile 81 year-old father. Even the guests – amongst others representatives from trade and industry and the local government – show their respect for this performance with standing ovations. Furthermore, Volker Bohlender thanks all those staff members who have particularly contributed to the success of the medium-sized enterprise. It is obvious: They all pull in the same direction - apprentices, department heads and the president. After a little break accompanied by music of a string quartet, Main-Tauber's civil servant Dr. Ulrich Derpa as well as the mayor of Gruensfeld, Mr. Alfred Beetz, and the head of the Chamber of Commerce – branch office Bad Mergentheim – Mr. Peter Schaffert, made their speech and their congratulations. Mr. Schaffert brought a special award: the certificate of honor of the Chamber of Commerce. At



the end of the official ceremony, a special highlight is still waiting for the guests: the revealing of the BOLA fountain that was designed by the apprentices and built up out of BOLA products. After a refreshing drink from the BOLA fountain, the rest of the evening starts, with dance music of the band "Südlich von Stuttgart" all night long. After the party, preparations have to be made for the next big event on the Waltersberg on Sunday, the open day.

Sunday, 18th July 2010: A big crowd has come to visit the premises of the BOHLENDER GmbH. Besides the good weather, also the varied program might be an attractive aspect for the visitors: Live-Music, stand-up-comedy with the "Schräge Professoren", trampoline, goal wall shooting and a chemistry quiz for students promise pastime for young and old. Furthermore, the guests gain an impression of the world of BOHLENDER by making a tour through the sales and purchasing department, process planning, development and construction, production, warehouse and shipping department. At the end of the day, when BOHLENDER closes their door at 5 p.m., visitors as well as staff members agree: It was a completely successful celebration.



Entertainment with the Dixieland-Band

2010–2015 A success story goes on

>>



2011



Groundbreaking ceremony for the annexe

>>



2012



On the ACHEMA 2012, the latest SICCO development is presented: the Glove Box

Growth needs space:

Groundbreaking ceremony on the “Waltersberg”

While many others still struggle with the global economic crisis, the BOHLENDER GmbH is still successful and registers double-digit growth rates. In order to come up with the rising demand for high-performance fluoroplastic labware and desiccators of the younger company branch SICCO, more space has to be created. For this reason, Volker Bohlender, his wife Heike, the mayor of Gruensfeld Alfred Beetz and the mayor of Lauda-Koenigshofen Thomas Maertens as well as representatives of the construction companies meet on 2nd November 2011 for the groundbreaking. About ten years after the first groundbreaking on the Waltersberg, a new warehouse and production hall with 783 m² should be built by February 2012. Volker Bohlender placed the construction orders with local companies as he feels closely connected to the region.

This chapter is another important in the company history of the international acting BOHLENDER GmbH with currently 55 employees. Nevertheless, Volker Bohlender plans to increase the workforce in order to counter the lack of skilled professionals. He relies on the qualification and encouragement of young professionals – therefore three apprentices instead of two start their career at the BOHLENDER GmbH in 2012. The continuing growth in Sales shows one thing – as far as Volker Bohlender is concerned, this

is not yet the end. 30 new staff parking lots are, not without a reason, part of the current construction project.

Analytica and ACHEMA 2012 – BOHLENDER is always present

20th April 2012: The fair Analytica in Munich proves to be again the perfect platform for making international contacts and initiating future business relationship. About 30.000 visitors from 110 countries worldwide come to visit the international trade fair for laboratory technology, analysis and biotechnology.

Hall B1, booth 351: The BOHLENDER GmbH presents its BOLA and SICCO classics and novelties, obviously separated but both as parts of the same family. A visual highlight are the SICCO desiccators and drying cabinets which have been developed for a humidity- and dust-free storage of sensitive substances. The bestseller on the fair are the new large scale Super Big Star desiccators and the all-round transparent Glove Box that offers an isolated atmosphere to lab assistants in order to work safely with dangerous substances. But also the BOLA professional high-performance labware with its small components drew the customers' interest, especially stirrer shafts, magnetic stirring bars and tubes. The gathering crowd of people at the booth shows once



Always close to the customer: BOHLENDER on Facebook



The revised Corporate Identity of BOHLENDER

again that high-quality products made in Germany are much appreciated by the international lab industry.

Also the fair ACHEMA confirms this. It is the international trade show for Chemical Engineering, Environmental Protection and Biotechnology and takes place from 18th until 22nd June 2012 for the 30th time. Amongst 4000 international exhibitors, BOHLENDER is represented at their booth E19 in Hall 4.1. For the company, the participation in this trade fair is an important component of its international orientation.

A new era begins: BOHLENDER on Facebook

Just as his father, Volker Bohlender notices the signs of time and implements innovations in the best interest of the company: an adequate appearance for the BOHLENDER GmbH and its product brands BOLA and SICCO in the social network Facebook. For Volker Bohlender, this is the best possibility to be close to the customer and to enter into dialogue with the users of his products.

December 2012 Completion of the brand restructuring

The last step of the brand restructuring, that was started in 2008, has been completed. From 2013, the company presents itself with a new look and feel. "Our aims were the creation of strong, individual brands for our product ranges and a self-confident appearance of the company above those brands in order to gain the best personnel. Now we are perfectly arranged for the future.", stresses Volker Bohlender and thus opens the next chapter in the success story of his company.



Unloading of the new CNC lathes



2013



February 2013: BOHLENDER

GmbH's new fiscal year has started and is expected to be a great year again: The entrepreneur Volker Bohlander is full of drive, the purchase of a RAM Extruder is the signal of a new exciting year.

Enlargement of machinery

Already in 2011 the annex of a new production and warehouse hall showed that BOHLENDER GmbH prospers continuously. The announcement on 26th February 2013 about the purchase of a RAM-Extruder for independence of raw material suppliers, more flexibility as well as reliable and punctual deliveries, reflects this. The committed entrepreneur knows that it is important to offer this to customers in order to persist as a medium-sized enterprise on the global market.

The purchase of the extruder is only the start of a successful fiscal year. Only one week later, the purchase of two new CNC lathes is announced. End of May, the lathes are delivered which is a big challenge for the employees. They have to unload the lathes undamaged and in heavy rainfall and afterwards place them in the enlarged production hall. That shows the great teamwork within the BOHLENDER GmbH. By consolidating their efforts, the employees unload the lathes undamaged and install them so that they are put into operation on 05th June 2013. Even these lathes shall contribute to satisfy the customers' requirements for well-established BOLA products and to reduce delivery times.



>>> Honor to whom honor is due: 30th anniversary of Mr. Schweitzer



>>> Team Run on Fair Koenigshofen

Dedication und total commitment – Distinction of long-standing employees

10th April 2013: A special day is dawning. The president of BOHLENDER GmbH invites for a ceremony because of the company anniversary of Mr. Ernst Schweitzer, Manager of Factory and Development. Mr. Schweitzer has committed himself for the company for 30 years which is not self-evident at all nowadays. This is why we are celebrating today the 30th anniversary of Mr. Schweitzer in which he has contributed to the company's success with many ideas and innovations. Besides company's founder Hermann Bohlender and Mr. Schweitzer's wife, also the chairman of the Industrial Park "ob der Tauber", Mr. Mayor Thomas Maertens, is invited. Mr. Maertens handed over a certificate from the Chamber of Industry and Commerce to Mr. Schweitzer. But this is not the only anniversary this year. On 7th September 2013 we celebrate another anniversary. Mr. Rainer Schoeroesch has worked in warehouse and dispatch department for 25 years now. His knowledge and commitment have always been an enrichment for the company which has to be honoured today. "Such long-standing employees prove the great work climate herein.", says Volker Bohlender.

Great emphasis is put on teamwork: BOHLENDER Adventure Day, Team Run on Fair Koenigshofen and Table Soccer World Cup

21st June 2013: Today, we do not work as usual on Fridays. Today, all employees, Volker Bohlender as well as his wife Heike meet on the premises to spend a special day together: The BOHLENDER Adventure Day. A day, which the dynamic entrepreneur Volker Bohlender uses to give back something to his employees, a day according to the motto "Teamwork". Things that belong to BOHLENDER GmbH and made it to a successful company are, a great work climate, employees who like each other, and to work as one. The whole BOHLENDER GmbH starts punctually on 7:45 a.m. with destination Enderndorf in the beautiful valley "Altmuehl". There, an exciting day is waiting for them, starting with a Segway tour round Lake "Igelsbach", a climbing tour full of action through the Adventure Forest including a river crossing with Germany's longest cable descent as well as a boat trip on the great Lake "Brombach". Refreshments were served the whole day. A culinary highlight was the opulent Franconian buffet on board of the trimaran.

The successful Adventure Day of BOHLENDER GmbH should not be the only event for building up teamwork. For the first time, seven enthusiastic active and sporty employees as well as the company's president took part in the Team Run on „Koenigshofer Fair“.



BOHLENDER in World Cup Fever



Start of the ground works for the new „Hall 3“

2014



On 14th September the moment of truth arrives. The start gun sounds for the 10,2 km Team Run. Quickly it becomes obvious that the after-work-training sessions were efficient: They reach the 12th Place from 31. A great result which is celebrated with cold drinks afterwards in the festival hall. This is where the participants decide to start again together in the year to come.

This chapter is another important in the company history of the international acting BOHLENDER GmbH with currently 55 employees. Nevertheless, Volker Bohlender plans to increase the workforce in order to counter the lack of skilled professionals. He relies on the qualification and encouragement of young professionals – therefore three apprentices instead of two start their career at the BOHLENDER GmbH in 2012. The continuing growth in Sales shows one thing – as far as Volker Bohlender is concerned, this is not yet the end. 30 new staff parking lots are, not without a reason, part of the current construction project.

04th June 2014: The Soccer World Cup 2014 in Brazil is shortly starting. Also, BOHLENDER's employees are gripped by the soccer fever. This is why they start at the same time their internal Table Soccer World Cup. Mixed teams consisting of employees of production, warehouse and administration as well as the management compete against each other to gain one of the attractive prizes in the end. It becomes clear that this company is led by a president who wants to be next to his employees. He is not only audience of the games, that take place in the coffee

break, but is player himself and takes part highly motivated and full of enthusiasm, just as in all sectors of the company. In the end, the best players are happy to be the best players and winners of the Table Soccer World Cup 2014 and to gain tickets for a real soccer game.

October 2014:

Unlimited growth requires new steps

Nearly 3 years passed by since the ground-breaking of the annex of the new warehouse and production hall. Now, Volker Bohlender has to take steps to cope with the continuous growth of company BOHLENDER. Therefore, we should not be surprised to hear the announcement on 07th October 2014 on another completely new production hall for which the ground works will start shortly.

Volker Bohlender, who has led the company safely for years now and proved with his innovative ideas to be entrepreneur thoroughly, starts another large-scale project. The planned „Hall 3“ should be built in 2015, the ground-breaking still has to be made. However, the ground works which are starting now mark another important step in the history of the medium-sized enterprise. A step into a successful future.



2015

Ground-breaking ceremony April 2015



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Exterior view of the new production hall

Construction of new 1780 qm large production hall **BOHLENDER is expanding**

13th April 2015: Due to bad weather conditions, the official ground-breaking ceremony for the new 1780 qm large production hall "H3" takes place, as already announced in October. President Volker Bohlander and his wife Heike welcome many representatives of the public authorities as well as the involved construction companies for this occasion. Only three years after the launch of the second production and warehouse hall, the course is again set for expansion.



Thanks to the steel frames and the pre-manufactured sandwich elements, the first CNC lathes move into the new hall already in September. In October, even the complete SICCO Assembly Department moves into the new hall. This step is already overdue because of the considerable turnover gain in the desiccator and drying cabinet sector. Many windows provide natural illumination and contribute to the environmental protection together with the modern home installation and an optimal ventilation system. Furthermore, 728 solar panels belong to the reasonably designed building. The solar panel installation briefly shocked in summer 2015 when some of the panels caught fire about noon on 1st August, which was a Saturday.

2010–2015 A success story goes on



Fire Solar Panel Installation

2015



Information Day for Industrial Mechanics-to-be



Thanks to an attentive neighbour and fast operation of the fire brigade, the fire was stopped and could not encroach to the new production hall. More damage was avoided.



Another contribution to the environmental sustainability is the proximate seeping pond in which the rainwater is collected. In the course of the hall extension, also the outdoor facilities were newly designed. Water sourcing stones and some separated plant and stone beds show the modern image of the company.

Information day for Industrial Mechanics and AICHEMA 2015:

09th May 2015: BOHLENDER GmbH tries something new: For the first time, an information day on the profession Industrial Mechanic is taking place directly in the company on the Waltersberg in Gruensfeld. Many young people from the region being in their professional orientation phase were interested. Training manager Uwe Hossfeld and his five apprentices answered questions of the young people and their parents the whole day. They show how high-performance fluoroplastic labware is produced on CNC lathes and deliver an insight in the everyday life of an apprentice to become Industrial Mechanic. The apprenticeship of qualified young personnel is an important point in BOHLENDER's philosophy of the entrepreneur Volker Bohlander.

15th June 2015: In Frankfurt, the exhibition AICHEMA 2015 opens. It is the Leading Show for the Process Industry. Five days, exhibitors from all over the world present their innovations in chemical, pharmaceutical and food industry. Among 3.500 exhibitors, also BOHLENDER has its booth. Besides an extensive standard programme, many novelties from BOLA and SICCO are presented. The focus is on BOLA products made of conductive PTFE that gain in importance related to safety at work. Glove Boxes in



>> ACHEMA 2015 in Frankfurt

the SICCO range also contribute to the user's safety as they allow working with hazardous substances in a closed environment. "Stirring and Mixing" is still an interesting subject for the 170.000 visitors on the ACHEMA fair. Therefore, BOHLENDER gains many new contacts around the world and continues its international course of success.

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