



THERMAL SYSTEMS

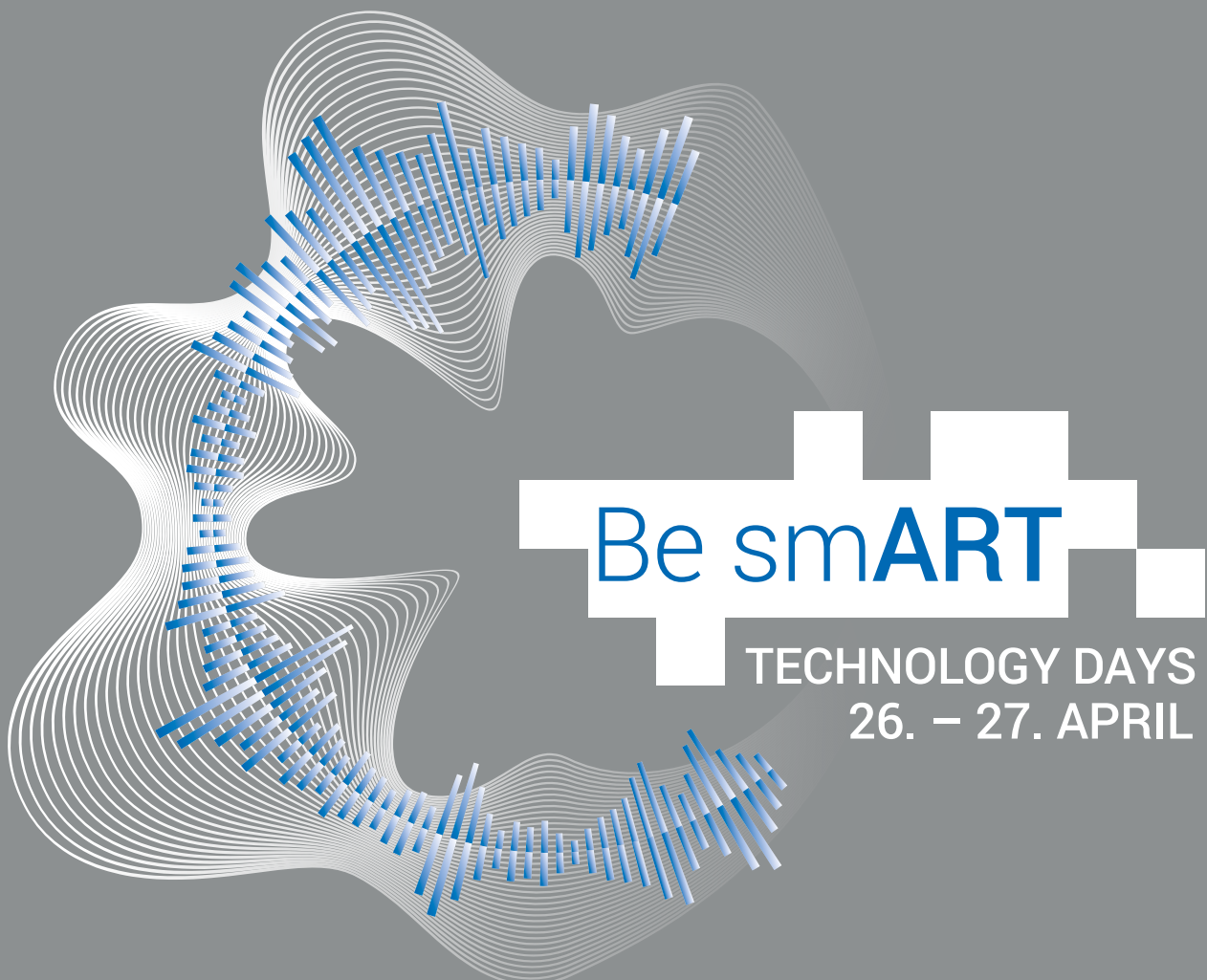
# review

The customer magazine, issue 02, 2022

**06** Rehm supports Smyczek  
in the successful realisation of  
challenging soldering profiles

**10** Technology days at Rehm  
on 26 and 27 April 2023  
Be smART, take pART

**16** Vacuum soldering system Nexus  
Deoxidation under vacuum with  
active process gases





take  
pART

33

YEARS

Rehm Thermal Systems

## Dear readers,

I am pleased that shortly before the end of the year we can give you a short review in our new review as well as a first outlook on the new year.

Another year lies behind us that we had not imagined.

Corona has taken a back seat in the meantime, but the overall economic situation with bottlenecks in the supply chains, the war in Ukraine and the resulting energy crisis, among other things, presented us with great challenges, both entrepreneurially and privately. But despite these difficult conditions, we are convinced that we will again successfully master the current and upcoming challenges together.



With our first trade fair participations in the second half of the year, we were finally able to get in touch with you personally again due to the somewhat more relaxed Corona situation. This personal exchange is extremely important alongside all the digital possibilities and will continue to have a high priority for us in the future.

That is why we are already inviting you to our 33rd company anniversary on 26 and 27 April 2023. You can look forward to two days packed with interesting lectures and exciting workshops at our company and find out more from the Rehm experts on a wide range of topics relating to the Rehm portfolio. Don't miss the evening event with a great programme in a beautiful location and enjoy the evening in a cosy ambience.

We look forward to seeing you!

A handwritten signature in black ink, which appears to read 'Rehm J.'.

**Johannes Rehm**  
General Manager

# Content review 02 | 2022

06



High flexibility, maximum quality and consistent implementation of customer requirements

10



Be smART, take pART - the art of sustainable electronics manufacturing

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Coating of oversized printed circuit boards, among other things for the electronics of charging columns

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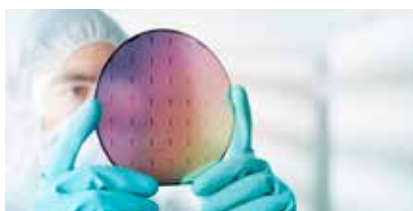
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For better readability, the masculine form is used when referring to persons.

However, in the interest of equal treatment, these terms expressly apply to all genders.

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Alex Grein shows customers how to make equipment fit and colleagues how to keep themselves fit

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# SMYCZEK RELIES ON REHM FOR FLEXIBILITY

The systems from Rehm support Smyczek in the successful realisation of demanding soldering profiles.





Since its foundation in 1978, Smyczek GmbH has earned a reputation as an expert yet flexible service provider for the production and assembly of high-quality electronic components. Close customer relations and a comprehensive machine portfolio enable the traditional Westphalian company to reliably implement individual customer requirements. Smyczek is supported in this by the high-performance and adaptable soldering systems from Rehm Thermal Systems.

With more than 40 years of production experience and almost 600 employees distributed between the headquarters in Verl, North Rhine-Westphalia, and the Delbrück Ostenland site, Smyczek is a regional heavy-weight when it comes to the skilled assembly of electronic modules. High flexibility, maximum quality and the unflinching implementation of customer requirements lie at the heart of the company's philosophy.

#### Partnership-based, customer-oriented and focused on the essentials

As a contract assembler, Smyczek plays a key role in the manufacture of end products for aerospace, agricultural technology and the consumer electronics and home and lighting technology sectors. Yet the exact nature of the products often remains hidden – even from the company's management. This not only serves to protect know-how – an important aspect for numerous customers – it's also entirely in keeping with the company's self-image as a reliable service provider: "No matter what product ultimately results at the end of the manufacturing chain, our job is to deliver high-quality electronic assemblies," is how Managing Director Michael Schlegel succinctly sums up the company's credo.

Accordingly, Smyczek positions itself on the market as a pure sub-assembly supplier for assembled or partially assembled PCBs. While customers provide the relevant material and formulate the concept, Smyczek carries out the partial production process. In so doing, it delivers the majority of the assemblies unpowered – again following the wishes of the customer. This focus on core competencies certainly pays off – with high product quality, an equally high degree of flexibility and unconditional adherence to deadlines. These are qualities that Smyczek expects from its partners too.



### Reliable results with the VisionXP+ from Rehm

A role that Rehm Thermal Systems fulfils conscientiously. Smyczek relies primarily on the solutions of the Blaubeuren-based manufacturer in its production lines – in all 22 systems from Rehm are currently in service in Verl and Ostenland, including 14 modern convection soldering systems of the type VisionXP+. As a soldering system for high-end series production in the automotive, consumer electronics or power electronics sectors, the VisionXP+ blends seamlessly into the production environment. Not only is the system characterised by outstanding process stability – it's also designed to enhance energy efficiency thanks to integrated EC motors. All this, while offering the possibility of void-free soldering under vacuum when using a system with vacuum module. Effective residue management by means of pyrolysis in the preheating zone and cold condensation in the filter units of the cooling section keep the soldering system remains continuously clean. Minimal downtimes, low maintenance requirements and intelligent traceability solutions round off the package. Traceability, integrated into the ERP system, also plays a key role for Smyczek: "As an optional service, it's of special interest to the areas of medical technology, safety technology or automation technology", confirms Michael Schlegel and continues: "All results and events during the manufacturing process are assigned and stored – allowing them to be retrieved as needed. In this way, neither deviations in production nor errors in the component batches remain hidden to us and our customers."

### A clear decision for Rehm

It is not difficult for Thomas Neier, responsible for SMD assembly, maintenance, quality and technology at Smyczek, to sum up the decision in favour of the convection soldering systems of the Vision series: "Rehm was the only manufacturer to meet the high requirements of our customers in terms of temperature profiling, especially with regard to the heating and cooling gradients. This means: The oven heats up gently – to deliver reliable, stable soldering results with optimum cooling." And Michael Schlegel adds: "A decisive factor was Rehm's expertise as the only competitor to achieve our profile specifications – and did so in a structured and methodical way: professionalism in the truest sense of the word. What's more, use of the centre support entirely did away with any errors. And finally, we were also really impressed by the reliable and, above all, expert service and process support."

In fact, although Smyczek had previously made use of Rehm's service, external service technicians from the soldering system specialist very rarely had to be on site in the past. In view of the long tradition linking the two companies – Smyczek commissioned the first soldering system from Rehm more than 20 years ago – this is definitely worth mentioning for Managing Director Michael Schlegel: "So far, the reflow ovens have worked so well that we've actually rarely needed the technicians."



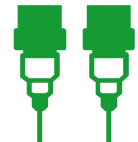
### About Smyczek

Smyczek is a predominantly regionally active service company with core competencies in the manufacture and assembly of high-quality electronic assemblies and devices. As such, it places great value on partnership and customer proximity. Customers benefit from over 40 years of experience and know-how, a high degree of flexibility, well-known adherence to delivery dates, high product quality and the IPC A-610 standard. Smyczek has been a member of the Beckhoff Group since January 2010.





# BONDING, ADHESIVES, DISPENSING – LIVE ON SITE IN STUTTGART



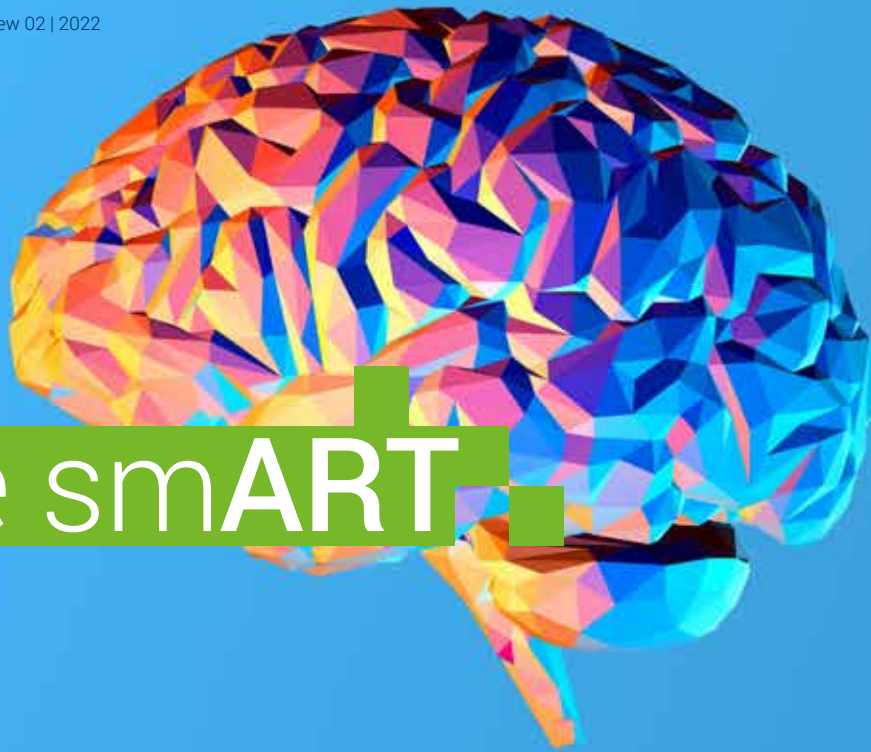
## Rehm Thermal Systems at Motek/Bondexpo 2022

As a trade fair for industrial adhesive bonding technology, the Bondexpo Stuttgart is not only a trend-setting industry meeting place, but also a showcase for the latest technology and the future of bonding, adhesive and connection technology. The consistent focus on the adhesive/bonding process chain through bonding, potting, sealing and other application processes makes it the ideal platform for Rehm Thermal Systems in the areas of conformal coating and dispensing.

After the successful first participation in the trade fairs in 2019 and 2021, it was already "business as usual" for Rehm this year - and again with success: visitors had the opportunity to experience the Protecto coating and dispensing system live and to find out in personal discussions about the safe, automated processes and precise results for the application of a wide range of materials. An offer that was also taken up by numerous interested parties in 2022. "We attracted the attention of some customers who knew us

from the reflow soldering sector but did not know that we also have high-performance dispensing and coating systems in our portfolio. This has also resulted in concrete enquiries, not least from the medical equipment sector", says Bernd Marquardt, on site at the Rehm Thermal Systems stand, confirming the success of the presentation.

The ProtectoXC model from the Protecto series was presented at Bondexpo. This compact, high-performance coating system combines precise material application with intuitive, user-friendly software and is the optimal system, especially for users who process a rather low throughput. The Protecto also impresses with its solid mechanical engineering and diverse applications in the fields of dispensing and bonding technology. The intelligent programming and the flexibility of the material feed and the various applicators make flexible and complex coating of a wide variety of assemblies possible," adds Bernd Marquardt.



Be smART

33  
YEARS

## BE SMART, TAKE PART SAVE THE DATE

### The art of sustainable electronics manufacturing

After the planned Technology Day on the occasion of our 30th company anniversary in 2020 unfortunately fell victim to the Corona pandemic, we are pleased to invite you to our Technology Days next year.

Under the motto "Be smART, take pART - The art of sustainable electronics manufacturing", you will learn in the lectures on the first day how component manufacturing has changed over the last 33 years and how the focus has now increasingly shifted from pure throughput orientation to sustainable electronics manufacturing. Sustainability and innovation do not have to stand in each other's way, as the key note by Prof. Christian Berg will show.

The second day is dedicated to the topic of networking and digitalisation with and without AI in manufacturing. The fact that this changed working environment also has an effect on the Dr. Jasmin Weiß will show in her presentation that this

changed working environment also has an impact on the "future skills" of the employees and will also have an increasing impact in the future.

The lecture topics in the morning will be taken up in 4 workshops on both afternoons. Experience live the possibilities of energy savings in the soldering process, automation solutions for batch systems, innovative line concepts and other highlights around the Rehm portfolio. You are welcome to visit further info points and the accompanying exhibition of our partner companies to find out more about a broad spectrum of electronics production.

Don't miss the evening event on the occasion of the 33rd anniversary of the Rehm company on 26 April with an entertaining programme in a beautiful location and enjoy the evening in a cosy ambience.



## Future Hot Skills: Successful in the digital age

Prof. Dr. Yasmin Mei-Yee Weiß

She examines the concrete effects of digitalisation on the labour market, how requirement profiles for employees and managers are changing and what the future skills and future jobs are derived from this. She is also intensively involved with the working world of the future and the effective cooperation between human and artificial intelligence. She is also active as a publicist and keynote speaker on these topics.



Dr Jasmin Weiß examines the concrete effects of digitalisation on the labour market and how requirement profiles are changing

## Sustainability - Driver of Innovations and Optimisation?

Prof. Christian Berg

Sustainability has been his topic for more than 20 years, for which he was responsible in SAP's management consultancy. He is a member of the investment committee of GLS Bank as well as a keynote speaker and coach for corporate sustainability. He is an honorary professor for sustainability and global change at Clausthal University of Technology and a visiting professor for corporate sustainability at Saarland University, and is a member of the German Executive Committee of the Club of Rome.



Prof. Christian Berg teaches people the WHY of sustainability and shows in an easy-to-understand way how sustainability works.



# AUTOMATIC COATING AND DISPENSING

## of oversize circuit boards

The ProtectoXP and ProtectoXC dispensing and coating systems from Rehm Thermal Systems protect electronic assemblies against harmful environmental factors such as moisture, corrosion, chemicals, dust and vibration. As these assemblies are becoming ever larger in high-voltage power electronics – especially in the fields of 5G technology, e-mobility and renewable energy – the demand for new

coating solutions for oversize boards in the industry is growing. The systems of the Blaubeuren-based manufacturer meet this requirement with widths up to 508 mm and lengths up to 640 mm already covered by its basic configuration. Optional adaptations to software and hardware also allow for customised, fully automated processing of extreme sizes.







Innovative oversize board options for the dispensing and coating systems of the Protecto series enable reliable coating of oversized PCBs for power modules in charging columns

As the complexity of electronic systems increases, so too does the number of logic assemblies which, in conjunction with power modules, have to be integrated into a circuit board. Ever larger boards are the consequence. Oversize board options for the dispensing and coating systems of the Protecto series from Rehm facilitate reliable coating of large circuit boards of this sort.

#### **From standard features to the oversize board**

Even with the standard features of the Protecto systems, circuit boards up to a maximum width of 508 mm and a length of 640 mm can be processed. While the largest processing area is reserved for the external applicator, up to three following applicators, which, although they move shorter distances, cover a not inconsiderable minimum dispensing area of 400 mm x 508 mm even when fully equipped. For special applications with even larger circuit boards, Rehm Thermal Systems offers its own customised solutions. It is not only possible to extend the processing range of all the applicators through the software – the infeed and outfeed of the systems can also be increased to virtually any length using a rucksack construction which makes it possible to hold significantly larger circuit boards. The precise configuration of the possible working areas is coordinated with the customer and is based on their specific requirements profile.

#### **A growing market: oversize circuit boards**

Oversize circuit boards are used in a multitude of applications and areas. In lighting technology, for example, LED segments with a length of up to 1.5 m are used, which could not be coated automatically without an oversize board option of the sort Rehm offers with its Protecto series. The same applies to the area of solar inverters and to processing special foils in battery production. The 5G industry, power modules for windmills and charging stations on garage forecourts also depend on oversize circuit boards. With automatic processing of these assemblies within an enclosed system, Rehm Thermal Systems offers a practical advantage for producers and suppliers.

#### **The right system for every application: Protecto conformal coating**

The Protecto series from Rehm Thermal Systems delivers reliable, automated processes and precise results for the application of a wide range of materials. Up to four applicators that can be operated simultaneously offer users a variety of options: along with dispensing, these include the possibility of creating freely definable, three-dimensional housing shapes by simple application, immediate curing of UV paints and casting and gluing various materials.



# STEP BY STEP TO THE PROFESSION OF YOUR CHOICE

As part of the team, our trainees are involved in great projects from the very beginning and can share their impressions on their own Instagram channel.

**Making the right career decision at such a young age can be difficult. So can working your way through the multitude of training and study opportunities.**

In order to be sure that you have found the right profession, we offer pupils in the region the opportunity to find out more about the apprenticeship in a work placement. Live in the respective department, you will receive information from the experts on site who have been practising the chosen profession for years. We are currently training 28 young people in various professions. These include industrial clerks, office management assistants, mechatronics technicians, IT specialists, warehouse logistics specialists and metal workers. Those who opt for a dual study programme can choose between business administration, mechanical engineering or mechatronics.

A highlight - besides the qualified training, of course - is the annual trainee excursion. This year we were guests at Liebherr in Lindau in the electronics production. The trainers on site

explained to our apprentices the entire production process of an electronic assembly, including the downstream tests. In the afternoon, we went to the racetrack in Günzburg to go karting. After a few practice laps, qualifying and two races, the winners were decided. In the evening, we finished the day together with burgers and pizza.

To convince more young people of our company, we made a new trainee film together with mm markenagentur. All those to be portrayed were able to demonstrate their outstanding acting talent for this. With a lot of commitment and fun during long days of shooting, we had all the scenes in the 'can' after two days.

In another project initiated by our trainees, namely a Rehm trainee channel on Instagram, the film can be admired in the new year.

**Training is IMPORTANT (to us)! We are looking forward to many new trainees in the training year 2023.**







Take the shot - and action: with a lot of fun and commitment, our new trainee film was created on two days of shooting! Online from the end of January at [www.rehm-group.com](http://www.rehm-group.com) and on our Instagram channel @rehm\_ausbildung.

# ZERO COVID POLICY IN CHINA

A field report from our  
team on site



**Ralf Wagenführ**

is the Director of Operations responsible for purchasing, warehousing, production, quality, construction, IT, HR and administration - and thus for all areas that are needed to manufacture a plant. His sphere of influence extends not only to the production site in Dongguan, China, but to the entire ASEAN region with service locations in Korea, Taiwan, Thailand, India, Malaysia and Vietnam.



**Wanrong Zhang**

works as a software engineer and is responsible for customers in north-east China and Taiwan. Thanks to her knowledge of German, she acts as a bridge between Germany and China in the area of software service support for ViCON, PLC systems and MES connections - from consulting with colleagues in Blaubeuren to installing updates on site.

## Mr Wagenführ, what impact did the lockdowns have or are the ongoing restrictions having on Rehm in Dongguan?

**R. W.:** In the beginning, it was mainly the exit and entry restrictions, especially for foreigners, that caused us difficulties, but that was quite bearable until the end of 2021. Then, in December 2021, there was the first lockdown in our neighbouring city of Dalang. In one fell swoop, 600,000 people were locked in and we lost half our staff within a month. After the Chinese New Year (editor's note: 31.01.-15.02.), we then had to completely stop work again for 1.5 months due to the lockdown. At that time, the loss of business was borne entirely by the companies. Finally, at the end of April, Shanghai was completely in lockdown, which in turn interrupted our supply chains and also caused problems in logistics worldwide. Since then, fortunately, there have only been minor lockdowns, but the damage has certainly been done. Travelling is hardly possible, even for customers and suppliers.

## How can one imagine the measures on the ground?

**R. W.:** A lockdown like this cannot be compared to what we know in Europe, to what we know in Europe. In the case of Dalang, our nearby neighbouring district, for example, an area twice the size of Senden, i.e. about 50 km<sup>2</sup>, was closed off with a fence. No one can get out there for the time being.





Otherwise, of course, there is a strong emphasis on Corona tests. From the very beginning, but increasingly since July, there have also been very intensive movement controls, for example through tracking apps.

**W. Z.:** For example, there is a health code that everyone can access via app and that works like a traffic light. If my indicator changes from green to yellow, it means there is a risk where I live. I am then no longer allowed to go home. You also always have to show this code when shopping or on the underground. In addition, a negative test must be scanned every 72 hours to keep the code in the green zone.

**The production of the previous year was surpassed once again in 2022. How can this success be explained in view of the obviously difficult situation?**

**R. W.:** With our big backlog. We tried to keep the operation running as well as possible, to keep production small until June and then to produce 40-45 machines per month from July onwards. We only managed to do that because we already placed and planned orders in April. We have also made the supply chains more secure by, for example, now using local switches instead of importing from Europe as before. If everything goes well, we will have delivered a total of 320 machines by the end of the year.

**How do you personally experience the pandemic? Are there certain events that have particularly stuck in your memory?**

**W. Z.:** The control apps and Corona tests already make life very complicated. For example, when I think about putting on a mask in Suzhou at over 40 °C, wearing glasses, I'm glad that I can work remotely as a software engineer. I can also work remotely.

**R. W.:** Of course, one experiences that a local area is constantly being closed off again somewhere. We experienced this ourselves when my wife was in hospital for an examination. During that time there were about 10 - 20 cases per day in the whole city. But on that day there was also one in the hospital, so a total of 60,000 people were sealed off in their homes for 5 - 7 days, like us. We went through a private lockdown like that twice.

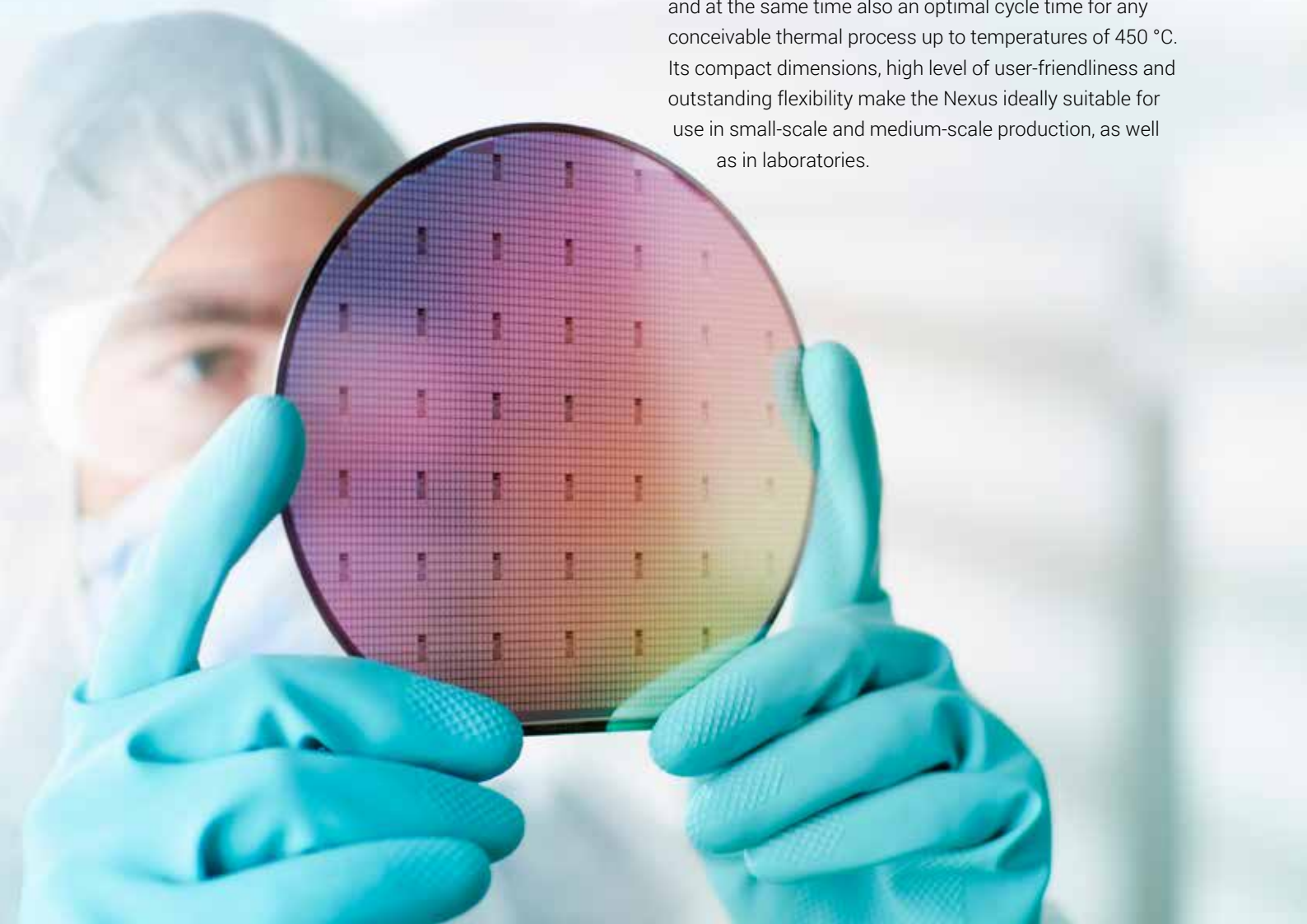
**Editor's note:** The Corona app described by Wanrong Zhang was abolished without replacement at the end of 2022, while the article was still being written, as part of a general liberalisation and relaxation of pandemic measures.

# DEOXIDATION UNDER VACUUM WITH ACTIVE PROCESS GASES

The Nexus vacuum soldering system from Rehm Thermal Systems is perfect for a wide range of applications – including the processing of semiconductors

The Nexus contact soldering system from Rehm Thermal Systems guarantees the best results in reflow soldering processes with contact heat. A vacuum can be applied flexibly, or different process gases can be used. The Nexus thus meets the highest requirements in the field of advanced packaging, power electronics and also the processing of semiconductors. The contact soldering system is suitable for soldering or thermal treatment of various components such as IGBTs on DCB substrates or silicon wafers. By using different process gases and vacuum, the system is also ideally suitable for void-free and flux-free applications. As a result, the Nexus thus not only benefits the soldering process – but all other thermal processes too.

The Nexus contact soldering system allows maximum freedom in the design of thermal processes: the heating and cooling gradients can be set to a maximum of 150 K/min and 180 K/min. A heating step can also be divided into several steps with different temperature gradients. Likewise, holding times at any temperature plateau can be integrated into the process via the freely selectable number of process steps. If additional vacuum steps or an exchange of the process gas are to be integrated, this can also be achieved flexibly at any temperature or at any time within the process. That means a given process can be perfectly reproduced in the system via the flexibly selectable process steps. And all this with uniform heating – allowing optimum heat transfer even for high-mass products. This is typical for heat transfer via contact. Thus, the Nexus allows reproducible reliable processes and at the same time also an optimal cycle time for any conceivable thermal process up to temperatures of 450 °C. Its compact dimensions, high level of user-friendliness and outstanding flexibility make the Nexus ideally suitable for use in small-scale and medium-scale production, as well as in laboratories.



### Vacuum and application of different process gases

The vacuum ensures oxide-free processes, as well as improved wetting and thus better soldered joints. In addition, the vacuum drastically reduces the voids in soldered joints and enables processes such as plasma cleaning and atmosphere exchange in advanced packaging. For process-stable, flux-free soldering or the removal of oxides, nitrogen enriched with formic acid (HCOOH) is fed into the process chamber. Practical in use is the bubbler used by Rehm Thermal Systems, the level of which is continuously monitored and automatically filled via a metering pump. The user only has to replace the formic acid reservoir. In the temperature window between

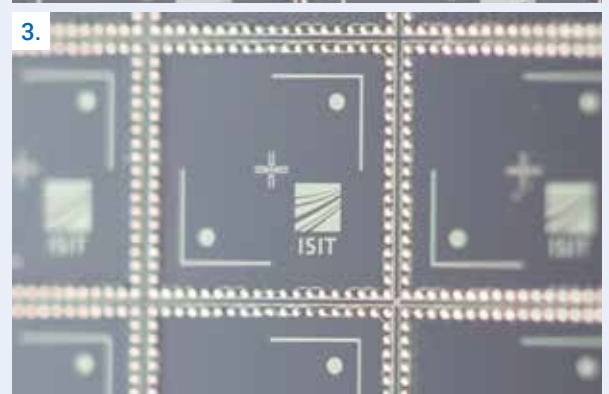
150 °C and 200 °C, the formic acid contained in the process gas deoxidises oxides on the surface of the products. This activates the surface and enables excellent wetting even with flux-free solders.

The use of forming gas can also remove oxides on the surfaces. Depending on the application, formic acid or forming gas can be used for flux-free soldering in the Nexus. The options for selecting the process gases thus allow products to be processed to the highest standards.

### Application for processes in semiconductor manufacturing

Another application for the Nexus involves processes utilised in the production of semiconductor-based components. In the context of advanced packaging at wafer level, a fine structure of so-called solder balls is applied to a wafer with a large number of chips by means of screen printing (Image 2). These solder balls then need to be remelted (Image 3) so they form a firm connection with the wafer and serve as an intermediate connection between the wafers or chips or as a component connection.

To meet the highest demands for process accuracy and safety, the pressure in the process chamber and the temperature are controlled at all times. The residual oxygen content in the atmosphere can also be determined during the process. Furthermore, the products are not moved during the entire process – including subsequent cooling – but remain on the combined heating and cooling plate. This also makes the Nexus ideal for applications at wafer level.



1. Nexus: Contact soldering system 2. Printed silicon wafer  
3. Soldered silicon wafer

Further information  
on the Nexus contact  
soldering system can  
be found here:







# INTERVIEW

In conversation with Alexander Grein

**A career off the beaten track.  
We meet a colleague for  
an interview who has found his  
true calling as a coach.**

For 17 years he travelled the world as an external service technician for Rehm – then came Corona and, with the lockdown, the opportunity to strike out in new directions. In the meantime, Alexander Grein is not only a trainer for the Rehm Academy, but also manages the company's own fitness programme with great commitment. "Be fit with Rehm"? We spoke to Alexander Grein and have no doubt that the health of our colleagues is in capable hands.



**You travelled the world as a service technician for Rehm for 17 years. Do you ever regret your decision to stop?**

**Alexander Grein:** I still remember well how it was when I started. I came to work in the morning and they said, "Alex, now we're going to England!" And then a few hours later I was in England. Of course it was exciting! Sometimes I was only away for a few days, then again for months - and all over the world. There were quite a few highlights. But by now I think I've seen most of it. At the Academy, I'm looking forward to new challenges.

**From service technician to Academy trainer - that stands to reason. But where does the fitness trainer come from?**

**A.G.:** From not so far away! As a young boy, I was active in martial arts and also worked there as a youth and talent coach. I was quite successful with that for a while - until I got seriously injured during a competition. I was 27 at the time. I broke my knee, ruptured tendons, injured my shoulder ... Anyway, that was the end of it and I put on a lot of weight. It took a long time to get back into shape. And then Corona came along.

**The pandemic has put you on a new track?**

**A.G.:** You could say that. Above all, I wanted to finally lose weight. I realised early on that the gym alone wasn't enough, so I signed up for a fitness course in 2020. And that's when I realised that you have to be able to do three things: eat right, exercise right and then also recover right. The result was that within a year I had lost 51 kilos on the scales and realised: this suits me!





### And became a professional yourself.

**A. G.:** Well, that took a little while. One year in total.

### How does the training to become a fitness trainer work?

**A.G.:** Through distance learning. I had to complete that, to get the A-licence as a fitness trainer, the highest licence level in the fitness sector. By the way, this also includes the bodybuilding trainer and the medical personal trainer.

### Do you have to have certain qualifications?

**A.G.:** There are no real academic requirements, and fitness coaching is not subject to any legal regulations. But you should definitely be the type. And you should be able to read (laughs). It really says that!

### In the meantime, you are in charge of the fitness programme at Rehm. "Be fit with Rehm!". Was everything planned long in advance?

**A.G.:** On the contrary! Somehow my colleagues in the HR department got wind of what I was up to. Ms Werner then had the idea of reviving Rehm-Fit, which had fallen asleep during the pandemic, asked me and I simply said yes. Before that, however, I was already working as a trainer in the fitness studio and had quite good experiences with it.

### As it says on the flyer, you offer multifunctional muscle training. What does that mean?

**A.G.:** The programme is mainly a whole-body muscle training with dumbbells and free-body exercises. We start every training session with the legs, which has the advantage that

veins and arteries dilate and the muscle groups are better supplied with oxygen and nutrients, and then work our way towards the upper body. Functional means: it's not about bodybuilding, but about being fit for everyday life. It is multifunctional above all because we are not only targeting the main muscles, but also auxiliary and supporting muscles.

### Do you address a specific target group with "Be Fit"?

**A.G.:** Everyone is welcome! We can also adapt the exercises individually depending on the previous strain. For someone with knee problems, for example, squats are not necessarily ideal, but planking is a good choice instead. This trains the same muscle groups. Of course, one hour of fitness a week is too little to really build muscle in the long term, but for health - or in addition to other sports - it's just the thing.

### You are a certified fitness coach. Have you reached the end of your goals?

**A.G.:** There is still a bit of room for improvement. I recently attended a weekend seminar in Berlin and took the final exam to become a functional trainer. In January I'll do the neuro-athletics trainer and then I'll officially become a nutritionist. After that... we'll see. Actually, that's enough (laughs).

# A SUCCESSFUL SUMMER PARTY IN THE BEST WEATHER



**A summer barbecue buffet, speciality coffees from the barista and a delicious ice cream for dessert - what more could you want!**

This year we were able to celebrate our summer party with our colleagues from Rehm Thermal Systems and Rehm BlechTec in wonderful weather and a cosy atmosphere. Depending on their mood, our employees could end the afternoon in the classic summer party atmosphere on beer benches or relaxed in the lounge corner.

For our football-loving colleagues, there was also an XXL table football available. But apparently the high temperatures

dampened the desire for big competitions and a place in the shade was clearly preferred. At this point, there were already unexpected parallels to the national football team, who probably didn't like the heat in Qatar either, which is why they took the early return flight - even if not entirely voluntarily.

In any case, we are already looking forward to the next summer party, true to the motto: **After the game is before the game!**



# SAVE THE DATE

## SHOWS & EVENTS 2023

In 2023, we will still be at the most important venues in the electronics industry

Whether it's a trade fair, technology event, seminar, training or workshop - take advantage of the opportunity to get to know our system technology and receive advice from Rehm experts. If you are interested, you can find more information about the events at [www.rehm-group.com](http://www.rehm-group.com).

DATE	EVENT
07.02.2023	<b>Temperature profiling</b> , Blaubeuren, Germany <small>(only in german)</small>
08.02.2023	<b>Temperature profiling</b> , Blaubeuren, Germany <small>(only in german)</small>
01.03.2023	<b>Trouble Shooting</b> , Blaubeuren, Germany <small>(only in german)</small>
26. – 27.04.2023	<b>Rehm Technology Days</b> , Blaubeuren, Germany
25.05.2023	<b>13. Berlin Technology Forum</b> , Berlin, Germany <small>(only in german)</small>
29.06.2023	<b>EPP Innovationsforum</b> , Leinfelden, Germany <small>(only in german)</small>
29.06.2023	<b>Evertiq Expo</b> , Berlin, Germany
26. – 28.09.2023	<b>Wir gehen in die Tiefe</b> , Dresden, Germany <small>(only in german)</small>
10. – 13.10.2023	<b>Bondexpo</b> , Stuttgart, Germany
18.10.2023	<b>Trouble Shooting</b> , Blaubeuren, Germany <small>(only in german)</small>
19.10.2023	<b>Protecting electronics</b> , Blaubeuren, Germany <small>(only in german)</small>
14. – 17.11.2023	<b>productronica</b> , Munich, Germany
06.12.2023	<b>Basics in Reflow Soldering</b> , Blaubeuren, Germany <small>(only in german)</small>

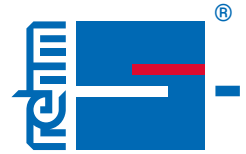


### Dates

Here you will find the current dates for trade fairs and events.

We look forward to welcoming you at one of our next events!



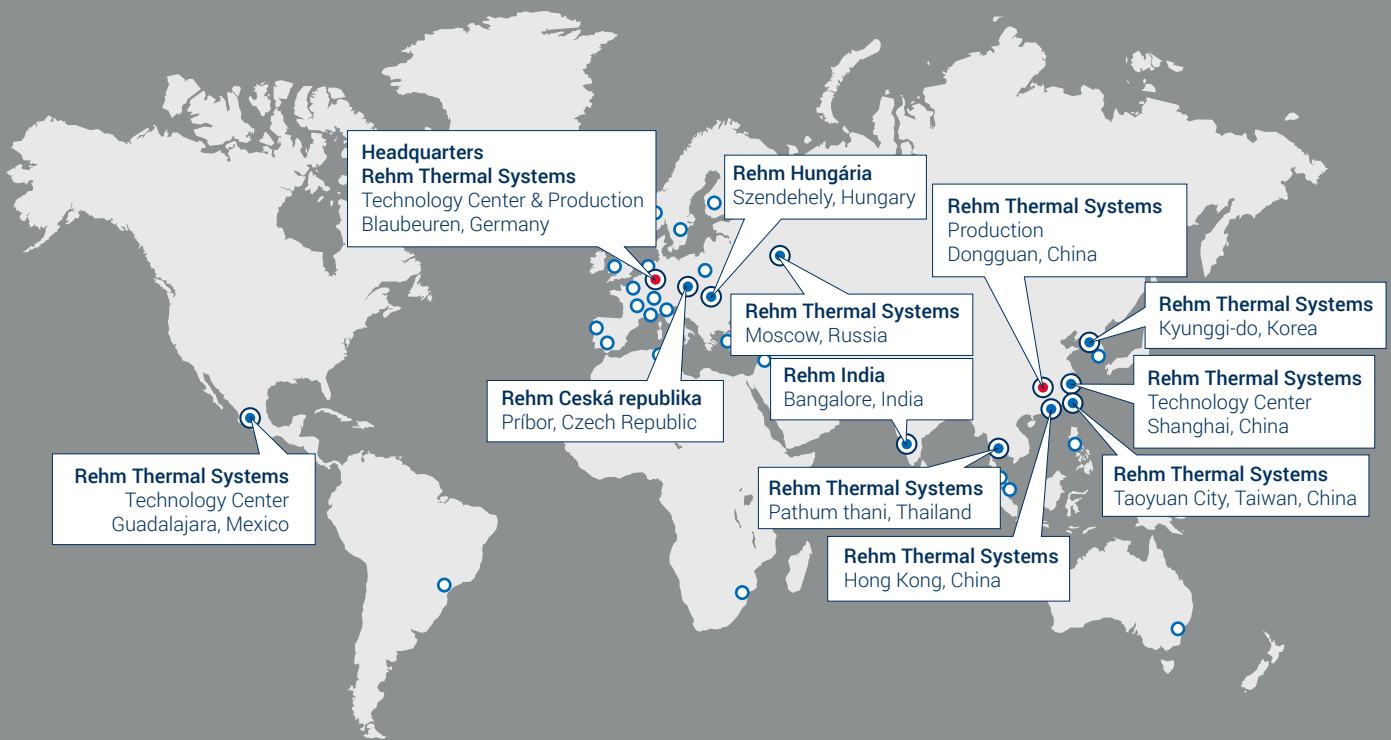


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# Rehm Worldwide

As a leading manufacturer of innovative thermal system solutions we have customers on every continent. With our own locations in Europe, Americas and Asia as well as 27 agencies in 24 countries we are able to serve the international markets quickly and to offer outstanding on-site service – worldwide and round the clock!

- Location
- Production facility
- Representation

