

SPECK INSIDE



Pump technologies and solutions ...

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EDITORIAL

Dear customers, dear partners,

Despite a rather mediocre summer in terms of weather, the swimming pool industry can look back on a good season. The manufacturers and wholesalers were very busy and the swimming pool retailers' order books were full. What started with cautious optimism in the first few months, was brought to a positive close thanks to the early onset of good weather and customers characterised by enthusiasm for investment. Our summary of the 2017 swimming pool season: We are happy with the sales. The forecasts for 2018 look promising too.

We didn't exactly shine with our delivery performance this season. There are various reasons for this: The BADU assembly hall had to be resurfaced. This led to a standstill lasting for almost two weeks in autumn, which had a negative affect on our stockpiling for the 2017 season. In addition we were overwhelmed by a real order boom in April, which could neither be predicted by our sales team nor our customers. The transition to SAP at the beginning of the year didn't especially speed things up. On the contrary, it temporarily led to extended delivery times. Today, we're back on track! We are increasing our production capacities again so that by the new year we will have introduced two new production lines. We have increased personnel by around 10 %. We will also pay special attention to the stockpiling. Our main

concern is being able to provide you with the usual good delivery performance again next year. It looks very promising that we will be able to provide a perfectly reliable service!

Should you have experienced any inconvenience at all due to extended delivery times, I would like to take this opportunity to formally apologise and promise improvement.

Of course we don't only want to look back. More importantly we want to look to the future. The trade fair season is pending and as always SPECK Pumpen will be present at numerous trade fairs and industry events. We would also like to invite you to this year's annual industry highlight, the aquanale in Cologne. You are welcome guests at our stand! Learn about our new products with a cool drink and a freshly baked Flammkuchen (Alsace pizza). We are always open to your requests and suggestions.

Visit us at the aquanale from 7 to 10 November 2017 in hall 6.1, aisle C/D, stand 20/21. If you require entry tickets, simply contact us. We look forward to seeing you.

Your Armin Herger

Managing Director
SPECK Pumpen Verkaufsgesellschaft GmbH



Photo: Tanja Bolte

Finance and human resources

The accounts department - all aspects of the company come together here. Alongside finance matters, the team is charged with a whole range of further responsibilities that are in the best of hands with our conscientious accountants.

Stefan Dörr has been Head of HR and Finance for two years now and has known SPECK Pumpen for 25 years. Alongside accounting accuracy, it's important for his department to know the whole company and its processes. With Alexandra Fürst, Milena Kratzer and Hanna Sieler, these skills are all combined in one team: they have all, including Stefan Dörr, successfully completed an apprenticeship at SPECK Pumpen to become Industrial Administrators and continue to develop themselves further.

Of course the focus of the accounts department at SPECK Pumpen are the very important tasks surrounding the company's finances. Incoming and outgoing payments are allocated to the corresponding accounts and the cash flow is monitored. If there are any inconsistencies, the team initially works directly with suppliers, partners and customers to find a solution. However, debt collection and in the worst case delivery blocks - as well as reversing delivery blocks - also belong to their responsibilities.

Thus, Alexandra, Milena, Hanna and Stefan are not only responsible for balancing SPECK's books. They evaluate them and pass valuable information on to the various internal depart-

ments. Monthly overviews show the sales team their customers' current situation and the purchasing and production teams are informed of pricing developments in purchasing. The executive board always has access to current figures, can look at comparisons and thus draw conclusions or can intervene as necessary on this basis.

Due to the low interest phase, the provisions in the finance world have generally become much stricter. Granting a cash discount was always

intended to take into consideration the interest earnings on balances paid in a timely fashion. An effect which has since resolved itself. On the bottom line - and that is where it matters for accountants - Stefan Dörr is very happy, "We always pay on time and most of our customers do so too."

As with all departments, the accounts department has also been effected by the transition to a new merchandise management system.

Our finance team:
Stefan Dörr, Alexandra Fürst,
Milena Kratzer and
Hanna Sieler (l-r).



Teamwork is what makes
work fun.



This was noticeable to our customers due to a change in the format of our invoices. The complete connection to the new programme will not be implemented for a few months yet. At present the accounts department functions as the final supervisory body. Thus it is possible to create two parallel evaluations and compare them in order to avoid any errors going unnoticed. Following the end of the transition period, adjustments will be made to the format of the payment reminders. However only very few customers will notice this, as most customers have never seen one before ...

Our accounts department has many more responsibilities. Work and holiday schedules are recorded here and the related software monitored. The payroll and insurance sectors are also located here. As well as all communication and mobile phone contracts, the rent of the printers, copiers and fax machines and management of the transport fleet. Furthermore, invoicing of the inhouse photovoltaic systems and management of the company's leased properties also belong in this department.

Many of these tasks take place with a level of communication rather than with cold facts and figures and so the colleagues really appreciate

the interpersonal relations in their daily work; the daily contact with customers and partners. In everything they do the most important thing is thoroughness, conscientiousness and orderliness. Having fun at work is no less important. At the end of the day, successful teamwork also plays a role in the success of the company.

In his role as manager, Stefan Dörr does not focus on exclusive responsibility but rather on shared responsibility. "I can rely on my colleagues! They work independently and make well thought out decisions, behind which I stand." Thus he has the necessary time for the personnel management, which is the only task that he cannot and will not share with his team.

"Most personnel issues shouldn't leave the trusted frame of a one-to-one conversation." The internal search for qualifications and the external search for new staff are important for staffing as is apprenticeship management of course. He makes all personnel decisions in close cooperation with the executive board. Stefan Dörr pays great attention to appreciate people and their accomplishments. This can be seen in interpersonal relationships, but also with a subsidy for the canteen, the provision of water dispensers or ice cream for all members of staff.

SPECK ONLINE

All image material for SPECK and BADU products is available for you to download in print quality via the trader account section of our website. Here you will also find characteristics and dimensional drawings in unprotected PDF documents.

Register now and enjoy further benefits!

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In order to remain an attractive employer and training organisation, Stefan Dörr is always looking for new ideas and convincing solutions on an ever changing labour market. "We want to continue to appeal to enthusiastic and motivated people." SPECK Pumpen's values have to be developed sensitively for the future. ■

Stefan Dörr - Head of Finance and HR.



New colleagues

SPECK Pumpen welcomes four new members of staff and six former apprentices to the team.



Eskindir Lulseged (l), cast iron pump production, Manuel Hauenstein and Alex Pantel (r), both BADU production.

We are meeting growing challenges with ten new employees: from production, the warehouse, export and sales to accounts. We are drawing on a healthy mix of internally trained young talent and external perspectives.

We were able to acquire two new employees for the additional one-piece flow production lines in the BADU plastic pump production department. After completing his apprenticeship as an Industrial Mechanic, Manuel Hauenstein moved from our repair workshop to the production team. "During my apprenticeship I dealt with our pumps every day. Now I assemble them instead of taking them apart." As you can imagine, he knows all pump types inside out. Axel Pantel, a second technician, expands our production team. The qualified communications mechanic and precision tool electrician has experience of micro electronics and electronics in the domestic technology sector. When assembling, testing and packing our BADU products, quality control is especially important to him.

The cast iron pump production department is also growing. Eskindir Lulseged is a qualified Industrial Mechanic and has thrown himself into coating and testing. With him he brings know-how from the metal sector, CNC milling and lathe machines. He already dealt with pumps at the beginning of his career during an internship at our factory in Roth.

We were able to take our former apprentice Paul Hüttner on as a Warehouse Clerk working

in the warehouse and in dispatch. He is partially responsible for quality in the warehouse, the quantity of products, their safe storage and professional packing. His time with the colleagues



Paul Hüttner, warehouse and dispatch.

as an apprentice was very positive for Paul and yet for him it is "a totally different feeling, belonging to the team completely".

Hans-Jürgen Setschödi is a new member of staff in the dispatch department. The administrator for transport and logistic services is constantly in contact with the sales team, production and the haulage companies and responds to customer enquiries concerning delivery times and tracking. A structured workflow when compiling deliveries efficiently and punctually is especially important for him.

Two new colleagues complete the export department. Following her apprenticeship as a Haulage Administrator and 13 years' experience with an internationally known express courier, Julia Heiß moved to SPECK Pumpen. Marlene Walther was already placed in the export department during the last segment of her apprenticeship as an Industrial Administrator and will remain there in a permanent position. Above all, knowledge of laws and regulations are important when shipping goods overseas. Julia and Marlene have to consider these aspects, among others, when preparing shipments and customs documentation.



Marlene Walther (l), export, Hans-Jürgen Setschödi, dispatch and Julia Heiß (r), export.

TEAM NEWS



Sven Lingansch, BADU sales.



Stefan Pflug, Domestic and industrial technology sales.



Hanna Sieler, Accounts.

Since completing their apprenticeships as Industrial Administrators, Sven Lingansch and Stefan Pflug have joined our sales teams. In the BADU sales team Sven Lingansch is an additional contact person for matters concerning our swimming pool technology products. Stefan Pflug complements our domestic and industrial technology sales team. Both were already integrated into their new teams during the last months of

their apprenticeships. Over the last three years they have gotten to know the company and our products very well from the perspective of various departments. They will actively use this knowledge when advising customers and preparing offers. It is equally important to Stefan and Sven to always be able to work out the optimal solution from our product range for their customers, according to their individual needs.

The overall growth did not stop at the accounts department. There, a new position was created for Hanna Sieler following her apprenticeship as an Industrial Administrator. She already started learning the ropes in the accounts department at the end of last year. She is constantly in contact with various departments and customers when it comes to checking incoming payments - competently, reliably and thoroughly. ■

Entering retirement

Anna Delle Cave goes into retirement.

As a member of staff at our overseas representation Gerit in Italy, Anna Delle Cave played a big role in establishing and influencing the company. She has lived the meaning of the company name "Germania e Italia" with her heart and soul and gave our swimming pool products a face on the Italian market. She always felt like she belonged to SPECK.

Anna Delle Cave has worked for the Italian swimming pool technology retailer Gerit since November 1979 and BADU products have always been part of the permanent range. Over the years she has passed through more or less all areas of the business: from executive secretary in the sales office to purchasing, export and finally management. She had the advantage of a familiar climate at Gerit to which she always contributed significantly.

Anna Delle Cave identified with Gerit as though it was her own business. "I worked a lot. Without a timetable but with a lot of love and often to the disappointment of my husband. However

he knew how happy it made me and always stood by me." She is proud of having made Gerit known, of having built up trustworthy relationships with many suppliers and of having survived dramatic times.

Anna Delle Cave grew up bilingual and knew both the German and Italian mentalities. She understood the BADU products from Germany intuitively and when there were any questions, she was always a competent support for communication. This collegial and personal connection led to Anna Delle Cave feeling like she belonged to SPECK and we thoroughly appreciated her as a reliable colleague.

Anna Delle Cave went into retirement in August together with her colleague Giorgio Stimpfl. She is looking forward to having more time for herself and her hobbies: travelling, sport, reading, cooking. "And maybe," she said "I might even manage to play violin again, seeing as I already have musical training." We wish her a relaxing and fulfilling retirement and all the best! ■

Farewell (l-r):
Anna Delle Cave, Armin Herger, Giorgio Stimpfl.



SPECK DuoPack – heating pumps at attractive prices

Just in time for the heating season we're offering two heating pumps in an attractive SPECK DuoPack. Only for craftsmen and only from 11 September to 27 Oktober 2017.

For a period of seven weeks you can get the INOVA NH 25/40 and INOVA ND 25/40 energy efficient heating pumps in the SPECK DuoPack to support handicraft professionals fighting cheap offers. "Say STOP to declining prices in DIY stores and on the internet. Do your bit!" As a thank you, you will receive a free piece of bacon and crackling dripping from Thalheim with every SPECK DuoPack.

The innovative INOVA NH 25/40 and INOVA ND 25/40 wet-rotor circulation pumps from SPECK save valuable energy when circulating heating

water. For everything to run optimally, what really counts during installation is above all having a competent technician.

As a handicraft partner, SPECK Pumpen uses the DuoPack promotion to support technicians in confidently standing up to cheap offers. During the promotion period you will receive two heating pumps in a double pack at a discounted price. As an extra incentive, with every SPECK DuoPack we will give you a free piece of bacon and crackling dripping! Invoicing takes place as usual, via your sanitation and heating wholesaler. ■



Free gift: Bacon and crackling dripping from Thalheim.



VHC vacuum pump

Consistent development of the proven VH range sets new standards.



We are pleased to present a new vacuum pump for the industrial technology sector.

The two-stage liquid ring vacuum pumps in the VHC range offer customised solutions in a mod-

ular system. The materials used are chosen depending on the application. The VHC range is the resolute development of the proven VH range, considering the customers' requirements. It sets new standards in safety, durability and reliability.

VHC VACUUM PUMP

Technical data

Media: dry and damp gases
Operating fluid: max. 80 °C
Suctioned dry gases: max. 200 °C
Suctioned saturated gases: max. 100 °C
Suction capacity: 110–1,600 m³/h
Min. priming pressure: 33 mbar abs. or 5 mbar abs. with preconnected gas ejector

The pumps can be used for compressing almost all gases and vapours. Liquids can be handled at a constant vacuum. It is also possible to handle explosive gases or flammable and toxic media. The VHC range is suitable for applications in the food, drink, cosmetic, chemical and pharmaceutical industries as well as in medical technology and plastic manufacturing. ■

BADU[®] INSIDE



Pool technologies and solutions... > swimming pool private

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New BADU swimming pool pumps for the coming season

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TRADE FAIR DATES AUTUMN 2017

Professional swimming pool technology events

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THEORY AND PRACTICE

Seminars for swimming pool builders

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Highlights for the 2018 season

SPECK Pumpen presents six new swimming pool pumps and its innovative strength at the autumn trade fairs.

AUTUMN TRADE FAIRS 2017

Piscina & Wellness, Barcelona, Spain
International swimming pool trade fair
Stand B 160
17-20 October 2017

International Pool | Spa | Patio Expo, Orlando, USA
International trade fair and conference for pools, spas and outdoor living
1-3 November 2017

Aquanale, Cologne, Germany
International trade fair for saunas, pools and ambience
Hall 6.1, aisle C/D, stand 20/21
7-10 November 2017

We look forward to seeing you! Dates subject to change. You don't yet have entry tickets? Request your tickets free of charge at: info@badu.de

Further information:

badu.de | Latest news | Trade fairs

Our development department is permanently working on developing our swimming pool pumps. It is driven by the ambition to remain ahead of the coming EU regulation implementations in terms of innovation. Six new swimming pool pumps will be available in the BADU PREMIUM range in the coming season. Above all low power consumption, optimised grades of efficiency and extremely smooth running differentiate them from their predecessors.

BADU Alpha and BADU Alpha Eco Soft

This pump range is a completely new development and rounds off the BADU PREMIUM range at the lower end. The same size as the BADU Magic,

the BADU Alpha can be used as a replacement and is an efficient alternative. The new asymmetrical hydraulics ensure reduced frictional loss in the pump. Furthermore, the grade of efficiency has been increased significantly.

The BADU Alpha is supplied with a standard asynchronous motor in the respective IE class, whereas the BADU Alpha Eco Soft is fitted with a permanent magnet motor. This is particularly energy efficient due to variable performance stages. Thus with the BADU Alpha Eco Soft we were able to achieve a grade of efficiency that similar pumps on the market are still aiming towards!



BADU Alpha.



BADU Alpha Eco Soft.

BADU ALPHA

Technical data

Motor capacity: 0.18 kW-0.45 kW
Pool size: 10-60 m³
Flow rate: 4-12 m³/h
Dynamic head: up to 12.7 mWS
Inlet/outlet: External threads incl. unions and 50 mm ABS glue connectons

BADU ALPHA ECO SOFT

Technical data

Motor capacity: 0.55 kW
Pool size: 10-60 m³
Flow rate: variable up to 15 m³/h
Dynamic head: up to approx. 19 mWS
Inlet/outlet: External threads incl. unions and 50 mm ABS glue connectons

NEW PRODUCTS



BADU Gamma.

BADU GAMMA

Technical data

Motor capacity: 0.3 kW–1.5 kW

Pool size: 30–150 m³

Flow rate: 7–32 m³/h

Dynamic head: up to 18.5 mWS

Inlet/outlet: Combination of Rp 2" inner threads and external threads incl. unions and 50, 63 or 75 mm PVC-U glue connections, depending on the performance



BADU Gamma Eco VS.

BADU GAMMA ECO VS

Technical data

Motor capacity: 1.1 kW

Pool size: 30–90 m³

Flow rate: variable up to approx. 25 m³/h

Dynamic head: up to 18.0 mWS

Inlet/outlet: Combination of Rp 2" inner threads and external threads incl. unions and 63 mm PVC-U glue connections

BADU Gamma and BADU Gamma Eco VS

The high quality and smooth running of this pump range, featuring optimised hydraulics, are especially convincing. The BADU Gamma completely covers and further expands upon the performance range of the BADU Prime. The BADU Gamma is supplied with a standard asynchronous motor. The BADU Gamma Eco VS, on the other hand, is supplied with the same proven permanent magnet motor that is already successfully used in the BADU Prime Eco VS.

BADU Delta and BADU Delta Eco VS

The new star in white can be referred to as the smaller version of the BADU Profi. Designed for sophisticated private pools, it scores top marks with its low power consumption, high grade of efficiency, smooth running and design. As a specialist retailer you can now fall back on a complete range in the high class segment! The BADU Delta is supplied with a standard asynchronous motor and the BADU Delta Eco VS with a variable speed, permanent magnet motor.



BADU Delta.

BADU DELTA

Technical data

Motor capacity: 0.25–1.0 kW

Pool size: 30–150 m³

Flow rate: 7–28 m³/h

Dynamic head: up to 16.0 mWS

Inlet/outlet: External threads incl. unions and 50 or 63 mm PVC-U glue connections, depending on the performance



BADU Delta Eco VS.

BADU DELTA ECO VS

Technical data

Motor capacity: 1.1 kW

Pool size: 30–90 m³

Flow rate: variable up to approx. 30 m³/h

Dynamic head: up to 17.0 mWS

Inlet/outlet: External threads incl. unions and 63 mm PVC-U glue connections

SEMINARS FOR SWIMMING POOL BUILDERS THE NEXT DATES:

BADU basics seminar . 11-12.12.2017

- > Theory: pump technology, counter swim units and controls
- > Practice: noise tests, 100 % testing, counter swim units, efficient and intelligent BADU GREEN products

Registration by 10 November 2017

Max. participants: 12 people

BADU practical seminar . 18-19.12.2017

- > Service and maintenance of pumps
- > BADU GREEN troubleshooting
- > BADU Logic and BADU Eco Drive II controls

Registration by 17 November 2017

Max. participants: 12 people

Further information and registration via e-mail at: info@speck-pumps.com

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DIALOGUE...

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