

## Ladies and Gentlemen!



**Marek PODGRODZKI**  
Chairperson

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*And yet again, there's another anniversary! This time, it's 10th issue of our company newsletter, which you're just holding in your hands!*

We're doing our best to turn the "METALPOL Info" magazine into a relevant source of information, providing latest news regarding most recent events in our company, the ongoing projects and implementations. We'd like the Magazine to reach not only employees of METALPOL, but also a large group of our company's Friends - former Employees, our Customers and Suppliers, as well as the citizens of Węgierska Górka and inhabitants of the surrounding area. This has become even easier and more convenient now, since all issues of the magazine are available in electronic version on our website: [www.metalpol.com](http://www.metalpol.com) - both in Polish and English. So, I will say it once again: "There's so much going on in METALPOL ...", but it's the usual stuff here, though.

In September, the composition of the Management Board and Supervisory Board members got changed: Mr. Władysław PŁONKA, for many years our Chief Executive Officer, and recently also a Vice President, eventually decided to retire and resign from his duties. However, he is still willing to continue – yet not on a full time basis - his participation in the development of the Company. As a result, the General Meeting of Shareholders appointed him to the position of Vice Chairman of the Board, assigning him with the mission of supervising the Quality Systems and New Implementations. I am entirely convinced that all the activities carried out under his supervision, in particular the reactivation of Quality Improvement Group, will have positive impact on reducing the level of deficiencies and will result in production costs optimisation.

The position of The Vice President and General Director was entrusted to Mr. Włodzimirz WALASZEK, who knows the Plant inside out and is definitely going to refine its current shape to provide the conditions necessary for METALPOL's further development in coming years. It's not a secret that METALPOL for him is like a second home and he will make a perfect man for this new and challenging position.

Mr Jan JURASZ, however, was appointed a Proxy for the project "METALPOL in XXI CENTURY". The Project's aim is to modernize the factory, so as to become one of the most modern foundries in the following industry both in Poland and Central Europe. In this regard, along with the team of Specialists and Suppliers of various machines and equ-

ipment, he operates to develop the optimal shape for our facility, allowing for further dynamic growth in coming years, and perhaps even decades (it's worth remembering that our DISAMATIC machine, as well as the earliest electric furnaces were switched on as far as 40 years ago!) . In the next issues of our newsletter, we will keep you posted about the projects and visions of the Team.

Predicting the future is also a task for the Commercial Department, which under the leadership of Mr. Grzegorz SKRZYPEK have been considerably strengthened. The Department has the most numerous body of workers in the history, constantly gaining new Customers and hitting new markets. Mr. Grzegorz describes the following subject extensively further on in this issue.

Technological, technical, manufacturing and maintenance departments weren't idle either, and thanks to their efforts the production remained rhythmical and undisturbed. Accordingly, the production of a whole number of new products, often demanding in technological terms, was launched with full success. METALPOL administrative departments, in addition to their high current activity, completed the implementation of our new modules within the integrated INFOR SYTE-LINE information system. Next year, we are planning the implementation of some additional modules of the system in the remaining segments of our activity. The system should become available throughout the whole company as soon as possible.

I would like to thank the crew of the Factory, as well as all workers individually for the contribution you have made for the development of METALPOL in 2013.

I am certain that year 2014 will prove our great potential and ability to develop, bringing tangible profits. Take my wishes for each and every one of you, as well as for the Company.

*On the occasion of Christmas  
I wish you all and your  
Families and Friends  
many wonderful Christmas days  
to be spent in the atmosphere  
of love and family warmth.  
However, for the year 2014  
I wish You all (and myself ...)  
good health and happiness,  
as well as success and perseverance  
in realisation of your personal  
and professional goals, much love  
and joy for and among those  
who are your dearest,  
as well as understanding  
and successful cooperation with  
Workmates and colleagues.  
All the best!*

**Marek PODGRODZKI**  
Chairperson

## What's new in investments

Time passes quickly, and as usually a lot is happening in our company. Therefore, I would like to share the latest information with you about all the things what we have done and achieved since the previous issue of the Newsletter .

In October, we purchased and put into operation another CNC machine - "Super MINI MILL" machining centre by HAAS, intended for Production Preparation Department.

It already is the third machining centre by this renowned manufacturer which is used at the Production Preparation Department. The new machine increases our capabilities for the preparation of models and core boxes for newly started castings. This is particularly important regarding the fact that the number of products launched on a monthly basis is getting higher. Besides, the tooling and instrumentation made by external companies is expensive and gives rise to various problems.



MINI MILL machining centre

We are consistently raising the sales volumes of our products, while reinforcing and expanding the range of products manufactured. In the current year, we launched a new range of products encompassing a group of flanged fittings. We are also striving to meet the needs resulting from the increased production volume: we have put a brand new floor in the assembly and fixtures testing hall, updated the assembly stands, as well as we have purchased and launched a cutting edge testing stand for valves and fittings.

The expansion of the valves production and increasing the volume of treated casting requires extended surface, both for the machinery area and the equipment, but also for the castings and elements coming from cooperation, as well as machining castings coming from our foundry lines. For lack of space in the hall of the Mechanical Department, products pending for machining or assembly are stored in multiple locations throughout the whole company. To solve the problem of „cramped conditions” and the issue of unnecessary transport, we decided to build a new hall for the Mechanical Department and Fittings Manufacturing Department. It corresponds with the increasing need for storage of items and finished goods, such as valves, fittings and castings machined at the following departments. The new facility will be built right behind the current Mechanical Department, will have dimensions of 25 x 60 meters and an area of



1.500 square meters. At the moment, the preparation of land for this investment are in progress, as well as for the implementation of project documentation and obtaining a planning permission. We are planning to launch the investment as soon as the weather conditions allow the construction works. The completion is scheduled for the 2nd quarter of 2014 .

We are proud to have a monument of „our Buzek,, on the premises of the company.



In November, we finished works on the second cast commemorating our Patron. As mentioned in previous issues of the Newsletter, thanks to the commitment of the following staff: Bogdan Biegun, Marek Talik , Maciej Jopek , Stanisław Kazubek and Marek Nadolny, two castings of Professor Jerzy Buzek were performed. The second (chronologically speaking) is located on the square right in front of the company, whereas the first cast was placed on the premises of the company. We believe that the location of the statue commemorating some wonderful achievements of the Foundry at the time, when professor Buzek was in charge, will receive the acceptance of the crew and will “spiritually “ support all of us in our daily routines. Routines aimed at putting our company back to its past glory and its highest technical and organizational level.

We are also taking good care of proper social conditions of the Staff. Therefore, we have recently carried out the renovation of the locker room and bathroom, which at the time had become seriously worn out. We are also successively replacing clothes cabinet with the new ones, so that each worker has a modern, clean and aesthetic cabinet at their disposal.

Our plans and intentions for the future, the implementation of which is still in progress, are as follows:

- developing the concept of our business expansion, which includes the latest generation moulding line with its own masses processing station, melting plant expansion and modernization, enlargement of the Products Storage and the space dedicated for Treatment and Core Shop;
- increasing the capacity for castings machining at the Mechanical Engineering Department, by means of purchasing all new machinery;
- at the turn of December/January, while there's a periodic repair break, performing a thorough renovation of machinery and equipment on DISAMATIC and BMD lines, as well as following suit for the melting plant.

Jan JURASZ  
Technological-Production Director

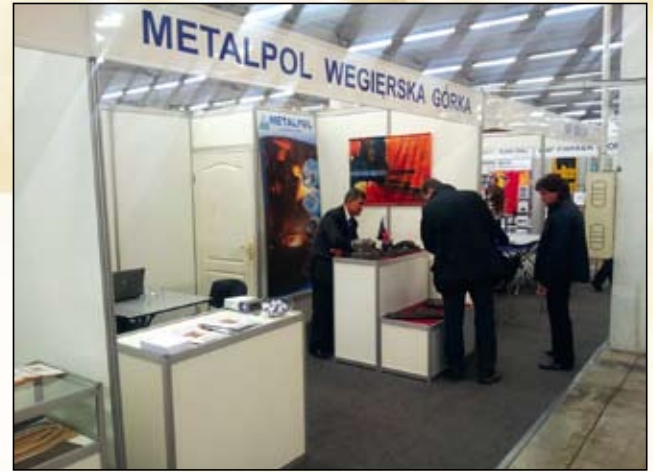


## Sales Department full steam ahead!

In the last newsletter, I mentioned that we were waiting to be granted a certificate for a Caterpillar global supplier. Today, I am happy to announce that the certificate has been granted. Upon the completion of quality and production audits carried out by the representatives of this renown company in October, we have received an official document – **“CATERPILLAR SUPPLIER QUALITY EXCELLENCE PROCESS Certification Bronze Level”**. The certificate allows us to deliver products to Caterpillar branches on five different continents. We have just started conducting first sales outside the European market – U.S. for the time being. However, we are expecting to soon become the Caterpillar supplier for their factories in Brazil, and perhaps even in China!

After having enjoyed the summer relaxing time, the period of autumn brings about various types of meetings, exhibitions, fairs and conferences. METALPOL, as a truly significant supplier for the rail industry, have taken part in the X jubilee TRAKO International Fair in Gdańsk. This year's fair TRAKO 2013 attracted a record-breaking number of exhibitors. It proves that rail transport in Poland is on the rise. On days 24 to 27 September more than 500 companies representing the industry, including METALPOL Węgierska Górką, presented their offers in the new exhibition halls in Gdańsk. METALPOL presented the following products manufactured for the railways: various types of anchors, railway base plates and sliding plates. Our stand was visited by numerous guests, both from Poland and from abroad. TRAKO is the most prestigious exhibition for the railway sector in the country, and the second largest event in Europe. We hope that our participation in this event will translate into the increase in orders and development of new products for the railway sector.

METALPOL also took part in 8th International Fair of the foundry industry, technology, equipment and materials for the castings production “Litex 2013” in Dnepropetrovsk, Ukraine. By our participation in the event, we have somehow anticipated the fact of joining UE by Ukraine. At the same time, we are hoping to become one of the first businesses to widely operate on this promising and quickly developing market.



While expanding our sales prospects, we are still on the lookout for new markets. Therefore, we can see real opportunities to establish cooperation with countries from other continents. In the last issue of the Newsletter I mentioned the fact of supplying our fittings to Northern and Western Africa markets. Following up the advantage, we decided to participate in Pollutec Fair in Casablanca, Morocco. The fair attracts producers of the equipment, technologies and services connected with the environmental issues. We were one of the two Polish companies exhibiting at the fair. Our stand attracted a lot of interest for the companies from Morocco, as well as it seemed to appeal to our potential customers from the neighbouring countries, i.e. Algeria, Libya, Tunisia... As a result, we are hoping that next year will bring increase in sales of our goods into the Maghreb region.

While going full steam ahead on the foreign trade fairs we are not forgetting about the need for systematic visits to our current



and future customers. Our Traders have paid several visits and led numerous negotiations with counterparties in Germany, Sweden, Finland, Belarus, Ukraine, Russia and Kazakhstan - not to mention the numerous visits and meetings in the country. Therefore, we have visited companies operating in the most diverse industry fields.

As a result of the activities of Sales Department, we observe continuous increase in interest in products manufactured by our company. The following has been included in the forthcoming budget for 2014, with predictions of significant increase in sales of our products both on the domestic, as well as on foreign markets.

Eventually, on behalf of the Sales Department, I would like to thank our colleagues from all departments, especially engineering ones, for this year's cooperation. I would also like to express my hopes for even more efficient work and cooperation in 2014.

**Grzegorz SKRZYPEK**  
Commercial Director



## HR Latest News

As a result of the increase in orders for our products, the demand for new employees has risen as well. Within a few recent months, our staff have been joined by six new employees. As tradition dictates, I am pleased to introduce the profiles of our new colleagues and workmates.



### **Kamil Kuśnierz** Quality Systems Technologist

Mr. Kamil is a graduate of the University of Bielsko-Biała. He finished his full-time studies on the Department of Management and Production Engineering in February 2013, having received a degree in engineering. He started work in METALPOL in April – first as an apprentice, and then an intern at the Department

of Quality Systems. Since November, he has been employed in METALPOL on the position of a Quality Systems Technologist. His responsibilities include, among other things, the following duties: supervision over procedures and instructions, conducting internal and 5S audits, conducting FMEA analysis, customer satisfaction research, conducting statistical analysis, data collection and calculation of production and trade indicators, maintenance and update of corrective actions. In the meantime, he took up postgraduate studies in the field of industrial quality management at the Silesian Institute of Technology.

He lives in Węgierska Górka. He is interested in automotive industry, innovative technologies and history. In his free time, he does several leisure activities, such as cycling, football, mountaineering and skiing.



### **Marcin Cichomski** Sales Representative

Mr. Martin comes from the land of a thousand lakes, our beautiful Mazury, and while asked a question “-What do you do?”, he is not able to produce a straight answer. He received education in Techniques of

Agricultural Mechanization. He works as a METALPOL sales representative. His free time passion is riding a motorbike and sailing. He has got 6 years experience on the trade position as a warehouse vendor, providing fasteners for PHILIPS LIGHTING POLAND Company Ltd. in Kętrzyn. He has got one year experience in managing his own production and services company. He is a happy father of his dearest 4-year-old daughter. He is a communicative, well organized person. He’s got a sense of humour which often saved him in difficult moments. He’s a real champion at preparing tea with rum and raspberry.



### **Sylwester Żyrek** Casting machines and devices operator

Mr. Sylwester graduated from Mechanical Vocational High School in the field of machining of foundry products and steel, where he received a technician degree in 2002. He has also completed a course

in coated electrode and mag welding method. He started work for METALPOL in November on the position of foundry machines and equipment operator, at the Foundry 2 facility. Mr. Sylvester hopes to utilise his education and experience to be reliable and accurate in performing his duties.

He lives in Cięcina. In his spare time, he gets involved in performing domestic responsibilities. He is also interested in cars and music.



### **Marcin Juraszek** Casting machines and devices operator

Mr. Martin has been working for METALPOL in “LAVO”, i.e. our out-supplier, gaining experience on the positions assigned since 2011. In November, he began work as an employee of METALPOL on the

position of foundry machines and equipment operator, at the Foundry 2 facility.

In 2012, he received bachelor’s degree on the Department of Geology, Geophysics and Environmental Protection at the AGH University of Science and Technology in Cracow. He lives in Cięcina. He is interested in science, sport, politics and mountaineering.



### **Marek Wydra** Modeller in metal

Mr. Marek is 33 years old and has been trained for a technician-mechanic in machining. He started work in METALPOL in November, on the position of modeller in metal. The aims of the work of a castings modeller are as follows: preparing and execution of particular details and whole models, preparation and reinforcement of core boxes and pattern plates, fitting models on the

pattern plates, preparation of metal forms details for gravity, pressure and centrifugal casting, installation and arming of metal forms, dimensional control of modelling forms and tooling, preparation of moulding tooling and specialized instrumentation.

Mr. Marek lives in Ujsoły. He is married and has got two sons - 8 and 2 years old. In his free time he plays football, also training his children, rides a bike and jogs. He is interested in automotive industry, electronics and technological innovations.



### **Łukasz Janik** Modelling in metal, CNC operator

Mr. Łukasz re-joined the METALPOL staff in August. Since 2006, he worked at the Department of Production Preparation as a modeller in metal. Currently, he is performing duties of the modeller in metal and CNC machine operator.

He is 33 years old and lives in Rajcza. He graduated from essential Vocational School in 1998 in the profession of an automatic equipment engineer. Three years later, he received the degree of Engineering Mechanics, gaining specialisation in machining. He spends his free time on leisure activities, riding a bike and during winter season he is more than happy to enjoy skiing.

**Monika KAŁOL**  
Human Resources Specialist

