

# COMATEC **NEWS**

2/2019

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Mercedes-Benz

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HOME OF ENGINEERING & EXPERTISE





**MILLOG'S SIIKAKANGAS** maintenance hall is strikingly clean. In the maintenance hall work is conducted according to the 6S philosophy.

**"We don't aim for the same thing as everybody else. We don't compete on price but on quality and features. We're committed to manufacturing the best possible golf cars."**

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## CUSTOMER AND STAKEHOLDER MAGAZINE

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## EDITORIAL

# Potential for growth



**I**n the previous editorial my predecessor Tuomo Nevalainen described the group's past as well as present and explained how we have built a solid foundation for future growth. Growth in itself is not a value but in my experience growth-oriented companies are more strongly driven to look for innovations, develop new solutions to improve customers' profitability and competitiveness as well as renew working methods to be able to provide customers with competitive products and services.

Growth-oriented strategies within Comatec Group are based on two main goals: serving our clients by offering a larger product and service portfolio as well as serving our clients better in their main markets. The expansion of our product and service portfolio requires an active approach in the development and commercialisation of new solutions. In this line of work we want to interact closely with our customers while securing our own expertise level with measures such as appropriately timed recruiting actions, internal training and close cooperation with high-quality educational establishments. Both objectives will also be supported with well-targeted acquisitions. As the latest developmental step we have strengthened the group's automation business and created a separate subsidiary called Comatec Automation Oy. In the future the group's automation expertise and business will be concentrated into this company since its share of the group's overall turnover has become significant in the last few years.

The majority of Comatec Group's customers are companies in the technology industry. When we look at the recent economic developments in the industry's main export markets, there is no denying that growth has slowed down. There is even a clear risk of recession in some of our export countries. It's easy to state that the market is not going to help growth-oriented companies as much as it has these past years. However, we at Comatec believe that determined development work and appropriate goals will help to achieve the group's growth targets even in challenging economic trends. Thanks to this we will be able to better support our customers in achieving their goals.

I have been a part of Comatec's management for four years. During this time the group has made significant progress in terms of growth as well as internationalisation and the group's turnover has nearly doubled. As a result the group's ability to serve its customers on a wider scale has improved. We remain committed to becoming an even more trustworthy technology partner for our customers.

**Kari Ollila**  
Chairman of the board



# Garia SuperSport inspired by Mercedes-Benz

The Danish company Garia has re-invented the golf cart. The engineering work began when a team of Nordic design engineers realised that one golf cart couldn't be distinguished from another and that golfers' needs were not sufficiently considered in the car's design. The engineers had a passion for design, research as well as innovation and they developed a revolutionary golf cart that could no longer be called a cart – it became the Garia golf car. High-quality materials are used in making the car, and its design is revolutionary. Garia is a full-fledged electric car with zero emissions.

TEXT Taina Syrjänen PHOTOS Garia and Taina Syrjänen





**G**aria creates impressive golf vehicles which are known for their functionality and usability as well their modern Scandinavian aesthetics. The privately-owned company was established in 2005 and it is headquartered in Denmark. The company has a subsidiary in the United States and sales offices in Britain and Asia.

In 2015 Garia founded the Garia Utility unit which specialises in manufacturing small, electrically powered commercial vehicles. Its models include the Garia Utility Park and the Garia Utility City. The latter is street legal, i.e., it can be registered for road use. The latest model to enter the market is the Garia SuperSport. It is always street legal but the user can easily select the operating mode on the screen based on whether they are driving on the street or a golf course. On a golf course you drive more slowly than on the street.

"We noticed that our customers use their golf cars to move from place to place within their community, the same way as regular cars. So we made the Garia SuperSport street legal," says **Anders Lynge**, PR & Communications Director Garia.

"The SuperSport can be registered for driving in both America and Europe. They have been tested as roadworthy in accordance with the requirements of each market area."

#### GARIA OFFERS LUXURY

Three years ago Daimler contacted Garia with the idea of developing a luxurious, sporty golf car under the brand "a real sports car". Engineers from Mercedes-Benz and top designers from Daimler were involved in engineering the car. The Mercedes-Benz look can be seen in Garia SuperSport's headlights, among



other things.

"The Garia SuperSport golf car is in a class of its own. It looks quite different from other golf cars. Many of its features have never been seen in such vehicles. It includes among other things a touch screen, an online scoreboard and a Bluetooth® audio system. The dimensions and high-quality finish of the car create the impression of a real car. The SuperSport has a motor and batteries twice the size of those used in other Garia models. Its range is 120 kilometres, and it can reach a speed of 70 kilometres per hour, which no equivalent car can do," Anders Lynge says.

#### THE GARIA SUPERSPORT CAN ALREADY BE ORDERED

"The "Garia SuperSport inspired by Mercedes-Benz" concept car has already been launched. The first cars will be delivered to customers in November 2019 and production is fully booked with pre-orders until April 2020," Anders says.

"The SuperSport is a world-class product assembled by hand and during manufacturing we make sure all of its parts are perfect and meet the standards of a luxury car. Manufacture takes more time than usual so our annual production quantity isn't very high. We aim to make 25–50 cars a year. Thorough manufacture means the price of

the Garia SuperSport is higher than regular Garia models with SuperSport model costing 73,000 USD and regular model costing 15,000 USD. The SuperSport is different car in terms of both design and technology. When you buy a Garia SuperSport, you're buying the ultimate luxury golf and leisure vehicle."

#### COMATEC AND GARIA

Collaboration between Garia and Microteam started when Garia was making golf cars in Uusikaupunki, Finland. Microteam has since merged with Comatec and now collaboration continues with Comatec.

"Comatec was already involved in the engineering of the SuperSport prototype which started three years ago with Mercedes-Benz. Comatec has provided a large input in the engineering of the car: Comatec originally had the idea of adding a touch screen. Without Comatec's expertise the car wouldn't be as great as it is now. This car now builds the foundation for future development. Hopefully we'll also be able to introduce the same technology to regular Garia golf cars within five years," Anders says.

**Eero Kalevo**, Business Unit Manager of Comatec's Vehicle Automation business unit, explains that touch screen dashboard has a Daimler look because it was created by Daimler designers.

"We're responsible for the functionality of the screen, meaning all of the technology operating inside it. The screen includes everything needed to control the car. In addition, the users of the golf car have been taken into consideration by including an electronic scoreboard to the screen so players can track their score along the course," Eero says.

"We also provided programming work, control units and wire harnesses for the car. The 48-volt powertrain, motor, its control and chargers were acquired readymade but the motor control includes our code."

"In my opinion remote downloading implemented with our SPLIT programming environment is one of the most remarkable things about this car. Remote downloading means that software updates can be transmitted remotely over the Internet. For instance, if a SuperSport is in Saudi Arabia and some additional features are ordered for it, they can be

delivered to it over the Internet," Eero says.

"Selling additional features and downloading them over the Internet is the future of business," Anders says.

According to Eero the SuperSport method car was just now going through tests. Serial production will start after the next model. Tests verified that everything worked as intended. The car's running parameters were adjusted on the test track asphalt and on the golf course lawn.

"The car's vehicle class is L7e. Power is limited to 15 kW in this class but maximum speed is not specified. The car's top speed has been limited to 70 km/h which is enough for city driving and is a great speed for this type of vehicle!"

"The Garia SuperSport offers quality and luxury. The car has been constructed with very best materials such as leather and carbon fiber. The car is equipped with a state-of-the-art audio system as well as a

refrigerator and a heated windscreen. The buyer can select rims and tyres as well as the color from three specially selected colors designed by Mercedes-Benz designers. When creating a luxury golf car like this, the nature of the product must be taken into account during engineering so that the driver will feel they're in a luxury car," Eero says.

Anders concludes: "Some might say it's crazy to pay so much for this type of a vehicle. It should be noted that everything in the current market is world-class and luxurious. If golf is your passion and way of life then this vehicle represents the same kind of luxuries than golf clubs, cars, watches or houses in the same market. As a golf car manufacturer, we fall within the same category."

"We don't aim for the same thing as everybody else. We don't compete on price but on quality and features. We're committed to manufacturing the best possible golf cars."

**COMATEC TEAM** from left: Heikki Pietiläinen, Patrik Ljunqvist, Peter Lillqvist, Pia Lampinen, Patrik Ollikainen, Aulis Eskola, Ismo Ranta and Mika Paajanen.







# Millog – Get Home Healthy

**In the past few years Millog has worked hard to reduce work accidents. Millog has launched the “Get Home Healthy” (Terveenä kotiin) campaign which aims to change the working culture of maintenance tasks. The work is considered physical and some bruises are to be expected. The campaign started when Millog found occupational safety needed improving.**

TEXT Taina Syrjänen PHOTOS Taina Syrjänen

**T**he Get Home Healthy campaign is aimed at all employees because change starts from individuals. The campaign covers work safety observations, Close Call cardboard figures and videos as well as a lot of communication. Achieving a cultural change is slow and achieved changes disappear quickly unless they are applied actively.

“The campaign effects our free time too because Millog has given employees bags of sand in wintertime to fight slippery roads. At Christmas the whole staff got studded winter shoes,” says **Jari Kankainen** at the Siikakangas workshop.

The Manager of the Unit Jari Kankainen is responsible for workshops in Hattula, Santahamina (Helsinki) and Lebanon in addition to the Siikakangas workshop. There occupational safety is at a good level and the work is based on the 6S philosophy.

Jari Kankainen says he is very happy

about the work done by Workshop Manager **Hannu Inkinen** and the technicians to achieve the 6S goals. The workshop is exemplary, he says.

## WORK SAFETY OBSERVATIONS AS A ROUTINE

The communication and reporting concerning work safety was improved in 2018. Furthermore, work safety observations were added as result-based award criteria because monetary rewards encourage observations. The more observations

we make, the better work safety is incorporated in our daily activities and the more problems can be eliminated.

According to Jari Kankainen, Millog classifies as work safety observations all things or situations in the work itself, the working environment or working circumstances that contain the risk of accidents. Even small incidents are classified as work safety observations. These include small bruises that do not require medical attention. The observations are used to assess workplace risks and improve

## 6S AT MILLOG

6S is based on the 5S tool from the Lean ERP philosophy developed in Japan. Millog added a sixth S to emphasise safety and good working ergonomics across everything they do. Adding the 6th point makes work safer, faster and easier.

After implementing the first three S points, unnecessary items have been cleared from working areas, all necessary tools have found their place and everything has been tidied thoroughly. The last three S points of the method ensure that routines are created, employees are committed to the development of work safety and safety as well as ergonomics are considered.

work safety.

“We pay special attention to tidying and maintaining good order in the facilities at all times. Our aim is to systematically cut the number of work accidents in the coming years. Accidents can be prevented by observing eventual risks and eliminating them without delay,” says Jari.

## FORESIGHT IS KEY

“We support prevention with guidelines and by using such companies as Comatec to investigate work safety issues that we don’t notice ourselves. We have gotten some good tips,” says Jari.

“Safety deficiencies are often visible long before an accident. A good safety culture effectively prevents accidents and develops positive work safety practices such as ergonomics and the use of aids. Purchases often require careful checking and planning. For example, when purchasing safety equipment also the requirements of

different facilities and the layout of other functions must be taken into account.”

“In relation to work safety, Comatec has helped us with the development of working methods and aid planning. Comatec has conducted a work safety assessment in Hattula and has for example examined where protective railings are needed. Furthermore, Comatec has designed the needed railings according to our requirements, calculated the strengths and made sure the railings fulfil the required norms.”

## OCCUPATIONAL SAFETY STARTS FROM THE BASICS

Actually the most important thing is to get people thinking the right way. Many accidents occur due to carelessness or lack of attention. Occupational safety starts from the basics. The tools and protective equipment intended for the work must be used. We must follow instructions, keep tools in good shape

and keep the working facilities tidy. It is also a good idea to take breaks because accidents can be prevented with planning.

## GET HOME HEALTHY MORE OFTEN

The number of occupational safety observations has risen significantly during the campaign. The number of observations in 2019 is four times higher than in 2018 and at the same time work-related accidents have decreased around 60 percent.

Millog’s employees get home healthy now more often than before.

**THE CLOSE CALL MAN** is a trustworthy and kind employee but he is careless and sometimes even foolish. His main task is to remind everyone how you should not carry out your work at Millog. You can browse for Close Call videos on Millog’s Youtube channel.

The Close Call man is posing with Hannu Inkinen and Jari Kankainen at the Siikakangas maintenance hall where work is conducted according to the 6S philosophy.





# Comatec is active in many ways

## – Sponsorship is a way of strengthening company's brand and visibility

**According to a sponsorship barometer, the significance of sponsorships to companies has increased. Almost half of all companies consider sponsorship as strategically important. Sponsorship is at its best when both the company and the sponsored share common values and benefit from the cooperation. Typically the sponsoring company also wants to benefit from the positive image and visibility of the sponsored.**

TEXT Maria Uurto PHOTOS Maria Karjalainen and Team Rynkeby

Over the years sponsorship has been a way for Comatec to support local activities, typically a sports club or an athlete looking to success. At the same time the company seeks visibility in a positive context. As Comatec group grows we have found employees who aim high in their own class while still working a day job. One of them is **Maria Karjalainen** who competes in bench press and powerlifting.

### FROM THE DESIGN COMPUTER TO THE WORLD CHAMPIONSHIPS

Maria Karjalainen works at Comatec in Joensuu as a mechanics designer and in project management tasks. In her free time she concentrates on powerlifting, especially the bench press. She found the hobby through her baseball background and active gym training. When she seemed to be gaining strength easily, the powerlifting expert in the team named Joensuu Puntti-Pojat suggested that Maria starts powerlifting officially.

Five years after starting the sport Maria's total result from three categories in classical un-equipped powerlifting is 360 kg. She squats 130 kg, bench presses 85 kg and deadlifts 152.5 kg. When her results exceeded the qualifying limit for the World Championships at the Finnish Equipped Bench Press Championships in December 2018, Maria got an invitation to compete in the Tokyo World Championships in the spring of 2019. Her first major competition in Japan went well and Maria was in 6<sup>th</sup>

place with the result of 125 kg.

When you are lifting equipped, the results are significantly better compared to classical unequipped powerlifting.

"The world's best lifters bench press 50 kg more than I so I have a long way to go before I reach the top three but I aim to improve my ranking in the World Championships," summarises Maria.

The next competition is the European Equipped Bench Press 2019 in October in Tampere.

Maria represents team Joensuu Puntti-Pojat. She finds it natural to combine sports and her day job as a mechanics designer. She practices four to five times per week concentrating mainly on strength training and basic weight training complemented by simple aerobic training, such as walking or long hikes.

"It isn't possible to be a professional athlete in this sport in Finland so it's important that I can flexibly plan my own schedules. I have succeeded very well in combining my hobby and day job at Comatec."

### BIKING FOR CHILDREN WITH CANCER

Another cause that Comatec has supported in 2019 was the cycling project Team Rynkeby - God Morgon which has earned a good sponsorship position in the eyes of Finnish companies. The teams spanning from several cities participating in Team Rynkeby charity project have raised a significant sum each year for the

research and treatment of childhood cancer. The official numbers are not yet available but the contribution of the Tampere team is over 100,000 euros this year. The entire gathered sponsorship sum will be delivered directly to the recipients, Aamu foundation and registered association Sylva. Every cyclist covers their own costs including bikes, clothing and accommodation so that not any of the support funds are spent on these expenses.

**Minna Siikaluoma** was one of the cyclists in the team from Tampere. They left for Paris from Laukontori on June 29<sup>th</sup>. The teams amassing nearly 2,100 cyclists from different countries aimed to cycle to their destination in ten days.

The trip was not an easy accomplishment. Group training started in 2018 with mixed exercise for 7 to 8 hours per week. When the team got on their bikes in the beginning of April they started cycling training with road bikes. For many this was their first contact with cleats and group cycling as well as learning to keep up with the group's pace. From the start of April to the end of June the teams had to accumulate at least 2,500 cycling kilometres to be allowed to participate.

There were clear reasons for the required training because there were several over 200 kilometre stretches of cycling per day. The days were long as they got on their bikes at 7.30 a.m. and often arrived at the hotel as late as 9

p.m. A requirement for smooth cycling days was having their own functioning food and equipment support system with them when cycling.

### SOME SURPRISES ALONG THE WAY

It came as a surprise to Minna that there was not more time to take in the scenery. In fact, she remembers Central Europe mainly as barley and sugar beet fields. Nothing too serious happened on the journey: some tyre punctures had to be repaired and some cyclists got so tired they had to travel in the maintenance car.

"The navigation group knew where we were going but the rest of us just followed them."

"Maybe the most surprising thing was that even though my muscular system and fitness level could handle the 1,500 km of cycling, my eyes got tired. The psychological effects of continuous cycling were also a surprise," reflects Minna.

Nonetheless, crossing the French border and arriving in Paris were something to remember.

"I couldn't have been able to do this by myself," summarises Minna.

Even though they reached their common goal, their team spirit was great and charity work was substantial, the trip demanded so much physically and took up so much time that Minna is not ready to cycle again to Paris right away. At least not next year.

MARIA KARJALAINEN says she has succeeded very well in combining her hobby and day job at Comatec.



# Keep on moving

## Acquisitions are an essential factor for Comatec in the future

During past years Comatec has grown both through increased turnover and acquisitions. Since the end of the 1980's there have been over 30 acquisitions and already three in 2019. With the new acquisitions Comatec Group now has over 600 employees as well as business in Romania.

TEXT Maria Uurto PHOTOS Deemec Oy



### STRATEGIC GROWTH

According to the group's Managing Director **Aulis Asikainen**, an acquisition is a strategic alternative when the objective is growth and especially expansion into new markets.

"During the entire existence of the company we have tried not to reject any acquisition if it fits into our industry's business, brings new employees or creates other value for the company," Asikainen summarises.

According to Asikainen it is important not to expand into unknown industries or trade. At the same time prices and profit expectations have to be balanced in accordance with the acquisition in order to create actual new business for the group instead of the acquisition being just an illusion of growth. The majority of actual acquisitions have been business purchases and the portion of depreciations made possible by the acquisitions stays in the company as "development money".

Even after the acquisition the company must fit into Comatec's business model. This typically requires integrating and changing various working methods which can take years.

"A three year time perspective is a good measure. In that time we are able to tell how the co-existence and eventual merger goes. It may seem harsh, but sometimes it is necessary to let people go," summarises Asikainen.

### KEEP ON MOVING

Growth orientation is at the very core of the company's principles and growth will also be pursued with acquisitions in the future. However, the focus is on stronger globalisation. The company is not interested in any particular industry but instead hopes to develop all industries depending on arising possibilities. As per company strategy, interesting target areas are in Europe where time differences and culture are closer to our own when for example comparing to Asia.

"International acquisitions are quite different. They require a lot more

information about culture, business practices, employment situation and political climate," clarifies Asikainen.

### DEEMEC KNOWS THE MARINE INDUSTRY

The latest newcomer into the Comatec Group is Deemec Oy which is based in Hyvinkää. The company is an ambitious provider of design and project services especially for mechanical design, electrical and automation design, technical documentation and 3D visualisation. One of Deemec's major customers is the world's leading marine and offshore cleantech provider Evac.

Joining a larger group has meant that Deemec is backed up by more resources and a broader service portfolio which also serves the company's own clients.

"The possibilities for growth are in fact better as part of a larger company. A large stock exchange company doesn't necessarily want to buy from a small provider," says Deemec's Managing Director **Sami Rajala** when explaining the reasons behind the merger.

Deemec and Comatec have previously been competitors in certain fields but now common synergies and possibilities of added value for the customers have been discovered right away. According to Rajala, the merger has created new customer contacts and Deemec has already negotiated about new design work.

In addition of more client and sales possibilities, a large company offers significant help in contracts and support functions such as human resources. A big company also offers new design possibilities and new career paths for the staff.

Although the merger has been considered a positive thing at Deemec, it was a big decision for the owners.

"When almost half of the people are owners of the company there is bound to be conversation. However, the benefits and possibilities outweighed any negative points since also Deemec seeks growth," summarises Rajala.



### DEEMEC OY

Established: 2011

Turnover: € 2.4 M in 2018

Staff: At the moment, 30 employees in Finland and 8 in Romania.

Main expertise: mechanical design, electrical and automation design, technical documentation, animations, visualisation and VR.

Managing Director: Sami Rajala

### EYES ON ROMANIA

With the acquisition of Deemec, the Comatec Group expands to new countries and now has business in Romania. At the moment one of Deemec's largest customers employs the entire Romania business staff of almost ten people with assignments of mechanical design and technical documentation.

Growth is an objective also in the Romanian office at Brasov. According to Rajala, the aim is to employ at least 20 people in the next few years.

"We can offer customers more affordable work in Romania. For the time being the availability of designers is better than in Finland. As a traditional industrial and university city, Brasov is a potential growth centre and many large international entities such as the German automobile industry do subcontracting work in the city," Sami Rajala describes the benefits of the location.





**WE WILL BE AT THE SUBCONTRACTING FAIR FROM 24 TO 26 SEPTEMBER 2019**

The Finnish industry gathers in Tampere from the 24<sup>th</sup> to 26<sup>th</sup> of September 2019 for the Subcontracting Fair. This year's fair focuses on the significance of sustainable manufacturing for Finland and the industrial companies operating here.

Come and talk with our experts at our department E 120 about what we can offer you as a service provider and design partner.

**WE WILL BE AT THE TEKNOLOGIA FAIR FROM 5 TO 7 NOVEMBER 2019**

Today's solutions, tomorrow's innovations and future doers are presented at the Teknologia 19 fair in the Helsinki Messukeskus Expo Centre from 5<sup>th</sup> to 7<sup>th</sup> November 2019.

You will find us at the Teknologia fair's department 6m90. Come and have a look of our department!

**Meet us at the trade fair!**

**A & D AUTOMATION OY IS NOW COMATEC AUTOMATION OY**

Comatec Group's subsidiary A & D Automation Oy has changed its name to Comatec Automation Oy since the 1<sup>st</sup> of August 2019.

The company's new name better supports Comatec Group's overall brand and clarifies our cooperation with all stakeholders. The name change doesn't affect the services or contacts of the company. Other than the name, the company's contact information, billing information and legal information remain as before. A & D Automation will be used as the company's auxiliary company name. Comatec Automation's personal email addresses will be in the format [firstname.lastname@comatec.fi](mailto:firstname.lastname@comatec.fi).



**MICROTEAM OY HAS MERGED INTO THE GROUP'S PARENT COMPANY**

Comatec Group's subsidiary Microteam Oy has merged into Comatec Group's parent company Engineering company Comatec on the 1<sup>st</sup> of July 2019.

After this Microteam's business will continue as part of the parent company's business. Services, projects and contacts remain as before. Microteam's email addresses will be in the format [firstname.lastname@comatec.fi](mailto:firstname.lastname@comatec.fi).



**Appointments**



**JUHA SUISTIO** has been appointed Business Unit Manager at Oucons Oy's business unit Conveyors Oulu.



**JUSSI PUOLAKKA** has been appointed Business Unit Manager at Engineering company Comatec's business unit Rolling Stock.



**MIIKKA RIITTINEN** has been appointed Executive Vice President of Engineering company Comatec Oy.



**EETU MÄKINEN** has been appointed Treasury Manager.



**JYRKI PERÄLÄ** has been appointed Engineering Manager at Engineering company Comatec's Mechanical Engineering unit.



**SAMI RAJALA** has transferred to Comatec Group following the acquisition of Deemec Oy on the 19<sup>th</sup> of June 2019 and continues as the Managing Director of Deemec Oy.



**JANI RAUHALA** has started his work as Chief Financial Officer.

**ORGANISATIONAL CHANGES AFTER THE MERGER OF MICROTEAM OY INTO PARENT COMPANY ENGINEERING COMPANY COMATEC:**



**PETER LILLQVIST** has transferred to the position of Sales Manager and is responsible for the sales of Automation Solutions business line. He also acts as a Business Unit Manager at the IoT Solutions business unit.



**EERO KALEVO** works as Business Unit Manager at the Vehicle Automation business unit.



**ARI KAUKOVIRTA** works as Engineering Manager at the Automation Engineering unit.



# Technical documentation

Comatec's technical documentation is a comprehensive service that can be customised based on your needs. We provide high-quality professional documentation services. We have the experience, vision and skills needed to offer you the best solution. Furthermore, we have access to the engineering design and safety engineering expertise of the entire Comatec Group.

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## Ask more about our technical documentation services:

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