

Chemgineering Group 2013



chemgineering

Chemengineering has been managing, implementing and consulting on projects in the life sciences industry very successfully for more than 18 years. Our customers value our compliance and management consultants just as much as our engineers, with whom they implement sophisticated investment projects as general contractors in compliance with the requirements for patient safety and the applicable international rules and regulations.

Images: Success in the life sciences industry is the result of focused processes and forward-looking strategies. We stay up-to-date with the regulatory requirements and are very familiar with the long-term trends in the GxP-regulated industries.

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## Dear reader,

Rarely has the initial economic situation varied so much among European countries as well as across different industries as in the past year. The north/south divide has always been a crucial factor in the European market. However, the Chemgineering Group benefited from the high level of investment activity within the pharmaceutical and chemical industry as well as from the positive economic development in the German-speaking regions. Based on an already high order volume at the beginning of the year and the positive order development overall over the course of the past year, we posted a record volume of orders received amounting to more than CHF 70 million in 2013 (previous year: CHF 51 million). Sales of our own services rose compared to the previous year in line with our growth strategy by 6%; services provided by third parties and material deliveries were slightly lower than in the previous year.

Last year we worked on various large-scale projects with an investment volume of several hundred million Swiss francs and will continue these projects in 2014. This confirms the success of our growth strategy and our uncompromising quality standards, which are regularly acknowledged by the market. In addition, with our «Energy & Infrastructure» business unit, we decided in good time to invest our efforts in the future issue of energy and media supply, and were thus able to achieve considerable savings for our customers in several projects.

We have further streamlined our organization by consistently shifting operative decisions to the Engineering and Consulting business units. Our management and handling processes are now even more consistently oriented to the success – yours and thus ours as well – of our joint projects. Dr. Ernst Staehelin, an attorney who has been affiliated with the company for many years, joined our board of directors. Our Finance Committee has been expanded to include Mr. Daniel Käslin, a proven tax expert. Thanks to the strong partnership with our customers and business partners on the one hand and the enormous commitment and loyalty of all of our staff members, we are able to look back on a successful year and are off to a smooth start in fiscal year 2014. We would like to take this opportunity to express our heartfelt thanks to everyone.

In the following sections, you can read about our recent past and the near future, which we look forward to sharing with you.

Cordial regards,



Steve Tappan  
President of the Board of Directors



Dr. Armin Mayer  
Vice President of the Board of Directors



Dr. Gerhard Bauer-Lewerenz  
Member of the Board of Directors



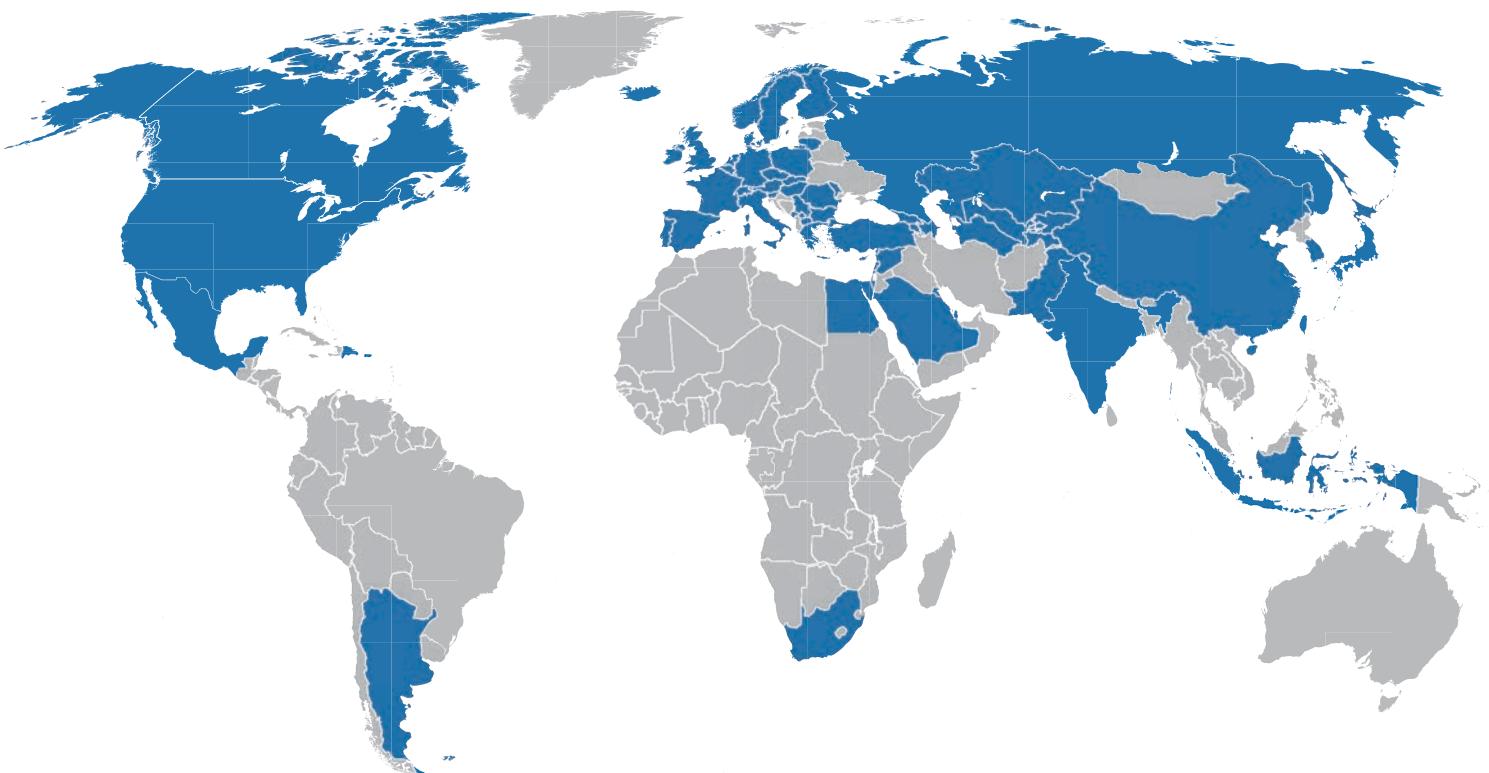
Dr. Ernst Staehelin  
Member of the Board of Directors

## Our focus

Chemgineering offers high-quality, proven consulting and engineering services for the GxP-regulated life sciences industries including pharmaceuticals, biotechnology, fine chemistry, hospital pharmacies, medical technology, cosmetics, vitamins, diagnostics and food. The Business Designers support clients with services that are entirely independent from capital investment programs. The Technology Designers master complex investment projects complete with all the trades involved. Founded in 1996, the corporate group is based in Münchenstein near Basel, Switzerland, and has offices in Germany, Austria and Serbia.

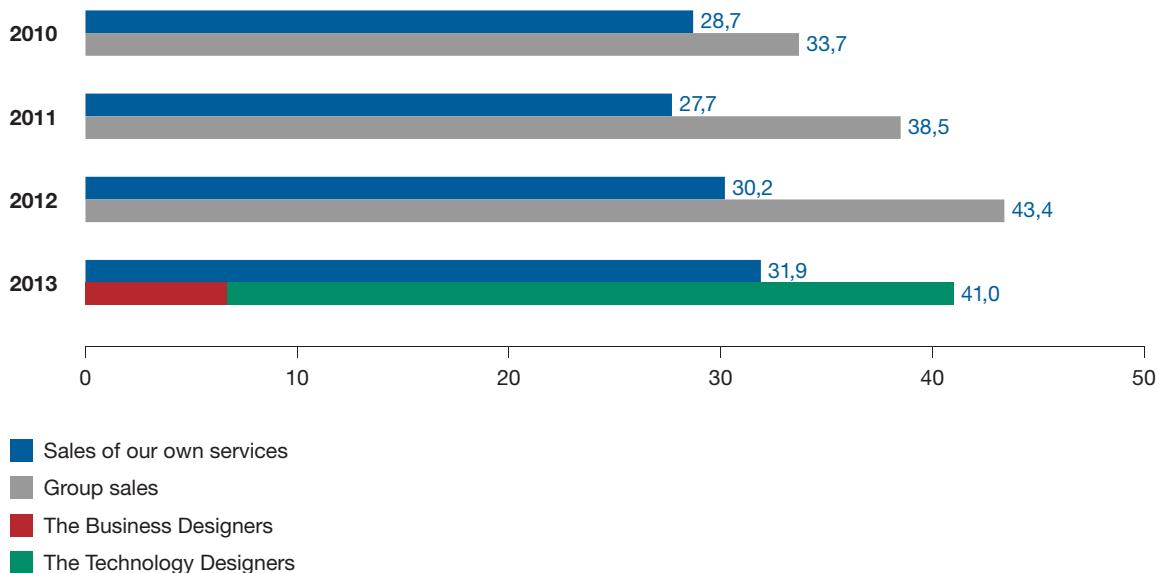
## Our projects

We are constantly on the road for our customers all over the world. Audits, gap analyses, concept studies and project management have taken us to some of the most remote regions on earth. Our consultants and engineers have left their (blue) footprints for example in Iceland, across the Outer Hebrides, Tunisia, Indonesia, South Africa, Japan, China, Russia, India, Pakistan, Canada and the United States of America.

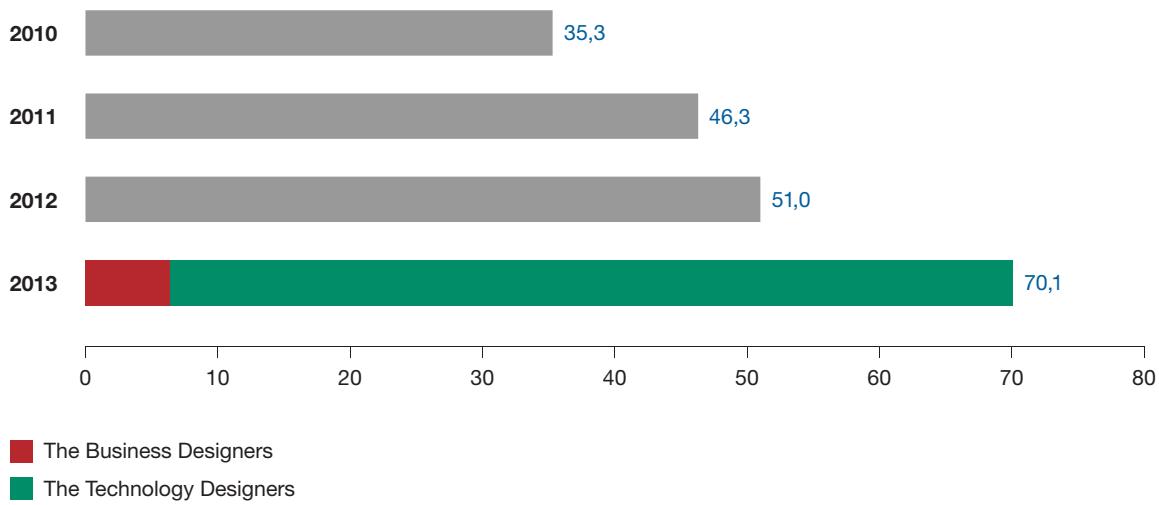


## Facts and figures in 2013

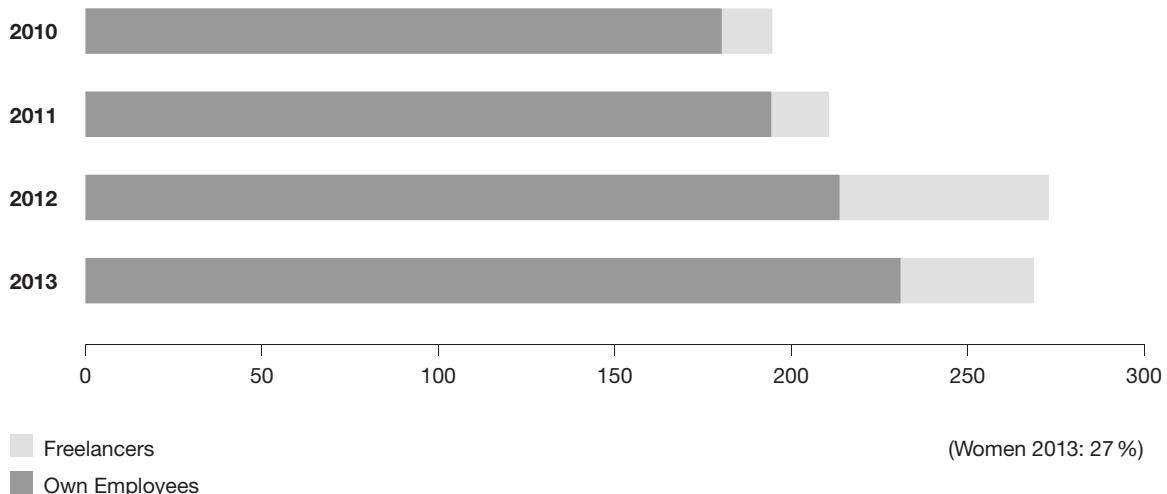
### Sales development in million CHF



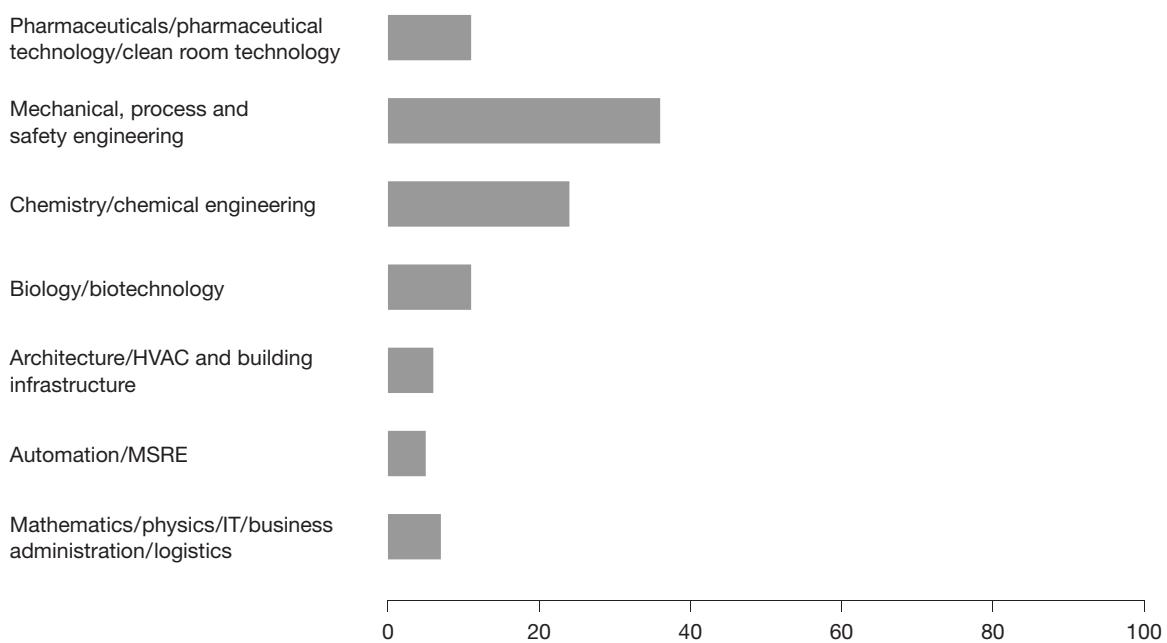
### Sales development in million CHF



### Number of employees



### Employees according to technical disciplines in %





## **Focused on efficiency, cost-effectiveness and compliance: The core business of the Chemgineering Business Designers**

The projects of the Chemgineering Business Designers are focused on services that are entirely independent from capital investment programs. The management consultants ensure efficient, cost-effective processes and organizations, while the medical technology and pharmaceutical compliance consultants are responsible for the introduction, implementation, auditing and maintenance of internationally oriented quality management systems. Our IT consultants ensure efficient, valid implementation of effective and future-capable IT environments. The Business Designers provide you not only with proven implementation experts, but temporary managers as well, who streamline and revitalize your organization while ensuring that compliance and cost-effectiveness are not neglected. Strategy development, implementation and temporary management are tailored precisely to the needs of our customers.

Our business activities at a glance:

### **Management Consulting**

Process Cost Optimization  
Organization Development  
Target Costing

### **Pharma Compliance**

Q-Systems Life Cycle Management  
Rent an Expert  
International Inspection Management

### **Medical Device Compliance**

International Inspection Management  
Q-Systems Life Cycle Management  
Quality Right First Time for Market Access

### **IT Management**

Process Efficiency and Effectiveness  
Validation of Information Systems  
GMP Compliant IT Integration Management

## Young consultants successfully mastered customer projects

**After 2012, the best year up to now for the Chemgineering Business Designers, we were able to maintain the high level in 2013 with the consistently high quality of our services and satisfied customers. The real challenge in 2013 was finding suitable personnel for increasingly sophisticated customer projects.**

Chemgineering Business Design is known for the outstanding qualifications and performance of its consultants. That is one of the reasons our customers decide to choose our services.

Finding good consultants who were willing to travel frequently and had enough experience to deal effectively with constantly changing customer environments was not easy in 2013. Our competitors and customers are also engaged in a continuous search for experienced staff, so that the field of applicants was accordingly sparse. That is precisely the reason why, in addition to hiring experienced applicants every year, we offer trainee positions to students pursuing bachelor's and master's degrees – this way we can ensure that we have outstandingly qualified junior staff as well. In the past, our customers learned to appreciate our young consultants just as much as the older, more experienced staff.

### A closer look:

#### Management Consulting

Our management consultants showed that there is still considerable potential in quality control. With the new «Resource Manager» developed by Chemgineering, a methodological toolbox with which planned investments can be verified and processes optimized extremely rapidly, they showed in one project that roughly 60 % of the investment costs could be eliminated. Moreover, supply chain management projects largely driven by manufacturing costs were carried out in order

to find the best possible production strategy, either in-house, in contract manufacturing organizations (CMOs) or in manufacturing facilities to be newly purchased or newly constructed in Asia. Our management consultants focus clearly on organizational development and process cost reduction, complemented by specific proposals for strategies. Enhanced transparency, increased flexibility and the resulting reduction in overall costs are always priorities.

#### Pharma Compliance

Internal and external audits are gaining increasing influence over the daily operations of our customers' quality management officers. For our SMEs and pharmaceutical giants we traveled the world in 2013 as well, crossing Canada, South America, the Dominican Republic, Europe, Russia, China, India and Japan. For over 12 years now, our work has included two-day qualification audits as well as comprehensive gap analyses, and everything in between. Our interim quality managers act as PIPs – persons in the plant who function as mediators between the client and the contract manufacturing organization (CMO). This is an extremely demanding role that requires a communicative, highly qualified diplomat with outstanding conflict management skills who must never lose sight of patient safety even in the most difficult approval situations. In all of our projects, our «Quality Systems Life Cycle Management» supports the design and implementation of a sustainable, modular quality system. Our experts from industry and the regulatory authorities take over consulting, training and implementation for their customers. They review quality systems using mock audits or gap analyses, help with the implementation of measures and accompany national and international regulatory authorities during inspections.

### Medical Device Compliance

Manufacturers of medical devices and products are experiencing dramatic changes. The prominent cases of damage in the past few years have significantly increased the importance of quality assurance in the industry. Monitoring of the industry is also increasing rapidly. In the future, unannounced audits will take place in Europe as well. And that's where the services of our medical technology consultants come in. Basic audits identify compliance gaps and lead to corrective programs and budgeting. In the meantime, in addition to scheduled international inspections, the triggers for our services include transfer projects as well, which arise from economic and risk-driven motivation. Our projects took us to manufacturing sites that were decades old with equally old, untouched, partially incomprehensible processes, to deep cellars where we dredged up design and development documents, to laboratories, where we managed to make testing and measurement processes inspection-proof, and to new, first-class manufacturing facilities to qualify devices and validate processes. Our experts enable our customers to maintain international compliance on a sustainable basis.

### IT Management

Our IT experts have been valued in the pharmaceutical industry for more than 22 years. They are regular speakers and trainers for Europe's largest conference organizer. That's why we once again held numerous (in-house) training courses and handled a wide range of validation projects in

2013. In addition to ERP systems and infrastructure facilities, laboratory systems and Excel applications were upgraded to ensure safe operation and pass international inspections. In the meantime, our customers come not only from companies related to the pharmaceutical industry, but increasingly from the medical technology, cosmetics and luxury food industries. Now more than ever, IT managers must think about the costs and efficiency of their application and infrastructure systems. And then there are the much-hyped topics of the most recent past: WEB2.0, Cloud Computing, BYOD (Bring Your Own Device), Big Data, Industry 4.0, Mobile Computing – themes and technologies that are now part of everyday professional life, so that the formerly closed corporate IT departments are increasingly opening up. Accordingly, the changes are showing up in our projects in the form of increased guidance and coaching by our consultants. Above all, IT integration managers with strong expertise and experience in project management, quality assurance and validation are in great demand. Our IT experts offer all of this from a single source.

### Our objective

Our approach has always meant listening to you, taking on your assignment, always keeping an eye on the goal in order to implement practical, appropriate solutions. Keeping an eye on the future means finding the trends in order to align our services accordingly. That is the way it has always been and that is how it will remain.

**Implementing new rules, regulations and best practices – comprehensive, sustainable quality systems throughout the product life cycle.**



## **Long-term planning: The core business of the Technology Designers**

Our Technology Designers deliver customized solutions tailored precisely to the demanding requirements of our customers and master sophisticated investment projects from conception to handover.

### **Where we Move**

Pharmaceutical Industry  
Specialty Chemistry  
Hospital Pharmacies  
Vitamins/Cosmetics  
Medical Technology

### **What we Plan and Implement**

Production Plants for all Forms of Pharmaceuticals  
Synthesis Facilities for Active Substances and Special Chemistry  
Packaging Systems  
Laboratories  
Clean Rooms  
Process Infrastructure Systems  
Media and Energy Systems Storage and Logistics Facilities Automation Systems

### **Our Areas of Special Expertise**

Sterile Filling & Finishing  
Track & Trace  
Highly Active Substances  
Biotechnology (Upstream + Downstream)  
Blood Plasma Fractionation  
Process Simulation  
Safety Technology  
High Purity Media  
Exhaust Gas Treatment  
Cryogenics

### **The Services we Provide**

Feasibility Studies  
Concept Design/Concept Planning  
General Planning/General Contracting Plant Design (Including 3D CAD)  
Project Management  
Construction Management  
Commissioning  
Qualification/Validation

## 2013 – a year gains momentum

**The year 2013 was affected by large variations: the operative start of the new fiscal year was rather restrained, despite an excellent order situation. Delays of commencement of several projects posed a significant challenge to the management of the Technology Designers. Things improved decisively as of the second quarter.**

After the muted start of 2013, the large number of new projects in the second half of the year and the work in progress still to be completed required a considerably higher number of qualified employees. This turned out to be quite a challenge, as customers and competitors apparently found themselves in similar positions.

The high project volume necessitated full commitment from the entire company. In several projects, the project teams were pushed to their absolute limits. Parallel to the work on the projects, the recruitment of personnel was intensively pursued. Thus, for the Technology Designers we recruited a total of 33 new employees, including young, well-educated graduates as well as experts with solid professional experience.

The pressure from regulatory authorities on the life sciences industry is continuously increasing, as are the quality expectations in the markets. Here, planners must adapt to the changes as well: cGMP expertise and experience are very much in demand. However, there is a severe shortage of well-qualified engineers, planners and consultants with sound knowledge of cGMP.

Our intensive market development activities and high customer satisfaction resulted in a record number of orders received by the Technology Designers in 2013. The good start to fiscal year 2014 indicates that we are right in pursuing our chosen growth strategy and we will continue to do so consistently.

### Long-term planning:

**General Planning and General Contracting for large-scale projects**

The strategic initiative «General planners for large-scale projects and general contractors» was very successfully continued at speed in 2013. Over the course of the past year, Chemgineering was awarded several large-scale projects as both general planner and general contractor in three country organizations. Some of these projects will run until 2015. Moreover, we completed a general contracting project for the conversion and expansion of a pharmaceutical fill and finish facility. For this project, the basic engineering was carried out in advance by our engineering specialists. The first stability batches were produced on time. The inspection of the state regulatory authorities was completed with no noteworthy complaints.

### Hospital Pharmacies

During the past year, we also expanded our hospital market segment, namely small scale and special productions in hospital pharmacies.

Chemgineering developed the pharmaceutical planning for conversion or new construction for three large hospitals in Switzerland. We were responsible for planning the pharmaceutical process facilities, logistics, clean room planning and user support, qualification coordination and qualification.

The biggest challenge in this segment is the integration of the GMP expertise throughout the entire project and the preparation of the basics for the planning inspections with the local authorities to gain the manufacturing permit.

### Energy and Infrastructure

In addition to our classic engineering disciplines, we continued the targeted expansion of the new «Energy and Infrastructure» department by hiring several specialists. The growing number of inquiries and projects awarded confirm that this part of the strategy is also being successfully implemented. Our goal is to give efficient energy use and optimization thereof the appropriate priority in all projects carried out by the Technology Designers.

### Qualification Expertise

The product «Qualification» is more popular than ever. Regulatory requirements for the pharmaceutical industry with regard to compliance are continuously becoming more rigorous around the globe. Chemgineering has followed the regulatory trends and supported its customers in complex regulatory environments very successfully for more than 15 years now. During this time, we provided more than 800,000 hours of qualification services to our customers.

Over the past several years we have observed a strong increase in the demand for qualification support that has been proven in practice. Even before our specialist engineers get involved in the project, our customers can expect sound expertise in GMP compliance along with in-depth knowledge of the manufacturing processes and product requirements. We have developed efficient qualification strategies for our customers, and these are used in active substance production, pharmaceutical production (sterile, solid, semi-solid) and medical technology. Chemgineering is currently coordinating large qualification projects in Germany, Austria and Switzerland.

Our engineering portfolio was further expanded in 2013. It was strengthened for the implementation of large-scale projects, support in energy and media supply projects and small scale and special productions in hospital pharmacies.

## Client Relations 2013

Chemgineering succeeded in strengthening its business relations with existing clients as well as establishing new contacts. Listed below is a majority of the companies for whom we implemented projects in 2013.

A.F.P. Antisepti | ABB | Abbott | Acino Pharma | Actelion | Aerni | Aliud Pharma | APV | B. Braun | Bachem | BASF Pharma | Basilea | Bau- und Verkehrsdirektion Basel | Baxter | Bayer | Biofrontera | Bionorica | Bio-Rad Medical | Biotest | BIPSO | Blutspendedienst Aarau | Blutspendedienst München | BODE Chemie | Boehringer Ingelheim | Brahms | CABB | Carbogen Amcis | Cargill | Cesra Arzneimittel | Ciba Vision | Cilag | Clariant | Concept Heidelbelberg | Crucell | CSL Behring | Dentsply Detrey | Domo Caproleuna | Dr. August Wolff | Dr. Paul Lohmann | Dr. Kade Pharmazie | Drees & Sommer | DSM | EBEWE Pharma | Edl Anlagenbau | Em-Tec | Europa Apotheek | Ever Neuro Pharma | Fagron | Ferring | Fresenius Kabi | Frutarom | G.L. Pharma | Gea Tuchenhagen | Gesundheitsdirektion Zürich | Glenwood | GP Grenzach Produktion | Grace | Haupt Pharma | Heine Optotechnik | Helm | Hennig Arzneimittel | Heumann Pharma | Hevert Arzneimittel | Hexal | HFR Freiburger Spitalapotheke | Hoffmann Neopac | IL-Medtec | Infrapark Baselland | Ingenieurbüro Mayer | Intertaba | Intervet | Ivers Lee | Ivoclар Vivadent | John Brown Voest | K & A Laborgeräte | Kantonsapotheke Aarau | Kantonsapotheke Zürich | Kantonsspital Luzern | Kobusch Sengewald | Kulzer Dental | Mitychem | Lehmann Engineering | Linde | List | Lohmann Animal Health | Madaus | Maquet Cariopulp | Mediagnost | Merck | Merz | Metrohm | Mundipharma | Nateco | Nordmark Arzneimittel | Normed Medizin Technik | Novartis | Novi | Octapharma | Oxigeno De Sagun | Paa Laboratories | Pangas | Pars Lysine | Perolini Baumanagement | Phyton Biotech | PM Group | Rapp OTB | Rhein Biotech | Riemser Arzneimittel | Roche | Rohrer | Rottendorf Pharma | Sandoz | Sanofi Aventis | Selmoni Ingenieure | SIM Automation | SNV Schweizerische Normen-Vereinigung | Solvias | Sorin Group | Spitäler Schaffhausen | STADA Arzneimittel | Steigerconcept | Suedmo Projects | Swiss Surface | Syngenta | Synthes | The Graymor Chem | Tillotts Pharma | Umicore | Universitätsspital Basel | VEIA Verband der Einzelimporteure Internationaler Arzneimittel | Vetter Pharma | Warner Chilcott | Weibel CDS | Weimer Pharma | Werum | Wieland Dental Ceramics | Zeochem |

## Publications 2013

In three issues of the Chemgineering Newsletter 2013, with a total of 21 specialist articles, we provided you with information on current topics relating to GMP. These and other articles can be retrieved directly from our website at [www.chemgineering.com](http://www.chemgineering.com) using a key word search. And you certainly read the contributions of our Business and Technology Designers in numerous trade journals. Should you be interested, we will be glad to give you further information.

### **Clean room construction: Optimization of product protection** Dr. Wolfgang Müller in *ReinRaumTechnik* 1/2013

Implementation of improved hygiene zones at a leading global life sciences and material sciences company in Switzerland. Within two years, the general planner and general contractor Chemgineering converted a bottling plant to comply with current standards. The efficient collaboration of the project team and client was the key to the success of the ambitious multi-million-euro project.

### **System qualification: Efficiency achieved via a clear structure** Ralph Telljohann in *pharmind* 6/7/2013.

The implementation of the system qualification specifications required in the GMP rules and regulations necessitated a structured approach. The responsibilities for the successful completion of the project were distributed among several persons, and had to be defined, as did the documents to be prepared. Formal aspects had to be taken into account and relevant items of content worked out. The integration of system qualification in the engineering processes and use of existing documents and results facilitated an efficient workflow. The preservation of the qualified status of the system subsequently had to be ensured, taking into account technical changes over the life cycle of the system.

In order to fulfill the extensive requirements for system qualification properly, the operators of the system had options such as transferring large parts of the necessary work to external specialists such as service providers and suppliers.

### **Efficient Qualification of Analytical Systems: A practical, integrated and risk-based approach considering GxP requirements** Dr. Hiltrud Lenke and Jens Bourquin in *pharmind* 4/2013

In order to obtain reliable GxP relevant analytical data, documented evidence must be provided that the analytical system applied is suitable for its intended use. The article will explain how this requirement can be met. Based on the USP General Chapter «1058» and GAMP 5 an integrated and risk-based approach for the efficient qualification of analytical systems is presented. This approach considers the different complexities of analytical systems and the risk depending on the intended use. In addition, qualification activities of the supplier of the analytical system are implemented into the concept and the integration of the computerized systems validation (CSV) is discussed.

**From cell to product: Technical and regulatory aspects of biotechnological production of monoclonal antibodies** Dr. Georg Sindelar in pharmind 2/2013

Biologics such as monoclonal antibodies (MAB) are the next blockbusters and profit-makers in the pharmaceutical market. However, these are often initially developed and produced by small start-ups, and not in large volumes. Due to their biological origins, the usually parenteral uses and the production method, different regulatory and technical mechanisms apply than for low-molecular compounds. The «line» and the virus safety of the initial material – the cell – are important factors. Increasingly, disposable technologies are used in production, which are subject to special requirements. Sterility, or more precisely, monosepsis, and virus safety in particular must be guaranteed through almost the entire production process and documented.

**New construction of a greenfield sterile facility: Everything under one roof** Bernhard Binnwerk in Pharma+Food, October 2013

New facility for filling and packaging aseptic products in pre-filled syringes in central Europe. From the initial project idea to implementation planning.

## Lectures and Events 2013

We regularly present our proven expertise in lectures and specialist events. In 2013, Chemgineering gave the following lectures and training courses:

- Highly active pharmaceuticals in packaging** Bernhard Binnwerk  
**Custom products: milestones on the path to a medical device** Martin Rümke  
**Stumbling blocks in routines in the manufacture of medical technology products** Martin Rümke  
**Engineering interface: qualification** Ralf Telljohann, Martin Rümke  
**Statistical and predictive process optimization** Paul Grube  
**Treatment of waste water contaminated with hormones** Thomas Peter  
**Planning ultrapure water systems** Martin Nägelin  
**From raw material to active substance** Dr. Wolfgang Minas  
**Medical devices in Europe: what can suppliers and distributors expect?** Martin Rümke  
**Supplier qualification in Asia, Eastern Europe and South America** Frank Studt  
**Product quality reviews and annual product reviews** Frank Studt  
**GMP for medical devices** Dr. Gerhard Bauer  
**Validation of computer-based systems (CSV)** Sieghard Wagner  
**Computer validation conference: retrospective validation** Sieghard Wagner  
**Computer validation: Risk management** Dr. Peter Schober, Sieghard Wagner  
**Computer validation: electronic records, electronic signatures** Dr. T. Karlewski, S. Wagner  
**Computer validation for software developers** Sieghard Wagner  
**Risk management: theory and practice** Sieghard Wagner  
**New regulations for medical devices** Dr. Rolf Lietzke  
**Optimization of the total cost of ownership for pharmaceutical water systems** Jochen Schmidt-Nawrot  
**Fast-track project management: a case study** Gita Enderlein  
**System qualification: operator, supplier, service provider interfaces** Ralf Telljohann  
**Highly active substances: GMP- and HSE-compliant environments and technologies** Vera Hangst  
**Transferring Proprietary Medicinal Products – A Delicate Task** Frank Studt  
**Deviation management in the pharmaceutical industry** Frank Studt  
**MS Excel in the laboratory?** Jens Bourquin  
**Renovation of a hospital pharmacy: more than just manufacturing and logistics** Jörg Wengerowski  
**Implementation of an additional filling line during ongoing production** Gita Enderlein  
**GMP upgrade for pharmacies: the overall project plan** Matthias Juffa

### Specialist Conferences and Congresses

In 2013, you met the Business and Technology Designers at Lounges in Karlsruhe and the Pharma Congress in Düsseldorf. Our Technology Designers also gave presentations at TechnoPharm in Nuremberg and at ILMAC in Basel. Our Business Designers were also involved in various roadshows, including «Medical technology for metal machining systems» and in the Concept Heidelberg GMP seminars.

You can find up-to-date information on seminars, lectures and events of and with Chemgineering on our website, [www.chemgineering.com](http://www.chemgineering.com). Furthermore, the site includes the Chemgineering Newsletter with information concerning selected events.

## Lectures and Events 2014

### Lectures

#### **Concept Heidelberg, Seminar 8234 6–8 May**

«The computer validation officer», Dr. Peter Schober, Dr. Thomas Karlewski, Sieghard Wagner

#### **Concept Heidelberg, Seminar 8212 28 May**

«Validation of computer-based systems», Sieghard Wagner

#### **Lounges Stuttgart 3–5 June**

MIS «How management can return to focusing on the essentials», Dr. Thomas Lellau

Water and steam for pharmaceutical use «ISPE Ozone Guide in Focus», Jochen Schmidt-Nawrot

IT projects and system implementation «ERP validation made easy», Dr. Thomas Karlewski

Process + product development «Transferring Proprietary Medicinal Products – A Delicate Task», Frank Studt

GMP guidelines and trends «Deviation management in the pharmaceutical industry», Frank Studt

#### **Concept Heidelberg, Seminar 8408 22–23 September**

Product Quality Review: «Practical solutions for PQR», Frank Studt

#### **TechnoPharm Nuremberg 30 September–2 October**

«Planning and construction of a production area», Christian Hepfer

«Clean rooms with special requirements», Gerald Banko

«Technology transfer for parenteralia», Annett Brenner

#### **Concept Heidelberg, Seminar 8934 1–2 October**

«GMP for Medical Devices», Dr. Gerhard Bauer

#### **FHNW Muttenz 6 October**

«No pharmaceutical products without ultrapure water», Jochen Schmidt-Nawrot

#### **Concept Heidelberg, Seminar 8235 7–8 October**

«Validation of computer-based systems», Sieghard Wagner

### Trade Shows and Recruiting Fairs

#### **Kontaktag, FHNW for Life Sciences 26 March**

#### **Polymesse, ETH Zürich 9 April**

#### **Career Day, FHNW Windisch 14 May**

#### **Career Station, University of Mannheim 20 May**

#### **Lounges, Stuttgart Fairgrounds 3–5 June**

#### **TechnoPharm, Nuremberg 30 September–2 October**

#### **Karrierebörse, University of Albstadt-Sigmaringen 12 November**

#### **Job40plus, Karlsruhe 27 November**

## Management of the Chemgineering Group

### Board of Directors

Steve Tappan, President  
Dr. Armin Mayer, Vice President  
Dr. Gerhard Bauer-Lewerenz, Member  
Dr. Ernst Staehelin, Member\*

### Finance Committee

Dr. Gerhard Bauer-Lewerenz, Chairman  
Steve Tappan, Member  
Daniel Käslin, External Member\*\*  
Dr. Simon Mayer, Permanent Member  
Christoph Stettler, Permanent Member  
Konrad P. Wirz, External Member\*\*\*

### People Committee

Dr. Gerhard Bauer-Lewerenz, Chairman  
Dr. Armin Mayer, Deputy Chairman  
Dr. Simon Mayer, Permanent Member  
Markus Meier, Permanent Member  
Frank Studt, Permanent Member

### Operations Committee

Dr. Gerhard Bauer-Lewerenz, Head of Consulting  
Dr. Armin Mayer, Head of Engineering  
Dr. Simon Mayer, Head of Services

\* Since August 2013

\*\* Since July 2013

\*\*\* Until end of June 2013

### Managing Directors

**The Business Designers**  
Dr. Gerhard Bauer-Lewerenz  
Frank Studt  
Chemgineering Business Design Companies  
Germany, Switzerland, Austria

### The Technology Designers

Markus Meier  
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Andreas Baumgardt  
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Chemgineering Technology GmbH  
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Dr. Armin Mayer  
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Chemgineering Technology GmbH  
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