

# NEWS

15<sup>TH</sup> / DECEMBER 2011

Advancing together  
with our new  
investments in Russia,  
China and India

Our establishments, located  
in 13 countries, will provide  
more products with better  
services for our major customers



2011 Orhan Holding



Matay has been honored  
with 5 Stars Awards of  
Excellence Competency



7<sup>th</sup> International Orhan  
Holding Photography Contest  
Award Ceremony



3 Awards for Uray Sigorta



We are with Metin Neşeli  
and his family



 **Orhan Holding**

*From Companies* \_\_\_\_\_

**NEWS**

[www.orhanholding.com](http://www.orhanholding.com)

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## **03 Holding**

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"2011 has been a year of expansion for Orhan Holding. We have started production in Nobel Automotive Rusya. We have established Nobel Automotive India, which will also serve as an engineering support center for all Orhan Holding companies. Additionally, with the joint venture we have formed with Fuzhou Rocket Enterprises, we have added 4 facilities in China to our global footprint. Our multinational, multicultural family have grown to more than 7000 members.

In 2011, we were honored by Matay receiving the Kalder Bursa Grand Quality Award and EFQM 5 Star certification. This prestigious award and the recognitions we have received from our customers motivated all of us on our journey to excellence.

In 2012, we will concentrate on synergies between our companies, especially to make better use of our global footprint. Our facilities located in 13 countries will allow us to better serve our customers with more of our products globally. Streamlining our supply chain is a critical success factor for this. We have to work harder to improve logistics and develop efficient suppliers.

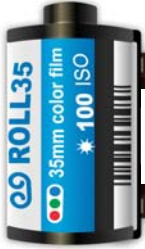
Operating in today's world global economy with ups and downs and low visibility (of the future) is like navigating through fog and storm. We need strong vessels to withstand and overcome the waves. More importantly, we need agility and flexibility to make quick maneuvers to move around obstacles. I am confident with the strength of our vessels, quality of our captains and our crew. We will continue to advance together even in stormy conditions.

I wish New Year to bring health, happiness, and success for all of us."

### **H. Murat ORHAN**

Orhan Holding  
Chairman





## 7<sup>th</sup> International Orhan Holding Photography Contest Award Ceremony

03 December 2011

The awarded and exhibited works of the 7<sup>th</sup> Orhan Holding International Photography contest, have been presented in the award ceremony, taking place on 03 December 2011 at Teknik Oto Showroom. The awarded ones also received their plaques in the ceremony.

Orhan Holding International Photography contest is one of the unrivalled contests, organized in all around the world. This year's contest whose theme was "Contrast" received 1095 prints from 158 different photographers, located in 26 different countries (such as Vietnam, Sri Lanka, India, Mexico, Bangladesh, Belgium etc.)

Among the jury members; Timurtaş Onan, Coşkun Aral, Ömer Yağlıdere, Faruk Akbaş, Claudia Wiens, Melissa Mey, Yücel Demir and and representing Orhan Holding: Necla Orhan and Ayşegül Orhan. They have been through a very difficult evaluation meeting, but at the end they agreed on having 56 awarded and exhibited prints in Monochrome, Color and experimental section.

We have received 3900 participants from beginning to up in our contest which has been organized with the support of TFSF (Photographic Arts Federation of Turkey) and FIAP (International Federation of Photographic Art). Our Photography contest which was honored with Bronze plaque by FIAP, has been also attracting photographers all around the world.



## Holding

### Twin Championship of Orhan Holding Traditional Bowling Tournament



As Orhan Holding, we carried out our traditional Bowling Tournament-one of the regular activities, taking place twice in a year- on 18.11.2011 Friday evening at Pin house Bowling Center in Asmerkez.

26 teams, composed of 130 staffs, joined in this tournament. It has been the first time that we have had two championships, since the score of our two company teams were equal.

As a result; **ORMETAL 2** and

**SILA TEKNİK 2** teams shared the championship cup with 645 total score. **ORMETAL 1** team got the second prize with 599 score.

In tournament, among men the highest score was got by **Kerem Tatbul** (173 score) from Sila Teknik 2 team and among women **Pelin Toklu** (114 score) from Aunde Teknik 2 team, was the champion. After the tournament, the awards and cups were presented to champion teams and also the ones who received the individual championships.

Wishing to meet and share the same excitement and happiness again in next year's bowling tournament.



### Orhan Holding in Auto Turkey 2011

AutoTurkey 2011 conference took place in İstanbul Divan Asia Hotel on 26-27 October 2011 with the participations of leading OEMs like Ford Otosan, Fiat-Tofas, MAN Turkey, Mercedes-Benz Turk A.Ş, Toyota Turkey, BMW, Bosch, Karsan, Oyak-Renault and many others like Orhan Holding etc. Audiences and speakers, over 200 domestic and international automotive executives from over 85 companies, participated in this event.



Our Purchasing and Logistics Director Mr. Zafer Kabatepe was among the speakers in panel discussion and in the second day. Orhan Sabuncu and Nobel Automotive president Larry Denton were among the participants

for two days in the event. During the panel discussion that UTİ hosted. Güven Özyurt from Ford Otosan, Michael Petri from Continental, Barış Melek Doğan from Avon Automotive, Jens Miller and Abdullah Yeşil from UTİ discussed on "The Benefits of Supplier Clustering for OEMs, Suppliers and Service Providers". The first day was not limited with the panel discussion, moreover coffee breaks and the discussions let all have great opportunity to meet with the other OEMs, suppliers, domestic and international executives. Maybe first steps on building cooperation in the upcoming days!!



The second day of the event followed with Mr. Kabatepe's presentation "How Orhan Sources and Develops Suppliers to Sustain Top Quality Production in Turkey" which took 30 minutes. With the presentation, the audiences were also informed about "Who Orhan holding is, its experience in Automotive industry, Where Orhan Holding is today, How Orhan Holding advances etc..

We would like to thank AutoTurkey event team for arranging this beneficial event and giving us this opportunity to participate.



## Personel Development Trainings

"Our employees are our most valuable assets". With this conception, since the first term of 2011, we have been also supporting them with personel trainings as well as technical ones. By having the experience of the trainings such as 360 degree, Total Quality survey and lean etc, we have agreed on the subjects such as Leaderships, teamworks and planning, managemet in critical state and simulation/outdoor.

We have started working with Ekser consulting, furnished with a good knowledge. Ekser started giving communication (social style and flexibility) trainings for our company employees on November 2011. We have agreed on the trainings's keeping on until 2013 March.



We will also have our "Following studies" equally our trainings. With this study, We are planning to observe the result of these trainings.

In order to achieve more successful working area, we are looking forward to see all our employees in these kind of trainings, which are about personel development.



## Support for Van

We have lost more than 640 people in the earthquake with a magnitude of 7.2 and 5.5, occured in Van. Many people become homeless, hopeless and helpless. Once again Earthquake disaster has been reminded. At that time; all pains are lived at the same time, at the same area. The hopes and expectations were also common as well as the pains.

There has been many frames in Van. We get sad, our hearts are broken by seeing earthquake victims' praying for their relatives under wrack, the ones waiting near the wracks for days, the ones being homeless and hopeless, the ones trying to struggle with bad weather conditions, Whilst we get pleased by seeing the earthquake victims' being happy with the supports, the ones coming from their countries in order to help Van and work to rescue the ones under wrack. In fact there is only one truth: Our pain is common.



As well as our pain, our life test is also common.

**"Earthquake disaster in the world and the experiences we have had after earthquake"**. In fact we have had many experiences with Van earthquake. From world states to our countries, the ones being rich or poor, young or old, all who say "I am here for Van" got ready to help and support. As Orhan Holding, we have been also ready to be with Van with our contributions. With the contributions, done by our companies, with the individual ones, done by our colleagues and also as Holding, with BPLAS and BPO companies, we said that **"We are here for Van, too"**

# Holding



## Interview

Our colleague Metin Neşeli, working for Ormetal as team leader and his lovely family are the guests of this bulletin. During our visit, we were very pleased with their hospitality

In 1995 Metin started working for Yaysan Teknik, which has been recently operated under Ormetal company.

Before being the member of Yaysan Teknik, he worked at his father's hardware and winding store before and

after military service. Metin, who can not keep his excitement says : "It was the day I went to Teknik Malzeme for job interview and I filled job form once again. Then I was called for Yaysan Teknik by Mr. Teoman who was responsible at those years. I had received an exam full of technical questions with other 10 persons who came with me.

At the end of the exam, 3 of us got the job and we become the member of Yaysan Teknik."

After having orientation related to spring process and technical trainings, he started working in Spring Bandaging Department and since then he worked very hard in this Department.

Let's meet with his lovely family.

Metin Neşeli graduated from Tophane Industry Vocational High School in 1990.

He is married and has two children.

His wife who worked for confection as blocker for years, has been taking care of her children and their education recently. His daughter Tuğçe, aged 13, is at the 7<sup>th</sup> class in elementary

school. She would like to be a dentist and for her aim she is working so hard to keep being the first at her school and also at her classroom.

His son Burak, aged 6, is at kindergarten. His dream is to be a policeman, when he grows up.



Metin Neşeli started his bussiness life in Ormetal in Spring Bandaging Department 16 years ago and during this period, for 3 years he also worked as storehouse responsible in Ormetal. But in order to work in technical field and specialized on this, he wanted to remain in Spring Bandaging Department. For the last 8 months he is working as team leader.

Metin adds " Working in spring field should be done heartily and

willingly. In Spring Bandaging a good operator could be brought up in 2-3 years.

Regarding the moving to Karacabey from Bursa, he says that" The first time I heard, I thought that this was just a rumour, but in one year we moved to Karacabey and we stil can not believe that we are working in Karacabey."

We would like to thank Neşeli family for hosting us at their warm house and we wish for them a happy and long lives.

Wishing all the best and success our colleague Metin Neşeli at his work in Ormetal.



## "Ergonomics and Work Accidents Training"

"Ergonomics and Work Accidents Training" has been given by Human Resources department to the colleagues, who have just been employed.



## Award Ceremonies

The award ceremonies and 2010 suggestion awards, carried out in our factories in October have been presented as follows;

### Conversion Factory ;

Ferdi Akgül is the winner for the positive suggestions and the second winner is Fuat Günay. In 2010; Quality Department has the highest positive suggestion rate; therefore they also took their awards.

### Fabric Plant:

Gülten Vatansever is the winner for the positive suggestions. In 2010; Engineering & Quality Department has the highest positive suggestion rate; therefore they also received their awards.

### Isringhausen Factory;

Mesut Oğurlu is the winner for the positive suggestions in 2010; the most positive suggestions have been given by Technical and Purchasing Departments, so these departments have shared the awards.

We would like to thank to all our employees for their suggestions and also for the contributions to our company.

In the ceremony, carried out in Aunde Teknik Fabric Upholstery Production Plant; we thank to our colleagues Ahmet Efe, Ahmet Kuran, Fahrettin Yılmaz and Kadir Ulga, who have just retired, for the efforts that they show up during their working life and we present plaques.

To our new retired colleagues; we would like to thank again for their contributions to our company and we wish for them all the best.



## Quality Success Awards

In Aunde Teknik Fabric Upholstery Production Plant; the quality success awards for 2<sup>nd</sup> term of 2011 the have been given to Tayfun Saydut, Zülfikar Sezgin, Murat Esin & Hasan Yılmaz who are working in Fixing department. We congratulate our staffs.



## Employees that have recently signed in

**Serhat Demirhan**

Born on 28.07.1987 and graduated from Uludağ University Tourism and Travel Management Department As of 05.07.2011, he joined our Conversion plant as Guarantee and Customer Relations Specialist.

**Fatma Engin**

Born on 20.11.1980 and graduated from Abant İzzet Baysal University Nursing. As of 04.07.2011, she joined our Fabric plant as nurse.

**Gamze Ekinci**

Born on 23.08.1982 and graduated from Dokuz Eylül University Business Administration. As of 24.10.2011 she joined our Fabric plant as Logistic and Sales Specialist.

**Özden Özen**

Born on 20.09.1977 and graduated from Anadolu University Business Administration. As of 03.05.2011 she joined our Seat Cover Plant as a Raw Material Planning Engineer.

**Gözde Aktaş**

Born on 11.10.1985 and graduated from High School. As of 09.06.2011 she joined our Seat Cover Plant as Purchasing Specialist.

**Murat Thomas Hummel**

Born on 14.01.1975 and graduated from Tourism and Travel Management. As of 28.06.2011 he joined our Seat Cover Plant as Production Planning Engineer.

**Yasemin Öztürk**

Born on 28.09.1983 and graduated from İstanbul Technical University Textile Engineering. As of 18.07.2011 she joined our Seat Cover Plant as Sales Engineer.

**Onur Çalışkan**

Born on 10.12.1988 and graduated from Sakarya University Mechanical Engineer. As of 29.07.2011 he joined our Seat Cover Plant as Maintenance Engineer.

**Berat Uruk**

Born on 15.12.1985 and graduated from Eastern Mediterranean University Industrial Engineering. As of 03.08.2011 he joined our Seat Cover Plant as Quality Engineer.

**Şahsene Soydan**

Born on 25.02.1987 and graduated from High School. As of 03.08.2011 she joined our Seat Cover Plant as Nurse.

**Esmâ Özgür**

Born on 21.09.1989 and graduated from Uludağ University Foreign Trade. As of 05.08.2011 she joined our Seat Cover Plant as Impex Specialist.

**Ali Akan**

Born on 10.03.1973 and graduated from High School. As of 05.08.2011 he joined our Seat Cover Plant as Human Recourse Specialist.

**Şebnem Kılınc**

Born on 28.02.1984 and graduated from Selçuk University International Relations Department. As of 08.08.2011 she joined our Seat Cover Plant as Raw Material Planning Engineer.


**Nesrin Bozkurt**

Born on 10.06.1978 and graduated from Girne American University Industrial Engineering. As of 20.09.2011 she joined our Seat Cover Plant as Chef Planner.


**Faruk Ergin**

Born on 04.02.1982 and graduated from Uludağ University Mathematics. As of 20.09.2011 he joined our Seat Cover Plant as Raw Material Planning Engineer.


**Arif Dinç**

Born on 25.06.1985 and graduated from Ondokuz Mayıs University Chemistry. As of 26.09.2011 he joined our Seat Cover Plant as Dispatch Specialist.


**Merve Köksoy**

Born on 29.02.1982 and graduated from Uludağ University Textile Engineering. As of 27.09.2011 she joined our Seat Cover Plant as Production Planning Engineer.


**Cem Sadık Zengin**

Born on 06.02.1983 and graduated from Near East University University Economy. As of 27.09.2011 he joined our Seat Cover Plant as Raw Material Planning Engineer.


**Halil Çağrı Kalkan**

Born on 05.09.1985 and graduated from Uludağ University Textile Engineering. As of 03.10.2011 he joined our Seat Cover Plant as Production Engineer.


**Cansu Alan**

Born on 22.05.1989 and graduated from Anadolu University İşletme Business Administration. As of 12.10.2011 she joined our Seat Cover Plant as Impex Specialist.


**Pınar Akkaya**

Born on 28.11.1984 and graduated from İstanbul Teknik University Business Engineer. As of 01.11.2011 she joined our Seat Cover Plant as Chef Planner.


**Sinem Şenkaya**

Born on 25.06.1978 and graduated from Uludağ University Business Administration. As of 01.11.2011 she joined our Seat Cover Plant as Chef Planner.


**Hilal Sevindik**

Born on 20.08.1984 and graduated from Uludağ University Textile Engineering. As of 01.11.2011 she joined our Seat Cover Plant as Project Leader.


**Gökçe Ün**

Born on 17.02.1991 and graduated from High School. As of 18.07.2011 she joined our Isringhausen Plant Logistics Specialist.


**Pelin Toklu**

Born on 17.11.1981 and graduated from Uludağ University Finance. As of 10.08.2011 she joined our Isringhausen Plant Logistics Specialist.

**Employees that recently married**


Erhan Gürdeniz, Mehtap Çelik, Recep Bal, Abdullah Yumurtacı, Fahriye Kamacı, Zeynep Demir, Serkan Uludoğan, Halime Aksoy, Serhat Demirhan, Murat Şimşek, Mergül Ateş, Nihal Şentürk, Eda Bayoğlu, Ömer Karabaş, Şahin Demir, Emel Geyik, Furkan Gözübüyük, Elyar Mevlüt, Oğuz Taşdemir, Serkan Aldıkaçtı, Gülşah Parmaksız, Kerem Dolan, Bedrettin Kalaç, Necmettin Öztürk

**We wish happiness for the new couples for their whole lives.**

**Employees that recently have babies**


Sadettin Baykal, Serdar Bilgiç, Tevfik Erkip, Ramadan Yıldırım, Maşallah Aksel, Salih Kart, Cafer Dönmez, Niyaz Ergün, Tümer Demir, Soner Tunca, Reşit Albayrak, İsmail Öztürk, Fatih Çetinkaya, Ülkü Kurtbey., Zübeyda Taştan, Sevgül Şengül, Serpil Baykal, M.Engin Derin, Nagihan Bilgiç, Özlem Üstün, Mürfet Durmaz, Hanife Gülaçtı, Leman Oral, İlknur Tektir, Hatice Erkip, Züleyha Arslan, Yeter Akdeniz, Fehime Ulu, Hülya Yılmaz, Ümmü Yakut, Derya Aydın, Emine Gürbüz, Bahtli Burhan, Reyhan Durmuş, Hülya Tunca, Fatma Üsküplü, Nurdane Demir, Banu Eroğlu

**We wish happy lives for the new born babies together with their families.**

**Condolence**

Berrin Acar (His Mother), Yalçın Bilgin (His Father), Esra Emirhan (Her Father), Gülüzar Kahraman (Her Father), Naziye Kuyucuklu (Her Father), Gülten Günsay (Her Husband), Filiz Yayla (Her Mother)

**Our condolences to them and wish patience for them.**



# Teknik Oto



## RANGE ROVER EVOQUE

**Range Rover EVOQUE**, having the innovative technology and bold design, is the new member of Range Rover team. At the last quarter of 2011, **Range Rover EVOQUE** with 5 doors, which recently on sale in 160 countries included Turkey, have been chosen as the lightest, smallest and the most economic Range Rover, produced until now.

**Range Rover EVOQUE**, has been designed according the positive feedback, coming all around the world. As expected from Range Rover brand, **EVOQUE** model presents first class labor, luxury and performance, whilst on the other hand it has taken compact format. **EVOQUE** series of Range Rover, which have the least fuel consumption, produced until now, depends on Range Rover's sustainable environment policies with its emission rate under 130g/km CO<sub>2</sub>. **Range Rover EVOQUE**, having attractive inner and outer design, also have strong technics features such as having 2000 cc engine capacity and 240 bg power 0-100 km, 7.6 sn/h 4x4.

## BMW Test Drive

As Teknik Oto, our test drives, carried out with our high-performance and developed technological cars, have always attracted our customers, especially the introduction day of X1 series have received close attention from the fans of this series.

Our customers got the opportunity to see and understand the new design of BMW X1 series, they have been given information about them and they also shared their satisfaction with us.

## THE NEW MODEL OF BMW X 1 SERIES HAVE BEEN INTRODUCED IN KORUPARK





## Çimtaş Visit

Çimtaş authorities visited our plant after our EFQM local success award.



## Visit of the Board of KalDer Directors

The board of KalDer directors visited our company and thanked to us for our success during EFQM award process.



## Kaizen Informational Presentations

Kaizen Informational Presentations were made by continuous improvement department for employees of Görükle and Karacabey factory on July 8 and 15.



## Hyundai Quality Manager Visited

Hyundai Quality Manager visited our company before leaving Turkey and thanked to us for our consistent, successful and collaborative working principles.



## Oyak Renault Successful Supplier Award 2010

Matay has been awarded by Oyak Renault as being one of the most successful suppliers. Mr. Murat Orhan, Chairman of the board, received the award on behalf of Matay.





## WCM Auditing

World Class Manufacturing basically targets continuous improvement in quality, logistics, maintenance and workplace organizational development by eliminating waste and loss of goods whereas encapsulating all the employees' labor force and safety. Obviously, these activities are crucial for the companies in terms of development, profitability and competitiveness.

In this perspective, WCM activities in Matay have been audited by 10 technical and 10 managerial pillars from Tofaş WCM Office on October 4<sup>th</sup>, 2011. Within this auditing period, activities which are conducted in the model areas at the manufacturing place have also been investigated.

As a result of this one-day audit, our WCM score has increased 5 points more and reached from 23 to 28.



## Oyak Renault Visit

On 19 October 2011 Oyak Renault Purchasing Director Mr. Eren Kaya and Local Purchasing Manager Mr. Gökhan Deniz and Mr. Hakkı Arıca visited Matay and exchanged informations for actual and new projects with Matay Top Management team. Also the new contracted businesses between Renault and Matay in X98 and X52 platforms have been discussed.



## Fire Drill

Fire Drill took place in our factory on 25 October 2011 with the participation of all our staffs. Erhan Semiz gave information about fire drills and he directed the applications on using of fire tubes.



## We are in Çanakkale

In accordance with our Social activity plan, We arranged Çanakkale travel for our employees who are willing to participate. Due to the demand density in our company, tours to Çanakkale on Sundays for 3 weeks have been arranged consecutively. 12 bus served for us and our staffs had enjoyable times with their families and they left Çanakkale with beautiful memories.





## Our Traditional Picnic

On 10 July 2011, we had our traditional picnic with all our employees and their families in Hamamlıkızık. We spent a very nice day with fun and enjoyable games.



## Table Tennis Tournament

2011 5<sup>th</sup> table Tennis Tournament's play off match was organized between 2008-2009 champion Sarp Heptürk and last year's finalist Ali Çelikyay. Sarp Heptürk become the champion again without giving a set.



## One of us at Nilüfer Municipality Turkish Folk Music Choir: Aşkın Körkaya

Aşkın Körkaya shares his happiness with us due to being a member of Nilüfer Municipal Turkish Folk Music Choir which he joined a year ago by the advice of their doctor's wife. Every Thursday evening between 19.30-22.30 they came together and they have monthly concert which invited to all public. He would like to invite people who are interested in Turkish Folk Music and these kind of activities



## Exhaust Systems Presentation for Uludağ University UMAKİT Community

We were invited to make presentation system about exhaust for Uludağ University UMAKİT Community on 27 April 2011. The presentation which was including general information about exhaust systems, catalytic convertor, muffler, design of exhaust system, validation tests and our processes were made by our Engineering Manager and R&D Engineer.



## “We are The Winner Team” Training

We carried out the training in Bolu Abant which had high level of activities. The participants were very active during the “We are The Winner Team” training, and that was a training in natural beauty.



## OİB High School Environment Training

Within the context of Environment Awareness-Raising and Corporate Social Responsibility, educations are given to students.



## Lean Manufacturing Training at İbrahim Orhan Vocational High School of Uludağ University

On Thursday May 11, 2011, Department of Mechanical and Air Conditioning students in mechanical and air conditioning department were informed about “Lean Manufacturing Techniques” by Manufacturing Engineer Nevzat Yetiş and Engineering Manager Selim Şahin at İbrahim Orhan Vocational High School of Uludağ University.





## MSK Steel and Şesan Companies Kaizen Training

We gave training about problem solving techniques to two different suppliers (MSK Steel Forging Industry Trade Spare Parts. CO. LTD. and Şesan Inc.) in order to reduce our supplier quality problems and develop our suppliers in problem solving which is a requirement of WCM.



## Occupational Safety and Environmental Training

Occupational safety and environmental training are given to employees. Unsafe condition, unsafe action, near miss accident explained.



## Job Security and Accumulators at Forklifts Training

A training organised by our Maintenance Responsible Ali Çimen about instructions and rules that have to be complied in using accumulators, transpalets, forklifts. In scope of this 26 operators were trained by Hasel Linde Service Manager and service technicians.



## Risiko Anaysis Training

Risiko analyse training are given to employees.



## Matay is honored by KalDer for Excellence 5 Star

20<sup>th</sup> Quality Congress was held on 29-30 November 2011 in İstanbul Lütfi Kırdar Convention and Exhibition Centre. Matay is honored by KalDer for Excellence 5 star. The award, symbolizes the journey of excellence in business processes, was presented to the Chairman Mr. Murat Orhan.





## OIB Technical and Industrial High School Photo Contest Awards

In addition of environmental training in OIB Technical and Industrial High School, we have organised a photo contest. We have awarded the students and teachers who were successful in the contest.



We have organised exhibition in Pembe Çarşı and Korupark for successors of photo contest which we organised in OIB Technical and Industrial High School.

## ULUTEK, Quality Specialists Training Programme

On October 23 2011, Our Sales Manager Sarp Hepturk gave the "Strategic Management" training under the "Quality Specialists Training Programme" of Kalder Bursa.

## Children at Cinema...

Social event Club's activities, this time aimed at children. On July 20, we organized cinema activity, whose name was "Çılgın Dostlar" for the little guests. After the enjoyable day, we took photographs to remember it forever.



## Ali Durmaz Pre-School Class Visit

We have visited to Ali Durmaz pre-school class. We have spent nice time with them.



## Bursa Trip

Despite cold weather, we have organized a tour for our children in Bursa. Hearing from parents that children also liked the tour increased our joy. The tour started from Tophane and followed with Kent Museum, Yeşil Mausoleum, Karagöz Museum, Great Mosque and Kozahan with our tour guide İlhan Ünalı's directions. We had lunch in Bursa Kebap. Although we missed Karagöz play because of traffic jam, we came upon with Karagöz theatre actors who our tour guides knew. They performed a short Karagöz show to us. We gave Karagöz and Hacivat key rings to children as gift. Tour ended at Kent Square where we handed over the children to their parents.

As Social Activities Club we thank to everybody who contributed this tour organization.

Şebnem Yorulmaz



## Gold Caps of Chair ...

In January of 2011, disabled citizens to contribute to the effectiveness of the Council for the Disabled, we have participated. Various parts of our factory is built into the collecting boxes now support up to 3 sacks tried to cover. We hope sent four or five sacks as a cover to finish and to be helped at least one disabled citizens which the campaign will end in January of 2012.



## Employees that recently married



Ahmet Mutlu - Yonca (Çakırca) Mutlu,  
Bilal Onart - Hatice (Çimen) Onart,  
Mehmet Güneş - Güler (Hazırcı) Güneş,  
İsmail Kaçar - Sümeyra (Ulu) Kaçar,  
Mehmet Tosun - Reyhan (Kaya) Tosun,  
Onur Vidin - Nihan (Yüzel) Vidin,  
Kamil Kaya - Cemile (Tütüncü) Kaya,  
Abdullah Kılavuz - Elif Kılavuz,  
Bircan Soyer - Nagehan (Üçüncü) Soyer

**We wish for the new couples a lifetime of happiness.**

## Condolence

Kurban Ulgar (His Father), Mesut Arslan (His Father),  
Ramadan Çamdere (His Father), Nasuh Yaman (His Child)  
**Our condolences to our staffs and wish patience for them.**

## Employees that recently have babies



Olçay Aydoğın (Boy), İsmail Sertel (Girl), Ali Aynes (Boy),  
Gökhan Karaçınlar (Gir), Şener Karaman (Gir),  
Bayram Karcılar (Gir), Serdar Yıldız (Gir),  
Mehmet Ali Çam (Boy), İlhan Özbek (Boy)  
Emin Sevinç (Boy), Hüseyin Sürer (Boy),  
Bülent Solmaz (Boy), Mustafa Turan (Twin Girls)

**We wish happy lives for the new born babies together with their families.**



## ASES Held

ASES held by Renault on 13-14 April 2011 with the participation of Mr. Mr Ludovic MICHEL as the Purchasing Quality Responsibles working on Purchasing Quality and Supplier Development Team of Renault France Purchasing Division, Mr. Tahsin ÖZGÜLE, Mss. Damla YILMAZ and Mss. Ceren ÖZCAN as the Purchasing Quality Responsibles working on Purchasing Quality and Supplier Development Team of Oyak-RENAULT Purchasing Division.

Final rank is B.



**Congratulations to:**  
Maria Bucova, who has accepted the position of Deputy Logistic Manager for Dolny Kubin plant, Slovakia



## Employees that have recently signed in



### Craig Shanks

Craig Shanks has joined Nobel as Product Applications Engineer for North America and is located in Auburn Hills.



### Steve Lee

Steve Lee has joined Nobel as Quality Manager for the Korean location. He is based in Incheon.



### Madrubi Allam

Madrubi Allam has joined Nobel Asia Engineering team as Product Engineer. She is located in Hyderabad, India.



### G. Krishna

G. Krishna has joined Nobel Asia Engineering team as Product Engineer. He is located in Hyderabad, India.

## The Governor of Kütahya Visited Our Factory

Kenan ÇİFTÇİ, the Governor of Kütahya, and Kadir ALBIYIK, the Director of Provincial Security, visited our factory on 21.09.2011. The Governor, pointing to the fact that the Industry-University-Civil Trio should be well-organized in order to improve performance, stated that they will be supportive on solutions to any kind of problems.



“The ones,who, invest in Kütahya OSB, shared their problems with Governor.”



## Art Exhibition

Our Production Planning Engineer, Çiğdem Merve TANRIVER, attended Kütahya Ahmet YAKUPOĞLU Painting Class for a while. In her exhibition, held in June, we were beside her, as Orcia family. Congratulating her, we wish for her a continued success.

## One Minute's Silence; for Our Martyrs

On 20.01.2011, As being the employees of Orcia, stood in silence for a moment, for our 24 martyrs who lost their lives in the heinous terrorist attack on October 19<sup>th</sup>, 2011.



“PEACE AT HOME, PEACE IN THE WORLD”

**M. Kemal Atatürk**



## Photography Club

Our Quality Manager, Okan YILMAZ, whose photograph named "Chickpea on Pilaf" was awarded "FIAP Silver Medal" in Orhan Holding 3<sup>rd</sup> International Photography Contest, in color section and, who also shared his photograph exhibition, named "IF", with us, leads our photography club to be organized. Trainings on photography have begun in his leadership and holding club meetings and organizing photography trips on the specified days, it is planned to have a photography exhibition at the end of the first year.



"Chickpea on Pilaf"

## Our Trainings on Occupational Health and Safety;

Our factory, besides taking measurements for workers' health and labor safety in terms of both regulations and practice, goes on the trainings on these matters solidly. A total of 40 personnel, including both blue collars and white collars, attended the first aid instructions given in the new term and the instructions were given to 2 different groups on 16.10.2011 and on 23.10.2011. In addition to these trainings, instructions on civil defense for our firefighting team continue.



## Trainings on Effective Communication

The Effective Communication Trainings being organized by Orhan Holding for all White Collar staffs have begun with the attendance of our mid-level manager staff consisting of foremen, line leaders and quality technicians and our instructors.

As feedbacks from both the instruction evaluation forms and our employees imply, the instructions given by Selma Delice from Ekser have positive effects.



## Employees that recently have babies

Our Purchasing and Logistic Manager Cengiz Yavuz (Girl), Nimet Turan (Boy), Ayşe Gül Akkuş (Boy), Fatma Günhan (Boy), Azize Gökçe (Boy).

**We wish happy lives for the new born babies together with their families.**

## Employees that have recently signed in



### Okan Yılmaz

Okan YILMAZ was born in 1967 and graduated from Dokuz Eylül University, Department of Mechanical Engineering and has been with us beginning from 18.07.2011 as Quality Manager;



### Selahattin Baykan

Selahattin BAYKAN was born in 1974 and graduated from Akdeniz University, Department of Electrical - Electronic Engineering and has been with us beginning from 17.10.2011 as Production and Maintenance Manager;



### Tuğba Gürdal

Tuğba GÜRDAL was born in 1984 and graduated from Dumlupınar University, Department of Industrial Engineering. She began her job as an intern of Turkish Employment Agency on 01.03.2011 and has been within the staff of quality department as Quality Engineer beginning from 01.06.2011;



### Ahmet Alpoğuz

Ahmet ALPOĞUZ was born in 1984 and graduated from Anadolu University, Department of Economics (Formal Education). He began his job as an intern of Turkish Employment Agency on 07.07.2011 and has been within the staff of Foreign Trade Department beginning from 01.10.2011;

## We Supplied Stationery for Children;



Our company, believing the importance of educated human and educated labor force both in social life and in business life, in order to make, to some extent, contributions to education in the School

Year 2011-2012, supplied stationery packages to our employees for their children. We wish all the students have a successful school year.

## Employees that recently married



Cennet Gündoğdu, Mehmet Coşgun, Selma Günhan, Hasibe Altınay, Elif Gaygısız, Zerrin Karakaş, Turan Kara, Ayşe Erkan, Tuğba Terzi, Merve Candemir, Nursen Yaşar.

**We wish all our recently married workers healthy, happy, peaceful and a lifelong togetherness.**



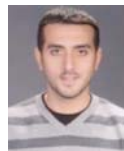
### Arzu Durmaz

Arzu DURMAZ was born in 1987 and graduated from Anadolu University, Department of Economics. She began her job as an intern of Turkish Employment Agency on 04.07.2011 and has been with us as secretary beginning from 01.10.2011;



### Erhan Bulut

Erhan BULUT was born in 1984 and graduated from Eskişehir Osmangazi University, Department of Industrial Engineering and has been with us as Project Engineer, beginning from 04.07.2011;



### Kadir Güngörsün

Kadir GÜNGÖRSÜN was born in 1984 and graduated from Devry Institute of Technology, Department of Electronic Engineering and has been with us as Quality Engineer, beginning from 11.07.2011;



### Hicran Yorulmaz

Hicran YORULMAZ was born in 1980 and graduated from Dumlupınar University Vocational School, Department of Construction. She began her job as an intern of Turkish Employment Agency on 01.08.2011 and has been working as Shift Supervisor beginning from 01.10.2011;



### Görkem Erpolat

Görkem ERPOLAT was born in 1985 and graduated from Eskişehir Osman Gazi University, Faculty of Science and Letters, Department of Statistics and has been with us as Logistics Supervisor, beginning from 01.11.2011.

**We wish all our new friends success in their new jobs and hope we work together for a long time.**



The first steps founding Orhan Tarım farm place started in 1980s and in 2004 it has taken the name Orhan Tarım Gıda Hayvancılık San.Tic.A.Ş, located and operated in Yenişehir, Bursa. The establishment, being a group company of Orhan Holding, operated in mostly Automotive industry, has 2500 da total land.

Especially;

1. Producing for Community without compromising hygiene and quality
  2. Being environmentalist in our operation
  3. Following the developments related to Farm technology
  4. Being the best in this sector
- cover our principles.

Our establishment is operated in animal husbandry, fruit growing as well as feed plants. Also certificated seed wheat covers its production field.



In 430 da area walnut has been planted as an investment for the future. In our land, mostly pear, apple, cherry, quince and peach are produced. In the land, there are total 30000 fruit trees.

We are planning to start working on our organic farming operations and producing natural foods.



When we have a look at our animal husbandry field; Orhan Tarım firstly purchased domestic animals and the establishment continue with this for a while, but in 2010 in order to contribute ethnic development, we have imported holstein and simental from Hungary and Austria. Hygiene and health standarts are carrying

vital importance in our facility. Milk, provided in this facility, is being sold. As of 2012, it has been planned to keep the sale of pregnant heifer and male calf and the number of milch animal. in our farm there are;

In our farm there are;

- Maternity
- The parts of calf's cabins
- Cowshed (also young ones have seperate cowshed)
- Closed paddock areas
- Milking cabins
- Milch cowshed
- Feeding storehouses



Recently, the feeds such as Egypt, clover, hay, gruel, barley etc. used for feeding the animals are brought up in our lands. Besides them, consistent feeds are being used in order to increase the quality and level of milk production.



Also in our land; agricultural engineer, veterinary, and technician contribute in our production. Because our staffs are our most important assets, there are apartments for them to live with their families. By providing trainings for our staffs related to agriculture and animal husbandry, we have been contributing in their education.

Our aim is to do animal husbandry and agriculture by using the recent technology. As seen in Turkey's 2013 targets, we are also planning to carry up our milk level to AB standards. in agriculture; we are aiming to make our products more productive and as a result of that getting employment. As being Orhan Tarım, we are aiming to enlarge by producing best products in community.



## Ormetal is The Leader Of Bowling

Ormetal attended in Orhan Holding Traditional Bowling Tournament in Asmerkez Pin House with his two teams on 18.12.2011 Friday night. Our team got the awards of the 1<sup>st</sup> and 2<sup>nd</sup> among the 13 teams.

Our 1st Team	Our 2nd Team
Ertuğrul Turgay	Burhan Demir
Elif Altan	Hakan Yılmaz
Mustafa Yılman	Batuhan Duyan
Adnan Tetik	Yıldırım Demirbaş
Fatih Ulukaya	Tamer Büke

Thanks to our friends for their efforts and giving us proud.

## Teams of The Month



### Team of June

#### Finish (A Team) Shift 1

Mehmet Aygün, Efraim Erdem, Ersin Aydın, Ersen Pir, Gürkan Şenkaya, Murat Tozak, Hayati Keskin, Salim Maltaş, Cüneyt Güneş

### Team of September

Kaizen and maintenance groups are choosen as the team of September.

**Kaizen Team:** Hasan Yumurtacı, Önder Korkmaz, Murat Öztürk

**Maintenance Team:** Emin Çalışkan, Gökhan Ertürk, Hüseyin Taşkın, Metin Korkmaz, Kemal Yıldız, Erdoğan Balıkcılar

## Suggestion Awards



### July

Best Suggestion : Birkan Ateş

Whose offer is mostly accepted: Recep Kaya

### August

Best Suggestion : İsmail Yöntem

Whose offer is mostly accepted: Ersen Pir

### September

Best Suggestion : Murat Ayçetin

Whose offer is mostly accepted: Ömer Derelioğlu

## Training of Work Safety in Ormetal

Our motto is "Occupational health and safety is First", So our workers were trained by MBA Consultancy about work safety at 19.10.2011 and 25.10.2011. Importance of training and preventive safety measures on industrial accident and illness were underlined during this education.

### Esra Işıksal

Environment, Health and Safety Responsible



## Staffs of The Month



**June** : Suat Nergiz

**July** : Orçun Kırım

**September** : Muharrem Eser

## Metal Scan Device in Ormetal

Labrotory of Ormetal became larger. Arun Technology Poly Spec Jnr Metal Scan Testing Machine and Bulut Machine HV Vikers Hardness Testing Machine were taken by Ormetal.

After the training on the using of these devices for users in August, we started to use them more actively and new devices made our measurements more reliable.

At the end of November we made an aplication to our client Oyak Renault for the Labrotory Accreditation. Also an Engineer and Technical Teacher were appointed as Labrotory Responsible.





## Lean Manufacturing in Ormetal

Murat Çağlar  
Improvement Specialist

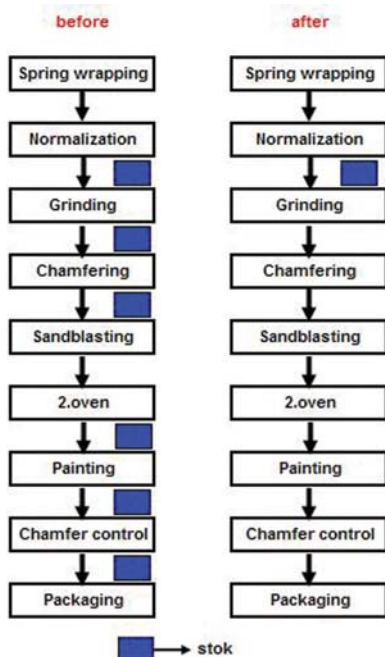


Lean manufacturing is the most important way to remain standing in the world. We are aware of this so we started to work with Yalın Enstitü Derneği. After lots of simulation training we determined our value flow map and current stock level. Than, our Project was determined as combine of springs processes expect spring wrapping occur of 5 separate lines. All feasibility and simulation studies were completed by lean team and lean line studies were started on 23 April morning.



As a result of the lines were established, ORMETAL spring side will a serious jump with together these earnings.

1. Place earnings and reducing areas of stocks  
Before, there were 6 stock areas in the processes. After lean line stock areas was reduced to only one. And so the stocks were eliminated belong to 130.000 parts and the place was earned about 200 m2.



2. Increase of machine and operators effectiveness.

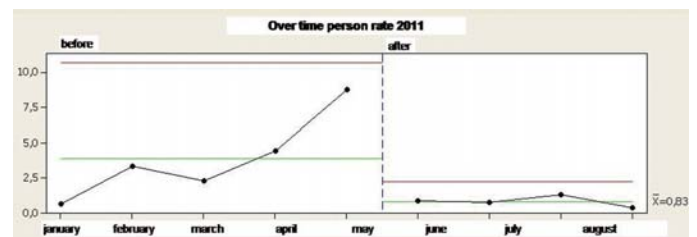
We have to use more efficient our machines because especially grinding machines are so expensive in the spring processes. Therefore our origin was grinding machines while determining our project. We eliminated unnecessary movements to achieve operator effective. Before lean line studies 0,4 tons weight were moving by operator.

3. Improvements of price and product quality

In the lean line studies one of the most important innovations was improvement on the spring painting process. Before, the process was being manual by operators. After, a machine was designed by ORMETAL and painting capacity and quality were improved. Also the amount of paint was reduced to 0,05 gr from 0,13 gr to one spring.

4. SMED

SMED studies were done all of machine in the spring manufacturing line. The most of important SMED study was shorten of time on the flange changing on the grinding machine. After this decision compasses cranes with magnet and flange shelf were done near each grinding machine. In this setup times were reduced to 28 minutes from 59 minutes with about fifty percent improvements. While these studies doing, 281 actions were realized together with operators. Another result of these studies, overtime rate was reduced to 0,83 person/months from 3,91.



For this lean line studies were supported by 6 sigma two green level candidate and 12 kaizen projects were realized. Also we started works to take patent for these lean lines.

Our goal is to keep the bar is always above and to try to do the best we could do.



### Lean Presentation Ceremony Was Held

The ceremony was held with the attendance of Mr. İbrahim Orhan and Miss Ayşegül Orhan. In the ceremony; "Lean Production Project " was presented by Engineering Department Manager Mr. Ertuğrul Turgay and his team-mates. At the attract a great deal of the attended ceremony; "Kanban Method Activation in ORMETAL" and " The Vision of The Future " was presented by Logistics Chief Mr. Selim Gürbüz and Logistics Supervisor Mr. Ertan Alper. Also " The Quality Vision in 2012 " was presented by Quality Department Manager Mrs.Hande Sarman. After the presentations, the award ceremony performed.At the ceremony; personel of the month, team of the month and suggestion awards were given to personel.The ceremony finished after who retired valuable colleague Mr. Mehmet Duran's award present together with party.



### Employees that have recently signed in

#### Begüm Türktan



She was born in 1987, Adana. She graduated from Sakarya University, Labor Economics and Endustrial Relationships in 2010 and she has started to work with us from 27.05.2011 as a foreign trade official. We wish her success in her new business.

#### Esra Işıksal



She was born in 1981, Mustafakemalpaşa. She graduated from Kocaeli University, Engineering Faculty, Environmental Engineering department in 2004 then, she got her master degree at İstanbul Technical University Chemical Engineering Department in 2009. She has started to work with us from 08.07.2011 as an Environment, Health and Safety Responsible. We wish her success in her new business.

#### Fatih Kuru



He was born in 1981, Mustafakemalpaşa. He graduated from Pamukkale University, Engineering Faculty Mechanical Engineering Department in 2006 He has started to work with us from 11.07.2011 as a Metal Project Engineer. We wish him success in his new business.

#### Önder Şentürk



He was born in 1980, Mustafakemalpaşa. He graduated from Anadolu University, Labor Economics and Industrial Relationships in 2005 and he has started to work with us from 05.09.2011 as a Human Resources Specialist. We wish him success in his new business.

#### Hande Şarman



She was born in 1969, Kırıkkale. She graduated from Uludağ University Engineering Faculty, electronic engineering department in 1991 and she started her business life in Automotive Industry. She has started to work with us from 03.10.2011 as a Quality Manager. We wish her success in her new business.

#### Adnan Tetik



He was born in 1984, Karacabey. He graduated from Osmangazi University, Engineering Faculty, Industrial Engineering Department in 2010. He has started to work with us from 19.10.2011 as a Spring Quality Specialist. We wish him success in his new business.

### New Retired Staff



#### Mehmet Duran - Maintenance Staff

We thank Mehmet Duran for his success. He retired on 30.09.2011. We wish for him healty and happy life.





A. Soner Güleç

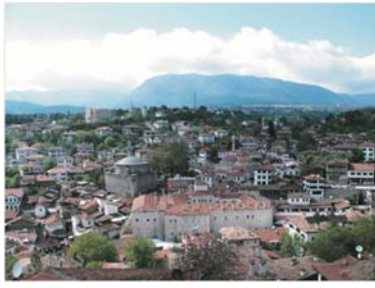
**"2012" crisis, pessimistic numbers, fear. So how was 2011 or 2010? 2008/2009 crisis period?**

As required by the conditions, if we can get fast and take accurate decisions, often as we do. If we can go on the problems as cautious but without fearing, as we've got principle. If we can stay respectful but honorable, as we have always. And most importantly, if we work together towards the same goal, as it was until now. Also the year 2012 will be like other years, bends down in front of us.

The year 2011 has passed very successful for Sıla Teknik. I congratulate all of our employees and i do not want to write a new year message in the style of etc. I do not want to, it has passed really very successful, what else can i write?

In each passing day, an innovation, a positive change are taking place in our company. To change, to develop are spread now all around of our employees. Always to seek the better is now a part of our daily live. I hope that this will always continue to do so. As long as such, the 2012's, the crisis not will be the years to be afraid but will be the years which provide new opportunities.

I wish that the whole Sıla Teknik family spends the healthy, happy and successful year 2012 together with their loved ones.

**Safranbolu & Amasra**

On May 14<sup>th</sup> saturday night at approx.12:00 pm, we have set off towards Safranbolu from the garden of our factory. After a nice and relaxed travel within chat and uproar, we have arrived in Safranbolu in the early light of morning and checked into our hotel.

After a short relaxing period, it has been taken a nice breakfast in which we have found the opportunity to taste the local flavors and we have started to our tour.

In fact, the first place which we have started to our tour was the hotel we have stayed at. The Cinci Han which is already a historic building, was one of the first popular destinations for tourists coming to the region. It was a residence which is attracted the considerable interest and deserved this interest with its architecture and history belong to its years. We have continued to our tour by visiting respectively the Government House, House of District Governors, the Hill of Hıdırlık. We had a chance to watch from the hill to the very nice houses with landscape in the countryside and without concrete. Even to watch to this landscape is able to give pleasure by relaxing the people. Also to be very nice weather, was holding an important place for spending of our nice tour. Really, the nice protecting of old and lived houses until now is an admirable event. After that, we have gone to our restaurant located near the edge of the creek on the road of Yörükler village for a little relaxing and eating. Again, we have eaten a delicious pit kebab and we have found the opportunity to relax by drinking our teas.

The Yörükler Village is very well protected and its people provides still livelihood with agriculture and tourism. It is one of the places to be seen in the region. After visiting one of the historic houses on here, we have also toured a launderette and we have listened the required informations from our sympathetic guide mrs. Emine who is a local guide describing everything with an incredible speed and hand/arm movements. Then we have visited the Mencilis

cave near the Bulak Village. Even output is a little difficult, it is worth seeing. We could not go up to the end because of the cave was very big. Even we have learned that the students of a mountain climbing school were entered before us and they will be going out after 2 days.

It was the only thing that upset me in Safranbolu. The cultivation of saffron plant taken its name is not almost existing. Unfortunately, we had not chance to see in its garden.

After we have stayed at the hotel in the night, we have set off towards Amasra in the early morning. We have taken shortly but a very nice coffe break while we travel through beautiful landscapes that you can see every shade of green. Before arriving in Amasra, we have visited shortly the Kuşyakası monument and watched to Amasra from the aspect terrace. We have arrived in Amasra after we have made our contribution to the region's economy by making our shopping from region's people selling local products.

Here, we have visited the Amasra castle and listened the story of weeping tree from Mr. İsmail who is an other local guide. After a short tea break, we have toured the Amasra bazaar and made the shopping of souvenirs. There was a wide variety of wood products. Here, after we have eaten also our lunch, we have set off again towards Bursa.

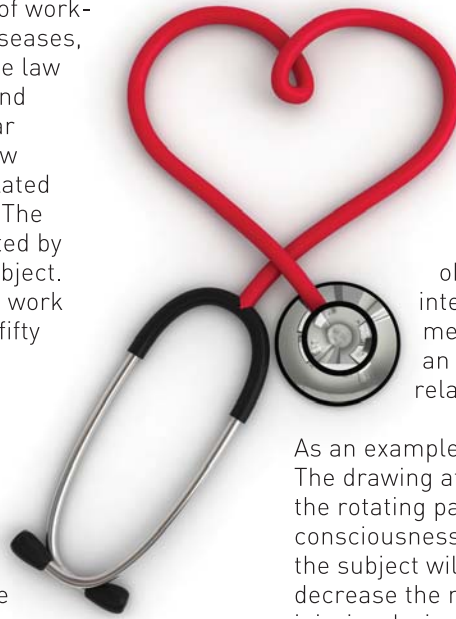
When we have arrived at our home, there was a sweet tire upon us. But everybody was still very happy because of we have found the opportunity to visit a very beautiful corner of our country. We thank to everyone who has contributed to this tour. We are waiting also the new tours with impatience.



## Work Health and Safety in Our Country

According to international statistics, our country is the first in Europe, third in the world with the work-related accidents. If we say that the existing laws and regulations were failed to prevention of work-related accidents and occupational diseases, we are not considering very unfair. The law of work safety discussed intensively and considered to put into force in the near future in these days offers a whole new opportunity for prevention of work-related accidents and occupational diseases. The prepared law draft should be elaborated by taking the opinions of all parties of subject. Furthermore, in the existing laws, the work places which are employed less than fifty employees that are experiencing approximately 70% of work-related accidents in our country are excluded from the scope on issues such as employment of workplace physician, workplace safety expert, workplace nurse. In the new law, the expansion of Work health and safety provisions in the form to cover all employees, the removal of person limitation should be one of most important goals.

In the work-related accidents at worldwide, it is observed only the foot injuries with a rate of up to 34%, but in our country, the situation is different. In the work-related accidents, our employees have generally, shoulders, arms



and hands injuries. In the light of statistical datas of year 2009, it has been determined that the most work-related accidents was in the metal sector, but the most death events in the work-related accidents was occurred in the construction sector. Again, according to the same datas, "the falling objects hit the overthrow" was in second, "crashing of machines" was in third and "falling from high places" was in fourth place while "sinking, cutting or crushing, compression of one or more object" was observed as the highest cause of injury. intensification to these points of the preventive measures by analyzing well these datas, will be an important role in the prevention of work-related accidents.

As an example;

The drawing attention to the subject to be in a protector of the rotating parts of machines in the metal sector, the consciousness raising of the employers and employees on the subject will provide an important contribution to decrease the most suffered shoulder, arms and hands injuries, by increasing the sensitivity to the subject, to decline on the injuries as a result of the compression of one or more object which is the highest cause of injury, also in parallel to this, to decrease the number of accidents in the metal sector where the highest work-related accidents are occurring.

## Our Party to Welcome Summer

In our party to welcome to summer which become traditional. Miss Ayşegül Orhan did not leave us alone. As employees we felt happiness of the both surpassing a long winter period and forgetting the job stress for a day. After eating meal, the entertainment continued for a long time. We hope to meet again in this happy event next year.



## Employees that recently married



Ümit Küçükoğlu, Sema Özgür, Gülbahar Yıldırım, Bülent Ergün, İsmail Abi, Saim Doğru, Serhat Deniz, Halil Vatansever, Sezer Kuri, Ramazan Yılmaz, Günay Öz, Musa Dayı, Tülin İşcan, Şevket Sever, Sunay Korkmaz

**We wish a lifetime of happiness to the our new married couples.**

## Employees that recently have babies



Sezgin Filiz, Gülden Evin, Nesrin Ceylan Sönmez, Özay Demir, Ercan Alkan, Temel Öktem, Recep Uncu, Tayfun Tutar, Hüseyin Taşçı

**We wish happy lives for the new born babies together with their families.**

## Condolence

Ömer Erol (His Father), Emine Bayrak (Her Father), Oktay Calayır (His Mother)

**Our condolences to them and we wish patience for them.**



## Ford Otosan V34X Transit Truck Cap Welding Line Outsource Project Started Successfully. 27/08/2011

**Tamer Uz**  
Project Leader



At Ford Otosan Gölcük location, it is decided to outsource production lines in Yeniköy plant in order to get more space and enlarge production areas for new projects. Outsourcing projects started up during 2011 shut down period.

In this context, Teknik Malzeme had an opportunity to work again with Ford after a long time and transit truck cap welding lines transfer to Teknik Malzeme is agreed on both sides. This project has a very important role to open doors for new possible Ford projects.



In this project path to serial life is 2,5 months. For this very short time limit, it is needed to plan well and not miss any detail. Project team is created. Project steps are decided with a very detailed planning. Because of time limit, a lot of project steps started at the same time.

On one side, necessary environment is prepared to hire new operators for this project and to make operators get experience on actual Ford plant line. On the other side, TM Geçit plant is prepared for line installation including production equipment assembly.

Disassembly of line, its transfer and reassembly, trial productions and parameter setups are done in a very

limited time as 10 days. First cap production is took place on 27.08.2011 before start-up date on actual planning.

It is predicted to produce 60 caps daily in three different types on Y 1000 m<sup>2</sup> closed area but sometimes it is possible to produce 80 caps daily according to client needs. Production on yearly basis is predicted as 15000 caps.

This project provided me an important experience in project management and also gave me a big responsibility to represent my firm. Also I am very happy that I have opportunity to know better a lot of my colleagues during this project.

During this project, our operators and team leaders did their best at İzmit where they were far from their families and they worked very hard during hot weather of summer time. We also had amazing memories during those days at İzmit, especially our talks at Sekapark, İzmit during watching İzmit bay.

To meet on new projects to carry our firm forward.  
Best regards



## Employees that have recently signed in



### İsa Süslü

Born on 16.08.1985, graduated from Sakarya University Mechanical Engineering dept., participated to Teknik Malzeme as Continuous Improvement Specialist in BU.



### Hale Pehlivan

Born in 1980, graduated from Osmangazi University Mechanical Engineering dept., participated to Teknik Malzeme as SQA in Quality Department.



### Ergin Polat

Born on 24.06.1985, graduated from Kocaeli University Industrial Engineering dept., participated to Teknik Malzeme as Production Planning and Shipping Specialist.



### Metin Başaran

Born in 1982, graduated from Balıkesir University Mechanical Engineering dept., participated to Teknik Malzeme as Project Specialist in Engineering Department.

## Coffee Seminar

As Teknik Malzeme coffee addicts, we participated to Starbucks seminar on September 20, at Korupark. We learnt every detail related to coffee as its history, production places etc. Then, it was time to taste coffee. We tasted different coffees separated by their region using orange juice and milk as cleaning agent. This seminar was amazing and we enjoyed great time together as coffee lovers.



## Emergency Training

In conformity with environmental and occupational safety policy commitments to be prepared for emergency situations, it is given practical trainings for emergency response teams to use of hydrant system and hose reels in 23<sup>rd</sup> weeks by Teknik Malzeme GEÇİT maintenance teams. In additional, there was another certificated training to inform of general fire extinguishing system which was given by Metropolitan Municipal Fire Departments for Teknik Malzeme DOSAB employee.



## Proposal Award Ceremony

Award ceremony for suggestions held place in Teknik Malzeme on 2 June 2011.



Categories and awards winners are listed below:

**The Most Given Suggestion** - Erol Köprücü  
**The Most Applicable Suggestion** - Alaattin Yıldız  
**Economical Suggestion** - Bekir Keskin  
**Quality Suggestion** - Bahri Tamir , Adem Adıgüzel  
**Occupational Suggestion** - İlker Kara  
**Catching Nok Parts on Production Line** - Ahmet Türkyılmaz

## Employees that are recently married

Sedat Alan, C. Rumi Yeşil, Ramazan Tekin, Ayhan Gazioğlu  
**We wish a lifetime of happiness to the our new married couples.**

## Farewell Celebration for Technical Highschool Interns

On June 2011, certificates are given to our technical highschool interns who support us during a year and as Teknik Malzeme, we wish for them best in their lives.



## 7.2 Magnitude Earthquake in Van

7.2 magnitude earthquake occurred in Van on October 23, 2011. As Teknik Malzeme members, we started a campaign to help Van citizens. We decided to collect goods as shoes, shirts, coats, blankets and toys. In a very short time, we packed these goods and send to Van by Nilüfer Kent Konseyi (Local Organization)



## Employees that recently have babies

İsmail Engin (Girl), Özcan Kulu (Boy), Erhan Yaşar (Boy), Sebahattin Bilgin (Boy), İlhan Reyhan (Boy), Talat Akyıl (Girl), Yasin Akkan (Boy), Semih Arşın (Boy), Hasan Aydın (Girl), Mustafa Çalış (Girl), Hakan Akın (Boy)

**We wish happy lives for the new born babies together with their families.**

## Condolence

İksan Altın (His Mother), Nuri Şişman (His Father), Nurettin Yaman (His Mother), Fikret Tosun (His Daughter), Hüseyin Engin (His Brother), Rafi Yılmaz (His Father)

**Our condolences to them and we ish patience for them.**





Since its foundation day, Uray Sigorta showed its biggest increase in 2011. Uray Sigorta growing 9 times bigger between 2003-2011, achieved to become biggest agent in South Marmara. In order to keep our growth rate, at the end of 2011, we prepared restructuring works as work performance style chngement, reconstruction of our processes, information system change etc. that will continue in 2012. We are going to keep working in 2012 to provide our clients, Orhan Holding group colleagues and our suppliers faster, cheaper products and service with more quality.

**I wish everyone healthful, succesful year.**

**General Manager**  
**Alper PEKMEZCİOĞLU**

### 3 Awards in a row



Axa Insurance 2011 Agents meeting held place in Antalya Rixos Hotel with participation of Axa Ceo Jean-Laurent Grainer and Axa Holding management board president Cemal Ezerdi on October 6-9, 2011. First day was full of sportive activities. Agents representatives showed their talents in beach volleyball, ping pong, bowling and backgammon tournaments. After 4 days full of educational workshops and meetings, Gala night is the most expected event of this organization. Agent with high profits had awards on this night where Toprak Sergen represented.

As Uray Sigorta, we are on of these agent that deserves an award with our fast and stable growth and high profit. We also had awards for Turkey fifth place and Marmara region first place in premium production.

In 2010 and Turkey fifteenth place in 2011 profitability.

Power is with us.



### Ramadan Fast Breaking Dinner

We decided to make a change on our traditional Ramadan evening dinner and invited our clients, region managers and agent representatives to Sui Çukurköşk Restaurant that is and old mansion serving as restaurant with great elegancy and peace.



Our general manager Alper Pekmezcioglu gave an interview to Bursa local newspaper Olay saying "We would like to organize a bigger event but we chose to keep event simple and use our dinner budger to help poor people."

Ramadan is peaceful for Uray Sigorta family as it is in every family. On this kind of special days the importance of being a family, being one and together became more obvious to feel and understand.



## Employees that have recently signed in

### Neslihan Pala

Born in 1990 in Bursa. Participated our firm as Private Pension and Life Branch Sales Specialist.

### İlksen Çakıcı

Born in 1986 in Bursa. Participated our firm as Private Pension and Life Branch Sales Responsible.

### Derya Köse

Born in 1987 in Bolu. Participated our firm as Private Pension and Life Branch Sales Responsible.

### Ümmü Kalender

Born in 1991 in Bursa. Participated our firm as Sales Support Specialist.

### Özge Demir

Born in 1991 in Bursa. Participated our firm as Sales Support Specialist.

### Nursel Satık

Born in 1976 in Bursa. Participated our firm as Sales Specialist.

### Nurten Bayraktar

Born in 1976 in Bursa. Participated our firm as Sales Specialist.

### Mehtap Acar

Born in 1985 in Bursa. Participated our firm as Accounting Specialist.

## Our Happy Moments

Hatice Tetik, a member of our accounting staff at Uray Sigorta married with Fehmi Yapıcı and Aykut Gökhan Gül, a member of our sales staff, married with Deniz Ayaz. As their second family, we witnessed the day they made a step towards permanent peace. We wish lifetime happiness for those couples who match each other very well.



## The Umbrella of Uray Sigorta Continues to Expand



We added a new insurance company to those we act as an agency for.

We move on with Aegon Hayat ve Emeklilik A.Ş. operating in life, pension and personal accident insurances. We Assure Your Child's Education! With the Education Insurance, one of the accumulative products of Aegon Life, we assure your child's education. The Education Insurance is an accumulative life insurance which allows you to receive repayment for each remaining year as desired after payment of premiums for 6 years in minimum and prepared to assure the education risk of our customers' children. The insurance period is minimum 10 years and repayment begins concurrently as payment of the premiums for the policy continues after the completion of the first 6 years' period. Therefore, the withholding tax necessary to be paid at the end of the policy period is eliminated.

Pursuant to the basic values of AEGON, the rights of our customers are reserved to leave without being subject to any deductions in the premiums they have paid if they request to leave within the first month following the commencement of the policy. It is a product with a minimum monthly payment amount of \$150. It is a product prepared for the members of the family who concern for the future education of their children.



## Dinner

### New Year Time is Full of Joy

Gözde Güler  
Teknik Malzeme Purchasing



I can't believe 2011 is almost over! This year has been more amazing than I ever could have hoped - full of fun adventures, hard but rewarding work, new friends and team members and more inspiration than I can possibly put into words.

New year time is full of joy. It is time to celebrate. Sweet delights are star of new year tables. Last two weeks of december is full of baking. Holiday baking: a lot of cookies - from gingerbread to snowball, snowflake cookies- little delicious snacks for Christmas/new year parties, lots of new year breads from all over the world...

Holiday baking is starting. Cupcakes are decorated with snowman and trees. Shiny stars on cookies. Colorful ribbons wrap beautiful boxes.

New year cookies are very easy to make. All you need is spices as ginger, cinnamon, nutmeg and allspice and your favourite cookie recipe. Easiest way is to prepare your favourite cookie dough and during preparation add your favourite spices into flour mixture. Take your cookie cutters in different shapes, cut dough and bake your cookies. Decorate cookies with your friends and children. It is fun. Share these amazing new year cookies with your loved ones:



#### Recipe:

400 g plain flour  
1/4 teaspoon baking powder  
2 teaspoons ginger  
2 teaspoons ground cinnamon  
1/2 teaspoon ground allspice  
1/4 teaspoon nutmeg  
1/2 teaspoon salt  
180 g unsalted butter  
125 g dark sugar  
1 egg  
125 g molasses

Sift together flour, soda, ginger, cinnamon, allspice, nutmeg and salt. Cream butter and sugar. Beat egg in molasses and add in butter-sugar cream. Slowly add flour mixture. When dough is formed put in fridge and leave to rest overnight.

Take dough out of fridge, soften for 10 mins. Flour surface and roll out dough. Cut out your favourite shapes with cookie cutters. Put cookies on prepared trays and

bake them for 14 minutes in preheated oven (170°C)  
Decorate cookies with icing sugar, candies and sprinkles.

Happy new year!

## Let's Go and See

### You and your Camera!! Trust that you won't need anything else in this City...

Nurcan Meşhürtürk  
BFTC



**Vigo**, is situated in the north-west of Spain, in the border of Portugal, affiliated to Pontevedra county of Galicia area. It is a coastal city, at the seaside of Atlas ocean, where you will never meet embarrassing crowded, but you will see a gorgeous herd of sea gulls, flying independently in city center, also where excessive marine products are brought up and exported to all Europe. Here, no track of Turks have been met (except than the ones came with Erasmus), but here people are

familiar to hearing Turks. If it will be your first travel to Vigo, I want to remark it, here.

According to what have been told, Ottoman naval force in the control of Barbaros Hayrettin pasha reached until this seaside. The relationship of Galicia and especially La Coruna people with Barbaros pasha were very close. But people in Vigo city and in the seaside of Atlas ocean gave the name "Turco" to Galicia people because of supporting Turks and accused them of being betrayer. On the other hand La Coruna people accused Vigos of cooperating with Portugal. Years later... The football teams of each side were assertive. At this point; Vigo's team Celtavigo gave the name "Los Turcos" for the Deportive team of La Coruna in order to belittle the supporter of the them. But Deportivo team and their supporter perceived this as a honor instead of feeling embarrassed. They carried out the first match, accompanied with Turkish flags and shouting "Yes, we are Turks, we are strong as much as Turks. The following matches, the ones in Riazar Blues group of Deportivo got used to carrying turkish flags in the first moment of the matches. in the matches of Celtavigo and Deportivo La Caruna, because of the title of Deportivo " Los Turcos" in Spanish, " Os Turkos" in Galicia, the supporters started shouting as "Turkey is the best".

I want to call this city as Ocean. Here, everything is different... a small city, but also a city to be able to find a lot of things to do in order not to be bored. Just having a walk near the seaside and harbour can make your day enjoyable. As long as you are learning amusing spanish culture, your satisfaction and admiration to this city increase

#### FIESTA DE VIGO..

We should visit the cities closer to Vigo!! Santiago de compostella, La coruña..

There are two important facts in Spain: One is Siesta (catnap being had in the middle of the day) and the other is Fiesta, got benefit by every region.

Every Thursday the address of amusement is Vigo. At first, all gather in the Center called Botellon. For students and youngs, every Thursday in Vigo (optionally Friday or Saturday) Plaza Portugal is the address to gather. All who took their own drinks, came to this Center and they stay here until midnight. Then they continue the night in amusement Center, closer to where they are at that time. in Vigo the nights end at 08:00 a.m. in the mornings, because amusement centers



start being crowded after 02:00 at midnight. If you locate in city Center and need to work on Friday, it is impossible to sleep on Thursday nights, streets are very crowded with people, wearing different costumes and dancing in the middle of the roads.



#### Place To See

- El Bao , Samil , Canido (beaches).
- La Madroa (zoo).
- El Castro , La Guia (park and museums)

Starting in June trips to islands: Isla Cies, Isla de Ons, Moana, Cangas and many places to see only 2 hours away



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