

GOOD **news**



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A STRONG BRAND

that unites
tradition and
innovation



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Low water levels

Are we facing further
drought periods?



A New Look!

Dear readers,

Perhaps you noticed this edition of Goodnews comes in a new layout. And not only that — we have revamped our entire corporate identity.

We strive to be a creative company that constantly works to improve its range of services. Our goal is to be one of our customers' favourite suppliers and an attractive and progressive employer for our staff. With the revamp of our corporate identity, it was our mission to externally reflect this dynamic internal attitude. We've also made a large number of changes inside the company within recent months, and this served as additional inspiration to visually revise our brand.

Our new logo says it all: We are deeply rooted in Switzerland, but with overseas containers, the terminal business is international. Connecting our country to the rest of the world is the essence of what we do, so this is distinctly reflected in our updated logo

The core of our business is the handling of trucks, inland waterway vessels and container trains, and the three containers in our logo represent these fundamental services. Furthermore, these primary modes of transport are integrated into the international supply chain, which is represented by the logo's cycle.

The central red colour in the logo symbolises the solidarity we have with our home country, just as much today as in the past. The bright blue of the lettering stands for the trust that you, our customers, partners and friends, place in Swissterminal. At the same time, it stands for the connection to the oceans of the world — and thus to container shipping. You'll find further background information on our new brand image on page 4.

We are also pleased to announce another update: As of June of this year, our locations in Frenkendorf and Niederglatt are directly connected to the port of Rotterdam by Schweizerzug. Following Antwerp, Rotterdam is the second western seaport to be brought closer to home. Further details about this new link can be found on page 9. As a result of this new connection and others, we have taken this opportunity to give you an overview of all of the connections we offer to and from our locations on page 12.

In addition to information about our rebrand and new connections, this edition of Goodnews offers further interesting articles about current developments in our company and in our partners' organisations.

We hope you enjoy the first issue in the new layout and look forward to your feedback!

Many thanks for your interest.

With best regards from Frenkendorf,



Roman Mayer

Chairman of the Board and CEO Swissterminal



04-05

A strong brand that unites tradition and innovation

Swissterminal AG has revamped its brand identity. We explain what's behind the change and present an overview of previous brand images.

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Satisfaction through trust

Ingo Feser is gradually taking over the responsibilities of his predecessor Jürg Wiggli. Learn what tasks are at the top of the new COO's agenda.

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Digitalisation and teamwork for improved efficiency

As part of its digitalisation strategy 4.0, Swissterminal has shifted its operating documentation to a web-based application. This results in more efficient work flows.

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On track for the western ports

The low water levels on the Rhine led to challenges for logisticians. Swissterminal and Schweizerzug came up with a good idea: More links by rail!

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Overnight to Rotterdam

Beat Baumgartner is new department head at Swissterminal. He explains why Switzerland benefits from a new direct link to Europe's largest port.

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Linking North and South

Through its various hubs, Swissterminal connects Switzerland with the rest of the world. There were numerous additions recently. We present an overview.

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Let's talk about the weather

The lack of rainfall in summer 2017 was unprecedented. Does Switzerland have to adjust to such extreme weather conditions in the future? We ask a climate expert.

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Swissterminal offers apprenticeships again

Is logistics sexy? Our industry competes with others when it comes to attracting the best young talents. As of summer, Swissterminal is back to training its own apprentices.

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New-borns, new colleagues, anniversaries and promotions: during the past months, there were many occasions to celebrate for the Swissterminal family.

swissterminal

A STRONG BRAND

that unites tradition
and innovation

In 1978, the company moved
from Basel to Frenkendorf.



1978

In 1994, Container Depot acquired a
100% stake in Conteba.



1994 - 1998

1.2.1972-1978



On 1st February 1972, Alex Mayer
founded Container Depot AG in Basel,
pioneering the container business.

1984



With the opening of the Niederglatt
facility in 1984, the company expanded
the business to eastern Switzerland.

1998-2004



Between 1998 and 2004,
Container Depot AG Frenkendorf
and Container-Depot AG
Niederglatt shared a joint brand.

Swissterminal AG is more than just an organisation; it's a family. Over the past year, significant changes have taken place, and these changes are now reflected in a new brand image. Let's take a look at what's behind the revamp.

Swissterminal AG is proud to be a family business. The Mayer family, now in the second generation, runs the company, supported by their committed and loyal staff. Since Alex Mayer laid the foundation for today's Swissterminal on 1st February 1972, the company has been operating as a reliable terminal partner that cultivates long-term customer relationships and acts flexibly. In addition to flexibility, flat hierarchies are also a hallmark of Swissterminal. In this lean organisation, decisions are made directly and implemented efficiently. The many years of commitment from the company's employees clearly illustrate that this kind of dynamism has created a culture appreciated by all.

Tradition and innovation

Swissterminal preserves traditions, while at the same time further developing and adapting to changing market requirements. Throughout the past year, fundamental changes have taken place within the organisation, with the division of the holding company being the most significant. As a result of this division, the company 2M Holding was established. However, close family ties continue to exist, with 2M being

equally owned by brothers Mark and Roman Mayer. The land holdings, i.e. Swissterminal Frenkendorf AG, were transferred to this new company. Another important aspect that continues to have a strong impact on the business is the digitalisation strategy 4.0. Swissterminal is digitalising internal and external processes and is working continuously to simplify its processes and make them more efficient.

Connecting local with international

To reflect these changes externally, the owners have decided to revamp the Swissterminal visually and proudly present the company's new branding. The new look consistently builds on the previous brand image, and the familiar red still remains the focal point of the logo. As a Swiss company, Swissterminal attaches great importance to clearly symbolising its attachment to its home country. The bright blue of the lettering stands for both the trust customers place in Swissterminal and the connection to the oceans of the world – and thus to container shipping. Swissterminal sees itself as part of the international supply chain, and this is expressed through the circular shape of the logo. The fundamental basis of the business is also included: Three containers, each one representing the three modes of transport the company operates: trucks, inland waterway vessels and container trains.

The logo says it all: The company is deeply rooted in Switzerland, but with overseas containers, the terminal business is international. Alex Mayer was fascinated by containers, and today, his sons continue to run the company with the same passion. Thanks to a good idea and consistent perseverance, Swissterminal is now more successful than ever. And that's something to be proud of!

In 2004 the Group launched its new brand Swissterminal, although the individual company names remained active.

swissterminal

2004-2008

Launch of the revised design to reflect the Group's dynamic changes and forward-looking attitude.

swissterminal 

2019



In 2004, the facility in Birsfelden was opened.

2009-2019

Combine.
Move.

swissterminal 

In 2009, the companies centralised their activities in Frenkendorf and launched the

new brand Swissterminal in a new, contemporary design, which forms the basis for the current revision.

Satisfaction through trust

● Interview

Mr Ingo Feser,
COO of Swissterminal AG

For Ingo Feser, this year has brought quite a few changes. He has been working as COO of Swissterminal AG since 2 January 2019, gradually taking over the responsibilities of his predecessor Jürg Wiggli, who currently still works at the company. We talked to Mr Feser to learn about his new challenges and his priorities for the future.



Mr Feser, you are now working as the new COO of Swissterminal AG. What exactly is your job?

My job as COO is the operative management of the company. I take responsibility for seeing that the daily operation of the company is efficient and reliable so our customers can remain satisfied with the quality of our services.

What was your previous professional career?

I did my apprenticeship at Deutsche Bahn AG. In 2001, I switched to SBB, where I was further trained as a train service manager. After that, I worked as a traffic controller and in scheduling, safety and organisation.

What did you do after that?

The next stage in my career was management training, which I completed with the Swiss Advanced Certificate in Business Administration. This certification meant that I could move to SBB Cargo. During my time there, I was able to take over various executive and project leadership functions. To prepare for more responsibility and management level jobs, I decided to pursue a master's degree in international logistics management, which I completed in 2012. After that, I continued at SBB Cargo and was responsible for strategic development and terminal operations in Switzerland.



“Our motto is ‘fit for future’. In other words, preparing the company for what lies ahead.”

And how did you get to join Swissterminal?

Swissterminal was looking for a long-term successor to its COO, and I was looking for a way to advance my career. The time was right for both sides, and here I am! (laughs)

What projects are on top of your agenda for this year?

My focus at the moment is on further strategic development of Schweizerzug AG and the reorganisation of quality management at Swissterminal AG. The current quality management programme is very wide, and much has been accomplished in recent years. We are now in a good position to optimise the processes. Our aim is to make our processes as lean as possible.

What long-term plans are you following in your position?

Our motto is ‘fit for future’. In other words, preparing the company for what lies ahead. In particular, our emphasis is on themes like digitalisation and automation, and we plan to develop and implement further projects focused on these topics. We can only lay the foundation for sustainable operations in the future if we already take care of these factors today.

Last question: Let’s talk about container terminal operations in Switzerland. What do you think of the current business environment?

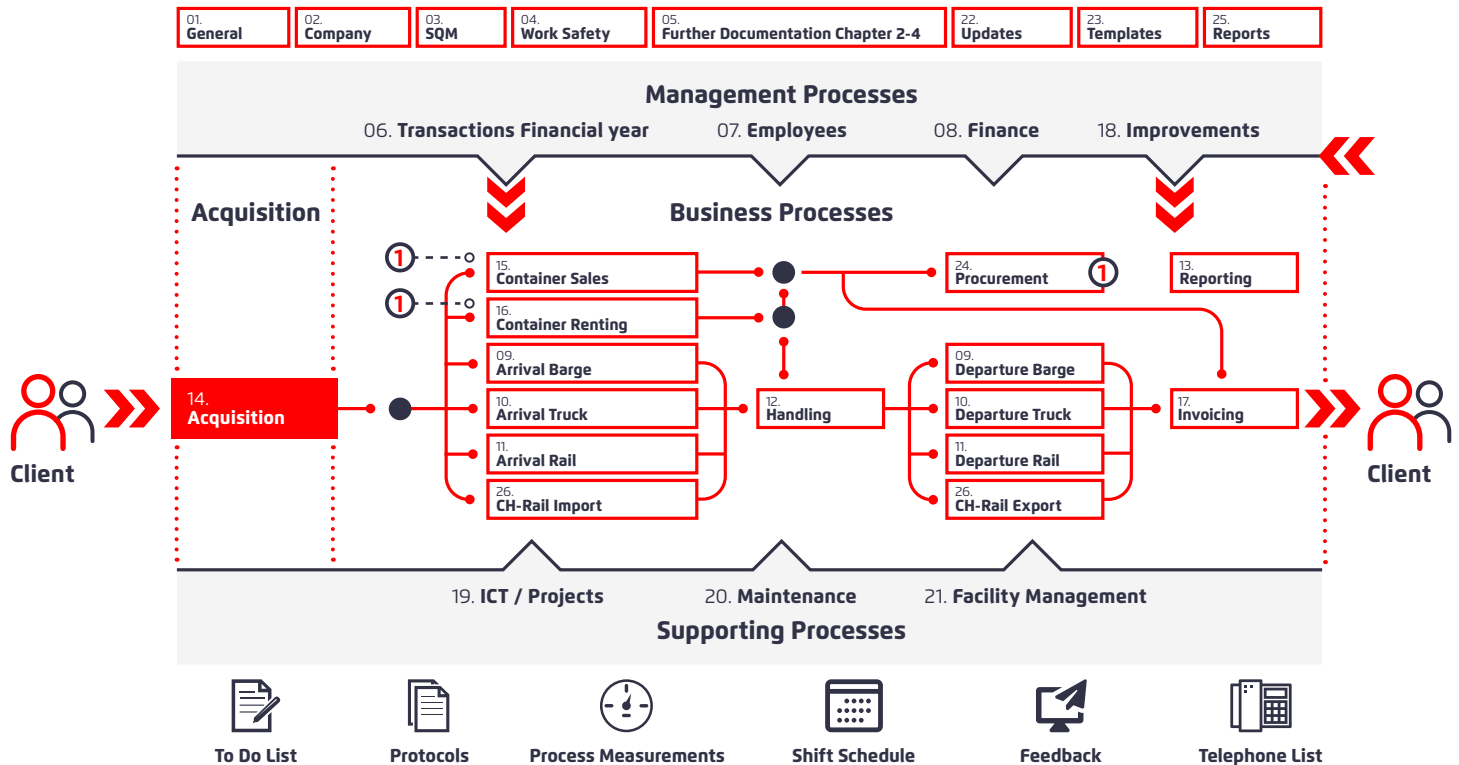
The market in Switzerland is highly competitive. There are only a few operators who work in this industry. Everyone in the market is struggling with the same challenges – the quality of internal and external distributors, the availability of their own resources and, last but not least, acts of Mother Nature

How do you cope with these challenges?

I believe clearly communicating about the specific elements of each case to quickly find a solution is important. With this sort of communication, we build customers’ trust, and maintaining this trust is our priority.

Mr Feser, thank you for talking with us.

Digitalisation and teamwork for improved efficiency



■ ■ Digitalisation remains a buzzword for Swissterminal AG this year. In the course of its Digitalisation Strategy 4.0, the company is in the process of revising its processes in many respects. The primary aim is to make day-to-day work simpler and more efficient by using modern technology. As a result of these digitalisation efforts, everyone benefits: employees from better processes, the company from greater efficiency, business partners from more reliable processes and customers from lower prices.

A variety of projects have already been implemented, for example slot booking for trucks and inland vessels. There is also plenty of activity within the organisation: Since the end of 2018, existing operating documentation has been completely digitalised and is available in the intranet. This conversion is based on the web application Confluence, which allows teams to document and share knowledge across departments and locations.

The interface enables users to intuitively create interactive documents as an intranet page and include pictures and graphics. Team leaders can promote teamwork by creating content that team members have access to. Colleagues can then use

and edit documents across all departments, and the change history of documents can be completely traced at all times. Word or PDF documents can be created from the content in one click.

Initially, Swissterminal will use the application to make all Swissterminal Quality Management (SQM) documentation available to staff. Users can access the application via the mobile app or from an internet browser.

Intuitive interface

The conversion to complete digitisation provides many additional possibilities. As all work processes are digitally represented on the interactive platform, other media, such as videos with work instructions, can be added to supplement text elements. With the introduction of Confluence, operational documents can also be created and maintained directly by the department managers. The operative staff can enter content that can then be approved by those responsible. All content is centrally documented and maintained, and every change can be traced.

Swissterminal AG has transformed its internal working methods through this innovation, resulting in a noticeable improvement in quality.



On track for the Western ports

Pedestrians in the riverbed of the Rhine instead of fully laden barges – this is a logistician’s nightmare. During the long phase of low water from the end of June to the beginning of December 2018, barges could only carry one third of their normal cargo on some parts of Europe’s most important waterway for freight transport. The staff at Swissterminal and Schweizerzug had bad nights, but good ideas: As a result, the rail connections between the terminals in Switzerland and Europe’s two biggest container ports, in Rotterdam (Netherlands) and Antwerp (Belgium), are constantly being expanded in collaboration with partners.

- ■ The latest example: Since the beginning of June, Schweizerzug is offering a new direct service from both Frenkendorf (Basel) and Niederglatt (Zürich) to Maasvlakte II in the port of Rotterdam, with two round-trips a week each. In addition, there are four services a week to DP World’s Antwerp Gateway 1700 in Antwerp that were launched in February this year. Furthermore, the two Swiss terminals already offer three connections a week to the Neuss hub in Germany, which offers optimal access to various terminals in Rotterdam and Antwerp by rail and waterway.

The improved rail connection to Rotterdam and Antwerp offers added value to shippers and forwarders in both Switzerland and the surrounding areas. Freight trains run between the Swissterminal facilities in Frenkendorf and Niederglatt every day, so shippers in the east of Switzerland can also make direct use of the expanded services to the major West European ports.

In the second half of 2018, the capacity of railways was placed under chronic pressure due the very high volumes of freight needing to be handled. “It was mainly the period of low water that led to the steep drop in freight volumes on the Rhine between Basel and Rotterdam”, explains Mayer (cf. p. 14 of this issue).

Two of the four Swissterminal facilities lie directly on the Rhine: Basel and Birsfelden. They are equipped

for trimodal road/waterway/rail handling, but until now, they have mainly been used for barge services several times a week to Rotterdam and Antwerp. Around 35 percent of all goods arriving at the ARA ports of Amsterdam, Rotterdam and Antwerp are brought in on the Rhine, according to the Waterway and Shipping Administration (WSV) in Bonn (Germany). However, in Rotterdam and in Antwerp, there are sometimes considerable delays in barge handling.

The new direct rail link to Rotterdam offers an alternative so that other overloaded modes of transport and the extra expenditure involved can be avoided. For instance, APMT Rotterdam reports a modal split in hinterland traffic of 40 percent each for waterways and road, and 20 percent for rail. However, at the Maasvlakte II, the proportion of rail traffic is expected to show a significant increase in future, thanks to the eight-track connection direct to the quayside. With the Betuwe line, the 160-km dedicated freight railway, the port of Rotterdam is also connected with the border between the Netherlands and Germany at Zevenaar-Emmerich.

At the new terminal at Maasvlakte II, the proportion of rail traffic is expected to show a significant increase in future

Rail transport has also received political support since last April. The Netherlands secretary of state Stientje van Veldhoven and the German parliamentary state secretary Enak Ferlemann have reached agreement on “a more comprehensive cooperation for strengthening the railfreight sector” in a declaration of intent. Intergovernmental collaboration on topics such as greater efficiency in utilising the capacity of the network, harmonisation or multimodalism can only lead to an improvement in the competitive position of the rail sector in freight transport.

Together with rail operators, Swissterminal is also working towards greater expansion of freight services by rail between Switzerland and the seaports of Rotterdam and Antwerp. With new transportation services, there remains the possibility of disruptions, so alternatives should be identified in advance. It is important for the various modes to complement one another. Logistics operators have now learned this, especially since the blockage on the Rhine between Basel and Karlsruhe in late summer 2017 and the period of low water last year.

With Schweizerzug's new direct link to Rotterdam, Swissterminal's two facilities at Frenkendorf and Niederglatt are both featuring an extra connection. We talked with Beat Baumgartner, the departmental head of Schweizerzug since November 2018, about how customers benefit from this network expansion.

● Interview



Beat Baumgartner,
Departmental Head of Schweizerzug

New Direct
LINK
to Rotterdam



"We are innovative, and we still have a lot of ideas!" - the new link to Rotterdam is just one of them.

Mr Baumgartner, until now Schweizerzug has linked Rotterdam and Switzerland via Neuss only. Why is an additional direct link important for this destination?

Our customers expect the shortest possible transit times for their consignments and reliable conveyance with punctual arrival times. With just-in-time production, the demands on the reliability of the transport chain increase, since every delay can have a direct impact on the whole process. Every extra handling and every change in the train set brings risks that can lead to time lags and delays. For this reason, we find it important to offer the fastest and most direct connections possible from A to B. With the new direct link, we can provide our customers with a service offering transit time of just 24 hours.

Both Frenkendorf and Niederglatt now have a direct connection. Why are you serving both of terminals individually?

The Niederglatt terminal, which connects the Zürich/East Switzerland region to the Swissterminal network, has not had optimal connections up to now. At times, this resulted in delays in the transport chain and higher productions costs. To prevent this from happening, we operate the new direct train in two groups: one section provides the connection with Rotterdam from the Frenkendorf terminal and the other section from Niederglatt. This means that our customers receive a new, fast and reliable service from both terminals to the largest seaports in Europe. And at the same price!

What types of freight does Schweizerzug mainly carry on the new routes?

Schweizerzug's new direct trains carry all types of containers that are approved for carriage by rail.

The only restrictions are on hazardous goods, which we are not permitted to handle in Niederglatt. But we can deal with these at our other facilities. In the next few months, we are also pleased to introduce trial runs with wagons specially equipped with power plugs (editor's note: reefer plugs). This means we can guarantee a power supply for refrigerated containers on the lines between the terminals. And we can also make an enormous contribution to reducing CO2 emissions and ensure the safekeeping of the cool chain.

As well as a wider range of transport services, what else is needed to shift more freight from road to rail?

In the service sector, the most important factors are the transit time and the reliability of the transport chain. We are convinced we can make significant improvements in quality and reliability with our new service. Obviously, the transport price is an important argument. With the direct connection, we reduce handling and holding times to a minimum, which is why we can offer our services at absolutely fair rates.

Are there other plans for expanding railway connections to and from Rotterdam?

Once the new service is introduced, we will evaluate how the market reacts to our direct connections. We will optimise our portfolio according to the reaction we get. We are innovative, and we still have a lot of ideas!

Mr Baumgartner, thank you talking with us.

Linking North South^{and}

Together with its rail freight and barge operating partners, Swissterminal AG keeps improving its extensive network towards North and South Europe. During the past months, a number of new services were introduced. We're providing an up-to-date overview of the partners' network connections as well as Swissterminal's facilities.



Basel-Kleinhüningen



The barge gateway for Switzerland

Our location in Basel connects Switzerland and neighbouring regions in Germany and France to Europe's largest container ports by barge, rail and road.

- 12,000 m² surface area
- 1,700 TEU storage capacity
- 36 reefer connections

ADDRESS: Swissterminal AG
Westquaistrasse 12, 4019 Basel, Switzerland

Basel-Birsfelden



Trimodal container terminal outside the city limits

Our trimodal terminal Birsfelden benefits from an optimal position on the river Rhine. This facility also features excellent connections to rail and road networks.

- 15,600 m² surface area
- 2,000 TEU storage capacity
- 36 reefer connections

ADDRESS: Swissterminal AG
Hafenstrasse 14, 4127 Birsfelden, Switzerland

Basel-Frenkendorf



The rail gateway to Switzerland

The facility in Frenkendorf is not just our headquarters, but also the largest privately operated container terminal in Switzerland. This bimodal terminal (rail/road) is directly located on the European north-south corridor, with extensive links to both directions.

- 45,000 m² surface area
- 5,000 TEU storage capacity
- 36 reefer connections

ADDRESS: Swissterminal AG
Flachsackerstrasse 7, 4402 Frenkendorf, Switzerland

Zurich-Niederglatt



Efficient operations in the heart of Europe

Located just outside Zurich's city limits, this bimodal terminal offers efficient container handling for both rail and truck and features superb connections to locations in Switzerland, Germany and Austria.

Zurich-Niederglatt offers direct rail connections to the port of Rotterdam and is linked to other European main sea ports via the gateway in Basel-Frenkendorf.

- 34,000 m² surface area
- 4,000 TEU storage capacity
- 12 reefer connections

ADDRESS: Swissterminal AG
Industriestrasse 139, 8155 Niederhasli, Switzerland

Basel-Liestal

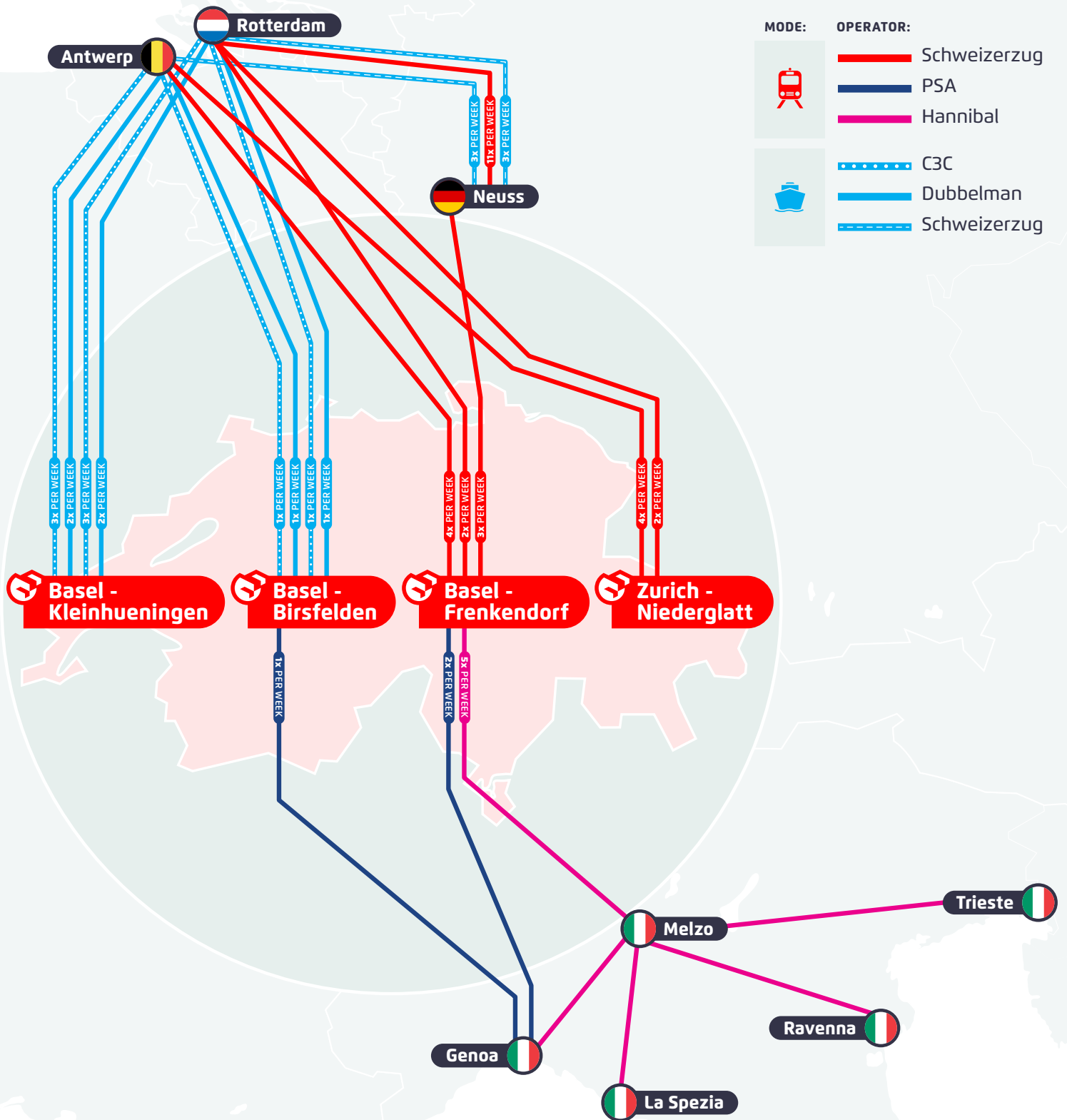


The biggest empty truck centre in Switzerland

The facility in Liestal was built in 2008 to reduce congestion at empty container depots in Switzerland. Today, this is the biggest empty truck centre in the country.

- 20,000 m² surface area
- 5,000 TEU storage capacity

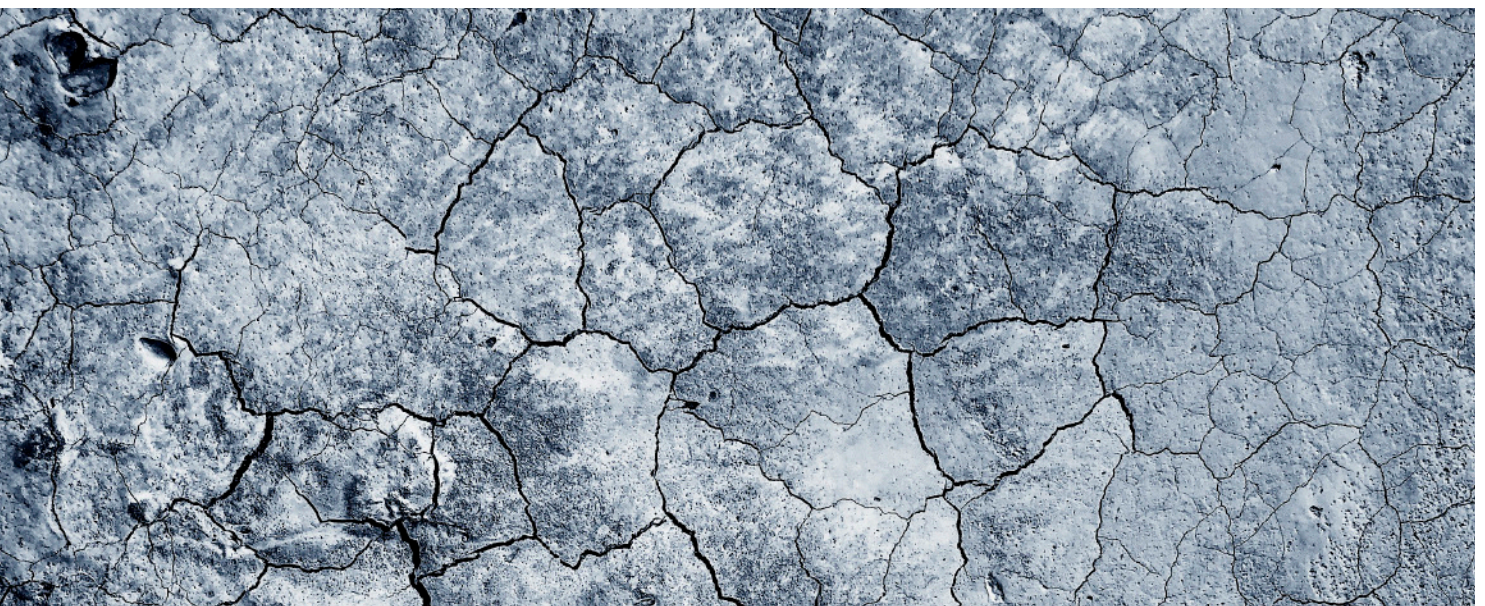
ADDRESS: Swissterminal AG
Unterfeldstrasse 13, 4410 Liestal, Switzerland



Let's talk about the weather

- ■ ■ We'll never forget the summer of 2018: While some thrived in the long dry spell and others complained about the high temperatures and drought, everyone was talking about the weather, and it wasn't just small talk. For the transport industry the lack of rain was a real challenge: As a result of the low water level on the Rhine, container shipping was largely discontinued in the fourth quarter of 2018. Does Switzerland has to adjust to such extreme weather conditions in the future?

During the drought in 2018, container shipping by river barge on the Rhine was not option for the better part of Q4.



* Long-term development of the total amount of rain between April and November averaged for Eastern Switzerland. This graph illustrates the ratio in terms of the average 1981-2010. The blue columns represent volumes above average, the red below average.

During the closure of the Rhine to container transport, shipping agents switched to rail, which has less capacity than inland waterway transport. The transfer of cargo between different modes of transport is not unusual in logistics, either because of factors such as bunker or fuel prices or due to infrastructural developments. However, freight transport by rail and inland waterway has experienced two exceptional situations in the past two years: In 2017, the closure of the Rastatt railway line led to dramatic shifts in volumes to inland waterway vessels. In the following year, this trend was completely reversed due to the drought.

Stephan Bader from the Climate Division of the Federal Office of Meteorology and Climatology MeteoSwiss explains how this situation occurred: "The navigable part of the Rhine in Switzerland draws its water primarily from the Bernese Oberland (Aare), Gotthard (Reuss), Glarus (Limmat) and Grisons (Rhine) regions. These areas were affected by the extreme lack of precipitation in 2018".

According to Bader, the lack of rain in eastern Switzerland from spring to autumn was an event of the century. Only 59 percent of the average precipitation for the years between 1981 and 2010 fell in the eight months from April to November. This means that the rainfall of more than three normal summer months was missing. "This was the most extreme rain deficit in eastern Switzerland for the period April to November since measurements began in 1864. All other very low-rainfall periods between April and November provided 64 percent or more of the norm," says the climate expert.

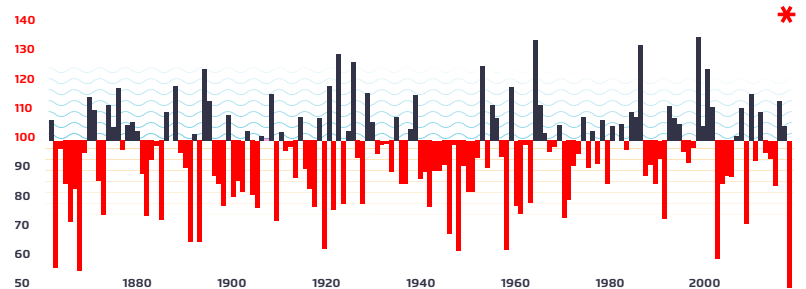
Stable precipitation levels

Nevertheless, the lack of rain in the summer months of 2018 is not part of a current climate trend: "If we look at the statistics over many years, the summer period from April to September shows no trend towards less or more precipitation, either on the north side of the Alps or on the south side. In fact, summer rainfall has remained very stable since measurements began as far as precipitation totals are concerned," explains Bader.

Switzerland has not seen a trend towards less precipitation over the past 150 years, regardless of the season. In winter, there has even been a significant increase in precipitation: October has brought a great deal of rainfall in the Rhine catchment area, while in the Gotthard and Grisons regions 150 to 250 percent of the norm fell during the years 1981 to 2010.

However, November, on the other hand, was very dry in the Rhine catchment area. Rainfall along the northern slopes of the Alps and in northern and central Grisons remained below 30 percent of the norm, and regionally even below 10 percent between 1981 and 2010.

The climate expert sums it up: "The monthly, seasonal and annual precipitation totals in Switzerland are very variable. Precipitation-rich and low-rainfall conditions alternate more or less regularly. For this reason, no long-term trend in precipitation can be observed for most of the year. And this more or less compensating variability of precipitation also directly controls the Rhine level in Switzerland."



No all-clear

Nevertheless, there is no general all-clear for inland navigation, because even without a change in precipitation, the amount of water available has decreased. According to Bader, the summer temperature, which has risen markedly since the 1990s, has increased evaporation. Accordingly, dry periods in summer are to be expected more frequently today than in the past. With the expected steady increase in summer temperatures, summer drought will become increasingly acute in the coming decades, even without a change in precipitation totals during the season.

According to the current trends in Switzerland, no significant changes in the monthly, seasonal and annual precipitation totals are to be expected until the middle of the current century. Stephan Bader assumes, however, that summer precipitation will decrease from 2050 and thus further intensify the lack of water.

Logistics must therefore continue to adjust to volatile water volumes on the Rhine in the future – which once again highlights the importance of a multi-modal transport chain. For exports as well as for Switzerland's national supply, the intermeshing of the various modes of transport is of immense importance. The fact that inland waterways and rail can support each other has been demonstrated once again in recent months. This cooperation will become increasingly important in the future.



SWISS- TERMINAL OFFERS APPRENTI- CESHIPS AGAIN

- ■ Is the logistics industry sexy? This is the question facing logistics companies looking for junior staff in a competitive job market that has been swept clean by other sectors. With a country-wide unemployment rate that lay at 2.3 percent in the month of March, according to figures published by the Federal Statistical Office, companies have to come up with creative ideas for finding suitable personnel. And Swissterminal AG is joining these efforts.

"In the forwarding sector, there is not enough qualified staff. This is why we train our own people and promote them within the company", says Roman Mayer, President and Delegate of the Board of the Swissterminal Group. As manager of a family business, he thinks in terms of generations. Offering apprenticeships used to be common practice in the past – "also as a social responsibility," as Mayer emphasises. However, because of the change in the company structure, the apprenticeship programme was stopped in 2011. But this year, it is being resumed. From August 2019, Swissterminal will offer an apprenticeship as a trader in international forwarding and logistics with a Swiss VET Diploma (Federal Vocational Education and Training).

Job advertisements are rarely as successful as desired because the personal departments often receive applications that fail to comply with the profile of requirements. This means the selection procedure can be a long, drawn-out process and use up essential capacity that is needed elsewhere. For this reason, Swissterminal has decided to outsource both the recruiting process and the administrative support for its trainee. "The Lehrbetriebsverbund AG (training institute) has acquired a great deal of know-how on the training of young people over the years and is the right partner for the joint promotion of new hires", explains Mayer.

From August 2019, Swissterminal will offer an apprenticeship as a trader in international forwarding and logistics with a Swiss VET Diploma (Federal Vocational Education and Training).

The Lehrbetriebsverbund (LBV) is an institution of the Economic Chamber of Baselland and takes care of over 160 trainees in 80 member companies from 30 different sectors. The trainees are not formally placed as apprentices but employed direct by the LBV, which takes over responsibility for managing their training programme. "As a family enterprise, it is an enormous relief that the LBV takes care of all the staff administration and management", emphasises Mayer. "It means we can concentrate entirely on the practical side of our apprentices' training," he explains. A first review will be made in 2020, "with the idea of offering several apprenticeship positions."

Personal initiative as well as teamwork are required in our day-to-day business

To begin, the LBV is taking over all responsibility for filling the apprenticeship position at Swissterminal in the second quarter of 2019 – from the call for applications to the signing of the contract. The application procedure covers not only an assessment of technical aptitude, but also a close examination of social and individual competences through assessments and personal interviews. "We work in an open dialogue on all levels of the company," explains Celina Simone from the personnel department of Swissterminal. She adds: "Personal initiative as well as teamwork are required in our day-to-day business. We want to test this out before we decide whether or not to take on a new candidate." Ideally, the apprentice will remain part of the Swissterminal family for many years after the three year training.

"Our aim is to train employees who are willing to commit themselves to us in the long term," explains Mayer. To successfully serve Swissterminal in the long run, Mayer believes a positive attitude towards customers is essential. This is why he looks for 'decent manners' and a communicative, 'rather extrovert personality' in trainees.

Forwarding/logistics may not necessarily be the first thing young job seekers think of, but the industry offers creative, meaningful jobs with an excellent work-life balance. In Switzerland alone, there are about 650 apprenticeship positions a year. "In our company, people in forwarding/logistics work at the interface of national and international container networks, with state-of-the-art IT systems," says Mayer. And that sounds pretty sexy.

In House

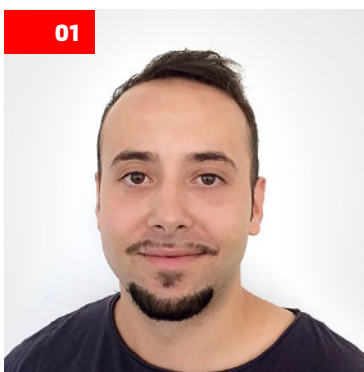
New Entries / Promotions / Births /
Anniversaries / Retirement

01

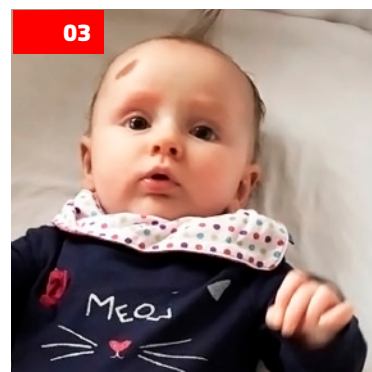
Mr Steven Gottwaldt,

employee in our terminal in Basel, was promoted to works manager on 1 January 2019. We offer him our sincere congratulations and wish him a successful and satisfying future in his new job.

01



03



02

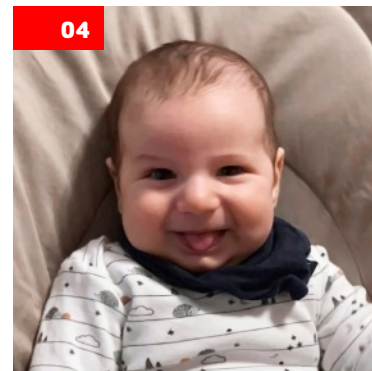
Mr Romain Stemmelen,

formerly a technician, was promoted to head of technics on 1 January 2019. We offer him our sincere congratulations and wish him a successful and satisfying future in his new job.

02



04



03

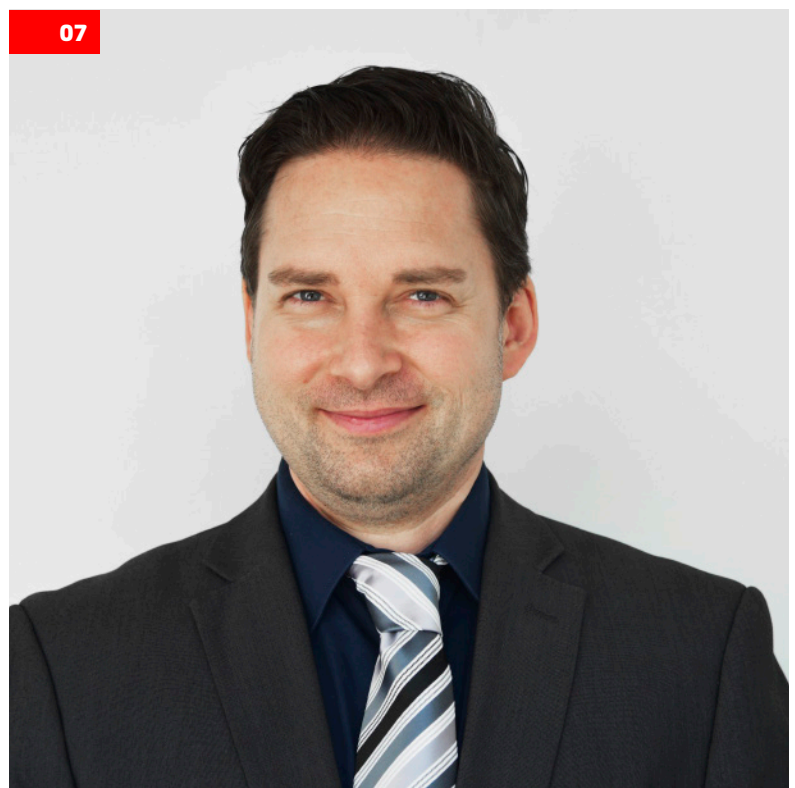
Ana-Leena, welcome! On 4 December 2018,

Ana-Leena Isabelle, daughter of Lauri Hartmann (terminal worker in Frenkendorf) and his wife Fabienne Hartmann, was born. We wish the happy parents and the little newcomer all the best and many happy hours together.

04

Luan, welcome! On 15 December 2018,

Luan Marto, son of Francisco Fernandes Froufe (terminal worker in Frenkendorf) and his wife Alexandra Fernandes Froufe, was born. We wish the happy parents and the little newcomer all the best and many happy hours together.



05 / 06

15 years / Claudia Kühnle
(entered 01.11.2003)

10 years / Hans Schürmann
(entered 01.12.2008)

We congratulate Mrs Kühnle and Mr Schürmann on this occasion and thank them both sincerely for their input, commitment, solidarity and loyalty to Swissterminal AG.

07

New Entriew

On 1 January 2019, Ingo Feser joined the company as COO, long-term successor to Jürg Wiggli. We are very pleased to welcome Mr Feser as new member of the management in our company and wish him a successful start in his new position.

08

Retirement

Our ICT manager Mr Hansjörg Halter went into well-earned retirement last November. We thank him most sincerely for his untiring services and his great dedication. We wish him all the best for the next stage of his life, with good health and lots of exciting experiences.

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Contact Details:

Swissterminal AG
Flachsackerstrasse 7
4402 Frenkendorf
Switzerland

T +41 (0) 61 906 45 45

F +41 (0) 61 906 45 50

info@swissterminal.com

www.swissterminal.com