





Leaders Forum 2008

«Attractiveness of job»

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History

W&H - The world's longest continuous manufacturer of dental hand pieces and one of the 3 market leader

- 1890 The precision engineers Weber and Hampel establish the company in Berlin
- 1944 Relocation of the factory to Buermoos, Salzburg
- 1958 On May 20, Peter Malata Sr. purchases W&H

Since then W&H is a family run business



Site 1, Buermoos

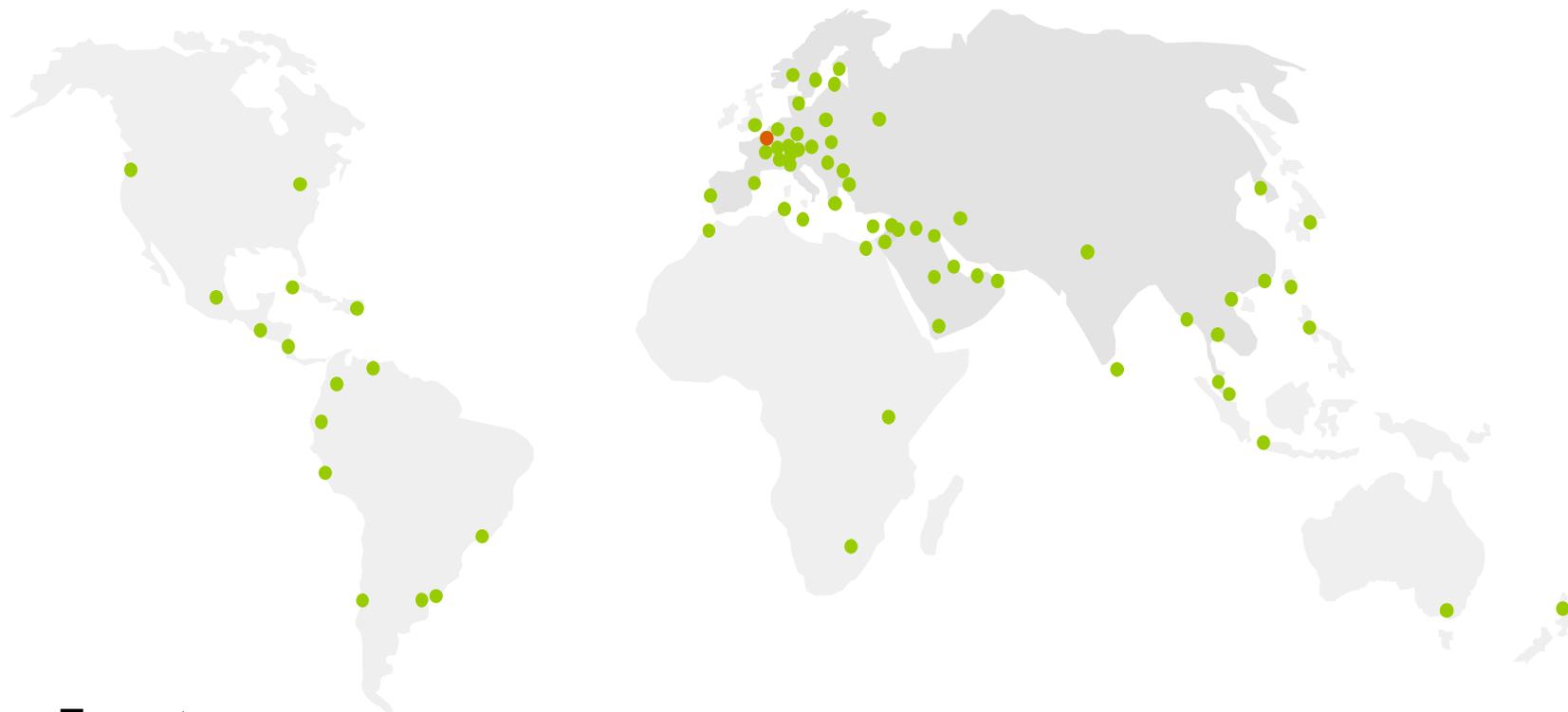


Site 2, Buermoos



Facts

W&H employees almost 1000 people all over the world.



Exports:

More than 95 % of the products – in more than 80 countries worldwide



Attractiveness of job





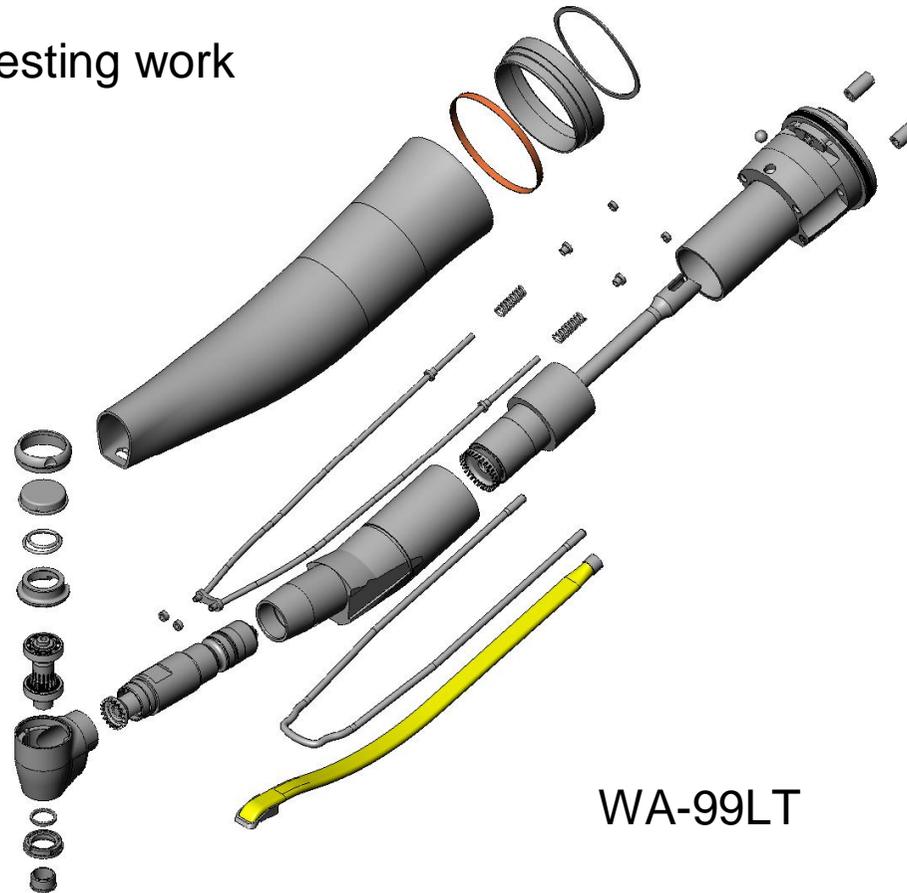
Features of an attractive job

- > Interesting work
- > Modern tools and equipment
- > To be needed - to be of value
- > Education Opportunities
- > Personal Career



Features of an attractive job

> Interesting work



WA-99LT



Features of an attractive job

- > Interesting work
- > Modern tools and equipment





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- > **Education Opportunities**





Education Opportunities

- > Teambuilding
- > Personality Development
- > Communication Trainings
- > Telephone Training
- > English Courses, Mathematics
- > Projects
- > First Aid Courses
- > On-the-job Safety Trainings



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- > **Personal Career**

Personal Career



Head of Division 1



Head of Division 3



Key Account Manager

Chance to become next W&H representative in the US



W&H Representative in the US



Development Department



Development Department



Why apprentices?

- > Safeguarding industry's competitiveness and technology
- > Transfer of special know-how of skilled workers over generations
«not to reinvent the wheel»
- > Company philosophy
- > Company culture
- > Code of conduct



Education Scheme

- > Dual education:
 - Industrial Clerk.....3,0 years
 - Others.....3,5 years
- > Workshops for apprentices
- > Contests (e.g. World Skills)
- > Education by job rotation
- > Defined responsibilities (C-tools)
- > Biennial excursions



Recruiting

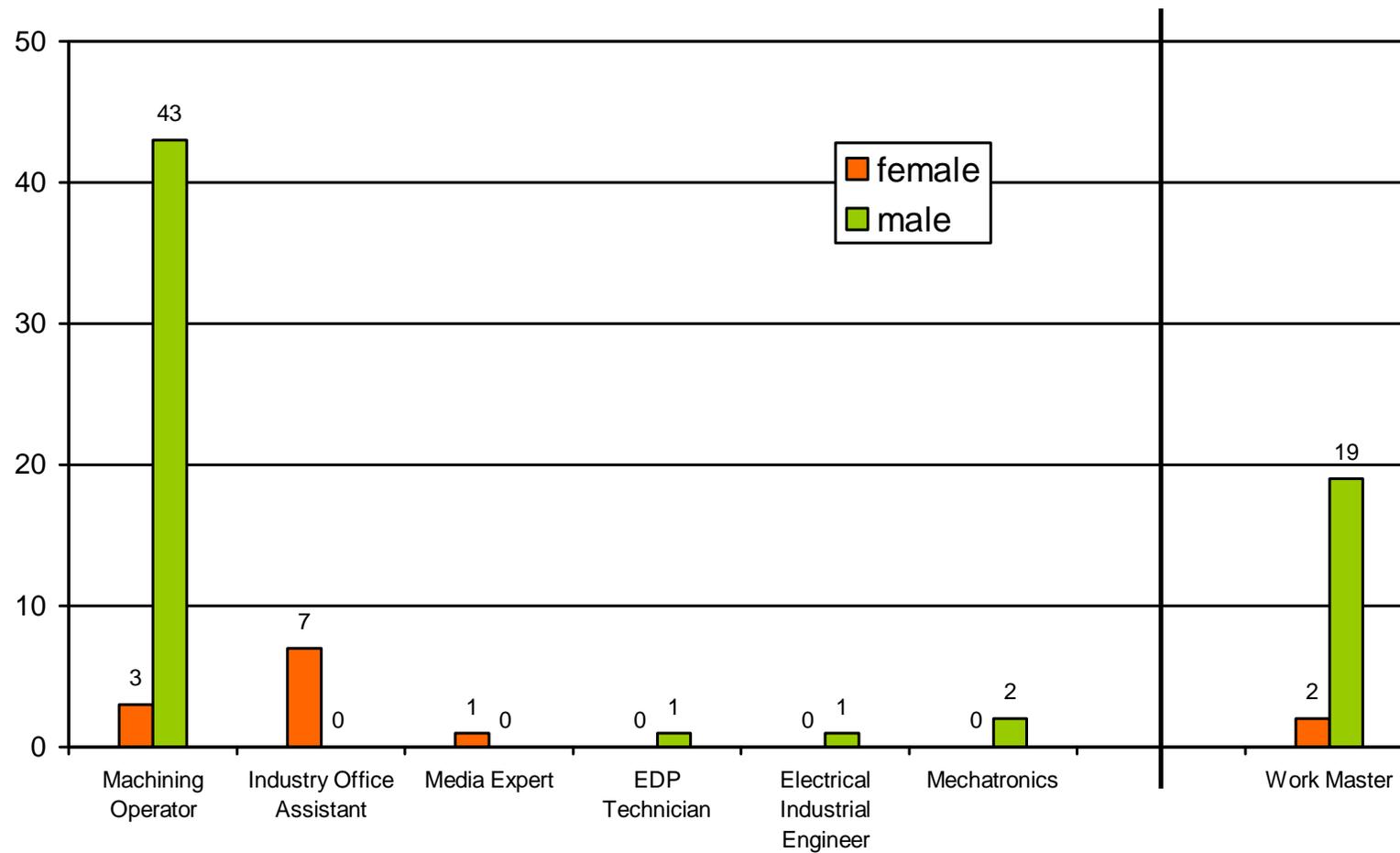
- > School report
- > W&H test for technical apprentices
- > Interview with the parents



W&H philosophy of recruiting

10% of staff are apprentices

as from 01.09.2008: 58 apprentices 573 others





Impressions of an apprentice's life at W&H ...



project «Become Self-contained»



fire drill

PEOPLE HAVE PRIORITY



outdoor cafe



on the job



high ropes course



with Mr. Buchinger - Minister of Social Affairs



Companionship





Thank you for your attention!

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