



TEKOPOST

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Dear readers,

the time is almost here: Chillventa is just around the corner!

For us, the trade fair is always a special highlight, as it gives us the opportunity to meet you in person and have great conversations. Visit our booth; we look forward to seeing you.

In this issue, we provide you with exciting insights into our current projects and the company.

We wish you an enjoyable read of the TEKOPOST!


Edgar Holzhäuser


Andreas Meier



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TEKO at Chillventa 2024:

Progress and responsibility in focus – not just in Nuremberg!

The Chillventa, one of the leading trade fairs for refrigeration, air conditioning, and heat pump technology, is just around the corner! From October 8 to 10, 2024, the latest innovations and trends will be showcased in Nuremberg. But what can visitors expect at TEKOs booth in Hall 6 | 310/410?

"We are excited to present our latest developments at Chillventa! Visitors can look forward to being surprised by our exciting innovations," reports Nadine Neuberger. A highlight will be the brand-new product line **Coolshift** – chillers and heat pumps featuring advanced CO₂ technology.

"For years, we have been implementing measures to act responsibly at trade fairs. Our commitment to sustainability is reflected in every detail of our booth." A central element of our strategy is the use of reusable materials. After extensive research, the marketing team has found a flooring solution that is not only durable but also designed for multiple uses at various trade shows. Some parts of the booth, such as our furniture, have been in use since 2012.



Nadine Neuberger
Management Assistant / Head of Marketing



To conserve resources, we rent technical equipment instead of purchasing it, which reduces transportation efforts. The plants that adorn our booth are either rented or sourced from Altenstadt. "Furthermore, we don't just use our banners and images during the fair; we creatively integrate them into our office spaces and other events as well. This way, we maximize the use of our materials and minimize waste. Additionally, we largely refrain from printed materials; our booth visitors can access all relevant information directly via various QR codes."

Another important aspect is collaborating with partners who also follow responsible practices. For example, we work with catering companies from Nuremberg that specialize in regional and organic products. This not only allows us to offer delicious food but also supports local providers.

This year, not only TEKOs will be represented in Nuremberg but also **Frigopol** from Austria and **Vitals**, our new sister company from Canada. Come by and meet the people behind these companies!

Modernization at the Wasgau Market:

A new standard in design and technology in Rodalben.

On March 26, 2024, the Wasgau market in Rodalben (Germany) was ceremoniously reopened after a new construction. With a total area of 2,200 square meters, the location presents itself as the most modern of its kind and offers an appealing shopping atmosphere. Of this, 1,432 square meters are dedicated to sales space, while the remainder is used for deliveries and parking.

The focus of the new market is on regionality and sustainability. The product range includes up to 300 types of fruits and vegetables from local growers within a maximum radius of 120 kilometers. The butcher's shop offers high-quality organic products and specialties from free-range farming.



Innovative technologies and environmentally friendly construction methods promote sustainability, including a wooden framework to enhance energy efficiency, the use of waste heat, LED lighting, and a photovoltaic system on the roof. A special feature is the green roof with lichen growth that stores and filters surface water. The building technology comes from GTM Gebäudetechnik Management GmbH based in Remscheid and ensures optimal air quality as well as regulated room temperatures in various zones of the market, including checkout areas, sales floors, storage rooms, and staff areas. The joint control strategy of building and refrigeration technology enables highly efficient heat and cooling generation from commercial refrigeration and environmentally friendly heat pumps.

Technologically, the market relies on advanced solutions. The **CO₂ booster ROXSTAsmart** with four normal cooling and three deep-freeze block compressors provides sustainable cooling, with normal cooling having a capacity of 64 kW and deep-freezing having a capacity of 19 kW. **TEKO Whiteline evaporators** in the cooling and freezing rooms contribute to the system's efficiency while heat recovery is used to support space heating. The refrigeration system was successfully installed by RS Kälte-Klima GmbH.

The control technology is provided by Wurm GmbH & Co. KG and manages the refrigeration system with a total of 35 cooling points. The FRIGOTAKT control system is employed to ensure optimal temperature management at all times by individually regulating each refrigerated furniture segment. Various refrigerated displays are available in the market, including a 30-meter-long refrigerated shelf, a 13-meter-long refrigerated service counter, as well as 12-meter-long freezers with a total of 15 doors. Additionally, there are two jumbo freezer islands measuring 6.5 meters each, four refrigerated rooms, and two freezer rooms. Online tools support Wasgau employees in individually optimizing energy use for each market as well as in their daily HACCP tasks, contributing to the efficiency and functionality of the market.

Thus, the new market combines regionality, sustainability, and innovative technologies into a modern shopping experience for customers. TEKOs is proud to contribute to this innovative concept.



Efficient collaboration:

Nico Braun shares his enthusiasm for Wurm Systems.

During a visit to Riegelsberg, TEKO recently conducted an exciting interview with Nico Braun, who is the co-owner of **RS Kälte-Klima GmbH** along with Frank Redda. In the conversation, Braun explained the advantages of Wurm systems for the efficient monitoring and control of building and plant technology in supermarkets.

TEKO: Hello, Mr. Braun. Thank you for taking the time for this conversation. Could you first tell us what exactly RS Kälte-Klima GmbH does and what services you offer?

Braun: Hello! I'm glad that TEKO is visiting us.

RS primarily operates in the commercial refrigeration sector, particularly in supermarkets. We are responsible for the installation and maintenance of refrigeration systems and refrigerated display cases in numerous supermarkets, including well-known names like REWE, PENNY, WASGAU, and Alnatura.

A significant portion of our revenue also comes from re-trading refrigerated display cases. While climate technology is not the main focus of our business, we are happy to install it as part of a project. In addition to serving our supermarket clients, we also work with a hospital in Saarbrücken with multiple locations where we maintain all refrigeration and air conditioning systems. Furthermore, we provide services to some industrial clients and warehouses.

TEKO: That sounds like a wide range of activities. How many employees does RS currently have?

Braun: Currently, we have 50 employees at the Riegelsberg location. In addition, we have two sales representatives specifically for the refrigerated display cases segment.

TEKO: How many supermarkets do you service in the commercial refrigeration sector?

Braun: RS offers nationwide support for refrigeration planning and installation. Additionally, from our location in Riegelsberg, we also provide service for approximately 400 supermarkets across the entire country.

TEKO: Green technology is becoming increasingly important, not only due to legal requirements. What percentage of your customers are already using natural refrigerants?

Braun: In the construction of new supermarkets, 99% of our customers are using natural refrigerants. Supermarkets have been pioneers in this area in my opinion.

TEKO: Which control systems do you use for your commercial customers?

Braun: For more than 90 % of our customers, we use Wurm control systems. RS works closely with TEKO and Wurm

and has chosen Wurm's technology many years ago. The control systems are not only easy to handle due to RS's expertise, but also because of their user-friendliness. Wurm's technology is intuitive and efficient in its application.

TEKO: What distinguishes the Wurm systems in your facilities? How does Wurm make it easier for you to work with CO₂ systems?

Braun: We chose Wurm primarily for its Remote Data Transmission (RDT). This allows us to monitor and interact with our systems from our office or even from a home office without the need for a service technician to visit the customer directly. Through centralized control via the **FRIGODATA XP** tool, we have everything in view and can quickly respond in case of malfunctions. FRIGODATA XP continuously and regularly collects and logs system data. Without Wurm's RDT, we would not be able to serve the multitude of our customers. For RS, it is easy to monitor markets nationwide at any time – whether in Hamburg or Munich. The reliability of Wurm is outstanding.

Furthermore, the **seamless integration of Wurm systems into our customers' building**



RS KÄLTE - KLIMA

RS is an expert in the field of refrigeration and air conditioning technology, supporting its customers from advice and installation to maintenance and customer service.

The company focuses on commercial and industrial projects and is reliably available to its customers for all matters relating to refrigeration systems.

technology enables a more efficient workflow and minimizes downtime. The technology comes from GTM Gebäudetechnik Management GmbH, a subsidiary of Wurm, based on the same hardware. This allows us to quickly respond to issues and monitor the systems optimally to ensure smooth operation. A key advantage of GTM in conjunction with Wurm is that despite different trades and potentially different owners, only one gateway is required for fault transmission, remote diagnosis, historical data collection, and remote service. The Multigate behaves externally like two separate gateways: Building technicians and us as refrigeration technicians only have access to data from their respective areas of responsibility, while the operator can view the entire system through the **FRIGODATA Online** software. A significant advantage of this integrated solution is the ability of both systems to communicate with each other despite data separation and access permissions. This allows for very efficient syn-

ergy effects, for example in heat recovery systems.

“ Wurm control technology increases the lifespan of systems

TEKO: What is the average lifespan of the systems you build and maintain?

Braun: RS requires replacement parts extremely rarely, reflecting the exceptionally high product safety and durability of the products. Through collaboration with Wurm and TEKO, we always have access to an extensive spare parts inventory. This allows us to carry out repairs immediately without having to wait for the delivery of spare parts. We have systems that have been in operation for 20 years, and even here we have no difficulties sourcing

spare parts. Additionally, Wurm control technology is almost always **backward compatible**, meaning that new components can easily replace older ones without the need for complex rebuilding or replacement of the system. This ensures that our systems equipped with Wurm control technology have a long lifespan.

Regarding our oldest system, I can tell you that we have a refrigeration system in a supermarket that has been functioning flawlessly since 1999. This underscores the longevity and reliability of the Wurm systems. Even when implementing new control technology in this system, no problems arise.

TEKO: Every refrigeration system generates waste heat. How can you make use of it?

Braun: For many of our customers, the use of waste heat is becoming increasingly important. Through our experience, we have found that we are able **to heat a super**





"Once Wurm, always Wurm. I am a big fan." – Nico Braun, Managing Director of RS Kälte-Klima GmbH from Riegelsberg.

market up to 90% using waste heat, without the need for fossil fuels or an additional heat pump. Given the rising energy costs, heat recovery unit (HRU), plays a crucial role in increasing efficiency.

Heat recovery is not only economically viable, but also an important contribution to sustainability. By effectively utilizing existing waste heat, we reduce the need for external energy and help to reduce CO₂ emissions. This is particularly relevant in times when environmental protection and sustainability are becoming increasingly important.

TEKO: There is often talk of a shortage of skilled workers. What measures are being taken at RS to find skilled employees?

Braun: Our industry has been affected by a shortage of skilled workers for years, this is

not a new issue for us. Unfortunately, there is a lack of young talent in our field, which makes it difficult to find qualified professionals.

Therefore, we actively engage with the public to establish ourselves as an attractive employer. In recent years, we have taken various measures to strengthen our presence. This includes, for example, producing trailers that were shown before movie screenings. Our image video, about 30 seconds long, was presented before the start of the film in a total of 12 cinemas. It is important to us that the videos are produced in collaboration with our employees and authentically represent their work. Additionally, we have produced an image film for our website and our advertisements can be seen on public transport buses in the Saarbrücken area. We also support various sports clubs in

our region. A good working atmosphere is particularly important to us, so we maintain open communication on an equal footing with our employees. Currently, we are training four apprentices to counteract the shortage of skilled workers and promote qualified young talent.

TEKO: How are new employees introduced to the topic of natural refrigerants?

Braun: Our technicians always work in teams. Especially in supermarkets, where distances are long and time is short, working in a two-person team has proven to be effective.

RS regularly takes advantage of **training opportunities offered by TEKO and Wurm**. The continuous exchange with experts keeps us up to date and motivates our employees. In case of complex issues or technical challenges, we can always rely on the expertise of Wurm and TEKO. This partnership significantly contributes to our ability to provide our customers with excellent service and to be successful in demanding projects.

TEKO: You mentioned that you have 50 employees. How do you manage to offer your customers a 24/7 service?

Braun: Thanks to the Remote Data Transmission (RDT) from Wurm, we can serve 400 supermarkets nationwide with just 8 service employees.

Through the software FRIGODATA XP, we can analyze each individual store disruption directly and avoid unnecessary deployments on weekends or at night. For example, we can detect issues

such as an open refrigerator door and forward this message to the customer without requiring an RS employee to be on site.

“ Thanks to FRIDA, our service technicians can save some on-site appointments.”

TEKO: How does that work exactly?

Braun: The data is reported to RS via the secure proxy server of Wurm through the monitoring tool FRIGODATA XP. The fault notification is then sent to three emergency service mobile phones in our office as an SMS (24 hours). This way, multiple employees are informed about the errors and can adjust the service plans accordingly.

In addition, we use the Wurm **app FRIDA**. With FRIDA, all of our service technicians have all the important functions of FRIGODATA XP on their display at all times and can analyze a project down to the deepest detail level and change adjustable values if needed without having to be on site.

The **backward compatibility of FRIDA** allows for monitoring even older refrigeration systems, which provides significant benefits for customers. This means they do not necessarily have to upgrade or replace their entire system in order to benefit from the advantages of modern monitoring technology.

TEKO: Does this mean that RS has access to all supermarkets? Do you have your own IT department?

Braun: No, we do not have an extensive IT department, as everything is managed through the proxy server from Remscheid. Wurm takes care of service and maintenance for the encrypted VPN connection.

The security measures are extremely high – users are bound to their identity at a security center via **One ID**. During remote access, users are authenticated based on their permissions and company affiliation. Additional security measures such as the ability to remotely lock devices, different password levels for different trades, and secure VPN connections defined together according to the operator's security standards enhance security. As customers, we utilize this secure infrastructure and do not have to worry about it, allowing us to focus on our core competence in refrigeration and building technology.



FRIGO – the popular RS mascot and loyal companion of Nico Braun.

TEKO: How has your daily work routine changed with the Wurm app FRIDA? How do your employees rate its user-friendliness?

Braun: Our employees regularly confirm that the FRIDA app is very intuitive. Even large parameter sets are displayed in a clear manner. With online access to all technical information, our technicians can prepare optimally for their service assignments. This allows them, for example, to identify and take along spare parts in advance, saving time and costs. FRIDA is a modern tool for our technicians that enables them to work independently.

TEKO: Thank you for your time and the interesting information, Mr. Braun.

Braun: A big thank you goes to TEKO as well! We are looking forward to further successful projects together and are excited to see what the future holds.



K.E.D relies on ROXSTAsmart at the Allianz Arena:

Innovative cooling technology for a first-class catering experience.



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In the vibrant city of Munich, the imposing structure of the Allianz Arena rises, home to the renowned FC Bayern Munich. But behind the scenes of this modern football stadium lies a complex world of refrigeration and air conditioning, crucial for the smooth operation of the gastronomic facilities.

K.E.D Kälte- und Klimatechnik GmbH faced the challenge of equipping the main kitchen of the Allianz Arena with the innovative ROXSTAsmart. A mammoth task, as the existing system dated back to 2006 and was in urgent need of modernization. However, the team at K.E.D did not shy away from the challenge and set out to lay over 2,000 meters of piping throughout the entire stadium. A logistical feat considering the size and complexity of the Allianz Arena.

The installation of the new compound systems was anything but a walk in the park, as maneuvering in a stadium without freight elevators and only stairs for access is quite unique. But K.E.D tackled this unusual challenge with a smile and the support of a moving company.

The total cooling area of 315 square meters was distributed among 16 standard refrigeration and freezer rooms to ensure efficient supply to the cooling points. Two **ROXSTAsmart** units were deployed, with two larger rapid coolers each connected to the booster stage with 35 kW cooling capacity at -20 °C. This innovative technology ensures that all areas of the stadium are always supplied with fresh food and drinks. The decision to use ROXSTAsmart was a step towards the future: The systems operate with environmentally friendly refrigerant R744 and utilize heat recovery for heating purposes, highlighting a commitment to sustainability and environmental protection.

But that's not all: TEKO completed the delivery package with four **CO₂ gas coolers** and **Whiteline evaporators** to maximize efficient cooling in the main kitchen. Two gas coolers were connected to each

ROXSTAsmart unit, providing a return cooling capacity of 50 kW per unit. A specially tailored evaporator was delivered for each cooling room according to required temperatures and spaces.

The installed **Frigotakt+** control system by Wurm GmbH & Co. KG Elektronische Systeme is an innovative technology enabling performance-dependent compressor switching. Cooling points, compressors, and condensers are controlled holistically, focusing on individual cooling temperatures for each cooling point. The system utilizes powerful microcontrollers to model and select online the most energy-efficient operating point based on operational characteristics of all refrigeration components. The optimal operating point is continuously recalculated in advance to minimize compressor switches as much as possible, resulting in an extremely continuous, forward-looking, and energy-efficient operation mode of the Wurm system. Additionally, Frigotakt+ provides insights into potential efficiency enhancements for K.E.D. Through this intelligent control technology, not only precise control of cooling temperature is ensured but also optimal utilization of energy sources is guaranteed.

Partial commissioning took place in August 2023 when 8 cooling rooms were put into operation. These rooms were already present before renovation and equipped with new evaporators last summer as well as connected to the CO₂ compound system. Full commissioning of new cooling rooms and rapid coolers took place in January 2024.

Despite all challenges, K.E.D successfully completed the installation, making a significant contribution to smooth operations at the Allianz Arena.



“With this successful project, we have once again proven that we can find creative solutions even in challenging situations. We look forward to continuing to explore innovative paths and inspire our customers with individual solutions in the field of refrigeration and air conditioning.”

Michael Kraus, Managing Director of K.E.D Kälte- und Klimatechnik GmbH.



Vitalis Coolshift R744 heat pump solutions: CO₂ technology for forward-looking applications in America.

Vitalis has been part of the KKV Group, the parent company of TEK, since 2024. This merger aims to offer innovative CO₂ solutions. Vitalis supports companies and communities in transitioning to cleaner technologies. As part of the KKV Group, Vitalis provides reliable R744 heating and cooling solutions to customers in the USA and Canada. These systems are environmentally friendly in the long term and reduce costs compared to conventional solutions.

Coolshift technology

The Vitalis Coolshift R744 systems are designed for demanding applications in commercial, industrial, recreational, and district heating sectors. They offer a variety of configurations with a single solution for air, ground, or water sources, covering heating or cooling capacities **up to 3 MW**. These products are specifically manufactured for the American market. Through differentiated design approaches, Vitalis manages to keep Coolshift solutions simple and competitive compared to traditional F-gas refrigerant systems for many applications. Each Coolshift heat pump is equipped with a control system that allows for continuous optimization and seamless integration into industrial control platforms. Additionally, Vitalis can act as an OEM with in-house experts in process and application engineering to provide advanced customizations for specific project requirements.

The Coolshift R744 technology is particularly useful for applications requiring simultaneous heating and cooling processes. For example, a brewery or dairy can utilize the cooling capacity of a Coolshift heat pump to cool finished products while simultaneously using waste heat to generate hot water. Such applications are ideal for R744 heat pumps and often result in the highest possible performance coefficients (COPs).

At this year's Chillventa trade fair in Nuremberg, TEK will present the new **Coolshift series** for the European market. After several years of development, TEK has combined its extensive expertise in **CO₂, chillers, and heat pumps** with Vitalis's know-how.

The Coolshift series features innovative solutions specifically developed for the needs of the European market.

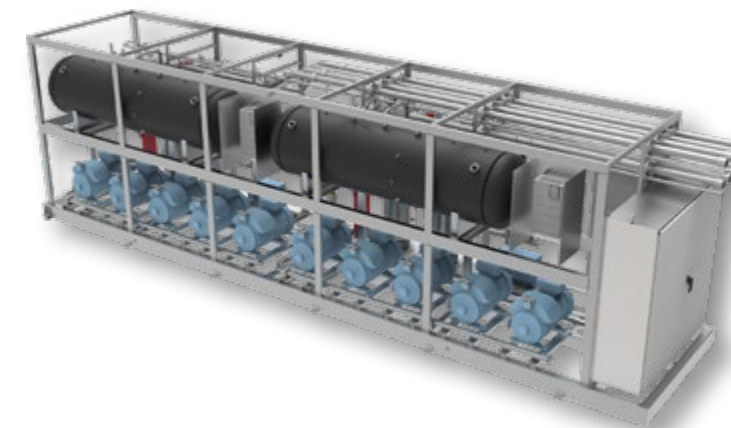


R744 cooler for food production facilities.

Current project examples

Vitalis has increased production of Coolshift solutions as more companies discover the versatile possibilities of this heat pump technology. Notable projects include:

- **Process heating and cooling for a production line:** A Coolshift system provides combined heating and cooling functions for processes in an industrial painting facility.
- **Low-temperature district heating system at a Canadian University:** A 1.5 MW reversible air-water R744 heat pump helps the University of British Columbia Okanagan (UBCO) campus replace gas boilers as the primary heat source and reduce annual carbon emissions by 815 tons. It also serves as an additional cooling source in summer.
- **Integration into the latest generation of Vitalis extraction systems:** The Coolshift R744 technology is fully integrated into Vitalis's Polaramax CO₂ and multi-solvent extraction systems that extract targeted compounds from biomass or other materials on an industrial scale.



1.5 MW heat pump for the University of British Columbia Okanagan.

Commitment to economic, future-proof solutions

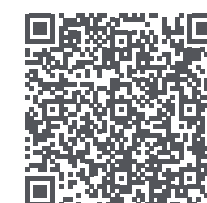


The photo shows the managing directors (from left to right): Michael Millbrodt from the KKV Group, James Seabrook from Vitalis, and Andreas Meier from TEK.

With stricter regulations coming into effect and increasing consideration of climate change in heating and cooling systems, traditional F-gas technologies are becoming obsolete. This leads many organizations to face stranded assets. For this reason, Vitalis is committed to developing CO₂-based systems that are future-proof. The Coolshift R744 heat pump solutions have been designed to meet current requirements while combining sustainable future viability with high efficiency and economic profitability of operating costs.

"We are excited to be part of the KKV Group and work closely with TEK to accelerate the global deployment of our CO₂ solutions," says James Seabrook, Managing

Director of Vitalis. "Our passion for sustainable process solutions drives us forward. Our journey began with products that use CO₂ as a solvent in food and beverage processing. The development of R744 heat pumps and refrigeration systems was a natural next step to offer sustainable alternatives in these areas as well."





A success story:

The Austrian company
Frigopol Kälteanlagen GmbH.



Since its founding in 1945 as R. Clulk Metallwarenfabrik Graz, Frigopol Kälteanlagen GmbH has developed into a leading manufacturer of high-performance systems for food production and industry. Frigopol brings extensive expertise in the production of customized solutions and is a specialist in the field of CO₂ refrigeration technology. In 2019, the Austrian company was acquired by TEKÖ to explore new manufacturing opportunities and strengthen its market presence in the food industry as well as in Europe. Felix Heidschuster, authorized signatory at Frigopol, spoke with TEKÖ about his new role and the future direction of the company.

TEKÖ: Felix, since Januar 1, 2024, you have joined Frigopol's operational management as an authorized signatory. With 8 years of experience at TEKÖ, how did you come to switch to Frigopol, and how would you describe your start at the company?

Felix: Since TEKÖ embarked on a "natural" future together with Frigopol in 2019, I have been accompanying the company. I was involved from the beginning in merging the companies and jointly handling the first projects and orders, as well as standardizing the structures and processes. Therefore, my start at Frigopol was much earlier. From the outset, I was warmly welcomed into the Frigopol team and always felt very

welcome, which continues to inspire and motivate me to dedicate all my energy to the company.

TEKÖ: What are your goals for your new role and the future course of Frigopol?

Felix: It is important to show existing customers opportunities and solutions that we can implement together with TEKÖ. Frigopol has a high degree of flexibility and can quickly adapt to market requirements and customer demands. I will continue to leverage and expand these strengths to acquire new customers in the industrial and project business. Some projects have already been successfully implemented, and we will continue to

report on them on platforms like Facebook, LinkedIn, etc.

TEKÖ: Exciting development potentials are opening up. What do you see as the biggest challenges for both companies?

Felix: A significant challenge will be to establish ourselves in the industrial and project business while building long-term customer bonds and relationships. Therefore, it is important for me to work closely with customers and TEKÖ while also leveraging and expanding the synergies between the companies more effectively. Over the past few years, we have exchanged a lot of experiences regarding technology and solutions for specific customer needs, but



there is still much to learn from each other!

TEKÖ: How does Frigopol utilize its experience in electrical switchgear construction to develop customized switchgear for refrigeration and environmental systems, building services engineering, and pharmaceuticals?

Felix: Close customer contact is necessary here and of great importance. We develop switch cabinets for specific requirements together with the customer, incorporating our know-how and experiences into projects. We also have extensive knowledge of various standards and country-specific requirements.

TEKÖ: How does Frigopol plan to strengthen the production of special refrigeration systems using natural refrigerants to operate successfully in the international market?

Felix: At the beginning of this year, we organized a joint sales meeting with TEKÖ to demonstrate TEKÖ's sales team the possibilities and flexibility of Frigopol. This allows us to offer opportunities for expanding

TEKÖ's product lines and customizing them according to specific customer requests. In the first month, this approach has already proven successful, showing that TEKÖ can operate much more flexibly in the market.

TEKÖ: What personal goals have you set for yourself as a member of Frigopol in the coming years?

Felix: It is very important for me to further promote and strengthen cohesion and collaboration at Frigopol since this is an essential foundation for a functioning company in my view.

Additionally, I will focus on familiarizing myself with processes and procedures to further optimize them for smooth operations. Of course, it is also my goal to increase company figures while convincing customers of our performance capability and quality.

TEKÖ: Please complete the following sentence: When I think about Frigopol in 10 years, I see ...

Felix: ... a healthy and grown company with a stable order intake as well as satisfied customers.



TEKÖ: Out of the office then?

Felix: Into nature exploring Austria.

TEKÖ: What do you particularly like about your new home?

Felix: The nature, people, and especially the many sunny days!

A decade of collaboration ...

... Our celebrants in focus!

This year, we are celebrating a very special occasion: We honor our long-standing employees who have been part of our team for a decade. Congratulations to **Dennis Drozd, Werner Grosse, Sebastian Seip, Lukas Stahl, and Marco Steinhorst!**

Your commitment and tireless dedication have significantly contributed to the success of our company. Over the past ten years, you have not only demonstrated your expertise but also enriched the team with your positive spirit. Together, you have overcome challenges and developed innovative solutions that have advanced TEKÖ. We thank you for your valuable work.

We welcome ...

... new employees at TEKÖ.



Patrick Diener |
Product Management

My "office self" in five words:

**MOTIVATED | DETERMINED
STRUCTURED | HELPFUL
CAREFUL**

important to feel comfortable in the workplace and to get along well with colleagues.

After a brief stop at another company, I decided to return to TEKÖ. The decisive factors were my connection to TEKÖ, the very good and pleasant working atmosphere it offers me personally, as well as the exciting and challenging tasks of the new job. I find it very

Working at TEKÖ brings me 100% joy and fun, which is the most important thing for me in my career. I started with an apprenticeship as an industrial mechanic, followed by further training as a state-certified technician in mechanical engineering and a supplementary degree in technical business administration. Before my brief stop, I had already worked for 5 ½ years in production planning at TEKÖ.

My professional competencies lie in building structures, creating order, and standardizing processes, both in my work and personal life. I always have an open ear for everyone and am happy to listen. For the future at TEKÖ, I plan to contribute to creating a better structure within the company regarding workflows and processes. I aim for a uniform setup of our series to improve our working methods and ensure better cross-departmental communication.

Outside of work, my family – my wife, our two daughters (3 years and 9 months), and our dog – are at the center of my life. We are currently renovating our new home. In my free time, I enjoy meeting friends or playing sports, even though that has been somewhat limited lately.



Merle Radeck |
Quality Management & Projects

My "office self" in five words:

**ANALYTICAL | ORGANIZED
SOLUTION-ORIENTED
METICULOUS | OPEN**

easier. The flexible arrangement of my tasks and working hours was particularly helpful, as was collaborating with the colleague who

stepped in for me in quality management during my absence.

Quality management remains an interesting topic that has accompanied me since my studies. It is fascinating to engage with corporate processes and see how they influence each other and what interactions exist. This role provides a good insight into all areas of the company. In the project area, I am working on the EU directive on sustainability reporting. The directive is very comprehensive and establishes a uniform European standard for companies' reporting on environmental, social, and governance issues.

Finding a balance between work and family is a challenge. I am glad that TEKÖ has been flexible in accommodating my needs. Despite the demands of having twins, I try to regularly carve out time for myself.

After two years of parental leave, I faced the challenge of re-entering the workforce. The respect for this new phase of life was significant, but after the first few days in the office, my uncertainty faded away. The team welcomed me warmly and made my reintegration



Nicolas Metzger |
Technical Support

My "office self" in five words:

**MOTIVATED | TEAM-ORIENTED
SOLUTION-FOCUSED
ADAPTABLE | HELPFUL**

During my training, I had my first contact with TEKÖ. When I decided to pursue a new career direction, I researched TEKÖ and was impressed by its long-standing experience with natural refrigerants. Now, I am proud to be part of this forward-thinking company.

I started with an apprenticeship as a mechatronics technician for refrigeration technology and completed further training to become a master refrigeration technician. In my subsequent role as an assembly and commissioning technician in the field of environmental simulation, I gained practical experience in refrigeration system construction across Europe and took on supervisory responsibilities.

For my future at TEKÖ, I plan to deepen my knowledge in the area of CO₂, actively contribute to the company, and help provide our customers with high-quality and reliable solutions. I see it as my mission to actively participate in the development of innovative solutions and to advance TEKÖ further.

Outside of work, I volunteer with the fire department and enjoy spending time with my dog in nature to find balance in my professional life.



Michael Post |
North Sales Office

My "office self" in five words:

**STRUCTURED | PUNCTUAL
OPEN-MINDED | HUMOROUS
ALWAYS LOOKING TO SIMPLIFY
RECURRING PROCESSES**

I have known TEKO for many years, and it was during my first job in a refrigeration company that I met my current team leader, Steffen Schreiber.

For me, TEKO represents long-standing experience and continuous development in the field of innovative, energy-efficient, and environmentally

friendly refrigeration technology. Therefore, TEKO was my personal favorite for my professional advancement, and I am glad to be part of the team at TEKO today.

My career began in the electrical and refrigeration system construction trade, where I held various positions, starting as an installer and progressing to service manager for northern Germany and sales representative. These diverse experiences provide me with different perspectives on tasks and a comprehensive understanding of both commercial and technical challenges.

My professional competencies range from electrical engineering to completing a master's program in electrical engineering, as well as qualifications as a business economist (HWK) and passing the master craftsman examination in refrigeration system construction.

For the future at TEKO, I plan to further develop partnerships with our customers and support companies that have little experience with the natural refrigerant CO₂. I see us as partners for mutual development in this area.

Outside of work, I am particularly interested in spending time with my family and friends, engaging in sports activities, and taking trips to the coast. Overall, I look forward to contributing my experiences and skills at TEKO and working on exciting projects together with my team.

Every day, we do everything we can to live up to expectations – with professional competence, excellent performance and a motivated team that is always committed to the interests of our customers. To ensure that we continue to be prepared for all challenges, we have expanded our team. We are pleased to introduce you to our new employees.



Successful conclusion ...

... from trainee to permanent team member.



Alicia Ciotta |
Reception & Marketing

My "office self" in five words:

**CONSCIENTIOUS | THOROUGH
RELIABLE | PROACTIVE
MOTIVATED**

I am very pleased to officially be part of the TEKO team. After successfully completing my training as an industrial clerk, I look forward to the future and collaborating with my new team.

Since joining, my responsibilities have

included organizing training sessions. This involves managing the Excel list for training registrations, coordinating catering and room

setup, as well as preparing the Excel list for sales invoices. I started these tasks during my training at the reception and was able to get up to speed quickly.

During my training and after being taken on, I faced particular challenges that I am proud of. New situations, such as communicating with customers over the phone, presented exciting tasks that allowed me to further develop my skills. Over time, a daily routine emerged that helped me act with even more confidence and effectiveness. I am especially proud of how focused and motivated I was while studying for my exams, which led to a successful completion.

For my future career at TEKO, my goal is to establish myself as a permanent employee. In a few years, I could see myself pursuing further education as a specialist in business management, although I have not yet made a firm decision on this. Maintaining a balance between work and leisure is important to me.

Unfortunately, during the exam phase, I neglected my hobby due to intensive studying. Now, I want to focus more on it again and pursue my interests, especially after work and on weekends.



Alicia Ciotta and Sina von Dungen:
Your Reception Team – the first contact
for our customers.

TEKO Kältetechnik

www.teko-gmbh.com



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