

EHSCS Magazine

• Sacred Tuesday's...



XEROX

From the editors

It occurred to me that the seasons change from one to the other very quickly.

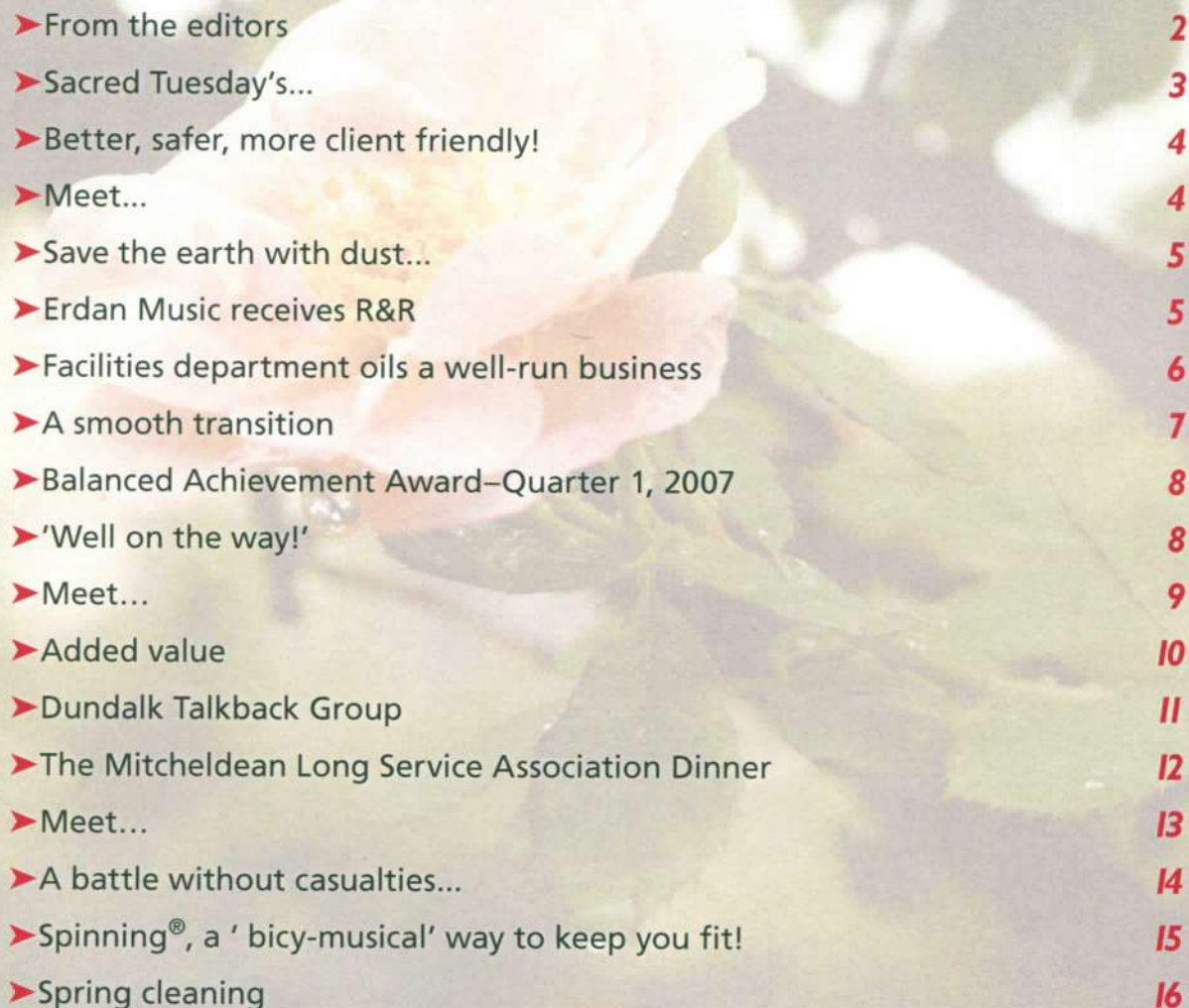
Winter slips away and becomes spring. Spring turns into summer and summer into autumn, and before you know it, winter is here again.

Within Xerox, a year also seems to pass quickly. There used to be one, maybe two new products each year and now there are at least twenty. They almost all get produced on time with historical frequent

programme slips no longer occurring. If you have just joined Xerox then you may not feel completely involved, but after a few years the ties will get stronger. Not only is there a "togetherness" business wise, but there is friendship and solidarity between colleagues. Being there for each other, what could be better? This makes Xerox unique.

On behalf of the editors
Ingrid Renjaän-Wijkmans

In this issue:

- 
- | | |
|--|----|
| ➤ From the editors | 2 |
| ➤ Sacred Tuesday's... | 3 |
| ➤ Better, safer, more client friendly! | 4 |
| ➤ Meet... | 4 |
| ➤ Save the earth with dust... | 5 |
| ➤ Erdan Music receives R&R | 5 |
| ➤ Facilities department oils a well-run business | 6 |
| ➤ A smooth transition | 7 |
| ➤ Balanced Achievement Award—Quarter 1, 2007 | 8 |
| ➤ 'Well on the way!' | 8 |
| ➤ Meet... | 9 |
| ➤ Added value | 10 |
| ➤ Dundalk Talkback Group | 11 |
| ➤ The Mitcheldean Long Service Association Dinner | 12 |
| ➤ Meet... | 13 |
| ➤ A battle without casualties... | 14 |
| ➤ Spinning®, a 'bicy-musical' way to keep you fit! | 15 |
| ➤ Spring cleaning | 16 |

Sacred Tuesday's...

Even though it has never been a legal obligation, Xerox's fire brigade has been active for 40 years. It's an institute which fortunately hasn't been called out too often, but one which is completely up to date, not just in their knowledge, but also in actions, because for 40 years, they have practiced every Tuesday evening. Just in case



Emergency exists

The most important tasks of the company fire brigade are therefore prevention and drawing attention. "It's especially important in this day and age," explains Lamers. "Look back at the history and you will see that it was no different 40 years ago. The emphasis was and is on the prevention of incidents."

This doesn't take away the fact that the fire brigade needs to know what to do if an incident does occur. Therefore we practice, practice and practice, every Tuesday evening. "This was the case 40 years ago and is still the case now. For the fire brigade, Tuesday evenings are sacred." Lamers knows this because as an instructor with years of experience in the fire brigade in nearby Gennep, he is responsible for the weekly practice sessions. Evacuating colleagues, putting out fires, offering first aid to victims and communicating with the local fire brigade. This is all covered in the

weekly practice sessions, so that everyone knows what to do just in case of....

Lamers: "As well as this, we also have the task of drawing attention to certain things, for example, if, during our practice we notice an emergency exit is blocked, we discuss this during our evaluation, which always follows a practice session and a report is sent to management. You wouldn't want to know what the consequences could be if something really happened."

Festivities

On 1st May the company fire brigade was 40 years old. In order to celebrate this, a jubilee book will be published and presented to the management of both companies on 8th September. On the same day there will also be a competition with 8 other company fire brigades culminating with a reception to celebrate the jubilee.

Explosions, chemical leakages, fires of inflammable materials or a warehouse which breaks out in fire are all scenarios which could happen on the Xerox/Flextronics site. To prevent this sort of situation, the company has had a fire brigade for 40 years and whoever looks back will see that in those years there have been some small incidents, but the brigade has only been called out four times for real fires. This has happened twice on site in the 1970's and the 1980's and twice in 1976 when the brigade helped with bush fires around the Xerox site, which went on for several days. Is a company fire brigade a bit of a luxury then? "Of course not", says Commander Pieter Lamers, who together with 18 other colleagues, forms the current team. "A company fire brigade is a necessity. We work with dangerous and inflammable material here and in the case of an accident, we are always quicker to arrive at the incident than the local fire brigade. Therefore, we can prevent worse things happening and hopefully limit the economical damage."



Better, safer, more client friendly!

On Friday 9th March, the ELC had a small party as that day, Xerox Venray began using the new block stack area in building C. The new layout, according to Operations Manager Bernard Bergkamp, means the daily orders can be carried out more safely and at a lower cost, especially for consumables.



From these changes the end client, who places on average 6000 orders for consumables everyday, and also the service engineers throughout Europe and DMO, who also place 15,000 daily spares orders, can profit. Bernard: "A while ago we began a black belt project 'ELC Restructur-

ing in building C'. The goal was to make specific changes in order to quickly anticipate changes and developments within the business. For example, DMO is a client which is becoming more and more important."

The process of restructuring was not so simple according to Bernard: "As we were also given the task of dealing with the consumables at Venray, this meant that we had to make fairly major changes. In doing so we developed a completely new process which met the clients wishes. Along-

Meet...

Pauline McAleer

Fell in love, engaged, got married:
To John, have a little boy called Sean.

Education:
Second Level Education School of hard knocks!!!!

Position:
Team Coach in our Toner business.

Company History:
Came to Xerox in 2000 as a Technical Operator, went on to be a Team Coach watch this space.

Hobbies:
Salsa dancing, line dancing, reading a good book.

How I feel on Monday Mornings:
Stunned.



Character:
Easy going, good listener, love a good laugh.

I Dislike:
Manchester United.

Favourite Wish:
To win the Euro Millions lotto.

My Motto:
Don't knock it until you try it.

At Xerox I would like to walk for a day in the shoes of:

Colin Smith (Team Leader), just to know what its like to be wealthy and still want to come to work, its all good fun.

Favourite food:
Home cooking

For me Xerox is:
A good place to work and have a laugh along the way with good friends.

Holiday Country:
Florida - Disney World

Most recent book of film:
Book – Stephen Gerrard's Biography,
Film – Over the hedge, Sean's favourite for this week.

What should they do a bit more of in Xerox:
More back to the shop floor charity days, more team building days.

side this was also the requirement to work more efficiently, safely and ergonomically which finally resulted in a complete new layout with new routes, new pallets and rolling stock. And it goes without saying new software! This will be up and running in May."

The total savings Bernard estimates will be 700,000 euros per year - a good enough reason for a party: "We are very proud of what we have achieved and this resulted in a festive opening of the new block stack area. Of course we also took the opportunity to thank all those who helped make this project a big success. It was a job which had to be carried out whilst everyday work also continued."

Erdan Music receives R&R

That good ideas are also rewarded by Xerox is proved by Erdan Music, group leader of Block & FPA in the ELC. On 2nd March he was given a Reward and Recognition prize of 1800 euros by Bob Bron, CSO director Xerox Netherlands.

Erdan thought of a different way of working, through which the ELC will be able to save more than 20,000 euros per year in transport costs. By grouping orders together, the amount of packages

sent out can be dramatically reduced. "A very clear example of Customer Awareness" is how Bob Bron praised the group leader. "I hope you enjoy your reward."

Save the earth with dust...

The most recent addition to DCTP's Green Awards was presented to Derek Bellamy (Project Leader) on behalf of the 'L6S Dust and Fines reclaim Team'. The Reclaim project target was based on reducing Toner Dust waste to Landfill by 60% per year.

The project took two paths in the Define stage, the first being the reclaim of Grind and Classification Dust and the second the usage of an ever-growing Magenta Fines Mountain.

Processing methods for both parts of the project had to be defined, developed, trialled and tested through both Xerox Analytical Services and External Customer trials before Capital could be approved for equipment purchase. Vendor Equipment trials, purchase, installations, qualification and final running optimisation all added to the timeframe of the project.

What about now?

The Dust Reclaim part of the project has, to date, saved 71.7K kg - approximately 200 'Big Bags' of Dust going to Landfill with major savings also made in raw materials usage.

The Magenta Fines Mountain of 35K kg (100 Big Bags) has shrunk so much that we now occasionally run out!

Overall the Project has been very successful with the Landfill reduction target of 60% well within reach and an estimated

annual saving in the region of \$1M.

Congratulations to the core DCTP team: Sean Clarke, Padraig Murphy, Colin Smyth, Jim Corrigan, Paddy Lennon and the Teams involved in cleaning all the Dust Collectors, a dirty but overall 'Green' job!

Left to right:
Derek Bellamy and Barry Grennan.



Flexion Bag Station

Facilities department oils a well-run business

Who do you call if you want to change the layout of the building, set up a new process or even more dramatic, want to move from one side of the site to the other?

If you work in Venray, try calling 5780. There's a good chance that Pieter Verheijen, a project engineer within Facilities, will answer and together with buildings expert Henk Jacobs and the rest of the team, they will work out a solution for your problem.



From left to right:
Pieter Verheijen, Jan Simons,
Henk Jacobs.

"If you do your best, the chances are that you will succeed." This is a Dutch saying from the Second World War, encouraging people to go on strike in protest against what was happening. The saying meant that no matter how insignificant you are in a big crowd, you can still be of value if you work together. This theory is exactly the same for the Facilities department. Without this group there would be no adequate offices, to give but one example.....

Recovering

As we speak, the department is recovering from a major feat. Alongside their everyday work of maintaining the buildings, installations and infrastructure, they have just successfully completed a special

project. Pieter Verheijen: "The U and T buildings had already been sold to Maessen Bedrijven BV which meant that room had to be found in building B for XGS

communication lines are shorter

(Xerox Global Services) and the SMTT laboratory. Our own people and outside companies lead by our people have worked incredibly hard."

Before the move could take place, according to Henk Jacobs, very extensive preparation was needed: "Pieter made a plan and went over this with the departments involved, the Company Support department and work environment specialists to

see if they were achievable. It was a bit of a puzzle with the space available and we worked a lot of overtime, but we completed the task with vigour."

Hope

Not just because of the savings that the move will eventually show, Pieter Verheijen is glad that the people working in XGS and the SMTT laboratory are once again on site at Xerox. Apart from the fact that communication lines are shorter and the profit generated from this project, there is an indescribable feeling of being able to work close to Xerox people again. That the new inhabitants of Building B can see that their department has been invested in, "that offers hope".

A smooth transition

Good preparation is half of the work. If there are two people who know this then its Marie-José Flinsenbergh and Chris Lenssen from SSC Systems Support. Within the big A2B project they are responsible for all changes to the order management system SABRE. This also means that they are responsible for SSC's smooth transition to the new software. And during this normal work also has to carry on.

A2B stands for the optimisation and standardisation of processes and systems (eSAP) in the XE countries. Needless to say that Xerox's readiness and effectiveness as an organisation can only improve. SABRE, the system which is used to ensure that incoming orders of non-equipment (spares/consumables) are processed correctly, therefore has to be adapted.

What a job

"A big job" says Marie-José. "Luckily we planned properly to start off with and discussed everything with our software provider Cap Gemini and the systems provider Kender Thijssen. In order to ensure the

software changes were manageable they were carried out, tested and implemented in stages. At this moment in time, half of the software changes are live and we're now busy testing the last SABRE changes. We have also started to work in the same way with the interfaces, processes and eSAP."

Very enthusiastic

"It's great" Chris carries on, "that with such a small team we have been able to carry out this work. We've been able to test and implement the changes which reduced the risk of something going wrong after implementation. Above all, some of the

changes can already be used by the company, for example, by the planners. They are now busy with assessing the functionality for which A2B was built."

When asked what this project meant to them Marie-José answers: "Although projects are a part of our normal work, the large scale of the A2B project makes it difficult to combine the work with our daily support service and other smaller projects." Chris: "We are definitely busy but we both enjoy this and with the help from colleagues, we'll get there in the end."

Marie-José Flinsenbergh, Chris Lenssen



Balanced Achievement Award–Quarter I, 2007

You just know that it is going to be a bad day when....your wife says good morning Phil.. and your name is Chris, you walk to work and find your dress is stuck in the back of your pantyhose (this is even more embarrassing if you're a woman!)... and the car horn remains stuck while you're driving behind a group of Hell's Angels.

However, you just know it's going to be a good day when.....your boss says "don't worry about the work, take the day off" (sorry Marcel!), your wife/husband doesn't complain of having a headache.... and..... you win the EHSCS Balanced Achievement Award for the very first time!
Yes, it's true, after 4 years in the waiting, Xerox Netherlands has won the coveted prize for their first quarter performance.

In presenting the award Marcel Frielinck noted that Netherland's logistics.....

- Equipment inventory performance was below plan and 50% lower than the prior quarter.
- The Netherlands were one of only three countries to achieve better than plan inventory for Parts and Consumables

- Total distribution costs were better than plan
- Teamwork ratings submitted from all area's of EHSCS were rated among the highest by each function
- Parts and Consumables inventory was on plan and 9% lower than the prior quarter

Congratulations to Piet Klufft and the Netherland's Logistics team on this great performance.

Who was it that said that all good things come to those who wait....



From left to right (standing): Dennis Tjon, John Hamaker, Bo Kooreman, Arrol van der Vijgh, Kees Lokker and Peter Krommenhoek.
From left to right (sitting): Marian van Denderen and Aat van der Windt.

Ronny van Asten and OR Venray's first year

'Well on the way!'

For a year now, the Xerox Works Council at Venray has functioned in its new structure. A good opportunity to look back together with chairman Ronny van Asten.....



From left to right: Jan Peeters, Janice Yeardeley, Len Heldens, Wim Verstegen, Joost van Mechelen, Leo van Dijck, Ronny van Asten, Hans Aben, Gert van Maurik and Gony Snijders.

Meet...

Age:
42

Fell in love, got engaged, and got married:

Married to Nicola and we have two sons, Andrew age 16 and Jack age 12.

Education:

LSS green belt, HNC engineering, ONC engineering, level one management certificate, City & Guilds engineering and City & Guilds electronics.

Position:

Quality Assurance Engineer.

Company History:

I joined Xerox in August 1988 as a setter/operator. In 1998 I moved to configuration/Omaf, and then I transferred to manufacturing engineering. For the last eleven months I have taken over the role of Quality Assurance Engineer, which has all been within the fuser business centre.

Hobbies:

My hobby is being a taxi service for my two sons who are very committed



Steven Batcock

to sport (football, rugby and cricket). I also help coach the under 13 rugby team in Lydney, where we live.

How I feel on Monday mornings:

Were did the weekend go!

Character:

Hardworking, loyal, motivated, funny.

I dislike:

Tomato sauce, but Jack puts tomato sauce on everything.

Favourite wish:

For my family and I to have a long and healthy life and maybe win the lottery.

My Motto:

Work hard and you will reap the rewards.

At Xerox, I would like to walk for a day in the shoes of:

I like my own shoes as I am more than happy with my own job, but if pushed, I would like to walk in the shoes of someone from SQA.

Favourite food:

A good steak with all the trimmings.

For me, Xerox is:

Working and meeting different characters which help me complete and enjoy what I do to make Xerox a great company.

Holiday country:

Cornwall or Devon, you cannot beat this country for holidays.

Most recent book or film:

The last book was "Machines have Souls" by Jeremy Clarkson.

What should they do a bit more in Xerox:

Carry on with LSS to make Xerox a leaner, greater company.

"It was a busy year", explains the Works Council chairman. "Including myself, 7 new members were chosen which of course means new blood, but also a lot of inexperience with respect to the Works Council rules and regulations. Luckily, a couple of experienced members stayed on and thanks to their experience and some extra training, the new members quickly made their mark."

Closer together

In the beginning, communication wasn't always optimal. Ronny: "I discovered that within the Works Council a few groups were, it would seem, not thinking along the same lines. Now, a year further on, this is no longer the case. There are thirteen people in the Works Council and they

all have their own opinions. Even so, they also listen with respect to each other's arguments and we always reach an agreement. This shows that people are still on similar wave lengths than it seemed in the beginning."

In the first year, the relationship between the Works Council and the management hasn't been tested, in fact it has been very good. Ronny: "In the first year we have given some advice and have come to some agreements. At the moment, we are in discussions about the transfer of employees of the 'Start' job agency. These people will in the future be employed by Manpower. As the Works Council, we are involved in this matter and are paying close attention to the fact that the rights with

respect to pension, holidays, etc remain the same."

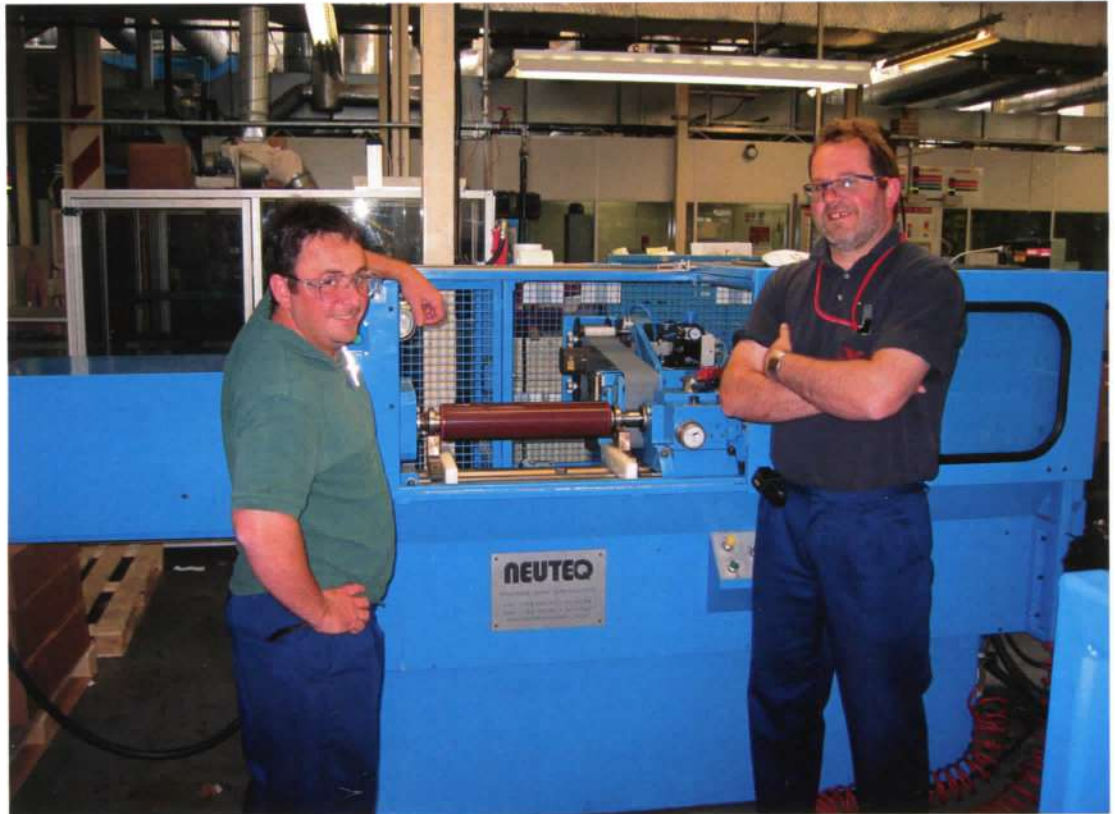
Satisfaction

Even though the first year has not had any major ups or downs, the Works Council, according to Ronny, has not sat still. "We have set out a few points which we want to focus on. These are employment, social policy, labour contracts, age awareness and fair treatment of agency personnel. Alongside this we have set-up an internal improvement plan which will ensure that the Works Council improves even more, so yes, I can look back with satisfaction at our first year. Everyone is enjoying themselves....."

Added value

As a specialist internal supplier, the Mitcheldean Fuser Business Centre is always looking for opportunities to provide added value products to its customers. Surface Regeneration of the Igen fuser roll is one such example, where field service costs can be reduced and increased customer satisfaction can result.

Chris Barnard, Technical & Quality Manager explains: "Through our regular contact with the operating companies, we became aware that the Igen fuser roll was wearing out quite quickly in the field, particularly in the high stressed graphic arts accounts where large volumes of multi-colour prints were being produced. The roll is comparatively expensive to purchase new, so any opportunity to recycle the roll could provide dual benefits, both for fusers in terms of new business and the operating companies in terms of reduced costs in specific accounts. There are also benefits to be gained by the customer as the surface regenerated rolls are roughly a third of the cost of a new roll.



Setter/Operator Ashley James (left) and Manufacturing Engineer Andy Gibbs who coordinated the project, evaluating an Igen roll by the super finishing machine.

Super finishing machine

When looking at the possibilities of roll surface regeneration, it became apparent that we needed to purchase a super finishing machine machine and at the same

roughly a third of the cost

time, one of our subcontract suppliers had surplus equipment available at a very attractive price. We purchased a cylindrical grinder and modified it into a superfinisher, which was very cost effective compared to a specialist purpose built machine. The modifications necessary before the equipment was fit for purpose included a new superfinishing head and safety guarding. It now provides us with the capability to provide the regenerated rolls to the market".

Very positive

Rolls are returned from the field in various conditions so the first part of the process is to sort the rolls into three categories. Once categorised, the rolls are accurately polished in several passes, dependant on their condition, to reach the required standard. Each pass through the super finishing machine has the ability to remove contamination on the roll surface without impacting the high gloss finish required to meet copy quality standards. Rolls beyond reclaim are returned to the Webster plant for recycling.

"During the testing and qualification process we engaged our customers, and the

results were very positive. We have to be selective in terms of the type of account that the regenerated rolls are used in but there are benefits all round in terms of this initiative", adds Chris.



Dundalk Talkback Group



Some of the members of Talkback Dundalk: Front L To R: Michael Gray, Briege Connolly, Ray Quinn. Back L To R: Marie Brady, Sheila Dignam (facilitator), Brian Woods (facilitator), Derek Farrell, Niall McCarron, Fergus Gonnely. Missing from picture: Michael Agnew, Eithne Carron, Owen Rice, Ross Halpin.

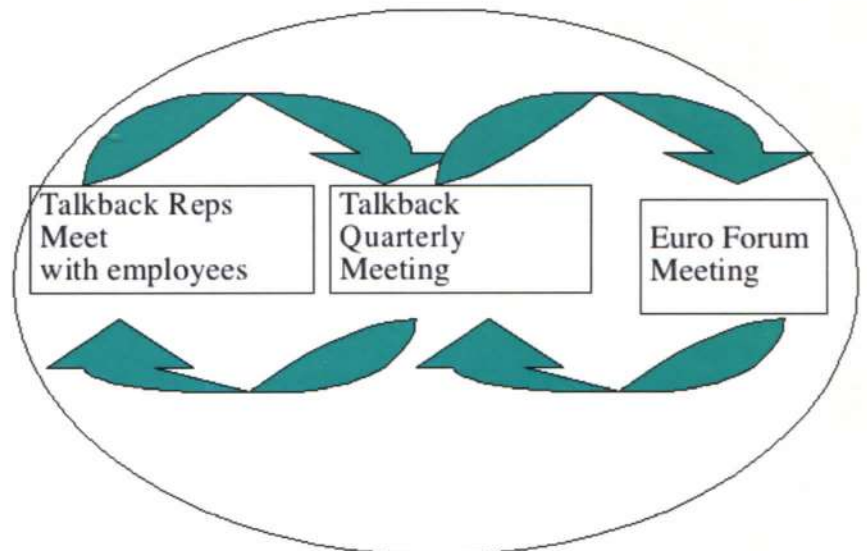
As a result of feedback from Employees, a cross-departmental representative Group was put together and Talkback was introduced in Dundalk in August 2006. The meetings are facilitated by Sheila Dignam, HR Manager and Brian Woods, Production Manager.

The scope for this group is:

- Talkback is a two way communication process whereby the Company:
 - Share Xerox Results
 - Key news and headlines
 - Company Direction
- And Employees
 - Share Employee views on different subjects of interest
 - Areas of concern for all employees

Each member of the group represents a Team of Employees. The responsibilities of each member is to:

- Meet with their Team prior to the Talkback Meeting
- Bring questions or areas of concern to the table
- Feedback information shared at the meeting to their Team
- Issues, which cannot be answered locally, are taken by the XE Forum rep to the next Forum Meeting.



4 meetings have been held to date and the process is continuing to evolve. Many questions around areas such as Business issues, Policy and Benefits etc have been answered and clarified. Other successful outcomes are that a HR Clinic was set up as a result of a suggestion at Talkback. Talkback reps involved all employees in agree-

ing appropriate dates for extra shutdown days in 2007. We encourage Senior Management while visiting the Dundalk site to do a walk around, as this is something Employees appreciate. Also the Talkback group have taken the opportunity to have a round table meeting with Senior Management when visiting Dundalk.

The Mitcheldean Long Service Association Dinner

The Mitcheldean Long Service Association Dinner is always a well supported event and this year was somewhat of a test, with a change of venue and no entertainment provided. So how did it go?

Mark Barnard, LSA Chairman explains: "The committee felt that it was time for a change and we also needed to look at ongoing costs, so we decided to look at a different venue for the 2007 dinner. It was a little bit uncertain in terms of the reaction we were likely to get from our past and present employees, but I'm pleased to say that once again, we had 170+ attend-

ees and everyone present was very complimentary about the venue and the overall evening. The fact that entertainment wasn't provided this year really wasn't noticed, as the dinner itself has become a hive of activity, with old friends and colleagues meeting up and discussing old times as they circle the room.

The whole evening was a tremendous success and suffice to say, we have already set the date for next year's dinner". The photographs hopefully help to demonstrate.



The Chairman's welcome.



Lots of enjoyable discussion.

Memorable anniversary celebrations – from l to r: Roger Imm (40 yrs), Mark Barnard & Graham Morgan (35 yrs).



More enjoyable discussion!



Meet...

Age:
39

Lives in:
Born and bred in Japan and lives in
Helmond

Fell in love, got married:
Married for 4 years with Yuko.
I have one daughter: Moeko is 3 years
old.

Education:
BA(Bachelor of Art) at Waseda
Univ. MBA(Master of Business
Administration) at Hitotsubashi Univ.

Position:
VMI (Vendor Managed Inventory)
Manager, FXGSS

Company history:
Joined Fuji Xerox in 1990. Sales
representative of system business. (Do
you remember the Xerox workstation,
"Star"?). Market and business planner
of System business. Researcher of
Corporate Research for directors
Planner of SCM



Tsutomu 'Tom' Ishii

Hobbies:
Motorcycle but it was stolen many
years ago. Rock music. The most
favorite artist is John Lennon.

How I feel on Monday mornings:
The beginning of the brand new week.

Character:
Quiet and calm but sometimes
impatient.

I dislike:
Selfish people

Favorite wish:
Wonderful life for my wife and
daughter.

My motto:
Experience is the best teacher.

**At Xerox I would like to walk in
the shoes of:**
Corporate Communications. I would
like to direct brand new media mix
promotion.

Favorite food:
Strawberries

To me, Xerox is:
A good place to challenge

Holiday destination:
The Netherlands, USA or Japan

Last book or movie:
Book: "Success built to last, creating a
life that matters"
Movie: "Rocky the final" during the
flight from Japan to Frankfurt.

**What should we do a bit more of
at Xerox:**
Build the global service business model.



**we have already set the
date for next year's dinner**

Some of the Maintenance team from years past –
from l to r: Terry Morgan, Pete Waugh & Keith Jones.

Ian Harper only kill's time

A battle without casualties...



Ian in his camouflage gear.

If you still have an interest in this topic, the X-Box or Playstation can provide stimulating fun but for the more serious player, Airsoft is a growing interest, particularly in and around the Welwyn GC area.

Real thing

As Ian explains, Airsoft is for the serious enthusiast! "To play regularly, you have to purchase the basic equipment including replica gun at around £250, uniform and protective equipment. The minimum requirement is eye protection, however many players also purchase body armour/helmets, the latter helping with the appearance required, for example almost genuine US or UK Special Forces uniforms

far more realistic than Paintball

are particularly popular at present. The intention is to simulate the real thing and it's therefore, far more realistic than Paintball".

We all probably did it as children, cutting sticks from trees and imagining them as machine guns whilst hiding around corners and in the bushes for our friends (or opposing armies) to appear. Manufacturing Engineer Ian Harper, from the MRT team at Welwyn GC introduces the hobby of "Airsoft" or as some would describe it, war games or soldiers for grown ups.



Ian (2nd from right) with friends at an Airsoft event.

Games take place at around 30 UK sites where players are split into 2 teams and identified by coloured armbands. Each team will have an objective, which could be to capture or defend a building or bridge and eight games are played on the day, typically lasting for 30 – 60 minutes each.

Fun

So apart from dressing up as a soldier, what do you get out of Airsoft? Ian: "You can play this with your friends and you learn a lot about teamwork, objectives and generally working together. You also have to work under pressure and playing

the games also gives you a very healthy respect for the work of the real armed forces!"

And if you get hit? "The guns are powered by rechargeable batteries and fire a 6mm ball bearing with an approximate 30 metre range. It hurts a bit like a bee sting for 5 minutes or so and you have to go to the regeneration point for at least 3 minutes before you can rejoin the game. The safety equipment is therefore important but honesty is also required and there are Marshalls watching for people who don't own up to being hit, as this can spoil the fun."

Spinning[®], a 'bicy-musical' way to keep you fit!

Of course with a pair of fancy shoes and sweatbands you can work on your condition in wind and rain and maybe you can also achieve the same condition doing sit-ups at the end of the bed. But something more fun and more effective than Spinning[®] does not exist. Or it has to be that you don't like music. Ed Duijkers, an administrator in the ELC and a recognized Spinning[®] instructor explains all.



To start off with, Ed gets rid of a misunderstanding. "Many people think that Spinning[®] is working out on an exercise bike with some nice music playing in the background, but there is much more to it. Spinning[®] is all about a controlled and responsible way of improving your condition. All instructors, myself included, have followed a special course and the lessons vary from setting-up the bike, to knowing about heart rates. You also learn which exercises you can and can't do and which music is most appropriate. In many sports schools which offer Spinning[®], but which don't have the Spinning[®] licence, there is a lack of control and the consequences which follow....."

Addicted

This phenomenon was started in 1989 by American Johnny Goldberg and about six years ago Ed was first introduced to it by a Xerox colleague. "As a fanatical amateur cyclist, I was looking for a way to maintain my condition during the winter months and I was addicted straight away. In the spring, when I got on my bike, I realised I had chosen the perfect



way to maintain my condition and since then I have been addicted."

Ed now gives two evenings a week Spinning[®] instructions at Rongen Spinning[®] and Nordic Walking in Meerlo: "On these evenings, all eighteen bikes are in use

perfect way to maintain my condition

and each participant wears a heart monitor. The exercises which I give vary in difficulty. During the easy exercises you can go to a maximum of 65% of your maximum heart rate, but during the difficult exercises, this can go up to 92%. I regularly get off my own bike to keep an eye on this. If someone goes too far then I change the gears on their bike and tell them to take it a bit easier. People have a natural urge to push themselves to the limit. We ensure that participants act responsibly."

Jantje Smit

But Ed, why music? "Music makes it seem easier and it works as well. I notice that when I suddenly turn the music off, I see that the tempo reduces. As we have both younger and older members Spinning[®], we work with music that everyone likes, sometimes rock, then classic, but always mainstream. Yes even Jan Smit....."

Spring cleaning

When the winter is at an end and the first rays of sunshine appear, then in my younger days the diligent housewives would take hold of their brushes, mops and carpet beaters and clean the house from top to bottom. My mother was no exception. No room was spared, every piece of furniture or painting, every skirting board or window frame would be given a new lease of life under the influence of her duster.

I don't know if this spring ritual still takes place, but it used to be precision work. Everything was spotlessly cleaned and it would be a disastrous summer if this ritual were spoiled by rain. The crown on all of this work was the polished window. Af-

ter countless buckets of soapy water and a good polish the windows looked as if they had no glass.....

Of course you are now wondering where I am going with this story. Well now, in a metaphorical way I think it is a good idea if we also give ourselves a sort of spring clean once a year, especially mentally, and why shouldn't we begin now. Late spring or early summer is a good time to clean your head and put all your frustrations to one side in order to be able to take a fresh look at life and work. The sun is shining, the holidays are calling. Just look on the bright side of life.



EHSCS Magazine

EHSC Magazine is a quarterly magazine for the employees of Eastern Hemisphere Supply Chain.

1850 copies printed
(850 English/1000 Dutch)

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This magazine has been printed on Xerox DocuColor 8000 on Colotech paper.