

July 2022



We are **UMBRA GROUP**



WE'RE **FIRST**, WE'RE **FIFTY**



WE'RE **FIRST**, WE'RE **FIFTY**



WE'RE **FIRST**, WE'RE **FIFTY**



The Voice of the CEO

**The compass for the
global challenges**

The point of the President

**The New Chairman
of CdA**

**UMBRA GROUP
50th Anniversary.**

We are FIRST, we are FIFTY!

“

Man discovers himself when
he measures himself against
the obstacle.

Antoine de Saint-Exupéry

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Itaca Servizi Linguistici s.n.c.

Graphic Design and Layout

You-n | Agenzia di Comunicazione

Printing

Tipografia Folignate

Photo Credits

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UMBRAGROUP
Getty Images

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The compass for the global challenges



Matteo Notarangelo
CEO UMBRAGROUP

I chose UMBRAGROUP for its history, its values, and its huge growth potential. These are the factors that motivated me, first, to join UMBRAGROUP in 2018, and later to accept the office of Group CEO, in January, 2022.

The shared Group values, encapsulated in the acronym FIRST, are our beacon, the guide for every action, and for every person. They help us stay on course, as we navigate toward new shores, never forgetting the profound values underlying and

driving our journey.

In order to be able to navigate in such a stormy sea as that caused by the economic-political scenarios of the past two years, we have relied without fail on our beacon of values. But not only that. The directional compass of our vision and our Group strategies has also been very useful. We've managed to envisage new opportunities in the obstacles, and focused on the development of valid integrated strategies for our business lines and plants.

Because of the new geopolitical and economic situation, the new year began with various global challenges of different kinds. Our Supply Chain is having great difficulty procuring components and raw materials, and energy and logistics are also problematic; the peak of Covid cases, recorded early in the year, led to the closing of many companies. In addition, the war that started in late February and is still ongoing has undermined the world economy and created major new problems. And even though UMBRAGROUP does not have any direct supply relations with Russia or Ukraine, it is feeling the indirect effects of this conflict. In this context, we are continuing our navigation without losing sight of our objectives, and remaining optimistic as we strive to achieve them. There have also been grounds for great

I nostri valori

**WE WORK
TO BE FIRST**

I nostri valori sono chiari e non negoziabili. Ispirano ogni giorno il nostro lavoro e sono condivisi con ogni persona del nostro team.

Innovazione

Sviluppo sociale

Focus
sul cliente

Rispetto

Tutti
per un obiettivo

satisfaction. Airbus Helicopters presented us with the Innovation Award; we are one of the 200 best Italian companies with a turnover between 50 and 500 million euros selected on the basis of income and financial performance indicators; we are creating jobs in the United States; we are dreaming of and defining a role for ourselves in the air mobility of the future and in space. We are also drawing the future bounds of our products

and applications, both electric and hydrogen-based, in industry. The recent meetings with our most important customers and industrial partners confirm this trend and the opportunity to create new areas of cooperation.

More in general, energy transition offers UMBRAGROUP a great occasion for innovation and an important opportunity for development, because it enables us to lay the foundation for our future and contribute to the creation of a better tomorrow. In this context of great change, we are reorganizing the internal structure at all our sites, in order to respond increasingly more as a Group, support our growth objectives, and offer the best service to our customers worldwide.

We are also working with great tenacity and effectiveness to make our systems (operational, qualitative, digital) increasingly stronger and more efficient.

The mainstay, in this navigation, is people: attracting them, motivating them, and helping them grow will guarantee, more and more, a competitive advantage in a world in continuous transformation.

Our Team, our team spirit, and our "Umbra style" make us unique: only we are UMBRAGROUP.

“
*We've managed
to envisage new opportunities
in the obstacles, and focused
on the development of valid
integrated strategies
for our business lines
and plants.*

”

A Farewell Message from *Antonello Marcucci*



Antonello Marcucci
Former President of the Board of Directors
UMBAGROUP

Dear All,
After 14 years, I am stepping down as UMBRAGROUP's Chairman. It has been a great honor for me to preside over this company and be at the head of a Group which, over the years, has successfully implemented a sustainable growth and achieved important results, both economic and financial. It has created value for all its stakeholders, with an increase of the profits and their quality, a dividend that has grown over the years, and a disciplined approach to both capital management and the goal of being a leader in innovation.

I am taking this step with great serenity, also because I'm starting to feel my age. Indeed, I am certain that UMBRAGROUP will be able to choose a reliable, trustworthy guide for the future, capable of successfully tackling all the new challenges the

aerospace and industrial sector present during a time of radical transformation.

Today UMBRAGROUP is an authentic example of excellence, whose value is recognized worldwide. This has been achievable thanks to the effort, expertise, and professionalism of all its collaborators, and to the strong sense of belonging and responsibility.

As Bernard of Chartres said, "We are like dwarfs on the shoulders of giants, so that we can see more and further than they, but not because of our own visual acuity or height, but because we are carried high and raised up by their giant size." The giants are the past experience that is needed to go forward. Continuity does not mean a lack of innovation, but making progress by making the most of what we have.

If UMBRAGROUP is an extraordinary reality today, the merit goes above all to the team we were able to form together. It has been a privilege for me to lead this great Group.

My sincere thanks go to each and every one of you. At the moment I'm feeling a mixture of nostalgia and serenity, like someone who is leaving their house in trusted hands... your hands. I'm doing it without regret, and with the awareness of having given all of myself for you and the Group.

The *New* Chairman of the Board of Directors



Reno Ortolani
President of the Board of Directors UMBRAGROUP

2022: The year of the recovery. Perhaps not exactly the way we expected it to be, considering the fact that the global economic situation is still enshrouded in uncertainty, between the continuation of the effects of COVID-19 and the economic consequences of a war in Europe. Today it isn't easy to navigate the markets, agitated as they are by the scramble for raw materials and rendered difficult by the energy cost increases. Nevertheless, there are many opportunities appearing on the horizon, both new and consolidated businesses to acquire or protect. To accomplish this, it is necessary to have a strong, sound ship, with a determined captain who knows how to inspire a crew that is ready for anything and everything.

We believe we're onboard the right ship: UMBRAGROUP.

For 50 years we have been building a collaborative, cohesive company environment. It has been half a century of dedication, attachment, and sacrifices,

but also of great satisfaction. When we speak of our company as a "family", it's not just rhetoric: it's our creed and our chief strength. The team's unity is the element that has enabled us to get through the years of the pandemic. Now, with Matteo Notarangelo at the helm, we firmly believe we are following the right course, not only for overcoming the wave of macroeconomic hardships, but also for acquiring new opportunities for growth on both the aerospace and industrial markets.

The change of governance is an important moment in the life of a company, which usually coincides with a change in the strategies and strengthening of the vision. In this case, also, 2022 will be the year of recovery for UMBRAGROUP. The new Board of Directors and its delegates are inheriting a great tradition, which starts from our values – F.I.R.S.T. – and continues with our vision of being an agile, innovative, impassioned partner for our customers. We will not stray from the course plotted out; on the contrary, we intend to follow it with even greater conviction. The commitment of the Chairman and all the Directors is to support their delegates, executives, managers, collaborators, and all the members of the UMBRA "family", including the community around us, in continuing our journey. We are ready to accept the challenges awaiting us since, as Isaac Newton wrote, if we "have seen further, it is by standing on the shoulders of giants" that came before. Valter Baldaccini, with his example, provided us with huge shoulders and a model to which to aspire in our way of doing business, which is still valid today. We will continue to put it into practice for the next 50 years and beyond, certain that – with the right compass – we will land on a success that is sustainable for the well-being of all.

Full speed ahead; we have a good tailwind!

Aerospace

Real Problems and a Desire for Recovery!

Paolo Trasciatti

Director Group Customer Service & Programs Aerospace
UMBRA GROUP SpA

The post-pandemic crisis seemed to be over with the end of 2021.

This was what a market that had been profoundly damaged by two years of recession was hoping. 2022 was supposed to be the year of rebirth and recovery for all.

Unfortunately, the COVID snap-back in January had a great impact on production recovery, and in spite of the numbers and desire to get back in full swing, everything got terribly complicated.

What is more, no one could have imagined what would soon happen between Russia and Ukraine. A senseless, heinous war which, beyond the tragedy per se, has revealed all the fragility of a world and an economic model based on delocalization and globalization.

A wound that will leave deep lacerations both now and in the years to come.

Even with a market where everyone was anxiously looking forward to a rebirth, it has now become necessary to deal with an extremely worrisome worldwide slowdown.

8 In the Aerospace world, technology is mainly based on “special” materials and processes, and the impact of this stark reality has been devastating.

The scarcity and rises in the prices of raw materials have inevitably impacted semi-finished goods, from gasoline to plastics, from chemical products to semiconductors and microchips (the scarcity of which is bringing an entire industrial sector, electronics, to its knees).

The prices and supply times of raw materials have skyrocketed, with double-digit price rises and delivery times which have almost doubled. It is a situation which risks bringing to its knees once again an economy that went, in just a short time, from a 60% market collapse to the impossibility of recovery, certainly not because of a lack of production capacity, but only due to an imploding market further penalized by a drastic increase in the cost of energy.

But in spite of this scenario, Umbra is not giving up! The important thing is to look far ahead and believe in the future.

In all of this, our tenacity and desire to innovate and play a major role in the Aerospace sector have never failed.

The company has demonstrated tenacity, responsibility, and great group spirit. With a spirit of sacrifice and in keeping



The delivery of the FLA (Flap Actuator) and the first ACE (Actuator Control Electronics)

with our values, we have been able to react and resist, never losing sight of the company objectives and making the impossible possible. Here are some of the examples from recent months, of which we should all be proud:

- The Airbus Helicopters Innovation Award

A prestigious accolade for innovation.

An award and acknowledgment of the teamwork and spirit of cooperation and proactivity that set us apart.

- Completion of the OCSO project

The OCSO is a lift installed in the galley of Boeing's new 777-9. The project was launched in 2017 at our subsidiary, Umbra Cuscinetti Inc., and was later transferred to Foligno. Now, after a complex test campaign, it has finally been qualified.

- The RACER project

The fastest helicopter in the world, an extremely ambitious project in which Umbra is once again an important player. This past May 5th, we were invited to the plant in Marignane, to meet with the auditors of the European Community to evaluate the project's progress.

Umbragroup arrived at the meeting and presented the first ECU (Electronic Control Unit) and a Model A Actuator used by the AH team to check the mechanical interfaces.

Umbra was one of the few partners asked to describe its product, receiving the compliments of both Airbus Helicopters and the European Community auditors, for the high technological innovation and incredible effort expended to design and produce the first units in just over a year and a half. It's an incredible success if one considers the fact that Umbragroup took over from another partner, which had abandoned the project after just two years of development. And this entailed proposing a totally new product (Patent Pending) and in record time.

The challenge continues!

A single “mantra” for a sole objective:

“#NeverGiveUp!

Always believe in ourselves and in our potential!”

UMBRA GROUP has to be able to count on its technical expertise, production capacity and flexibility and, above all, the most important asset everyone envies us for... OURSELVES!

Ourselves, the masters of our destiny, Ourselves, the soul of a company made up of people who are motivated, determined, and proud of our future.

New *possibilities* offered by new *technologies*

Giacomo Rossetti
Project Leader Industrial
UMBRA GROUP SpA

Stefano Pucci
Supervisor Production Ball Screws Industrial
UMBRA GROUP SpA

Diego Caralla
Supervisor Grinding Bearings Business Line
UMBRA GROUP SpA



G. Rossetti and S. Pucci at work

One of the challenges the Industrial Team has had to deal with is the approach to innovative technologies for the production of components. Among these, the current star is 3D printing [Additive Manufacturing], a technology that has grown exponentially in recent years in terms of dimensional tolerances achievable, range of materials, and productivity levels.

The UMBRA GROUP Industrial Design & Development Team has seized this opportunity, embarking on a structured path of design, development, and qualification of metal and polymer components created by additive manufacturing, for their use in recirculating ball screws and electromechanical actuators.

The greatest attention has been focused on the recirculation systems, where the potentials of 3D printing have, in fact, revolutionized the paradigms of design, permitting the execution of optimized trajectories and geometries that are impossible to achieve with conventional techniques. The new, optimized design of the recirculation systems, together with the use of polymer materials characterized by high-level mechanical properties, has made it possible, in targeted applications,

to further improve the performance of Umbra products.

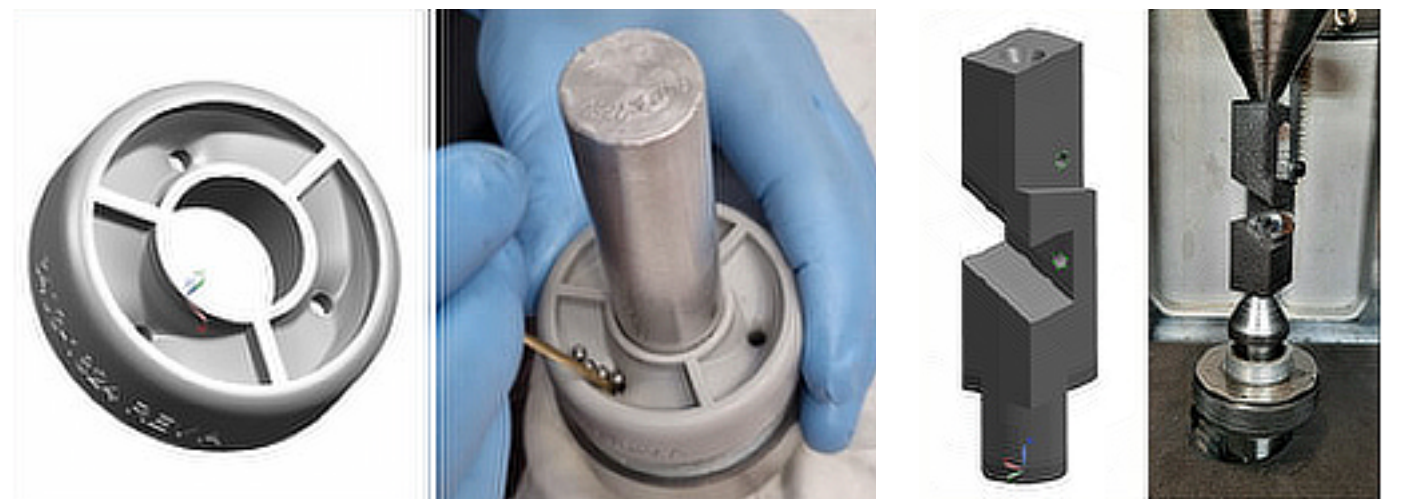
The qualification process for each new Additive Manufacturing product is conducted in compliance with the Industrial Design & Development procedures, in close collaboration with the Quality Team [aiding in the taking of the dimensional measurements and the determination of the best manufacturing process] and the Test Room [for conducting the qualification endurance tests].

The potentials of 3D printing also respond concretely to the needs for a continuous improvement of the in-house production processes, on which the Industrial Engineering Manufacturing Team is constantly focused, in close collaboration with the Production Specialists Team. The adoption of improvement suggestions coming directly from the Shop Floor and the use of additive manufacturing technology have made it possible to develop totally customized, innovative control equipment and Poka-Yoke systems, permitting a considerable reduction of the execution times of several production, assembly, and control operations, as well as greater end product quality.

Thanks to the flexibility and production speed of additive-manufactured components, many projects have been able to quickly meet the needs for modifications to equipment and control devices, whose optimum geometry definition is often subject to several revisions, thus making it possible to meet the objectives by the established deadlines.

The results achieved up to today thanks to 3D printing will also be extended to the bearings product line, also thanks to the close connection between the technical and production teams. The challenge also continues with the search for ever-new materials, with the aim of further expanding the application boundaries of this technology.

The endless customization possibilities provided by additive manufacturing technologies are, for UMBRA GROUP as well as for the rest of the world, not only an extremely powerful tool for the continuing optimization of the product/process, but also the driving force of a real cultural change in the design of components and the definition of production processes.



Assembly and control devices

50 reasons to talk about the Brand

Sara Bordoni
Corporate Marketing & Communication Coordinator
UMBRAGROUP

2022 started on a positive note with good news, as is always our hope when we make our New Year's toasts.

This was very probably partly due to the fact that it's a year to remember: OUR year. For the entire UMBRAGROUP, 2022 marks a very important milestone: the 50th anniversary of our Group! The organization for the appropriate celebration of such an important and significant anniversary has involved the Marketing & Communication department since the second half of last year, but really started to take off during the first days of the new year. Ideas take shape, are shared, evolve into new ideas and new projects, images overlap in the mind, and little by little everything starts to come together. They come together to form that number 50 that fills the heart with emotions, moments to be remembered, stories of those who, in this half-century, have created and passed down to us a passion, together with knowledge, with their work and dedication.

And so it is that in February the first satisfactions arrived: during the 2022 Airbus Helicopters Supplier Conference, we were presented with the prestigious Airbus Helicopters Innovation Award. The awarding of this prize was determined by our reactivity, commitment, excellent team spirit, and results achieved in an important joint project,



which led UMBRAGROUP to develop a new rotatory actuator architecture: an innovative solution capable of creating value for the customer.

Also in February, we organized the 30th UMBRAGROUP Supplier Meeting. The event was held for the first time in digital form, to share the company values and strategies with our strategic suppliers. It offered the opportunity to focus not only on the challenges our sector had to face, but also on the results achieved during the period of difficulty and resilience we went through. The objective of our Group continues to be the creation of value for our community.



◀ The UMBRAGROUP team visiting the Energietechnik Essen GmbH plant

▲ The UMBRAGROUP team with the Airbus Helicopters team

The countdown within the Group began in March. The question heard everywhere was, "What's going to happen on April 1st?". The day of our anniversary was important for the whole Group which, despite the distances and different time zones, managed – at least symbolically – to join together in a single large embrace for this special day, metaphorically blowing out the 50 candles on our birthday cake at every site. It was a day dedicated to all our collaborators, who contribute every day to making our products and our brand unique.

It's a brand on which we have continued to work with great care and attention, renewing our commitment searching for the best ways to consolidate its reputation. We therefore asked some of our strategic customers to agree to be interviewed so we could understand their perceptions and expectations in our regard, identify possible areas for improvement that can strengthen our harmony and relations, and consolidate our strengths. It was a fundamental listening opportunity for guiding our work and our actions.

The interview, conducted by the RepTrak Company,

a leader in the business reputation research sector, returns the data in aggregated form, so as to guarantee respondents' anonymity. During this first half-year we are once again navigating guided by the beacon of our FIRST values, with the aim of creating value for all our stakeholders.

Continuing this course, we took part in the second edition of "Un Goal per Valter", an event dedicated to the memory of Valter Baldaccini organized by the Fondazione Valter Baldaccini in collaboration with UMBRAGROUP and ASD Cannara, and sponsored by the Municipality of Cannara. It was an intense three days, during which youngsters under the age of 14 from various local teams showed how sports are not only competition, but above all an opportunity for getting together, having fun, and challenging themselves, always with respect for their adversaries. Teamwork and respect, values always very dear to UMBRAGROUP, passed down by Valter Baldaccini himself.

In short, a real no-holds-barred start for this 2022! The only thing I can say in winding up this article is that... it's definitely not over yet!

History *repeats* itself

Nicola Bacelli

Group VP Sales, Aerospace
UMBRAGROUP

In 1997, the Boeing President Award for Excellence changed the history of Umbra Cuscinetti S.p.A., with Boeing's communication vehicles bringing us into the international spotlight as an example of Italian Innovation Excellence. The idea back then was to use the stainless steel material developed by FAG with the name "CRONIDUR 30" in combination with hybrid ceramic ball architecture. This recipe led us to become world leaders for recirculating ball screws in the Commercial sector.

After a quarter of a century from that creative moment, the Umbragroup Team strikes again. The group spirit is still present in the DNA we all share. This time the innovation doesn't have to do

with a component, but with an electromechanical rotary actuator. As in 1997 with Boeing, today it's Airbus that has crowned UMBRAGROUP with the prestigious Innovation Award for the brand new ball screw-based Rotary Actuator.

The hope is that today, like back then, this award becomes the catalyst to make us known in this new sector and to launch this new technology, not only in the Aerospace sector, but in the Industrial sector as well.

History repeats itself. I firmly believe that this Innovation Award 2022 will bring the same success. Let's all believe it; this is the future!



Keyword: *sustainability*

Daniele Frillici
Sales Manager Industrial
UMBAGROUP SpA

In a global context where market instability and volatility reign supreme, very few points of reference escape the influence of that scenario.

But there is one in particular that actually seems to be increasing its prevalence, and which appears destined to become a real leitmotif for future generations: sustainability. It is a trend that has been going strong for some years now, but with the recent energy crises it is now riding an emotional wave that is without precedent. It is supported by governments, cheered by the people, and finally sought with real interest by customers of the industrial sector. And if a giant like Schaeffler focuses its entire strategy on sustainability, it's a clear sign that the die has been cast and there's no turning back. A delegation from Umbragroup had the pleasure of being invited to be among the small group of premium suppliers to Schaeffler's Supplier Day, held in mid-May at the Herzogenaurach [Germany] plant. It offered the opportunity for a

transparent discussion among the respective Top Management representatives, which reinforced a partnership that has a fifty-year history. There were various issues of interest, and the clear perception that both companies, in spite of their different dimensions and market presence, share the same main guidelines for their medium- and long-term strategies. Umbragroup firmly reaffirms its intention to embark on the course that will lead it to be a supplier of components to a high value-added partner. It is a step of fundamental growth that rests on several key values of our philosophy: transparency, stability, flexibility, and innovation.

In particular, the last one, innovation, is an integral part of Schaeffler's strategy, which spans both of its main business lines, Automotive and Industrial. It entails a constant focus on research and development that covers all the applications that are changing, and will continue to change, the world scenario: robotics and IoT, electrical and



The UMBAGROUP team with customer Schaeffler

automated mobility, artificial intelligence, materials science, technologies applied to bearings, and energy transition to hydrogen.

These are all important issues for Umbragroup, which intends to play a leading role in each. But throughout the entire day, which also included an interesting visit to the Höchststadt production plant [80,000 m², 1,420 employees], the underlying theme was, without a doubt, sustainability. Taking turns speaking at the meeting, whether physically present or remotely, were representatives of the German multinational's top management: Georg F. W. Schaeffler [Chairman of the Supervisory Board], Klaus Rosenfeld [CEO], Andreas Schick [COO] and, for the Industrial branch, Stefan Spindler [Industrial CEO]. They outlined the 2025 Roadmap the Group has already embarked upon, and onto which it intends to guide all its partners. The path includes the sustainability of both materials and products, and will bring Schaeffler to totally eliminate its

climate impact by the end of 2040, reducing the emissions generated by the supply chain and increasing the quantity of electrical power generated by renewable sources. It was a clear message that was acknowledged by Umbragroup. Sustainability is no longer a fantasy, but instead reality, and a milestone on which the Industrial line is building its future.

Satellite Operation

Tony van der Made
Director Asia – Pacific
UMBAGROUP SpA

Vivian Wei
Country Manager – China
UMBAGROUP SpA

For decades, UMBAGROUP has maintained a permanent representation in the Asia-Pacific Region. Tony van der Made, Director Asia-Pacific, lives in Taipei - Taiwan. Vivian Wei, Country Manager China, lives in Beijing - China.

As agents, our task is to be the eyes, ears, and face of the company in regions far away from the Foligno headquarters, says Tony. We carry out a wide range of tasks, which can be defined as a combination of Sales, Marketing, Customer Service, Technical Support and Public Relations, all our actions and results achieved always in coordination with the headquarters. A situation as this [offices away from the headquarters] often is referred to as a "Satellite Operation". Having a 6-hour time difference can create gaps in communication. This is why every Wednesday we participate in a meeting with the Aviation Aftermarket Team which starts at 2:00 pm Foligno, thus 8:00 pm Taipei & Beijing. Both Vivian and I have always worked from home,

an experience that our colleagues in the Group have been able to experience over the past two years.

Vivian and I have been part of UMBAGROUP for almost 20 years. My relationship with UMBAGROUP began in 2009 as a sales representative for Taiwan. When John Mason, then Director for Asia-Pacific region, retired in 2015, I was offered the position which I gladly accepted. To date I have no regrets, from the very beginning that I am working with and for UMBAGROUP, I have the feeling being part of a family that welcomed me warmly.

Together with Vivian and the A&D Sales Team globally, we are working to develop and implement a new strategy for entering the China B737NG Aftermarket. The Chinese market is different from that of any other country in the world: diversity of Rules, dynamics, and trends. As previously mentioned, my focus is on Sales and Market



Some of the Aftermarket A&D team members

strategy for the entire Asia-Pacific region, and I support the organization not only in the Customer Service area, but also in Marketing and Public Relations activities.

“
UMBAGROUP for me is like a big family, with extreme efficiency in teamwork and great precision. I am really proud to be part of it.
”

“My working relationship with UMBAGROUP began in 2002,” - says Vivian - “first through a third company and, since 2004, directly. As Country Manager for China my goal is to implement flap ball screw sales for Boeing 737C / NG, 747, 777 with Chinese airlines. In almost 20 years of working with and for UMBAGROUP I have grown: starting as a young, newly minted graduate, I have become an expert seller, highly respected in the Chinese market, directly connected to our Group. UMBAGROUP for me is like a big family, with extreme efficiency in teamwork and great precision. I am really proud to be part of it”.

We have been busy in *Saginaw*

Marylynn McPhail
Executive Assistant Linear Motion LLC.

Here at Linear Motion LLC, we have made a lot of changes and improvements. One of our most innovative changes is our Connected Sign Monitors (CSM) that we utilize throughout the plant to communicate. With the CSM share our production system, health and safety guidelines, Joint Activities Team events along with IT warnings to help protect from hackers and potential threats to our systems. We also have a kiosk in the lobby where visitors can have a custom welcome experience.

Linear Motion LLC has continued to host Saginaw Career Complex students with job shadowing opportunities throughout the plant. We are focusing on recruiting along with youth education and giving back to the community. We plan to continue hosting these high school students throughout the coming years to provide young people the opportunity to see what the Aerospace industry is all about.

The Joint Activities Team has been very busy these past few months planning events such as soup and sub meals, a chili cook off, giving out Earth Day bags to all employees, and multiple raffles including awarding three Blackstone grills. These are just a few examples of the hard work the Joint Activities Team has invested in bringing everyone together with fun activities. Next up is the annual Jim Rivett Memorial Golf Outing in September where our goal is to raise funds for ALS.

On March 25th Linear Motion LLC received the Economic Excellence Award from Saginaw Future at their 30th Annual Awards Luncheon. The event involved local businesses, the City of Saginaw, the county, as well as several state officials.



The Linear Motion LLC team together with the Saginaw Future team during the Annual Awards Luncheon

We received the award for providing economic growth in the Saginaw community.

This is the third time that UMBRAGROUP has won the Economic Excellence Award. We are proud of the recognition!

We work to be FIRST!

Linear Motion LLC has also provided a sponsorship to the Great Lakes Bay Health Centers which will help provide dental buses and in-school healthcare and counseling to the Community Schools in the Saginaw area.

All these initiatives express our bond with the territory: Social Responsibility, one of the fundamental values to be FIRST!



A united team to *be FIRST*

Jon Del Grande
General Manager Umbra Cuscinetti Inc.

As travel increases and customer demand picks up, we've had the need to add additional team members here at Umbra Cuscinetti Inc in Everett, WA. Hiring has been challenging and many team members have stepped up to do what it takes to meet customer demand. Recently, two key positions opened, and fortunately two valued former employees were eager to rejoin the team and take on new challenges.

In 2021, due to turnover in customer service, we struggled to accurately manage our customers' purchase orders and forecasted demand. This created many issues throughout the company and ultimately made it difficult to provide the customers with what they wanted and when they wanted it. In January this year, the timing and opportunity aligned such that we were able to welcome back Christina Austin into the Sales Operations Specialist role. Christina previously had over 24 successful years of experience with the company here in Everett, WA, in various positions throughout the company. Quickly upon rejoining the team, Christina was able to reconcile over 1,600 customer purchase orders and changes.

Additionally, in February of this year we welcomed back Naomi Storbakken as Master Scheduler. Naomi previously had over 11 years of experience with Umbra. As we started unraveling some supply chain issues, Naomi stepped up and started tackling issues beyond her responsibilities. With the need to have leadership over Supply Chain, Naomi accepted the Supply Chain Manager position in May. In this role she's able to use her 20+ years of related experience to lead the team to a new level



Some of the Umbra Cuscinetti Inc. team members

of performance.

There have been several other team members that have rejoined the company in recent months and we're grateful for everyone. We're building a new team here. It's full of a lot of talented familiar faces and some in new positions. Despite the continuing challenges from the pandemic, the team has really pulled together to support each other, the company, and the customers. Our focus is on performance and continuous improvement. Our plan is to achieve it through the UMBRAGROUP FIRST values and we're working on making this the best year yet.

Between *challenges* and *opportunities*

Bastian Willenbücher

CEO KUHN Präzisionsspindeln und Gewindetechnik
GmbH & Präzisionskugeln Eltmann

The first half year brought good sales growth compared to prior year for both PKE and Kuhn. The teams managed the supply chain, Covid and material price increase challenges overall very well so far.

Especially PKE maintained excellent delivery performance and profitability despite significant challenges in the global steel markets leading to capacity constraints and unseen price increases.

This was majorly achieved due to excellent materials planning and management, but it is also the result of a transparent price negotiations with our customers, thanks to which we were able to mitigate the increase in materials costs.

In parallel we continued to make good progress in strengthening organization and processes in order to prepare ourselves for future growth opportunities. For example since April Kuhn is running the new Dynamics 365 Vanilla system and key talents have been hired to strengthen the organization in critical area such as Engineering, Quality and Planning.



Overall the current market outlook remains positive for the second half year. So far our major customers have not been majorly affected by the Ukraine crisis or the Covid situation in China. So for the short term we need to continue to focus on supply security and delivery performance for our customers while remaining flexible and agile to manage risks and opportunities in the most effective way.

A New Face at *KUHN*



Barbara Bianconi
Customer service, KUHN GmbH

Gamze Korucu becomes the head of personnel management at KUHN GmbH.

Since the end of November 2021, she has become the Human Resources Manager at Kuhn Präzisionsspindeln und Gewindetechnik GmbH. Her duties and responsibilities include the determination of staffing needs, application procedures, and continuing education measures.

She also manages all internal coordination, for example with Management, but also handles and manages numerous outside contacts, such as those with recruitment agencies and training centers.

When, in November 2021, I received an offer to begin working

as the head of Human Resources at Kuhn Präzisionsspindeln und Gewindetechnik GmbH, I found fertile ground with a great deal of creative freedom. I'd already had my first professional experience in the sector, and after my first job interview with Bastian Willenbücher [General Manager and CFO, Germany], I knew exactly what the direction was, what mission had to be pursued, what vision had to be implemented, and what successes had to be achieved.

Now I can contribute all my know-how to achieve the common goal together with my colleagues. To overcome the glitches and difficulties that can be encountered along the path to achieving an objective, it is necessary to have the best possible team, with different skills and characteristics, capable of recognizing, dealing with, and overcoming these events.

Why Human Resources?

I chose Human Resources because I like to work with, advise, and support people with their diversities in every possible way. This position entails a wide variety of duties, and is always stimulating, at both the operational and strategical level.

How can candidates convince you?

The candidates who arrive at their first interview have to speak honestly and thoughtfully, showing their passion for the culture of our company. One of the most commonly discussed questions during an interview is: "Why Umbra?". For the candidate's answer to convince me, it has to be authentic.

What professional qualifications do you focus the most attention on?

Comparing CVs is relatively easy. For this reason, it's often the method chosen by companies to screen and select their candidates. However, we put all our candidates on the same level, and seek people with more flexible professional backgrounds. As a result, we have a very diversified team.

Of course, high potential, professional training, and educational qualifications are among the most

important resources for every company. This is inevitable, both in sales and in finance. Generally speaking, the more heterogeneous the team is, the better it is. The greatest possible diversity of people with different backgrounds making up the team creates a fertile foundation for innovative ideas.

Are there any no-gos?

No. Lacks, gaps, and omissions in the CV are not criteria for exclusion if they are explained well. If a person's profile is not suitable for the job offer desired, we also take into consideration other job possibilities in the company and see if there are matches.

What is your stance on diversity management?

Interculturality is very important for us. Every culture is recognized and leveraged. At Kuhn you meet people with different backgrounds, so this means there is a wide variety of perspectives and expertise coming together into shared projects. In addition to home office work, parental leave is also an important topic, for both mothers and fathers. Men request parental leave, too; this is exactly the kind of change we encourage and support. Because the work of Human Resources, today, needs most of all to express a different mentality: proactive, more diversified, and much more family-oriented. Indeed, we attribute great value to the families of our employees.

“

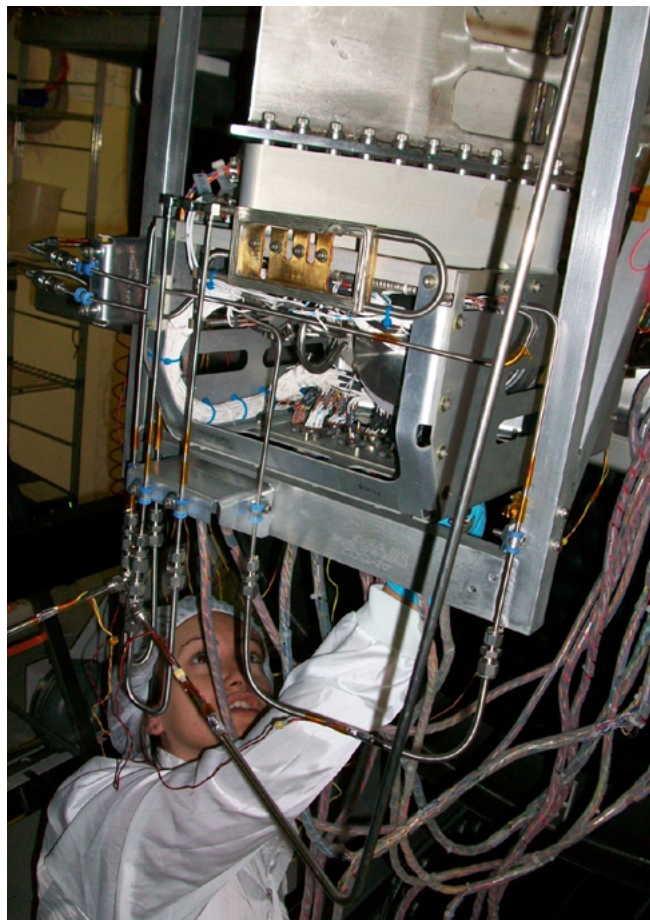
*You can become anything
if you have enough energy,
ambition, and talent.*

”

Gamze Korucu (25 years old)
received her degree in Economics at the University of Hohenheim. In addition to her studies, she has gained a certain experience in Human Resources.

Guaranteeing reliability in space

The answer is coming from Terni



Qualification of the TTCS [Tracker Thermal Control System]
– detail of the set-up phase

Serena Borsini
Thermal Area Responsible, SERMS S.r.l.

The aerospace market has always sought high-level expertise capable of supporting the sector's emerging small and new companies in the development of their business and ability to meet the demands of Italian, European, and world entities. The expertise sought is not only connected with the conception, design, and engineering phases, but above all with the phases of subsequent qualification and testing, which play a fundamental role in the success of a project.

Ever since its founding, one of the main objectives of SERMS has been to cover a broad range of activities, from the theoretical and design studies (using CAD and FEM software), to the qualification of all the materials and electronic instruments that must undergo vacuum, mechanical stress, radiation, and extreme temperature tests.

Experience and expertise in this field have grown over the past 16 years thanks to the support provided to scientific institutions, state-owned companies, and large enterprises of the sector, and the participation in major projects such as Platino,



Galileo (civilian satellite positioning and navigation system), Prisma, and parts of the NAOS satellite, just to mention those of the past year.

The laboratory's thermal team, prompted by the holding company, UMBRAGROUP, and driven by its desire to open up to the Space Economy, has decided to offer itself on the market as a space instrument thermal qualification consultant for small and medium-sized companies. The aerospace-related thermal world is based on somewhat unusual heat transmission methods which sometimes lead to innovative solutions that must be tested and validated in a total absence of convection. In addition, there is the study of the materials: a material to be used for space applications must have certain characteristics in terms of emission of possibly harmful substances, especially when optical systems are involved. The lab's thermal team has been able to specialize in this sector, acquiring high-precision instruments like the TQCM [Temperature controlled Quartz Crystal Microbalance], which has enabled it to establish consulting relationships with several

companies, providing support in their relations with NASA and ASI. In the coming days, an acceptance test will be performed at the Terni site on a GNSS [global navigation satellite system] receiver for space applications, which will involve the participation, as supervisors, of NASA personnel; in particular, one of those present will be James Joseph "JJ" Miller, Deputy Director, Space Communications and Navigation. It will offer a valuable opportunity to expand the network of contacts and suggest new agreement and development possibilities for both SERMS and the entire Umbra group.

The flexibility, wealth of experience, and network of contacts created over time can enable a small, versatile structure like SERMS, and in particular the thermal team, to rapidly and decisively meet the needs and requests of those who find themselves, perhaps for the first time, having to collaborate with such important agencies as ESA, NASA, and ASI.

Stay tuned!

The Importance of *Group Spirit*

Daniele Bartoli
Administrative and Purchasing, AMCo S.r.l.

In the past, it was the success of the single individual, one who perhaps emerged just by chance, that made the difference and decided the destiny of a company. This is no longer the case today.

Each and every individual, as part of a working group, plays a fundamental role in the company's growth and achievement of increasingly better objectives and results.

Whether it's a multinational company or a startup endeavor, developing the ability of employees to work together in a group is indispensable for achieving those goals, which can be reached only through a spirit of collaboration, understanding, and mutual esteem.

Working on a team and fostering a spirit of positivity within it is the true key to success for a company.



solutions are found more quickly; knowledge, know-how, and skills are shared; the strengths of all the members are combined; the undertaking of risks is encouraged.

There is no foolproof recipe for creating a perfect group; each team tends to develop its own "rules" for its functioning. There are, however, some ingredients that can be of help: awarding those who stand out for their dedication and skill in solving the company's problems; creating an engaging, open environment that encourages truly constructive discussions (no feigning agreement!); finding time for fun. A cohesive group is not simply one that works hard, but is also one in which the



The AMCo S.r.l. team

coworkers are able to have fun together, fostering their mutual esteem and trust.

Organizing activities outside of work can be very useful for building and strengthening the team spirit in the company, at every level.

Whether it's training, wellness, or charity... Find time for Team Building, in every way and form! Encouraging group spirit in the workplace can be decisive for employee wellbeing, and thus for the "health" and success of the company, as well. And the same goes for celebrating the achievement of goals: considering the working group a participant in the company growth provides gratification and an incentive for constant improvement.

While it's true that the ability to work in a group is more complicated than it seems, it's indispensable for a successful company! Let's set aside the class struggles between white-collar and blue-collar workers! No more Production-Technical Department-Quality Control diatribes!

If the group isn't united and there's a lack of trust among the various team members, the result is that it becomes an obstacle, instead of an added value.

“

*Coming together
is a beginning. Keeping
together is progress.
Working together is success.*

Henry Ford

”

At AMCo we pay a great deal of attention to all these details in order to create a healthy environment with a mutual sharing of knowledge and advice, open to dialogue and debate. It is, of course, understood that the true recipe for doing the best possible job is to love what we do.

So what are the advantages gained from a cohesive work team?
Work times are speeded up, with the workload distributed equitably among all the members;

The Largest *Aerospace* EMA Made in UMBRAGROUP

Moreno D'Andrea

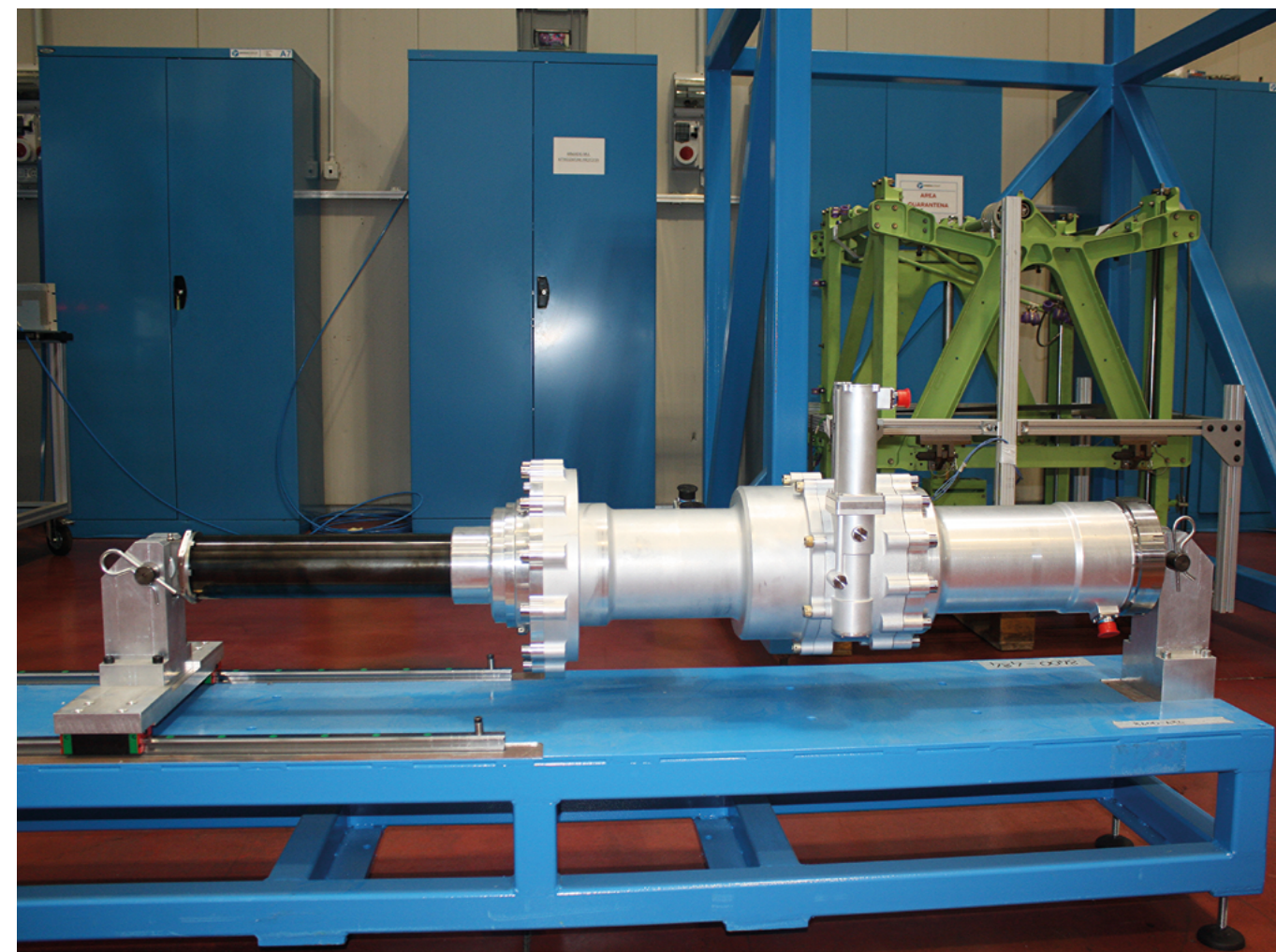
Research Center Manager UMBRAGROUP S.p.A.

With the ASTIB [Development of Advanced Systems Technologies and hardware/software for the flight simulator and Iron Bird demonstrators for regional aircraft] research project, UMBRAGROUP is focusing on the technological improvement of a series of equipment of fundamental importance for the future of civil aviation. With this program, electromechanical actuation systems have been developed that represent a new concept in landing gear for regional commercial aircraft.

The main landing system has been conceived with a mechanism which permits emergency free-fall landing gear deployment in the event of system failures. This concept makes UMBRAGROUP's electromechanical actuator suitable for safety-critical applications.

The research project was officially launched in 2015. In the ensuing period, a number of important milestones have been reached. One of the most recent, in December 2021, entailed the completion of the assembly of both the electromechanical and electronic parts. The event marked the achievement of a major goal, since for the company, the system is the largest electromechanical actuator ever produced in the aerospace field.

To provide an idea of the size, here are some technical data which most characterize this type of application:



The actuator of the ASTIB Research project

Operational loads 60-80 kN, static loads 400-600 kN, power stroke of the shaft 500-700 mm with an extension time of around 10 seconds, total weight to be contained between 80 and 100 kg; length between the two mechanical interfaces for the installation in retracted position contained between 1 and 1.2 m.

The engineering activities and tests begun in early January were carried out throughout the entire integration phase, enabling the electronics to communicate and manage the electromechanical actuator, in order to be able to conduct the acceptance tests and subsequent shipment. With the endurance tests being conducted at the Foligno plant and the system performance tests at the Leonardo company, we are nearing the project's final phases. On the other hand, for UMBRAGROUP this is just the beginning of a new electromechanical actuation concept using a free-fall deployment system. This solution exploits the

weight force of the system in which it is installed, without other secondary actuation systems – all with a focus on system safety.

The success of the innovative technology has been made possible by the excellent, constant cooperation between the Foligno and Albanello sites: a group of people who, with dedication and group spirit, conceived and developed an innovative, “gigantic” system never built before, a flagship for future landing gear deployment and retraction systems on regional planes.

In-flight tests are not planned at completion of the project, but the results of the bench tests will provide valuable information for launching a further step to consolidate the technology. This will lead to the development of proposals for potential future customers.



WE'RE FIRST, WE'RE FIFTY

UMBAGROUP 50th Anniversary.

We are FIRST, we are FIFTY!

1972 – 2022: Tracking our long-distance route

Beatrice Bandinelli
Communication Officer UMBAGROUP SpA

Fifty years have gone by since that April 1st of 1972. It was a Saturday, in Italy the President of the Republic was Giovanni Leone, and here in Foligno, Umbra Cuscinetti SpA was founded. Three companies, two German and one Italian, held the shares of what was a small industrial enterprise.

Just 11 years later, the German company FAG became Umbra's sole shareholder, up until 1993. 1993 was the year of the turning point.

Valter Baldaccini and Reno Ortolani signed on for the purchase of 100% of FAG's shares, and by taking over Umbra Cuscinetti SpA, they saved dozens of jobs for our community. Fifty years later, Umbra Cuscinetti has become UMBAGROUP SpA. What was once a small local enterprise, year after year, investment after investment, has become a sound, stable Group, which today is considered one of the world's major producers of technological solutions for the aerospace, defense, and industrial markets.

It is a group which, throughout its history, has won numerous challenges, but the most significant is without a doubt the challenge of internationalization. Those "enlightened" engineers had started a process that would have enabled the Group to acquire, over the years, various branches

Two far-sighted engineers had decided to take the big step, what we all know by the name of "management buyout". Back then, it was simply their big leap into the unknown.



The UMBAGROUP leadership cuts the 50th Anniversary cake

in Italy, Germany, and the United States, creating thousands of jobs for numerous communities around the world.

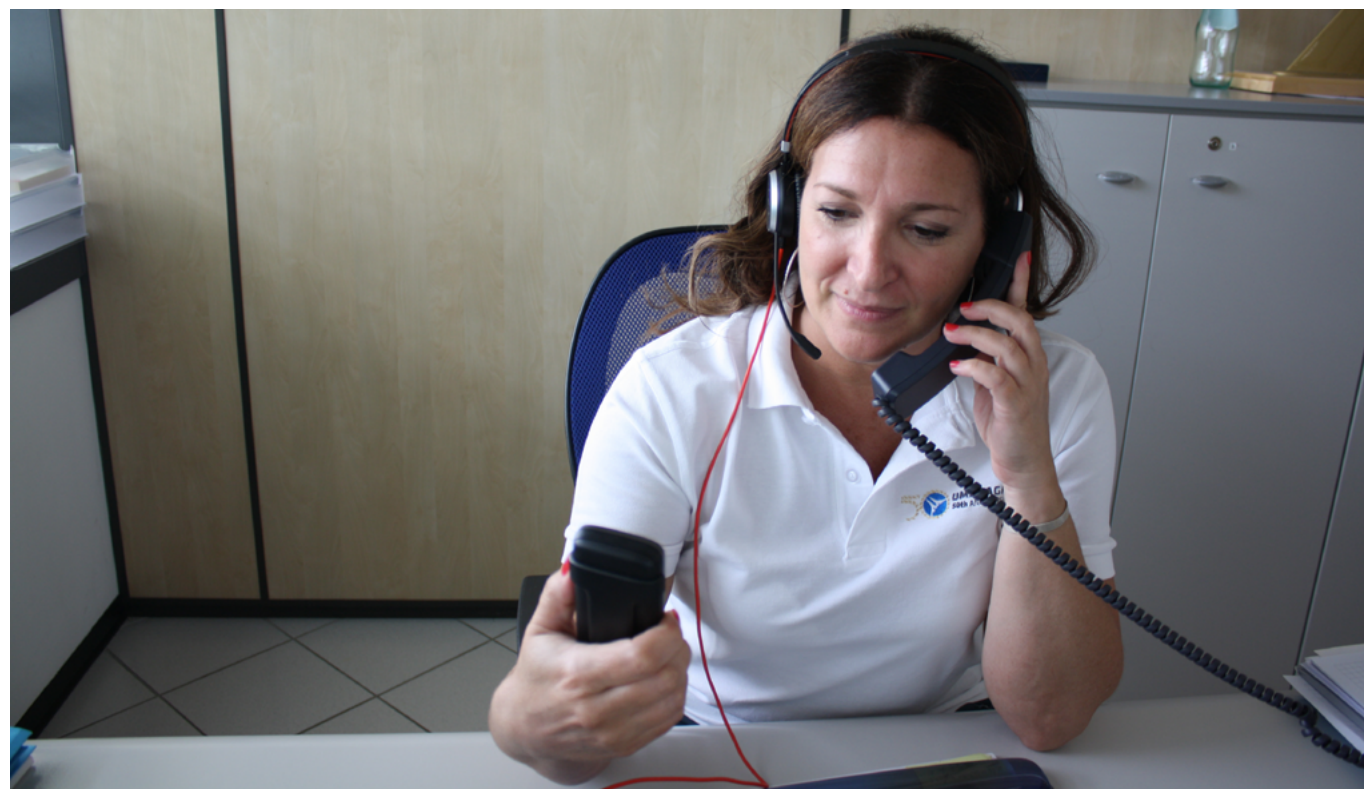
Ours is a very, very long-distance route. Our 50 years in flight would frighten anyone, but not the men and woman of Umbra who, proud of their incredible history, continue this journey anchored to their route. It's a route that's shared and traveled together, constantly inspired by the same non-negotiable values, which are directed toward a single common goal.

Always bound to our FIRST values, which inspire not just our way of acting, but how we approach our work. Values which, in these 50 years of history, have always been focused on elements that are essential for growth: investment in research, development, and technologies, an always open

approach to innovation, and teamworking with passion and dedication, for a better future not just for us, but for all generations to come. It's a route that doesn't simply focus on maintaining its altitude, but grows exponentially, aiming for space, always focused on our challenges, but also on the satisfactions our work gives us.

In half a century the journey has been a long one, indeed a very long one, and many wonder what UMBAGROUP's winning ingredient is. I believe that to find out the answer, it is sufficient to walk through the production department halls or peek into the offices to realize that the strength of the Group doesn't lie in a single individual, but in all 1,066 persons who every day invent, build, repair, enter into agreements, perfect, and design the future of UMBAGROUP: our future. Because WE are UMBAGROUP.

Behind the *scenes*



Daniele Frillici
Manager Sales Industrial
UMBRA GROUP SpA

For those, like myself, who have been in the UMBRA GROUP family for only six years, being a part of the team organizing the event that will celebrate its 50 years of history is a truly special feeling.

The mind immediately goes back to the celebration of the 45th, but also to all those of the previous years, which I was able to experience only through the stories told to me, which I would almost call legendary, in a single unifying thread forming a solid bond between our company and all the customers that have made it great. Also coming to mind are the words engraved in stone of Engineer Novarese [Meccanica Nova] who, in 2017, two years before leaving us, touchingly praised Umbra's philosophy and professionalism. Likewise there are flashes of the soccer tournaments with their combative teams from all over the world; whether they were from Aerospace or Industrial, it didn't matter.

And this year? This year the baton will be passed on to someone else and, as is proper for such a special occasion as a fiftieth anniversary, the tone of the festivities will match the level of the guests: top notch and top management. For months now, around Europe, we have been taking part in open house type events held by our main customers to gather ideas for the organization. One of them parked a van right in the midst of the Production department to cook hotdogs, another put LEDs along the entire path of a totally automated guided tour, and still another focused on sustainability. And what will we do? Where will we take our guests? Is it right for Umbra to borrow ideas from the "best", or should we create an original style that is ours

alone, and which will make the celebration unique? Little by little, as the weeks go by, the frequency of the operational meetings is increasing: hotels, talks, roundtables, analyses, and focus on our technologies and innovations... You name it. But then, like always, as if by magic, in the end all the pieces will fall perfectly into place and September 16th, 2022 will be rightfully added to the general ledger of dates to be remembered.

Mirko Canfarini
Manager Group Marketing,
Business Development & Sales MRO
UMBRA GROUP SpA

In this important year for UMBRA GROUP, the year of its first Jubilee, I have been entrusted with the job of coordinating the management of the aerospace guests/customers coming from all the Group's companies for the event that will be held on September 16th.

On the team there are also Daniele Frillici, who will be in charge of the industrial guests/customers, and the Marketing & Communication department team, with Sara Bordoni, who will be in charge of the event's logistics in all its aspects.

I will certainly remember this intense period with all the phone calls and constant daily meetings with Sara and her group asking me for updates on the list of invited guests. I've become phonephobic; when my cell phone rings I'm overcome with anxiety, always fearing it will be her asking me the same question for the umpteenth time. And I already know what answer she wants to hear, but I cannot give it to her.

I'm afraid it will be like this right up until September 16th! After all, there are just a couple of months left!

Sara Bordoni
Corporate Marketing & Communication Coordinator
UMBRA GROUP

WHAT DOES IT TAKE TO ORGANIZE THE 50TH ANNIVERSARY EVENT WITH THE CUSTOMERS?

What do you do, exactly?

This is a question I'm asked very often, because we of the Marketing and Communication department are the ones who "organize dinners". So now I'm organizing the 50th anniversary dinner with our customers.

And what does this mean?

It means, first of all, having thought of how to structure the event, and what concept is to be conveyed. It means having shared this idea, gathered others, and changed the original concept. It means relying on certain persons whom you totally trust, discussing things with them, and coordinating your actions.

And then it means starting to think of all the communication tools to be used to reach everyone involved: institutions, guests, customers, colleagues. For each of them the message changes, the tone changes, and the nuances change, a little like when you receive someone at home and have to organize the dinner beforehand. The way you invite the person isn't the same as how you talk about the upcoming dinner within your family.

After all, what does it take to find a place to hold a dinner?

You need to be ensured of the availability of the place, considering the fact that the pandemic brought events and weddings to a halt and today couples are getting married even on weekdays. Yes, going against the old Italian superstitious saying

that you're not supposed to get married or leave for a trip on Tuesdays or Fridays, people are even getting married on Fridays. And so you contact 52 places to be able to obtain the availability of maybe two of them, which have very different dining capacities.

And then?

And then there's the program for the event, which is broken down into three parts: morning, afternoon, and evening. Each of these parts is broken down into times and activities, and each activity involves groups of customers and groups of colleagues. So you end up with four separate programs, involving different people.

In addition, it is necessary to plan everything you normally plan for an important event: theme of the evening, set-up, entertainment, dress code, gadgets, etc.

And everything is jammed into just over two months' time, together with your other normal work activities.

In short, this is a behind-the-scenes look at an UMBRA GROUP celebration event.



A new *challenge* won

Marco Ceccarelli
Manager Quality MRO
UMBAGROUP SpA

UMBAGROUP possesses all the aeronautical certifications necessary for the production and maintenance of aeronautical parts.

These certifications, called POA – Production Organization Approval [EASA Part 21G] and AMO – Approved Maintenance Organization [EASA Part 145], permit UMBAGROUP to operate on the aeronautics market with its customers in the aviation sector: aeronautical product manufacturers (vehicle and engine manufacturers, etc.) and aerospace companies (operators).

Italy's ENAC (Ente Nazionale Aviazione Civile) has the authority to issue the above-said aeronautical certifications, and to perform monitoring operations via periodic inspections (audits).

The development of the LGA H160 actuator for our customer Airbus Helicopters led to the need to extend our certifications to the construction of parts for use in landing gear. In fact, these parts are

classified as "Safety Critical Parts" and thus require the adoption of even more stringent Quality System procedures for their industrialization, production, and supplier management (in terms of the supply chain).

For this reason, UMBAGROUP had to further develop its Quality System in order to be able to prove its proper management of this kind of products to ENAC. The Team that worked on this extension project was cross-functional, involving personnel from the Production, Quality Control, Supply Chain, Production Engineering, and Design departments. The main activities performed concerned:

- » Definition of the procedures necessary for managing the critical parts;
- » Qualification and training of the personnel at all levels of the organization;
- » Development of the Supply Chain in order to involve the relevant suppliers for construction of the parts;



The Aerospace Quality team

- » Definition of the procedures necessary for the issuing of the certification for critical parts.

On March 9th, 10th, and 11th, 2022, ENAC conducted an audit at UMBAGROUP to verify the proper implementation of the requirements. The two professional, and well-prepared ENAC officials verified the entire POA production in an extremely rigorous, well-coordinated, thorough manner.

After three days of full immersion, the outcome of the audit was positive, and permitted UMBAGROUP to extend its EASA Part 21G certification to the production of Critical Parts.

The next step, which at this time is taking much work and great commitment, is that of obtaining an extension also for the Ns AMO – Repair Station [EASA Part 145] certification, concerning the maintenance of parts for landing gear.

We'd like to take the opportunity presented by this article to congratulate once again the whole Team which, through its hard work, made the

achievement of this important result possible.

On March 24th, 2022, the Certifying Staff issued the first EASA Form 1 in accordance with the Part 21G certification for this actuator. The occasion was immortalized with the photograph accompanying this article.

Continuous Improvement on Products and Processes

Luca Bossi

Opex & Quality Manager Industrial
UMBAGROUP SpA

During the first part of the year, the Industrial Quality Team was involved in numerous activities, interfunctional projects, and interaction with its premium customers.

The positive trend of the Quality KPIs has been confirmed, showing all of them in keeping with the company target and zero defect roadmap.

With regard to the ball bearing line, a project is nearing conclusion that involved, with our premium customer in the sector, the quality and production departments in the increase of product corrosion-resistance for uses in harsh environments and climatic conditions. The project began with a Gemba Walk through production, which already resulted in a very positive “as is” evaluation, to arrive at the preparation of a joint action plan. The work falls within the framework of the customer's Six Sigma process involving the entire chain, from production, to logistics, to the end customer's use of its products. Our colleagues Agostino Chiavarini, Bearings Quality Control Department Manager, and Stefan Vetturini, Customer Quality and Quality

Focal Point for the specific customer, were directly involved.

As for the recirculating ball screws line, an interfunctional project (involving the Quality and Design Engineering departments of both Umbragroup and the customer) was launched to increase the perceived quality of screws to be used in the robot sector. Collaboration with the customer enabled the two teams to discuss various technical topics relating to design and quality, promote cross-fertilization, and improve the creation of customer loyalty toward UMBAGROUP products. Mattia Pilli, Quality Design Engineer of the Industrial Quality department, organized the implementation, with the support of Maintenance and Safety, of a test system for studying the sound emission level and perceived noise quality for screws used in high-speed systems. Testing and optimization of



The UMBAGROUP Industrial Quality team

the various products involved will follow during the second half of the year.

In collaboration with Design Engineering and Production, a project focusing on the optimization of the screw assembly was finalized. It simplified and standardized the choice of the diameter of the balls used in the recirculating screws. The standardization made it possible to optimize the assembly times, and reduced the size of the ball selection necessary to keep in stock.

During this particular period, in which the geopolitical situation has increased the risks for the continuity of supplies, the Industrial Suppliers Quality department has been heavily involved in the monitoring, approval, and support of UMBAGROUP suppliers. Michele Meniconi, Supplier Quality Leader, is supporting our Industrial

Strategic Procurement in monitoring, scouting for, and approving new suppliers.

Also continuing is the training activity within the Industrial Quality Team to promote the multivalence of resources and their professional growth. In particular, continuous support is provided to the subsidiary Kuhn for the local resource, Mattia Cariani, in charge of the Quality Assurance activities.



Congratulations

New hires

UMBLAGROUP S.p.A.

Alcini Michele
Baliani Diego
Cesarini Roberto
D'angeli Nicola
Fedeli Luca
Magrutti Daniele
Romeo Paolo
Ruffinelli Alessio
Santoprete Vittoria
Tiburzi Daniele

UMBRA CUSCINETTI Inc.

Austin Christina
Mcperson Joseph
Rhodes Alex
Schmelzer Nick
Storbakken Naomi
Weiss Ryan

LINEAR MOTION LLC.

Geitman Dj
Gmeiner Mary
Gonzalez Tony
Lampela Peggy
Long Michael
Morningstar Tim
Rhodes Chatt
Topham Jacob

KUHN GmbH

Panterott Elena
Sclafani Accursio

AMCo S.r.l.

Baliani Luca
Bovi Lorenzo
Massimiani Gabriele

PRÄZISIONSKUGELN ELTMANN GmbH

Kelle Holger
Stix Benjamin

Just Married

UMBLAGROUP S.p.A.

Covelli Roberto and Ciccocioppo
Simona

UMBRA CUSCINETTI Inc.

Scheffler April and Garner Adam

Births

UMBLAGROUP S.p.A.

Barbetta Flavio
Fiorani Nicolo' Joshua
Guidi Giacomo
Luzi Mattia
Margutti Sole
Silvestri Anna
Timi Giorgia

LINEAR MOTION LLC.

Rosenburg Charlotte

PRÄZISIONSKUGELN ELTMANN GmbH

Eck Ella
Melber Fantaghiro Juliana
Strätz Nevio

KUHN GmbH

Del Negro Luca

AMCo S.r.l.

Bartoli Bruschi Damiano Leon



UMBRAGROUP

n.34 | July 2022

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