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Work with Us, trust in people able to create a new world around You.

Cavriago, 24th February 2016

Lavora con Noi, affidati a persone capaci di creare un mondo nuovo intorno a TE.

"LEL'S TAKE CARE OF OUR PEOPLE"

ear Colleague,

to overcome the obstacles we face daily.

I like keeping in contact with YOU: we share the same enthusiasm. We have the same determination to win and to constantly pursue new goals and new aims. Thanks to that, before one year ends, we are already imagining and making plans for the years to come. Without a passion for our work this would not be possible. It's our fuel: it gives us the necessary energy

In my previous letter I mentioned the *people* and how crucial they are in performing business strategies. It will be easier to achieve our dreams and reach our goals if we share them with

our staff. They are the core part of the company. They have to be carefully selected, trained and motivated to commit to reaching our goals. Young people in particular; the new generations to whom we have a duty to give a future... who represent the future of our companies.

Some time ago, while I was reading a newspaper in a foreign country, I've been impressed with the sentence by a football coach (Marcelo Bielsa): "Si Tu eliges que no quieres ser el mejor del mundo, qué problema hay? No hay ningún problema, pero hay que saberlo. Ser el mejor te quita horas con tu mujer, con los amigos, te quita las fiestas".

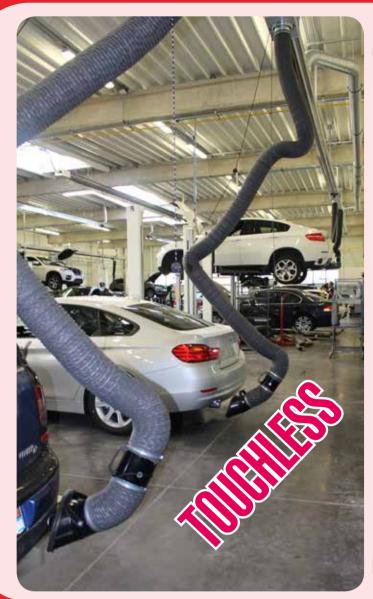
(Is there any problem if you chose that you don't want to be the best in the world? No there isn't any at all, as long as you are aware of that. Being the best means hours away from your wife, your friends, your holidays).

I was particularly impressed with the philosophy in this sentence: if you do not want to be the best in what you do, that's all rightjust be very aware of that! But if you wish to become the best at your job, then you must know that this requires sacrifices. Great sacrifices.

Thomas Friedman: "In the past a worker with intermediate skills doing an average job could get an average wage. Nowadays to be average is of no benefit any longer!"

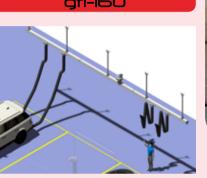
Before we search for expertise in a person we search for aptitudes for success: Results orientation - Determination - character and common values

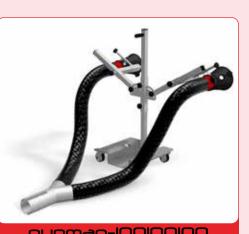




















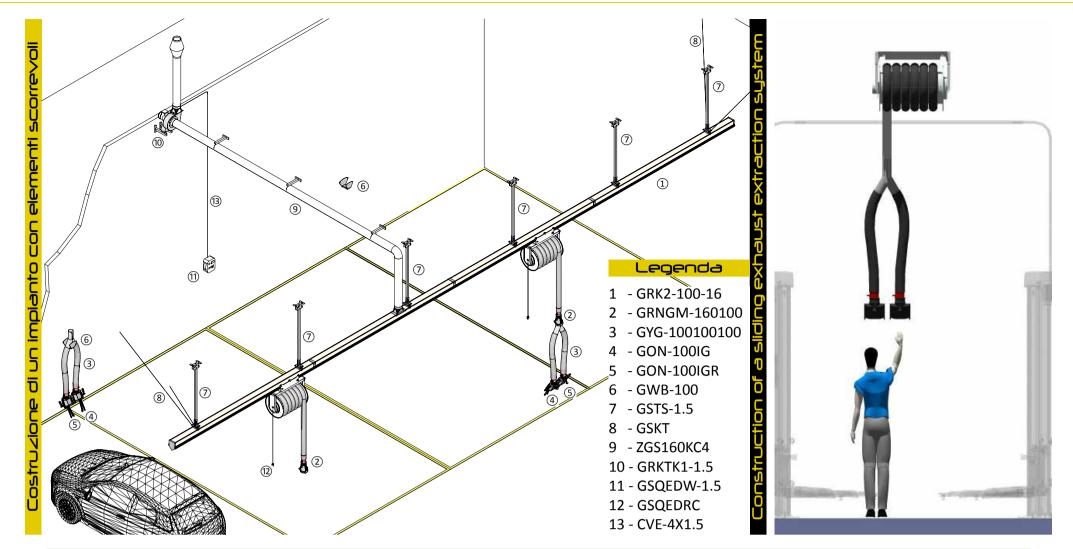












Impianti di distribu∠ione fluidi ed energie



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Ranger



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Fluid and Energy distribution systems













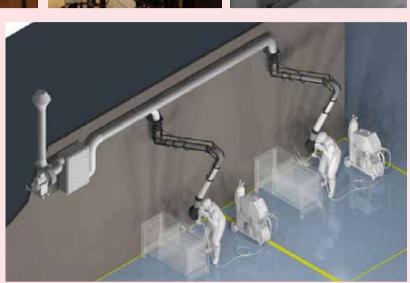


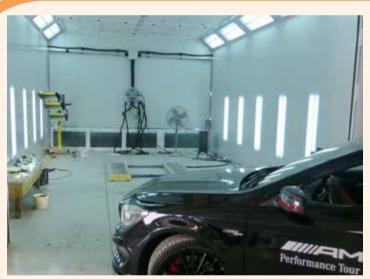


























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