

1/2020 August Edition

MAGAZIN

Corona and its effects

How did MEN cope with this?
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Progress through improvement

An update
More on page 6/7

Ballistic Corner

Lead-free, small-calibre ammunition
More on page 10/11



MEN

We serve your mission.



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Gesund bleiben!

Stay healthy!

Health has never been more important in this modern age than since the beginning of 2020.

Corona and its effects are still being felt throughout the year, even worldwide. In the meantime, we have managed to 'smooth the curve' and can look ahead hopefully without forgetting the most important measures.

We wish you all continued good health and trust that we can launch into a positive future together.



Hermann Mayer
CEO

GREETING

A greeting in unusual times – how do you phrase this without sounding trite and generic?

First and foremost with a heartfelt thank you, in my opinion.

Thank you to our customers for the flexibility they have shown over the past few months, thank you to our staff for their dedication and discipline, thank you to the works council for their trusting cooperation and thank you to the wider management for their support over the past few months.

The key date for me personally this year was literally Friday 13th! On Friday 13 March 2020, it was announced that schools and daycare centres in Rhineland-Palatinate would close. From this point at the latest, we all realised that the coronavirus pandemic would be more than just a "flash in the pan".

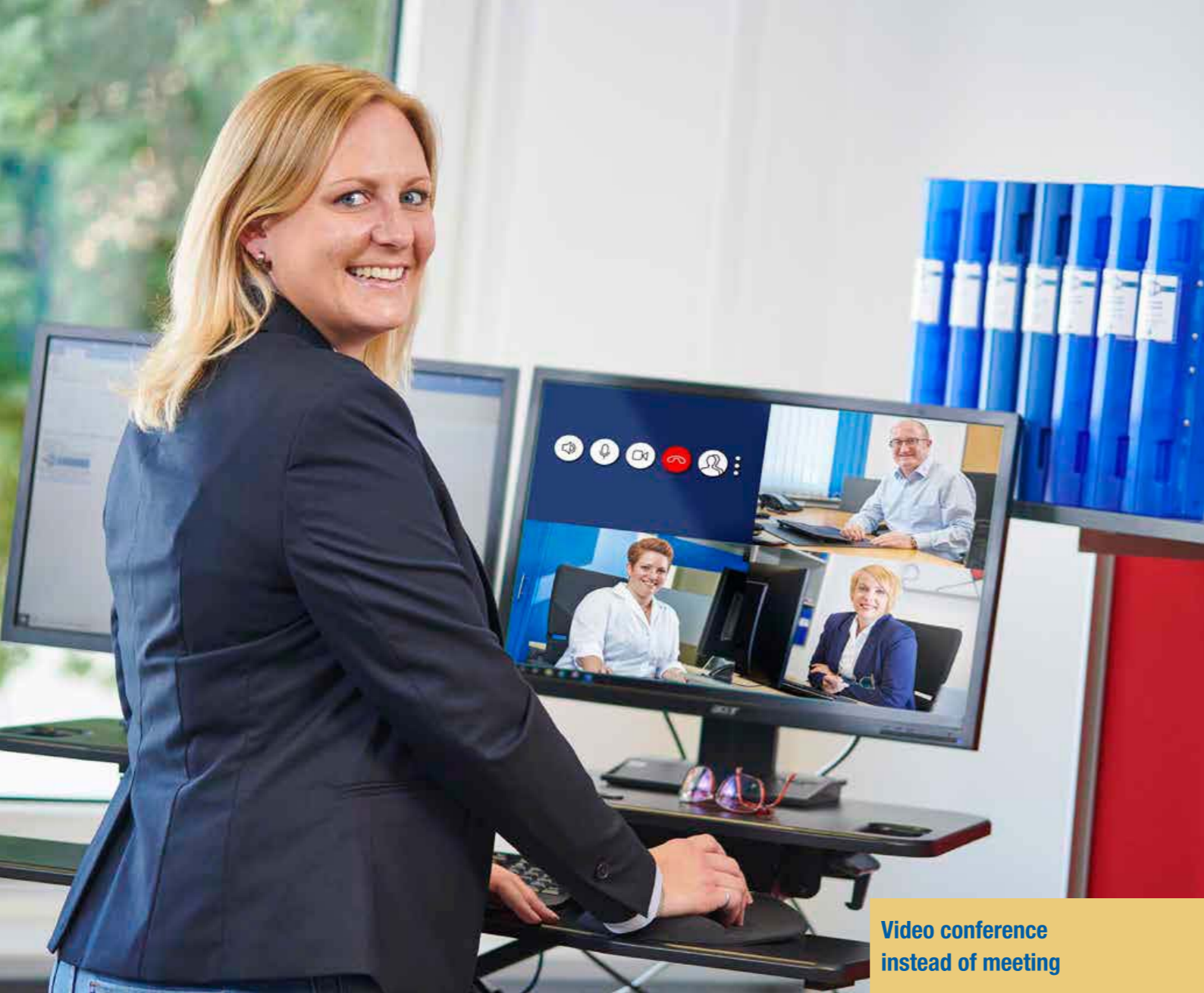
The following days, weeks and months have been a particular challenge for all of us, both in the company and privately, and we are still dealing with lots of issues. For example, childcare for children of all ages is still a huge issue for many families. Caring for relatives and fear of at-risk groups, namely our loved ones at home, becoming infected is still a constant concern in our everyday lives.

At the same time, the crisis of recent months has also shown that we as a community are able to solve difficult tasks quickly and unbureaucratically. I can certainly say this of our customers and our company.

I am hoping that our country as a whole will succeed in continuing the positive journey so far, and that our police and security officers, as well as the soldiers of the German armed forces and NATO partners, will be able to remain healthy and carry out their duties for the benefit of our society. At MEN GmbH, we stand in solidarity with them.

Stay healthy!

Yours sincerely,
Hermann Mayer



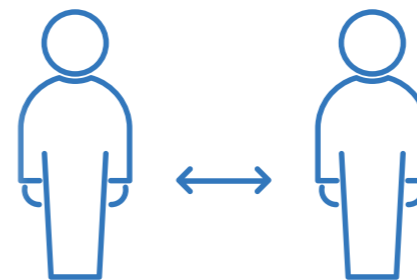
**Video conference
instead of meeting**

CORONA AND ITS EFFECTS

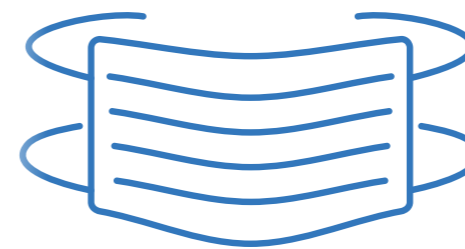
**Cancelled exhibitions, economic losses...
how did MEN cope with this?**



Disinfect hands



Keep distance



Wear a face mask

At the beginning of this year, the coronavirus really came to our attention for the first time. In China, a novel virus had spread and caused a large number of cases of disease there.

In our neighbouring countries of France and Italy, the virus took on unexpected dimensions. Many people became sick and a large number of them even seriously ill. Suddenly, the hospitals were overcrowded and more ventilators were needed than were available. And this situation threatened Germany as well.

MEN acted quickly to protect the health of its employees and thus, of course, to ensure the continued smooth running of production and administration. Because it was soon clear that a quick but unfortunately also long-term solution had to be found.

Stay healthy = keep your distance

Immediately, all hygiene measures were tightened further and the workplaces were – as far as possible – moved apart to keep the minimum distance. Those who had the technical equipment were now working from home with immediate effect. In the canteen, the tables were also set apart and all possibilities that could be implemented in everyday work were used.

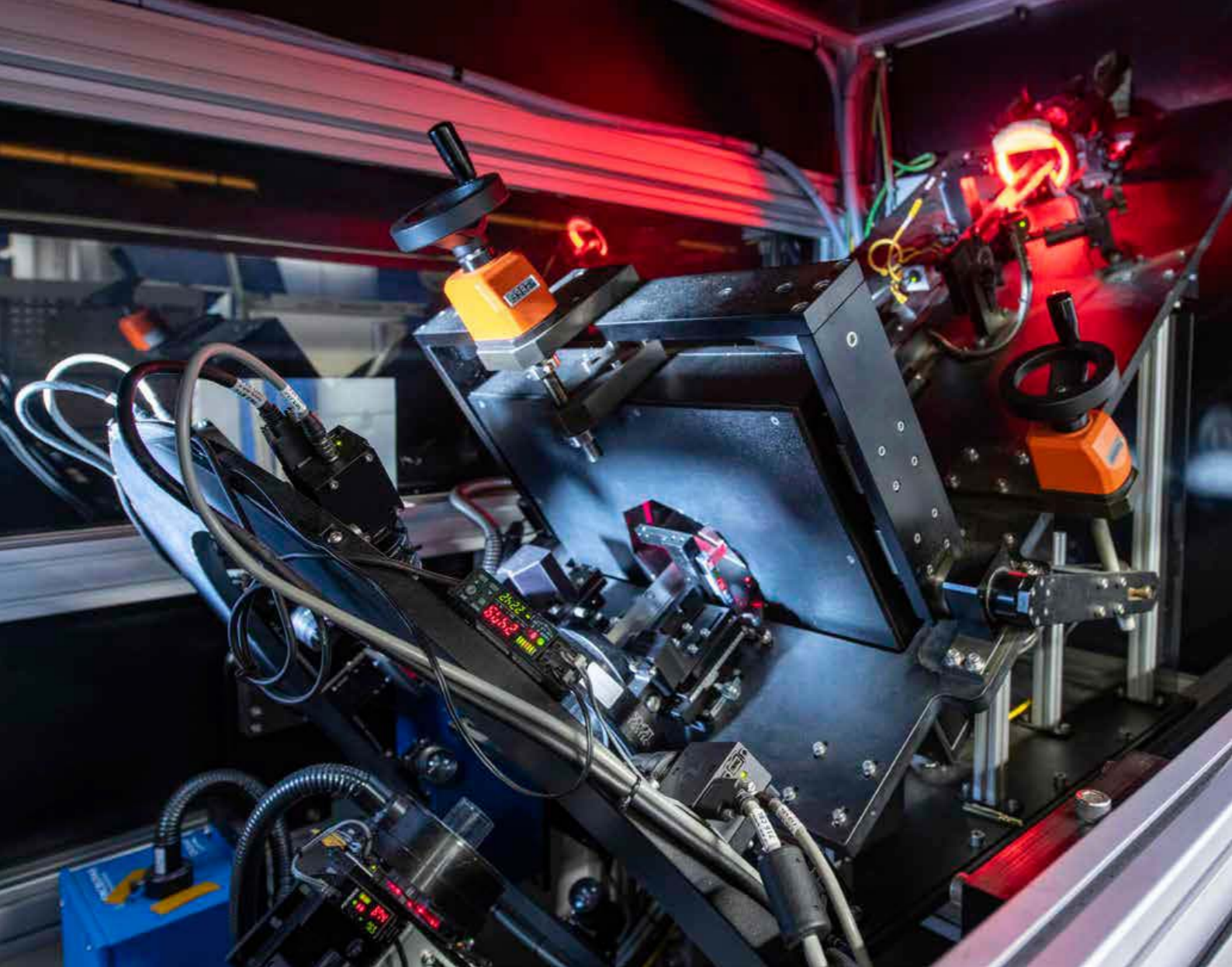
Of course, all this would have been of no use if our employees had not strictly observed proper distancing and implemented the ban on contact to other people in their private lives. We would like to thank everyone once again for this.

Cancelled exhibitions

Of course, the virus had even more impact on our professional life at MEN. It was shortly before the two exhibitions Enforce Tac and IWA when the first measures were implemented in Germany. Shortly afterwards, we received the decision of the organizer: both shows would not take place until further notice. So, instead of working on the last detailed preparations, we immediately informed our customers and cancelled hotel rooms and the like. A few weeks later, the French exhibition Eurosatory, which was to take place in June, was also called off. Although everyone had expected it, each new cancellation caused a strange feeling every time, because it was shown once again what far-reaching consequences this virus really has.

Successfully mastered

In retrospect, we have successfully implemented an entire catalogue of measures. Thanks to the rapid action of our crisis management team and the consistent implementation by our employees, we have together managed to survive the crisis well, from both the health and financial standpoint.



PROGRESS THROUGH IMPROVEMENT

An update on our current construction measures and innovations

Improved truck logistics

The location of our company premises on our peninsula repeatedly confronted us with logistical challenges. We had already successfully optimized and implemented some of these measures.

Now we faced a new problem: our logistics for deliveries and collections. Often, the large trucks were literally jammed up on the way to our factory premises and it was then also no longer possible for cars to get through. A solution had to be found for this situation.

A waiting zone was therefore created on the former truck turning area (approx. 3 minutes away from the actual company premises). All trucks come to this zone first and park there. Then they can log in from there via a terminal and are then always called up 'just in time' so that they can be directly loaded or unloaded and processed. A perfect solution!

Modernisation of the canteen

It is important for the motivation of employees that they feel comfortable in their everyday work. In addition to a pleasant working atmosphere, agreeable colleagues and competent superiors, the breaks in particular are very important. That is why we have started to redesign the canteen and transform it into a modern and inviting space.

In this bright and friendly atmosphere, it is easy to switch off briefly during the lunch break, enjoy the food and then start off refreshed into the second half of the working day. Because only satisfied employees are effective employees.

Satisfied customers

Satisfied customers are of course just as important as satisfied employees. An important point in our personal contacts with customers are the acceptance tests in our factory. This affects our military business partners as well as the police and other government agencies.

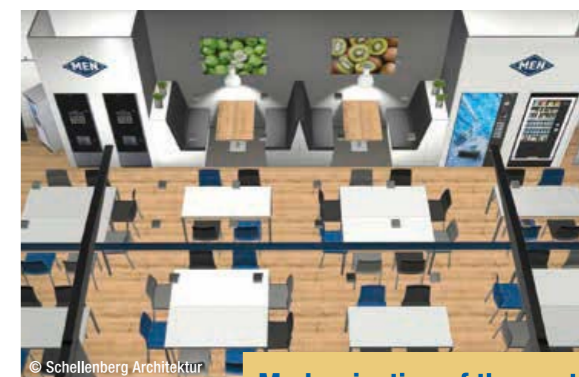
Here too, we decided to further develop and expand our ballistic measuring lab and to adapt it to modern requirements.

In addition to the normal spaces such as workshop, offices and conference rooms, we also had to focus on the firing range. It was clear that we needed not only an additional range but also a possibility with a longer shooting distance. But there we again faced with our old problem regarding the available space on our peninsula. So there was only the possibility of growing upwards. On top of the existing firing range – which was of course renewed – a second one was added.

So, now we can welcome our customers in a very modern facility that meets the current safety standards and environmental regulations. Employees and customers are protected by the latest smoke extraction systems and can work in a professional environment.



Truck logistic with registration terminal



Modernisation of the canteen



Hall of ballistic corner

ORGANISATIONAL CHANGE

Change in Sales Department



**ANN-KATHRIN
HOMMRICH**

- > Entered the company in July 2015
- > So far employed as a “Project Manager”
- > Educational certificate “Certified Business and Economic Manager”

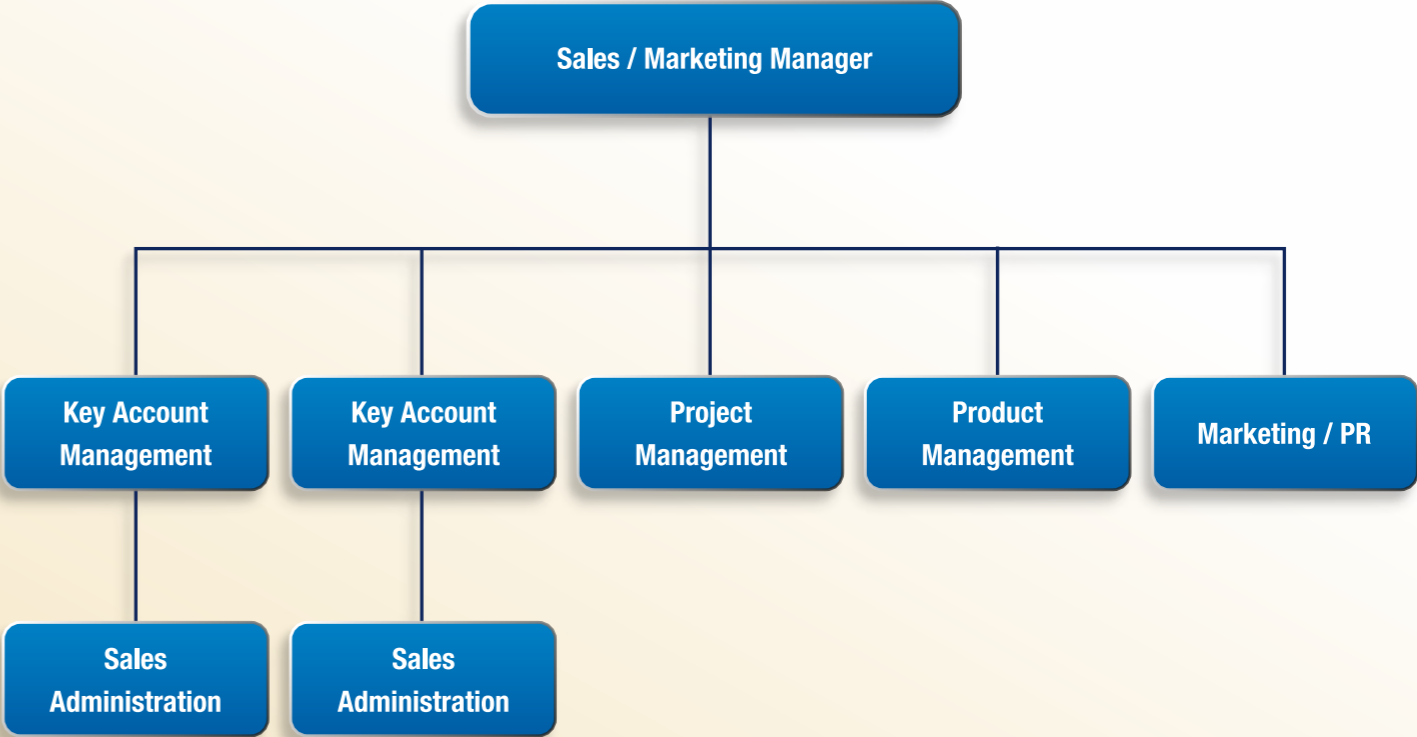
Since the 1st of June 2020, Ms. Ann-Kathrin Hommrich is in charge of the Sales Department. In accordance with her new function of a Sales Manager, there were also a few occasional adjustments within the department.

All the existing contact persons will not be changed. Ms. Caroline Mayer takes over the responsibility of the “Key Account Manager” in order to coordinate the “Sales Administration” together with Ms. Ann-Kathrin Hommrich. In her function, Ms. Mayer reports to Ms. Hommrich.

Due to this amendment, Jana Bender will take care more intensively and increased about the higher duties and responsibilities within the Administration and Management.

“I am pleased to take over the responsible function of the Sales Management and the related missions and challenges hereto. I gladly looking forward to more future common and successful projects with our customers, business partners and of course, my team of the Sales Department”.

Ann-Kathrin Hommrich



Organization chart

of the Sales / Marketing department



BALLISTIC CORNER

All about the topic of “lead-free, small-calibre ammunition”

Lead-free ammunition is the big challenge for every ammunition manufacturer. Since 27.06.2018, the heavy metal has been listed on the SVHC (Substances of Very High Concern) candidate list of the REACH regulation. It is therefore necessary to consider the possibility that lead could be banned in the (distant) future.

But, of course, there are also good reasons why this metal has played such an important role in bullet production from the very beginning. In this and the next two issues of our MEN magazine, we will therefore present the special features of leaded bullets, our lead-free solutions and the background to the topic of “lead-free” in our Ballistic corner.

Here in the first part, we will deal with the following main points:

- Who will restrict and possibly forbid its use?
- What are the reasons for this?
- What influence do the regulations have for hunting or military and authorities?

In the second part, we will then show you various approaches and examples of lead-free ammunition. We also discuss the difficulties that had to be overcome and how we managed to do this. In the third report, we then deal with the special case of the lead-free subsonic cartridge.

Why use lead-free ammunition?

In the field of hunting, the connection between hunting ammunition and the deaths of birds of prey (sea eagles) was investigated over several years. According to a study, there were 415 deaths of sea eagles in the federal states of Brandenburg and Berlin after the nesting phase. This figure refers to the years 1990 to 2013. Of the 415 deaths identified, organs and/or blood were tested in 255 animals. Lead poisoning was the most frequent cause of death with 26.8% and the trend seemed to be increasing. As a result of this investigation and further studies, restrictions were gradually imposed on hunting in areas close to water bodies as well as on state-owned and private hunting grounds in various federal states. In the governmental sector, where the various law enforcement agencies have to provide their training or the obligatory shooting record, the situation is of course somewhat different. Here, of course, the lead is not introduced into the cycle through the food chain, but through the evaporation process when firing in closed shooting ranges.

These emissions can be produced either during the shooting process itself, by non-encapsulated bullets or non-lead-free components, or during the process of reshaping the projectile, when it hits the bullet trap. If the ventilation system is not suitable, these pollutant burdens cannot be dissipated quickly enough and can therefore enter the bloodstream via the shooter's lungs. This is where the occupational exposure limit (OEL) comes into play. It defines the time-weighted average concentration of a substance in the air at a workplace for which acute or chronic damage to the health of the employees is not to be expected.

But how can the lead in the components be replaced?

In the primers of the cartridge as well as in the propellant powder, the solutions using substitutes have been in use for several years and are fully developed. Materials such as copper, brass and tin have long been used for bullets for hunting. These materials were officially adopted and supplemented with e.g. zinc. In the case of hunting ammunition, the focus is clearly on a projectile which releases energy in the target medium very quickly and reliably. This guarantees a quick killing effect to prevent unnecessary suffering of the game. For this reason, mass-stable deformation bullets or partial fragmentation bullets are often found here; these release additional energy into the surrounding impact zone through deliberate tearing off of the ‘petals’. Alternatively, fragmentation bullets are used which lose a large part of their mass when expanding in the target medium.

In the official and military sector, however, ammunition has to meet completely different requirements. In the military field, for example, there is the Geneva Convention, which prescribes the characteristics of ammunition that may be used in the event of a conflict. Here the use of deformation or fragmentation ammunition is strictly prohibited. For this reason, only full metal jacket ammunition and its subtypes such as hard core, soft core or tracer are used. Since the government agencies in turn have to fulfil entirely different tasks, the use of deformation bullets, for example, is

urgently required. On the one hand, this prevents a so-called over-penetration (endangering of uninvolved persons if the projectile exits with little or no energy transfer), while on the other hand, the deformation ensures that further actions by the target persons are prevented.

What this looks like in detail and what the special requirements are for the bullets / ammunition you can see in the next part.

Author: Kay Laux



FIREARMS TRAINING

Part 4: The drawing process – pistol

In part 3, we dealt with the training mindset, where we have also dealt with the process of drawing the pistol. A number of readers subsequently asked for a more detailed explanation of the drawing process, and I would like to comply with this request. At this point, I would also like to thank you for your feedback and encourage readers to contact us with praise and criticism or suggestions and enquiries.

So this time we have not given consideration, i.e. an “opinion”, on particular topics of firearms training, but start with our first theory course. Of course, we should not ignore the points mentioned in the previous articles, so it cannot hurt to look them up again. In this text, we will not take a specific situation as a basis. We are only in our own course of training or schooling and are practising with targets on the shooting range.

As already written in part 3, the drawing process with subsequent release of a shot is a rather complex procedure where several movements/activities are performed simultaneously. Many instructors split the drawing process into only 4 areas:

1. Gripping the pistol
2. Drawing the pistol (from the holster)
3. Bringing the hands together in front of the chest
4. Moving to the stopping point (and firing a shot)

This list is, however, incomplete in my opinion, because some important activities are missing. Important, because they have a fundamental influence on whether my drawing process ends successfully with a hit – or not.

We do not want to complicate the list unnecessarily, so here are a few points in advance:

- We assume a right-handed shooter who also aims with his right eye.
- The pistol is located in a holster on his right hip (not concealed).
- The shooter has a relaxed body posture, but is already facing the target (i.e. he no longer needs to align his body and/or move his feet).
- The target is located at a distance of 5 metres.
- Sometimes, several activities have to be carried out at the same time; this either results from the context or is mentioned accordingly.

The individual activities of the drawing process in a more detailed (admittedly very detailed) listing are thus:

- I receive a starting signal (from the timer, from the instructor or myself).
- I look at the aiming point (and keep my eye there).
- I bring my body into the correct posture (body tilted forward so that the balls of my feet carry the weight).
- The right hand moves towards the pistol and grasps the butt correctly (i.e. in the correct area). In addition, a securing mechanism that may be fitted is operated to release the pistol (usually with the trigger finger or thumb).
- At the same time, the left hand moves in front of the chest to prevent the left hand from being brushed over before the two hands join together.
- The pistol is pulled upwards out of the holster (it may be necessary to tilt the body slightly to the side if the holster is carried high on the belt).

- After leaving the holster, the pistol is swivelled so that the muzzle points at the target. The movement still continues towards the right half of the chest (just below the aiming eye).
- When the right hand has brought the pistol in front of the right chest, both hands are brought together to grip the pistol correctly, still taking care that the left hand is not covered by the muzzle.
- However, the movement of the pistol should not slow down or even stop here. Rather, there is a fluid pivot into a forward movement, so that the pistol describes a curve from in front of the chest further below the chin and then forward.
- Since the weapon is already pointing at the target here, the right finger can already be placed on the trigger (do not shoot yet!!!). If there is a safety catch, it is now flipped, i.e. the weapon is now armed.
- The higher I move the weapon upwards, the better I can see it in my peripheral field of vision. So I can already perceive that I am pushing the pistol forward in the direction of the target. If the direction is not quite correct, it is now still possible to readjust during the forward movement.
- Depending on the state of my eyes (depending on age, training condition etc.), I perceive the front sight after about 2/3 of the forward movement and can readjust more finely. At the same time, the change of focus is initiated, i.e. I change from sharp aiming point to sharp front sight. This focus change takes a while, but must be completed as soon as the arms are stretched out.
- When the arms are stretched out and I have done everything as described, the front sight is now exactly on the aiming point (i.e. correct sight picture) and I have a perfect

- posture. In this position, the body locks into place and the entire musculature is tensed (of course the trigger hand must be held so loosely that proper trigger pull is possible).
- In this position, the controlled trigger pull begins, i.e. I only squeeze the trigger so fast – or so slow – that the weapon does not move away from the target (see also part 1 – Do not stop taking aim!) until the shot is released.
 - By adopting the correct posture and tensing the body, the weapon will not move too much during recoil and will automatically “lock” back into the old position. When this has happened, I may make a fine readjustment so that I have a correct (second) sight picture again.
 - The pistol is returned into the holster in reverse order (and secured if necessary).

During the drawing process, the right speed is of the utmost importance. I have to find the balance between speed and precision in movement. If the speed is too high, the movement will be imprecise and readjustment will be difficult, which will of course reduce precision. If the speed is too slow, I can perform all movements perfectly, but the training effect is very limited in the long run.

Author: Torben Schmidt

If you are interested in practical training, please send an email to: sales@men-defencetec.de



EVENTS 2020

Trade fairs & events

The year got off to a very turbulent start and has overthrown all our plans for exhibitions, trade fairs and events. In the beginning, it was often a tough struggle and there was a lot of discussion before the first decisions were made to cancel or postpone exhibitions and other events.

Even though the health and safety of exhibitors and visitors was always a clear priority, the respective organizers had to make economically very difficult decisions. So we are looking forward to welcome you soon at the fairs and events which are planned for the next years.



Planning of the next events in 2020:

BEHÖRDENTAGE 27.-29.10.20

Bad Oeynhausen / Germany

For autumn we are currently planning a relatively small, but no less important event. As one of the selected manufacturers, we will present our premium ammunition to a strictly limited audience of special forces and experts from the German authorities.

PREVIEW 2021

12.-15.03.21

IWA Outdoor Classics, Nuremberg / Germany

10.-11.03.21

Enforce Tac, Nuremberg / Germany

Due to the current situation, there will be still some postponements and cancellations at short notice. Nevertheless, we will keep you updated and provide you with the latest news and information on our homepage.

www.men-defencetec.com





Jana Bender
Chief Administrative Officer

CLOSING WORDS

**“Flexibility, resilience,
sense of responsibility...”**

These and other catchphrases are often found in job postings as the basic attributes that a potential new employee should have when applying for a job.

But what does this actually mean, in times of the new, the unfamiliar and the changes that come with it, or even completely new practices or processes?

I do not want to bore you or even myself with yet another ‘corona’ report at this point, because I think we have seen and heard enough of it in recent weeks and months. For me personally, this went so far that I could hardly watch the news during the week, because I did not want to let the creeping depression that all this disaster news brings with it take over my thoughts. Did you feel the same way?

Nevertheless, the topic is important and current. And with this a series of new practices, processes and changes both in normal life and in professional life.

“Flexibility, resilience, sense of responsibility” – I have experienced these words more consciously than ever before in the last weeks and months. With sometimes more and sometimes less logical implementation by the people it affects – namely all of us. For it is not simply the case that all “are already looking after themselves and others” and “are responsibly implementing the necessary measures”.

This was also not so easy for MEN (we have reported on some of our measures in this magazine); what we have managed to do, however, is to react quickly to the sometimes weekly innovations and requirements, to define measures, to communicate them, to implement them, and to follow them up.

Some of our departments have really put a lot of personal effort into this and I would like to mention them at this point. My personal thanks go to IT, HSE, HR and the MEN crisis team for their flexibility and resilience. But, of course, also to all MEN employees who have acted with a sense of responsibility for themselves and their colleagues and who have implemented the prescribed measures with discipline and dedication.

A further thank you also goes to our business partners and customers, who have continued to work just as flexibly and responsibly and have secured the viability of the ongoing business processes. It's simply wonderful to keep things moving together.

Let us keep on moving forward.

Sincerely yours,
Jana Bender

A strong partner

If you want to contact MEN directly, our sales department will be happy to assist you.



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