

OCTOBER 2019 ISSUE

# eq JOURNAL

NEWS FROM ENERGIEQUELLE



FAREWELL  
**JOACHIM UECKER STEPS  
DOWN AS MANAGING DIRECTOR**

**WORKING AT ENERGIEQUELLE**  
“GIVE AND TAKE”

FOCUS ON INNOVATIONS  
**INTERVIEW WITH RENÉ JUST**



Dear readers,  
dear friends of  
Energiequelle,

Today you are holding the third edition  
of our customer magazine in your hands.  
What do we report on?



This issue begins with a very starting and emotional message: My long-time business partner and friend Joachim Uecker has left the company. On the following pages, you can find out the reasons for this and how we started the energy turnaround mission together 22 years ago.

Ulrich Oltmann and Jutta Helms have been with Energiequelle for 15 years. They tell us what they appreciate about their work and why they have never thought about changing employers.

René Just also has his say. He is the new Head of Business Development and tells us what innovative accomplishments Energiequelle has already been able to celebrate and what ideas are currently being worked on.

And there's also news from project development in Brandenburg, of course: in Großrössen we were awarded the contract for 2 plants and in Schönefeld the construction of 3 plants has begun. Finnish operations are also up and running: construction is underway in Paltusmäki, and the first five Lagerwey plants are scheduled to go into operation in April.

Traditionally, our beach volleyball tournament "EQ meets friends" has always taken place in June – this year it was something of an anniversary since our newly-wed colleagues Nancy and Lars Schiller have now organised the event for the 10th time. You can find out on page 12 who the winners were for the third time in a row. This was followed by the Energiequelle Summer Party in August – a wonderfully high-spirited event held in Potsdam after a fantastic city rally.

**Look forward to exciting reports and personal insights – as well as the calendar we enclose as a small gift!**

**Michael Raschemann**

Managing Director and Owner of Energiequelle

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## GREEN POWER FROM ENERGIEQUELLE

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SAD BUT PROUD FAREWELL

# JOACHIM UECKER RESIGNS AS MANAGING DIRECTOR

*He is one of the faces of Energiequelle GmbH: Joachim Uecker, 58, one of our two managing directors. Now he is leaving the company, which he founded and built up together with his friend and colleague Michael Raschemann, 48, and his wife Doreen.*



*Joachim Uecker together with Michael Raschemann at the 20th anniversary celebration in October 2017*

Tall, always dressed casually and close to his staff. That's how we'll remember Joachim Uecker. His resignation as Managing Director was not supposed to happen for several years yet. But, after a four-month stay with his family in Australia and New Zealand, some

pieces of the mosaic shifted – both at Energiequelle and in himself. After joint considerations with Michael Raschemann, the decision was taken to leave the company now and to hand over the reigns to Raschemann. The step felt right for both of them.

## The success story of Energiequelle GmbH

Joachim Uecker and Michael Raschemann met in 1994. Raschemann, an engineer, was looking for a lender for his first project idea. Uecker, then a banker, arranged the loan for him. Both remained in contact and quickly realised:

“

*Such a step, or even separation, always entails sadness and melancholy of course. But the outlook for the next years is very positive and promising and I am happy to hand over a very intact company to my long-time and definitely also future friend, Micha. I thank him, the employees and all business partners for the good working relationship, the many exciting projects and countless beautiful moments, which I will always carry in my heart.*

**JOACHIM UECKER**

“More could be done”. After Raschemann had finished his studies, they founded a company together: Energiequelle GmbH, a name Joachim Uecker came up with. Four years later, in 1998, they finally implemented their first project: four wind turbines in Feldheim, Brandenburg. The two founders initially worked from their own kitchen. But Energiequelle soon grew. Communication and structures started to show their limits, Uecker and Raschemann needed support from employees.

Thanks to Uecker's leadership skills and many ideas, strategies were developed, goals agreed and later brands and values defined.

Today, Energiequelle GmbH operates 13 locations in Germany, France and Finland, has 260 employees and over 750 plants, including photovoltaic and biogas plants as well as transformer stations and storage facilities.



Our most successful milestone was the planning of the first energy self-sufficient village in Germany. The 120 inhabitants of Feldheim, an hour's drive southwest of Berlin, have worked with us to develop an innovative energy concept and are 100% self-sufficient.

“

*I will very much miss Joachim, as a colleague and above all as a person. Our working relationship was always based on trust and I am very grateful for that. I absolutely respect his decision and wish him all the best.*

**MICHAEL RASCHEMANN**

## Every day is shaped by respect, values and dignity.

What distinguishes us at Energiequelle GmbH has been shaped by Joachim Uecker's way of working. Listening, appreciation, honesty, fairness and trusting in the abilities of the employees were his top priorities. His door was always open and he always kept an open ear for his staff. And if you heard a flapping noise in the corridor in summer, it was him wearing his flip-flops to the office. At the annual beach volleyball he was a permanent member of the Bremen team, at the regular managing directors' breakfast he took time for personal chats. A boss at your level.

## A life's work

After 22 years, Joachim Uecker is now retiring from the management team. His departure means the firm loses one of the founders, a visionary and a strong personality. Through his courage, commitment and good decisions, Energiequelle GmbH is a successful and internationally active company today.

Uecker will continue his personal commitment to environmental protection and he intends to focus more on his private life.



We will miss the speeches he held with the co-founder, sometimes the two of them reminded us of an old married couple. But unfortunately they will not quite make it to their "silver wedding anniversary".

## Here's to a new chapter.

**Joachim, we wish you the very best!**





# Project developments

Since last year, we have been doing building work in three countries at the same time – for the first time in company history. We are delighted to have been awarded the contract in Großrössen, Brandenburg, where we are developing two E-138 plants which we expect to commission in June 2020. Access construction began in Schönefeld in January and foundation work got underway in May. We expect the plant to be commissioned in December. In Paltusmäki, Finland, the first Lagerwey plants are expected to be completed by April next year. In France, we celebrated the commissioning of five Enercon E-82 plants in May 2019.

## ... in Germany



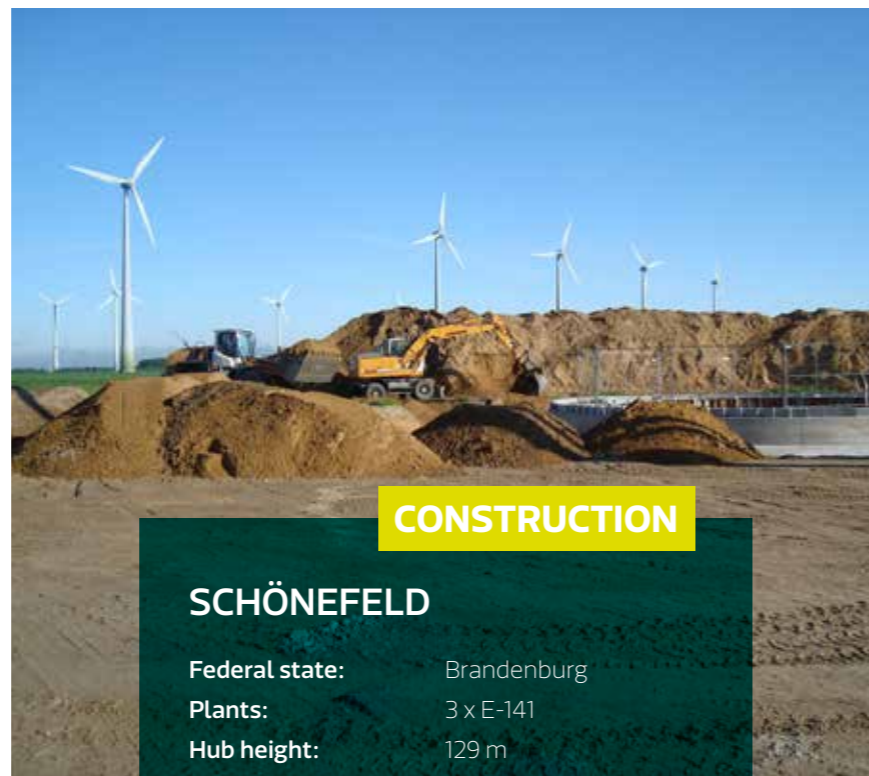
### CONTRACT

#### GROSSRÖSSEN

**Federal state:** Brandenburg  
**Plants:** 2 x E-138  
**Hub height:** 131 m  
**Capacity:** 3.5 MW each  
**Approval:** May 2019  
**Start of construction:** September 2019  
**Commissioning:** June 2020

#### Special features of the project:

We are integrating a so-called flight manager, which will give the German army remote access to the plants. This is necessary due to the nearby airport, allowing the turbines to be switched off.



### CONSTRUCTION

#### SCHÖNEFELD

**Federal state:** Brandenburg  
**Plants:** 3 x E-141  
**Hub height:** 129 m  
**Capacity:** 4.2 MW each  
**Approval:** October 2018  
**Start of construction:** January 2019  
**Commissioning:** December 2019

#### Special features of the project:

In order to avoid disturbing breeding activities, we built a 6,500 m amphibian fence.

## ... in Finland

### CONSTRUCTION

#### PALTUSMÄKI

**Province:** North Ostrobothnia  
**Plants:** 5 x L-147  
**Hub height:** 132 m  
**Capacity:** 4.3 MW each  
**Approval:** July 2018  
**Start of construction:** October 2018  
**Commissioning:** April 2020

#### Special features of the project:

- All facilities are located in the forest and are the first L-147 to be erected in Finland
- The wind farm was built without statutory subsidies



Picture source: Carelin Oy/Josa Leskinen

## ... in France

### COMMISSIONING

#### SENONNES

**Region:** Pays de la Loire  
**Plants:** 5 x E-82  
**Hub height:** 98 m  
**Capacity:** 2.3 MW each  
**Approval:** October 2011  
**Start of construction:** May 2018  
**Commissioning:** May 2019

#### Special features of the project:

- First project with pile foundations at two of the five plant sites
- Second direct marketing project in France





# INTERVIEW WITH RENÉ JUST

HEAD OF BUSINESS DEVELOPMENT

Since June 2018, René Just has been in charge of business development at Energiequelle, where he and his team are working on future business models to complement Energiequelle's existing core business. These include ideas such as power generation solutions for industry and commerce and power-to-X projects.

**MR. JUST, YOU WERE HEAD OF NATIONAL PROJECTS FOR 5 YEARS. WHAT MOTIVATED YOU TO TAKE OVER THE BUSINESS DEVELOPMENT DIVISION?**

Demands of companies such as Energiequelle are increasing constantly as the energy turnaround progresses. We took this into account last year by adapting our organisational structure. This has given many employees the opportunity to take on new tasks. I am pleased that after 5 years of working in operations, I am now in a position to manage our strategic division.

**WHAT DID YOU STUDY AND HOW LONG HAVE YOU BEEN WORKING FOR ENERGIEQUELLE?**

I have a degree in Electrical Energy Engineering from a technical college and an engineering degree in Regenerative Energy Technology from the University of Applied Sciences. Since 2001 I have worked in numerous different positions at Energiequelle.

**HOW MANY EMPLOYEES DO YOU HAVE IN YOUR TEAM?**

There are currently ten of us, and we're still looking for another employee.

**WHAT TOPICS ARE YOU CURRENTLY WORKING ON?**

We are currently focussing on two areas. One is the planning and implementation of at least one power-to-hydrogen project, one of which is a field-test lab in Lusatia. Our current focus is on determining the technical basis and assessing the technology, as well as targeting customers. On the other hand, we also deal with comprehensive solutions for commercial customers, from energy-saving to green power supply for the electricity, heat and mobility sectors.

**HOW WILL ENERGY SUPPLY DEVELOP OVER NEXT FEW YEARS AS YOU SEE IT?**

In the next few years I think we'll initially see a significant increase in renewable energy in other sectors, i.e. transport and heat supply, as well as in industry, commerce, trade and services. This is a great opportunity for companies such as Energiequelle. At the same time, however, it will also become clear that we are still consuming too much energy in Germany, so energy efficiency projects will gain importance.

**WHICH INNOVATIVE PROJECTS HAS ENERGIEQUELLE SUCCESSFULLY IMPLEMENTED IN THE PAST?**

In 2003, for example, we built what was then Germany's largest wind power substation with a rated output of 250 MVA, followed in 2005 by Germany's longest 110 KV cable route at the time, measuring 35 km. Since 2009 we have supplied citizens and businesses in the town of Feldheim with green heat and green power, in 2012 we were involved in the planning of the green Lausitzring, and since 2017 we have been operating a 10 MW battery storage facility in order to compensate for fluctuations between energy generation and energy consumption in a matter of seconds.

**WE'VE HEARD ABOUT THE STRATEGY WORKSHOP THAT ENERGIEQUELLE ORGANISED SO AS TO INVOLVE ITS EMPLOYEES IN THE STRATEGIC ORIENTATION OF THE COMPANY. WHAT DID YOU GAIN FROM THIS AND HOW SERIOUSLY DO YOU TAKE THE ISSUES ADDRESSED?**

I was very impressed by the quality of the proposals put forward. We evaluated the results in the management team and found there was a great deal of support for the issues we are currently already working on. In the area of business development in particular, we're taking up the suggestion to build a demonstration plant for sector coupling.

**IF YOU HAD ONE WISH, WHAT WOULD YOU LIKE TO SEE HAPPEN IN THE POLITICAL DOMAIN?**

A strategy for the energy turnaround that is agreed between the ministries and the federal states and includes clear milestones for a period of at least five years.

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*Energy efficiency projects will become much more important in the future.*





WORK AT ENERGIEQUELLE

# GIVE AND TAKE

As a company and employer, Energiequelle is an innovative force and has pursued a sustained course of growth for many years – with over 200 employees in Germany, France and Finland.

**OUR BUSINESS IS BY PEOPLE FOR PEOPLE**

That is why our employees are the most important factor in our entrepreneurial activities. Only by working together as a team can we achieve the energy turnaround and our personal objectives as well as our business goals.

## Our corporate philosophy

It is important to us that the success of our company is the result of excellent teamwork. Our employees can act on their own responsibility because they enjoy a high level of trust. Mutual appreciation is the basis of our corporate culture.

We are responsible for ensuring a motivating and supportive working environment. This is reflected in fair salaries, home office regulations, additional financial benefits, company health management, training opportunities and much more.

**Strategy Workshop 2019**

For the first time, employees were given the opportunity to participate actively in the strategy process this year. For a whole day, ideas were collected, discussed and sorted. More than 50 suggestions were counted at the end, which were passed on to the management along with a TOP 10 list.

**Michael Raschemann, Managing Director of Energiequelle, was very impressed with the results:**

"More than 40 employees accepted our invitation and put forward very valuable ideas during the day. We are grateful for their commitment and look forward to gradually evaluating the issues and integrating them in our strategic planning."

**We are**

- ✓ appreciative
- ✓ committed
- ✓ reliable
- ✓ innovative
- ✓ trustworthy
- ✓ tolerant
- ✓ capable of criticism

**15 years at Energiequelle**



**ULRICH OLTMANN**  
Regional Manager  
Operational Management  
NORTH-WEST

*“From the beginning, I felt very comfortable at Energiequelle. A lot has happened since then, but what remains is the good feeling and sense of satisfaction I felt on the first day. Not to forget the great celebrations (summer parties, Christmas parties, etc.) – we always have a lot of fun!”*



**JUTTA HELMS**  
Assistant  
Operational Management  
NORTH-WEST

*“I appreciate the teamwork and the fact that we can rely on each other. Only as a team are we strong. This is the reason for 15 years of Energiequelle – and more will follow!”*



# Summer PARTY

On August 23rd, Energiequelle visited the state capital Potsdam to celebrate this year's summer party together.



In the afternoon, an exciting city tour awaited us. In Potsdam city centre, we had to find specific points at selected sights – not so easy! We were particularly taken with one of the sights: Sanssouci Castle and its wonderful park.

We then stopped off at the historical Villa Feodora. The evening began with a company tradition: Our new employees were ceremoniously greeted with homemade Energiequelle quince schnapps. We then took the opportunity to also celebrate a few staff members' 15-year anniversaries with the company. Managing Director Michael Raschemann congratulated the two Oldenburg colleagues as well as Andrea Körber, who were treated to a bottle of champagne and a city trip.

It got a bit sad when we said goodbye to Managing Director Joachim Uecker. His colleague Michael Raschemann spoke of the early years and highlights of their time together. He received a poetry album, a souvenir box and a ticket to the 25th anniversary party from the employees. A tree is also to be planted in Bremen in honour of Joachim Uecker: as a symbol of the steady growth of Energiequelle GmbH with and without the Bremen boss. He was visibly moved by the moment and expressed his thanks for the wonderful years he had enjoyed at Energiequelle. He brought presents along too: all employees received a bracelet that supports the 4ocean movement.

Despite the farewell, everyone continued to celebrate together. A DJ made sure that the dancefloor was always full and spontaneously moved the party outside due to the warm weather. It wasn't until 3 am that the last employees were reluctantly driven to the hotel.

**Many thanks to the management for the great summer party!**



# 10 YEARS EQ MEETS FRIENDS

For the 10th time, Energiequelle invited employees to take part in a beach volleyball tournament and networking event at the company's main site in Kallinchen.



**"THE EVALUATORS" – ON BOARD SINCE THE FIRST TOURNAMENT.**



**FINAL**

Michael Raschemann would like to thank the organisers: Nancy and Lars Schiller



Besides five Energiequelle teams and two teams from our French subsidiary P&T, twelve other supplier and partner teams battled it out for the winner's trophy under a bright blue sky over Lake Motzen. As in the last two years, the GE Wind team again won this year – with great skill, ambition and faces that were always cheerful, they prevailed against the Enercon team.

**Congratulations!**

In the evening everyone celebrated with a party – featuring a live band, photo booth and lots of networking.

**Many thanks for taking part in this successful event!**

# Energiequelle celebrates wind farm openings

## FALKENTHAL

As part of the annual festival on the premises of the Falkenthal cattle farm, the wind farm festival took place in June to inaugurate two further wind turbines erected by Energiequelle. This means that there are now 13 turbines in the wind farm.

The festivities were opened with a welcoming speech by the agricultural chairman Jürgen Grassow and by head of department Dr. Thomas Roßner representing Energiequelle GmbH.

Having been taken to the site in horse-drawn charabancs, visitors were welcomed by project manager René Radeisen and expert planner Gabriele Raabe directly at one of the newly erected wind turbines with an information stand. Prepared display boards provided an insight into the individual construction phases, such as the preparation of the construction site, the construction of paths and storage areas and the erection of the foundations and installations through to the finished plant ready for operation. It was a beautiful sunny day with lots of visitors!



## UTHLEBEN

Out of a sense of conviction, Energiequelle GmbH is making its contribution to promoting the necessary expansion of wind energy in Thuringia with maximum citizen involvement and transparency. One example of our commitment here is the Uthleben wind energy project. Three Enercon E-115 turbines have been in operation there since 2016. This enables 4,000 households per year to be supplied with green power.

One particular point here is that this year, we were able to persuade Stadtwerke Nordhausen to implement a municipal energy policy tailored to Thuringia's special needs. Stadtwerke Nordhausen acquired two of the plants and committed to providing 49% for public participation. This way, Thuringian energy cooperatives can now purchase shares in the Stadtwerke Nordhausen wind turbines. The yield is in the medium single-digit percentage range.

We celebrated this on 29 June together with the municipality, the citizens and all the companies involved in the project. A bouncy castle, tombola, goal-shooting stand, plant tour and photo booth ensured a great day of entertainment in excellent weather.



## ... and an open day

### at the New Energies Forum, Feldheim

*New energies and sustainability were the focus of the very well attended Open Day on Saturday, 27 April 2019 at the New Energies Forum (NEF) Feldheim.*



Picture source: MAZ/Thomas Wachs

A market of opportunities was held at the NEF. Methods and technologies for the use of renewable energies and sustainable construction were presented. For adults, the focus of this day of action was on self-awareness.

A variety of practical activities were offered, ranging from test drives with an e-bike, Tesla, e-Golf and hydrogen-powered cars through to guided tours around the energy self-sufficient village, a technical agricultural exhibition and a concert including a beamer show.

The mobility of the past was featured with a trip in the Garant bus and the big vintage car show. Martin Pelz set up his wigwam on the grounds with hands-on activities for children keen to experiment, enabling them to get actively involved by touching, feeling and listening. This extensive programme was possible due to the support of Agrargenossenschaft Fläming e.G., Kultur- und Traditionsverein, Sportverein and Volkssolidarität.

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ENERGIEQUELLE

*We are your energy.  
With a future.*

#### PUBLICATION DETAILS

**Editor:** Energiequelle GmbH, Hauptstraße 44, 15806 Zossen, T +49 33769 871 0

**Responsible for the content:** Susanne Tauke with the editorial team

**Design:** 960° Strategy & Communication

**Print:** Berlindruck GmbH + Co KG

**Copyright:** All texts and pictures are protected by copyright. The copyright is held by Energiequelle GmbH.

**Pictures:** Thorsten Schmidt, Torsten Kollmer, Energiequelle

**Print run:** 2,200







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