



# COMAPIK



## *What did the end of the year bring?*

Dear ComAp members,

Before we start with events of the beginning of year 2008, I would like to recap our achievements as we reached the end of a very successful 2007.

Our subsidiary ComAp LLC in the USA has moved into new premises that are not only much larger but also present ComAp in a much more impressive manner.



Thanks to Michal Mihalik a Vlado Sebian who have successfully completed the project of the Geneva hospital.



We were handed over another two engines from Niigata and finished MCCI project and what more? Niigata and MCCI are now very satisfied with the ComAp solution and our performance. We are grateful mainly to Zdenek Martinek and Martin Sobel for their efforts and great work.



Finally I would like to thank Adela, Petr Zatloukal, Martin Bazant, Martin Stovik and Lada Kadanik.

*Libor Mertl, Managing Director*

## *Editorial*

January – February 2008

### **The year with eight at the end**

The hectic time of the end of the last year is over. All of us more or less wildly received the New Year. The year with eight at the end, the year, all of us expect it to be even better than the previous one.

What will this year mean for ComAp? We of course will be surprised I'm sure. But as the first two months indicated, it will worth it. The same is true for the first issue of our COMAPIK magazine of this year.

And what surprises will you find inside? This time aunt Katerina invited potential relatives for lunch. Frantisek delivers a six-page picture report about the USA. Maruska has revealed her experiences from the exhibition in Dubai. Tomas describes his feelings from his first Christmas party. And last but not least you can read about how it was in the mountains for ComAp Hory! Besides these features you can of course find here several regular columns.

Happy reading!



*Daniela Hyblerova  
PR Manager Assistant*

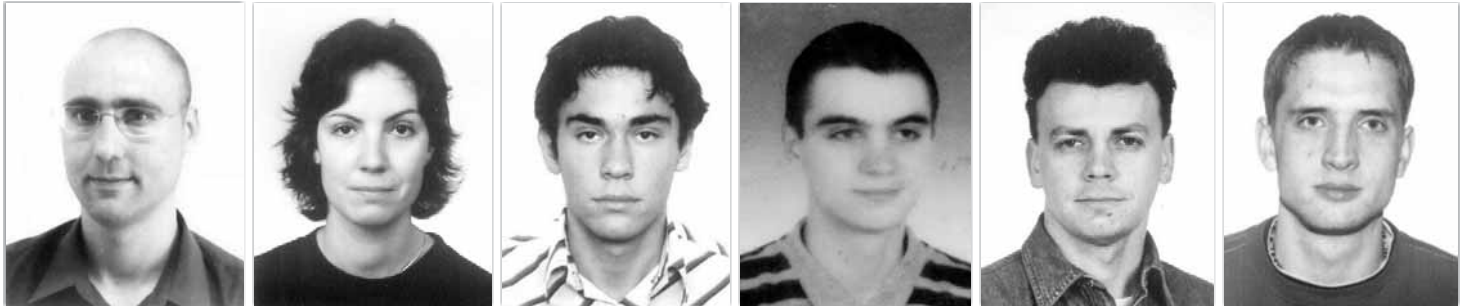
## Focused on people

Mila Valaskova  
HR Department



## Comings and outgoings

Peter Chrenka (Product Manager), Blanka Tomečková (EKO - Administration Assistant) and Michael Vacek (Software Department - part time Programmer) started in January. We hired Vlastimil Vostřák (OPOZ - Junior Product Manager), Roman Taragel (OPOZ - part time Junior Product Manager) and Stanislav Bock (OPOZ - part time Project Engineer) in February.



Nobody left the company in January and February. :-)

## Bridging the Gap Between Stewards and Creators

Martin Malek  
Financial Director



Our ability to innovate will be threatened without ability to solve conflicts among managers (or stewards) and creators. The first step in this way should be to understand these contradictions.

What is the typical motivation of creators?

Creators are usually motivated by an effort to bring a new technically interesting solution. Technical compromise they interpret as failure! Only technically perfect product is a good product. They often organize and manage their work by themselves. Because nobody else understand it.

What is the typical motivation of stewards?

Motivation of stewards is usually derived from financial parameters. They are willing to settle for „good enough“. It is wrong if product is to bad. It is wrong if product is to good (= to expensive).

A computer mouse is an example of different opinions:

Original idea was only a small part of much more innovative solution. Its creator developed also a reduced 5 chord keyboard, which altogether should replace the whole keyboard. In the same time business thinkers endorsed a different principle user friendliness with following consequences: no HW changes and products which do not require time to learn.

The result was a compromise. Commercially very successful compromise. But creators didn't feel happy because their ideas were not fully followed. Commercial success of mouse did not give them satisfaction.

ComAp examples:

Steward says: We should work based on exact specification.

Creator thinks: I would prefer to do what I am just interested in.

Steward says: The job must be finished in time.

Creator thinks: I am not able to give you any commitment on terms. I am doing creative job. I would like to improve the product for a while.

Steward says: I would like to know who and how long works on what?

Creator thinks: I would like to have some time for self education. I would like to play with the interesting device I have received yesterday.

## *Bridging the Gap Between Stewards and Creators*

Martin Malek  
Financial Director



Steward says: We should talk regularly, I will organize a meeting.  
Creator thinks: Let me quietly work, I have already told you everything.

Steward: We all should work in one common space! Lets break the barriers.  
Creator: I would prefer to sit in an absolutely quiet place. I do not want to be disturbed. Senators are very noisy!

Steward: Lets organize a teambuilding event.  
Creator: I do not have suitable boots to go with the company to the mountains.

Steward: To relieve the technicians from organizational tasks, we will add a project manager to the team. He will help with organization.  
Creator: I do not understand at all why this person is here! He disturbs us all the time. He does not understand at all. Today he invented another rubbish.

Steward: We would like to motivate all employees based on their results. We will measure results of all employees.  
Creator: Give me a break. For me the main motivation is to do this interesting job.

Creator: It would be very good to develop this very very interesting new box.  
Steward: How many customers will buy it? Are they able to use it?

### **How to Manage Creators and Stewards Relationship?**

Authors of the article I drew give several advices.

#### *Keep Creators around!*

Extremely talented creators could be very sensitive. They could react very sensitively on changes in environment which looked normal to stewards. Level headed steward does not understand such reactions. For creators is very important to work with like minded people. More important than money.

#### *Balance influence between Creators and Stewards*

Creators are usually the people who see (sense) the potential in new revolutionary technology  
But creators are not good at making the case in terms which are attractive for stewards  
The rule could be „Don't let the stewards always win.“  
Help creators to explain their visions in terms (business terms) understandable for stewards.  
Also follow opposite rule: „Don't let the creators always win.“ otherwise you get bankrupt.

#### *Cultivate bridging personalities!*

Some people have credibility on both steward and creator camp. They are excellent communicators. Often are capable of reducing difficulties. Such individuals are rare but extremely helpful. Example of such person Bill Gates. In ComAp I believe there is a big potential to find/build such personalities within engineering management = most of them are formal technicians who are willing to learn management skills. They should get our full support!

#### *Realize that there will always be some conflict*

Some conflict could be good thing. Polite discussion with different opinions can be useful for determining where the truth really is.

Literature:

[1] Robert D. Austin and Richard L. Nolan: Bridging the Gap Between Stewards and Creators, © Massachusetts Institute of Technology, 2007

[2] Jak na rozdíly mezi správci a tvůrci, Ekonom 7/2007



## A trip to the USA

We were spoken by our PR department to prepare a short story about the USA for Comapik. We have tried several times to write some witty article together (we are three) but although we have a lot of fun together we were not able to do it, that is why we decided to prepare a story in pictures. Moreover we are even persuaded that one picture can tell you in many cases much more than the whole article... :-)

Firstly let me start with a few words for introduction so that the order of photos should have some sense. Eda was the first person who started working here. Firstly by himself, the poor man was without a car here, without his own flat... but then it started to get better... :-) He found accomodation, got a company car and then even his Nikola arrived... but it is already distant history... It was very good for Eda with Nikola here but a real fun started after new playfellows' coming (firstly Petr and then me). But first of all we had to furnish our apartment that was absolutely empty when we came in... and it is not so easy to furnish the apartment that you are going to leave in several months... but we were successful in amazing compromise and got a lot of beautiful things at a good price... :-) We even furnished our apartment so nicely that Eda cannot resist it and after Nikola's departure he moved to our apartment for the last two months and he of course brought a lot of his things that he gathered during 1,5 year. Finally we inherited some nice things from him after his departure... :-) In any case it was very complicated to fit so many things to our originally empty apartment... :-) Of course we would rather inform you about our nonjob-related part of our stay as work is the same everywhere... :-) Anyway it pays also for fun I think but it is much more interesting... :-)

And now finally promised pictures... :-)

1) Housing – here you can see how consecutive population of the originally empty apartment proceeded till our perfect installation... :-)



01) apartments and 2x so called Roscoe Porsche



02) empty apartment



03) installation is beginning



04) my room



05) Petr's room



06) living room (living room before Eda's comming with ironing Petr)



07) living room (after Eda's comming with unfinished Shark - Eda's ship with remote control)



08) it is nice to have a fridge full of food...



09) ...as long as it starts freezing... :-)



## A trip to the USA

10) dinner of kings of Burger king... :-) notice mainly the beautiful decorative small vase in the middle of the table



2) Work



01) sometimes some help arrives from UK



04) at the same place

02) Kings of Burger king at work. We were equipped like this because of Qi... and it is true that response was enormous... one day when you hear Qi's fit of laughter you will understand that our disguise was worth it... :-)

03) dinner in Bourbon street, New Orleans PowerGen

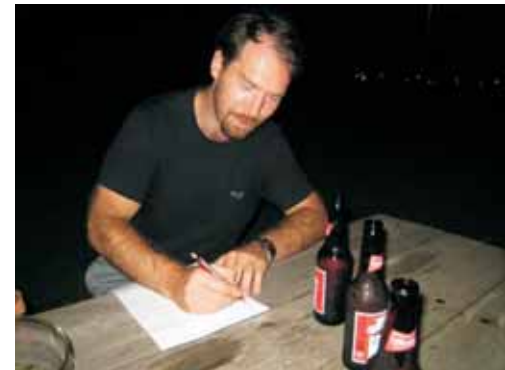
3) Party – after a hard working day there is a need to relax properly... :-)



01) grilling in front of our apartment



02) Qi is making an experiment (We were really worried about him!)



03) And here we started writing the article for Comapik for the first time (11.8.2007)



## A trip to the USA



01) on our way from a discotheque



02) and 03) at the discotheque



04) at the discotheque



05) on our way from the discotheque (everybody is cheerful except for our concentrated driver, who did not let us disturb him :-))



06) our concentrated driver in his profile :-)



07) the car without a driver – I do not suspect how much Qi could see after he turned to me and I was taking a photo of him using a photoflash... :-)) maybe you can see our actual speed 40 miles/h (64 km/h) on our tachometer.

### 4) Miscellaneous



01) the way from the airport after Maruska, Jarda and Miles arrived



02) at a hockey match where beers are sold with a cap and a straw... absolutely unimaginable for Czech people... :-))



03) playboy Qi picked up one of the Chicago cheerleaders at the hockey match



## A trip to the USA



04) Eda and his Shark



05) Eda and his Shark for the second time



06) we are having fun where we can... :-)



07) it is gloriously in America... :-)



08) we advertise Tatranka...



09) we don't have such mannequins in the Czech Republic...:-)



10) we are having fun where we can for the second time... on a shopping trip in Hilander



## A trip to the USA

5) Exhaustion – work, travelling and fun are time-consuming and that is why we do not have enough time to sleep therefore we sleep where we can...



01) Eda on his way to a museum



02) Eda in the technical museum



03) Petr on his way from the museum



04) another one on his way from the museum



05) some of us are starting to wake up...:-)

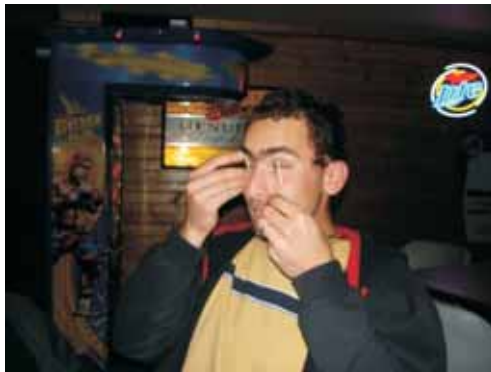


06) the way from Chicago – Petr is still trying to persuade us that he cannot sleep in means of transport... :-)

07) which I cannot say about myself... I can sleep anytime and anywhere and even I let people walk over me and as you can see my „friends“ already found it out...:-) I was lucky that I was not burn to death. :-o :-)

08) we are trying to fight with our exhaustion and not to give up... :-)

09) fight with our exhaustion for the second time..



10) and for the third time... :-)



## A trip to the USA

6) A bat – here it would probably be necessary to explain what a „bat“ means... a „bat“ came into Miles mind and it is quite easy... when you find out that somebody is sleeping, create him bat ears and to take a photograph of him... as you can see in the following pictures it is quite easy... beforehand here I would like to apologize Jarde who right away after our crossing from Europe to America got the worst of it body and bones... but you have to admit that we could not help it and not to publish these pictures... :-)



01) a bat with sunglasses



02) a bat before waking up



03) a bat after waking up



04) here I would like to mention that we have even a worse photo where we (concretely Petr after my malicious clue) managed to exchange the bottle of water for an empty bottle of beer without bat's noticing it but it perhaps would not be fair to the mentioned bat... :-)



05) well, and finally one perfect bat...:-)

Finally I would like to apologize to Dada that it took us half a year to complete this article but on the other hand I believe it was worth it... :-)

I hope you liked our picture report and you will try to overcome it in the next issue of Comapik... :-)

Franta (&Petr&Eda)



## Lunch with aunt Katerina

Katerina Rögnerova  
Marketing Department



### Radka Jilkova

Position in ComAp: receptionist, Economic Department. Soon Sales Agent, Sales Department. She works in ComAp: one year and one month.

Questions from work:

#### 1. How did you get to work in ComAp?

Via Grafton agency. I was looking for a job after I had returned from my one year and a half stay in England. I had even two other interviews for the similar positions but I was interested in ComAp most, mainly due to its approach and conservation which was appealing to me very much.

#### 2. What do you like about working in ComAp most?

The atmosphere and the pleasant people.



Questions from life:

#### 3. What proverb do you try to follow in your life?

Treat others the way you want them to treat you.

#### 4. What is your ruling passion?

To go somewhere in the evening, leave Prague for a trip, books (perhaps I like war stories best).

#### 5. What makes you angry most of all?

When somebody speaks evil of me.

#### 6. Is there anything you are afraid of?

To disappoint somebody who I care about a lot.

#### 7. In your opinion what attributes should a man of your dreams have?

He must be reliable, pleasant and tolerant, be able to support me and be able to impress me by something.

#### 7a. A special subquestion for Radka: In your opinion what should a father-in-law of your dreams have?

He should be the spitting image of his son. :-)

#### 8. Which three things would you take with you to an uninhabited island?

Preferably some living creature – if it could not be a person so at least a dog (ideally mine). If I must only take material things; then a book, a knife and something personal to keep me afloat, (possibly a photo or a gift).

#### 9. If you could live at a different place or in a different time, where, what period and why?

At the end of 19th century when people did not live so much in a hurry and under stress (provided that I would not be born in a totally poor family...)

#### 10. How do you imagine your ideally spent day?

It is a summer, to sleep in late nicely, then perhaps to make a trip riding a bicycle, have some lunch, a campfire in the evening and all the things either with a partner or a group of people..



## Lunch with aunt Katerina

Katerina Rögnerova  
Marketing Department



### Vlasta Havel

Position in ComAp: Senior Project Engineer, Customer Support Department, Complete Solution Division. He works in ComAp: this year it will be 14 years.

Questions from work:

#### 1. How did you get to work in ComAp?

I think it was at Amper where ComAp exhibited. There I firstly met people from ComAp. Two months later I was reading an advertisement for a project engineer and I remember the company that I had met during Amper. It was interesting that the company it was a small (so called a flat company). And moreover that I should participate in projects which would result in being seen so well.

#### 2. What do you like about working in ComAp most?

Openness, young team, a lot of pleasant people and that I work with something that has got a concrete result. I have been working with a company that builds its position, respects people and has got a good internal policy and culture.

Questions from life:

#### 3. What proverb do you try to follow in your life?

Look before you leap.

#### 4. What is your ruling passion?

Sports (bicycle, swimming, hiking), books (historical novels), dancing and a theatre

#### 5. What makes you angry most of all?

Rudeness, insincerity, unfair game.

#### 6. Is there anything you are afraid of?

To lose somebody who is close to me.

#### 7. In your opinion what attributes should a woman of your dreams have?

Inner beauty, wisdom. To be able to support me in difficult situations, and I really have got such a woman.

#### 7a. A special subquestion for Vlasta: In your opinion what should a daughter-in-law of your dreams have?

She should be tolerant, patient.

#### 8. Which three things would you take with you to an uninhabited island?

I would rather take with me such things to be able to leave the island so a motorboat would be enough. And if I had to stay on the island I would take my bookcase with a book in it about how to survive on an uninhabited island, and then a diving equipment to learn how to dive.

#### 9. If you could live at a different place or in a different time; where, what period and why?

In ancient Rome as that time fascinates me. It was certainly a calmer time when people were able to create such things that remained to the present.

#### 10. How do you imagine your ideally spent day?

Definitely not at work. Somewhere in the country cycling with my wife during nice weather.



## Christmas party

Tomas Oupicky  
Marketing Department



It is already a couple of days when millions of children and adults were impatiently watching what gifts are coming up from differently coloured packets and were awaiting if there is something they longed for under the tree this year or at least what they find there every year (everybody figures on it somehow:-)). But let's go back a couple of days to when quite a lot of employees were finishing their work a bit earlier to get to a much expected and for many of them traditional CHRISTMAS PARTY in time.

It was my very first ComAp Christmas party and that is why I was feeling like a child a few days later. Curious and with my tongue hanging out I was waiting for what would be going on.

**For those who go through Comapik at work and therefore have no time: IT WAS SUPER!!!**

For those who read Comapik on their way to or from work in more detail:

The whole party took place in a bowling bar. Excellent delicacies were served: ham-bone, cheese, salads, fruit and something sweet. Beer and wine flowed, even glasses with spirit clinked from time to time creating the real Christmas atmosphere instead of jingle bells.

Nevertheless food and drinks were not the most important thing that was going on. Above all we had an opportunity to get to know our colleagues as human beings again, assign faces to the names (mainly for me and only from the very beginning, then I was not able to or I forgot them anyway:-)). To support so called teambuilding there was also a group bowling match. It changed from innocent fun to a very dramatic event, some competed with themselves who will get the most points. Me and some other colleagues experienced small personal dramas with every throwing ball right up until the end even if I hit at least a few pins or not?

As I am said, a real dramatic tournament.

Because there were only four bowling lanes and a lot of people and motion is healthy, some people moved to the upper floor towards table tennis. This green desk evoked a real strong emotional experience in many and suddenly they were a few years back in their youth or childhood. We started to play in circulation.

Some lucky people had table tennis bat, others used a book. Thanks to the ComAp present I could play with a little board (I must say I was never able to play long) and a few losers were trying to hit the ball with their bare hands. Absolute enthusiasm and concentration prevailed around the table and of course a lot of fun. And thus the very original ComAp and party aim was fulfilled – Have fun.

Then finally the moment that is so typical for Christmas came. No, I do not really mean the state of over eating but giving presents. Every participant of the party could bring a present and for exchange a raffle ticket was received. Then thanks to the just toss of luck presents were given away. Some of them were immediately eaten and the final part of the party began.

After the meal that we cannot live without and sports that is basis of healthy life style, fulfillment of proverb „A sound mind in a sound body“ came and we turned to philosophical questions. It is true that those questions came out also thanks to good atmosphere and fun that accompanied the whole action.

My first Christmas party in ComAp absolutely surpassed my expectation and with a good mood and burdended with presents I headed for home. A marvelous feeling and joy from this evening alternated in my head together with the principal question of philosophical part of this party. I say goodbye to you with this question and I believe that the next party will be so wonderful again.

Well, here is the principal question: „What is better? Multiple orgasm or possibility to urinate in a standing position?“

Your answers can be sent by e-mail to Daniela ([daniela@comap.cz](mailto:daniela@comap.cz)) or you can insert it into the letter box in the kitchen.



## Meeting people in a different way – while doing cross-country skiing

Martin Malek  
Financial Director



*About who was afraid of heights, how did Mohammed fair doing cross-country skiing for the first time and Marina returning to her childhood. How it occurred to me that I was a natural born teacher, and that my phonograph record got jammed. About it how it was promised the attraction of yet another pub, how Kaca was flying and how Petr and Mirek sped downhill on a two squirrel track on cross country skis. And on how all of us were taking part in a competition but the only one of us knew about it!*

**There was a blue day on Friday morning!** I asked Mohammed and Marina if we should go at it and we went. Marina comes from an area where there is snow for 7 months of the year and children grow up with cross-country skis on their feet. I was not afraid about her. I was afraid about Mohammed a little. The lift to Cerna Mountain is fortunately the cable railway. You can get off on foot, not with your skis on your feet. On our way to the top we even won Miles who was still bravely describing how he was afraid of heights, Marina could only tell me how she was afraid of heights only after getting off the cable railway. Mohammed has certainly seen snow several times before but cross-country skis surely for the first time. I become a teacher of cross-country skiing immediately, I had always thought that I could be quite a good teacher, But how to explain that it is necessary to shuffle your feet somehow and move forward at the same time no matter where? Even if the hill slopes down? After a while I obviously advised: "The most important thing to understand when you are doing cross-country skiing is not to fall!" I did not force out any other brilliant idea that day. But I remembered the proposition from training that you must repeat a new idea 23 times on average not to be forgotten. Hats off to Mohammed as a student at the end of the 4km lap he really did not fall. I was proud of him that he tried it that he managed it! Modestly I have to add that Marina remembered many more propositions about how to do cross-country skiing than I and so I have to yield some merits to her.

### **There was awful weather in the Giant Mountains on Saturday morning.**

The weather report announced a strong wind and windstorm in the mountains. ComAp culture says just in this weather set out to mountain ridges. We walked uphill. Somebody down below promised that we would only reach the top of the hill and then withdraw to a pub and... Wind blew the rest of the snow off the mountain and only the ice will remain. We went out sliding up to the mountain ridge. At the top somebody told us that up there it was no so bad weather and we could even get to the next pub without problem. Fortunately it was not far. There again somebody told us that we could even make it the next pub. It reminded me of distant trips with my parents. Or was it with children? But then there was that next pub.

### **At noon it was very nice in buffet At the old cable railway on Saturday.**

We came in and it was very cosy, with a fireplace, warm soup, tea, a pancake and obliging service. It was difficult to go out and face it again.

### **There was still awful weather outside on Saturday afternoon.**

We were sliding to the crossroad. I was here with Marina only yesterday! The way continued as normal but everybody then turned onto a different way. It was forest track with a rather thin width wide enough for only two full-grown squirrels!!! Spruces around everywhere, as steep as a red ski run and it led directly downhill.

Before I was able to just ask if they were serious, nobody was there to ask. Katy joyfully with a dreamy look in her eyes went shussing downhill. Although her speed accelerated alarmingly, her thoughts were probably moving somewhere above the surrounding spruces, her soul was dancing and after a while we could see that also her arms and ski poles were dancing and waving at birds flitting on the horizon.

**The weather suddenly turned nice.** Petr Hanc pushed off to drive downhill. He approached it in a new spirit. He rolled down his two-meter body to aerodynamic form, deep forward bend, arms forward, ski poles backwards. The start of the space shuttle 3,2,1, vzzz. The top performance was from Mirek! I can also do cross-country skiing a little, but...! In that two-squirrel lane of forest track he swished one curve after another. No skis on a smooth ski slope would let me think about anything like that. Then those three were already down. I was left with no other alternative but to start. I set a courageous face and started shussing too. I admit I snow-ploughed a little from time to time.

**To go downhill is great.** But the result of a long pleasant descent can be as equal as a long mentally exacting ascent. I quite like these fights with myself. Those three skate uphill of course. I am a classic. It means I shuffle my feet uphill and downhill directly with no roundabout movement from side to side, downhill and on the flat it is for some unexplainable reason more advantageous and faster. Uphill our strengths are partly balanced. I considered to race with those swingers. It was such an advantageous type of race when another party did not know that we were racing each other. Approximately in the middle of the hill I still appeared that at a speed of 2 kilometres per hour I was running a little. I really managed to get step by step in front of the skaters. The hill was terribly long. Being aware of a slight lead I broke into a brisk walk so that my lungs could restore their balance. I learnt this style by watching TV. There once Bauer raced on a ski slope (uphill!) and a skier walked uphill quickly too while the others grinded and skated. I thought that everybody would blow him out but surprisingly he resisted very well. When Petr started to be closing in on me I stepped on it again and accelerated at about 1 kilometre per hour and I moved away a little. I kept up it until the top! I won! At least against myself.

Then we were already nearly back in the lodge, blow-dried, tired, satisfied. **And we did not give a damn about the weather.**



## Report: Dubai

Marie Mickalova  
Project Manager



A flight to Dubai is not very long, nevertheless with a change, waiting in Zurich and with a time lag we got to the airport at 9.40 pm. The other day early in the morning we set out to the exhibition grounds where our company stand should be waiting for us. The place for our stand that we shared with 42T was indeed nicely labelled but it was nothing representative at all. It was the same as in New Orleans during the PowerGen exhibition, a lot of junk and clouds of dust were only waiting for us. I now experienced it for the second time, but even then a desperate question arose in my mind, "Where to start, anyway"? And I had an envious feeling that there are even such exhibitors who come the following day and everything is prepared. Although... such service has to be balanced with quite a sum of money because there are very few exhibitors who come to an already prepared stand.

In the early stage you at least in your mind must arrange things like chairs, small tables, showcases and posters so that the stand will look attractive. And mainly inviting for visitors! Thus no barriers should prevent visitors from getting onto the stand. After we put all the things in their place and fixed posters using silicone and carpet board, we started looking for a plasma TV. But a large TV and guys who should install it disappeared for several hours without trace, so we spent the rest of the afternoon waiting and waiting. At least we learnt from Stepan how to centre large stickers. You only soap the sticky part and then centre the sticker till it fits. In the closing stage you just push out water. For those who know it I apologize for delay and for those who are curious I will demonstrate it with pleasure. On the other hand you use Czech creativity and ability of improvisation on the stand at more than 100 percent. Finally our fine stand was conjured from limited sources.

The other day we set out to our stand without any delay. You prepare all necessities: posters, questionnaires and visiting cards, starter kits, sweets, biscuits and then the potential customers can start coming. Although I was forewarned, during the first day I was surprised by quite poor interest and even poor attendance, it is no wonder, who really wants to go to an air-conditioned hall when the sun is nicely shining outside and nearly around the corner the sea is murmuring pleasantly on a Sunday. :-)

Anyway, the first day pleasant visitors took a look at it and the following day they came for sure. The second and the third day there were lots of people. Visitors were walking around and their questions were of the same wide range like their orientation. Altogether I would assign them to the one big group ... developers. There were people coming from telecommunication, power engineering, various resellers and even sheikhs of unknown origin dropped by.

Several times we managed to leave others at the stand and to go through the exhibition ground for a look. The range of exhibitors was very wide because the exhibition was related even to electricity and wiring. However, it was important for us that we visited both the stand of our competitors and existing and potential customers. I must admit that our competition has increased here and their stronger representation can be seen, at least I was feeling it this way from the amount of exposed gensets. But the potential here is enormous. I am afraid that a man living in electrified world is not even able to imagine how large an industrial market ComAp moves in and how huge interest in alternative sources of energy exists. The only one way how we can register it from Kundratka is by our increasing volume of production. In spite of it we cover only a fraction of the market. Absolutely amazing is also the development of Chinese suppliers. Here we can quote a slogan: "They grow like mushrooms". Hidden at the end of the hall, Chinese engine producers and assemblers, for me of absolutely unknown trademarks had so many stands and of course potential clients.

Our stand was not as crowded as during PowerGen. But here the amount of visitors was misrepresented by the HuegliTech stand. We can hardly estimate the actual attendance there. On the other hand every visitor stayed much longer. It was very nice to watch warm relations with Mohammed's customers and the local custom of kissing of the face and the holding of hands is very usual. I also noticed another thing, in that an inexperienced foreigner hardly ever knows from the tone of voice whether people are talking in a friendly way or they are taunting or starting a row or arguing. It looks like a row nearly always but it never was.

On the other hand I appreciated even those short moments of discovery of Arab culture. In Dubai one can hardly realize that he is out of Europe. Influence of the western world is evident everywhere. Far from all women go covered up and not all men have covers on their heads and wear white gowns. As a matter of fact a relatively big group of Europeans live here that participate in the construction of Dubai and even a bigger group of Indians, Pakistani and other nationalities that secure construction manually.

Dubai gets bigger and bigger and it increases in a way that after another year of construction one reputedly cannot recognize it here. Point houses are magnificent and often so high that you cannot squeeze them to the camera lens. The highest world building is growing here for that matter. It is difficult to build underground here among high-rise buildings. Let us say sky train as you can see e.g. in Kuala Lumpur. For the time being only concrete pillars symbolize it but even now local people have doubts about who will use the underground. The rich certainly will not use its service. We ordinary people who depend only on overloaded cabs longed for alternative transport. Anyway, in the rush hour it can take an hour to get a free cab and what is even worse is when the cab mafia arrange among themselves that they will not take us through a traffic jam unless for a little sum of money. There are no pavements for pedestrians here.



Actually, the city was beautiful only in the night. Dust and holes that remained after construction sites were hidden in darkness and traffic became quiet. There were millions of shining little lights from buildings around. And above all of that the moon vaulted and it lies prone here.

## Working instruments and tools

Jaromir Machycek  
Service Manager



Thanks to Jirka Patera we have got several really unique photographs from business trips.



Working instruments



Cunning extension lead



Mains socket outlets are in shortage everywhere.



Totally nonsensical shut-off on the gas governor. I persuaded the author for a long time that the shut-off must be still open and not only during reading gas pressure.



The paint layer temporarily covers the bad weld of the gas line.

Are you interested in what environment our service engineers live during their business trips? Where and how long do they stay actually? What in fact they actually have to deal with? Stay tuned because in the next issue of COMAPIK we will bring you **interesting stories from the encounters of our service engineers**. Colleagues who we often see only several times during the year because most days of the year they spend in destinations like Indonesia and Nigeria.

## *Cultural – hatches, matches and dispatches*

Daniela Hyblerova  
PR Department



### *Best wishes!*

Best wishes to our colleagues born in January and February:

Vlastik V.  
Michal M.  
Martin S.  
Lubos B.  
Jirka P.  
Alena Mi.  
Zdenek M.  
Rosta H.  
Tomík K.  
Heda  
Jakub Z.  
Petr M.  
Vlada Z.  
Radka  
Jaromir  
Petr Havel  
Roman S.  
Petr R.  
Alena V.  
Radek L.  
Michal H.  
Vlada M.  
Jarda K.  
Petr Hanc  
Premek  
Maruska S.  
Petr G.  
a  
Martina T.

### *We offer the fresh daddy our congratulations*

Hello,

Some of you already know that on Thursday 10.1.2008 at 19.12 my son Jaroslav was born.

Vitek



### *We offer mammy Martina our congratulations*

Mammy Martina bore little Krystufek Kostal on Monday morning 25.2.2008.



## Invitation

Daniela Hyblerova  
PR Department



## Volleyball

Hello,

As several new employees have started working in our company I would like to remind all of you of possibility to participate in the company volleyball.

During winter we go to ZS Palmovka gym every Thursday from 17.30 to 19.00 o'clock.

ZS Palmovka <http://www.zspalmovka.cz/pn/index.php>.

In spite of the fact that the gym is a bit smaller with a lower ceiling but since not many of us go there we are very satisfied.

We will be very glad if others would join us!

So if you are interested, let me know, we will add you to the list.

Since we train hard, then we go to PrintSoft Byrokrat Cup volleyball matches twice a year:

<http://www.freesport.cz/propozice-byrokrat-cup.php>

The next one takes place on the 5.4.2008, so those interested, put down this date into your diary and let me know that you may come along to participate.

In summer instead of going to the gym we go to play beach volleyball. The term for this year is: Tuesday from 17 to 19 o'clock. The place: Na Korabe sports area:

[http://www.nakorabe.cz/cz\\_main.php?view=6](http://www.nakorabe.cz/cz_main.php?view=6).

We start on the 6.5.2008 and you can slowly start writing to me who wants to be in on the volleyball list, we will create a similar entry page later on like for volleyball in the gym.

Well, and because we also train at beach volleyball hard, we participate in beach volleyball Russell Athletic Byrokrat Cup. The next one will take place on the 19.7.2008.

If you have any questions, please let me know. :-)

I am looking forward to seeing you at volleyball match!

Daniela



**Pozvánka**

Daniela Hýblerová  
PR oddělení



# seventeen

**Oslavte s  
námi 17. let  
ComApu!**

**Pozvání  
platí i pro  
vašeho  
partnera  
či  
partnerku**

**Velké  
zasedačky  
Kundratky**

Kromě tradičního  
občerstvení jsme pro vás  
připravili tombolu plnou  
zajímavých cen, několik  
soutěží a prostor k tanci!

**24. dubna 2008  
od 18 hodin**

**Svou účast,  
prosím,  
nahlašte  
emailem  
Daniele**