

MAY 2026

# ALPSINSIGHT

NEWSLETTER FOR EMPLOYEES | SEBRANICE | 2

## A WORD FROM THE PRESIDENT



**Dear Employees,**

Spring is a time of new beginnings, energy, and inspiration. With it comes the desire to see things from a fresh perspective – and it is in this spirit that our spring edition of the company magazine was created.

We decided to introduce you to the work of a department that many may not be familiar with, offer a glimpse into the private life of one of our colleagues, and share employees' perspectives on our company.

We will also explain what is important for the future of the company, how we can make our daily work more efficient, and how to contribute to a healthy working environment.

I am convinced that mutual understanding, sharing experiences, and openness are the keys to being not only a successful company, but also a place where people feel good.

I wish you enjoyable reading and inspiring spring days.



### NEW VICE PRESIDENT

Future in ALCZ



### PRODUCT DESIGN

Unknown department



### ALCZ IN CHINA

More than just support



### INTERVIEW

How far is the universe



### VIEW ON THE COMPANY

Newcomers vs. Long-Time Employees



### AI IN ALCZ

How to be more efficient



### WORK-LIFE BALANCE

Healthy work environment

**WALK WITH US!**

PAGE 14



# NEW VICE PRESIDENT – MR. YAMAZAKI

## His career so far at ALPS ALPINE and his future at ALCZ

**Our company is entering the next stage of its development** – and with it comes a new addition to the leadership team. In February, a significant change took place in ALCZ's management: Vice President Mr. Furusawa concluded his career, and Mr. Yamazaki stepped into his role. The new Vice President brings not only extensive experience, but also a fresh perspective on how we can continue to move forward as a company.

Every leadership change is an opportunity – an opportunity to look at established practices from a different angle, open new discussions, and explore ways to become even more efficient, innovative, and closer to the needs of both our customers and employees.

**What are his first impressions of the new role, what vision does he bring with him, and what will he focus on in the near future?**

**What experiences from your previous roles have most influenced your leadership style?**

Thanks to my experience at ALCOM, I have learned:

- How to generate a large number of ideas even with limited resources.
- How to effectively collaborate with people from different cultures and backgrounds.
- How to build strong teams based on trust and respect.

**What are your main priorities during the first 90 days?**

Professionally, my priority is to understand how ALCZ operates and the working environment in detail. Since I have only visited ALCZ occasionally during business trips and did not expect to work here, I previously had limited opportunity to gain a deeper understanding of the organization.

On a personal level, my priorities are driving and grocery shopping. Both are quite different from the way things are done in Japan, and I do not yet understand the Czech language. However, I am gradually getting used to everyday life here.

Last weekend, for the first time – and with some nervousness – I washed my car in an automatic car wash at a petrol station. Step by step, I am gaining experience of life in the Czech Republic.

**Have you noticed any interesting differences in the work culture?**

It is more of a cultural difference than a strictly work-related one. One interesting example is the eating habits during lunch.

People typically start with soup and usually finish it completely before moving on to the next course.

At first, this felt a bit unusual to me. In Japan, eating styles vary from person to person, but many people do not finish soup in one go.



### Career in ALPS ALPINE

- **1994** Start in ALPS Electric as a Test Engineer in the automotive sector
- **2003** Process Engineer in the automotive division
- **2012** New Product Introduction Coordinator at ALCOM
- **2017** Group Leader of Manufacturing Engineering for automotive products
- **2021** Senior Manager of Manufacturing Engineering for automotive products
- **2026** Start in ALCZ

**What motivates you every day at work?**

My colleagues at ALCZ.

**What do you like to do in your free time?**

On weekdays, I usually watch TV series. I have been particularly interested in Korean dramas, which I watch quite often. On weekends, I relax with a beer and watch Japanese horse racing.

**How would you describe yourself to your colleagues at ALCZ?**

I consider myself a patient and resilient person, especially under pressure. I am always willing to help others, so please do not hesitate to reach out to me whenever you need support.

**What might surprise people about you?**

Honestly, there is nothing surprising. I try to be open, approachable, and transparent in both my work and communication.

# ALCZ TEAM IN CHINA

## More than just support: a strategic step toward the future

**A new project is currently being launched in China, which from the very beginning has been characterized by a high level of complexity.**

It is not only about the product itself and its production, but also about coordinating a large international team of experts from China, Japan, and Germany.

It is precisely the combination of technical complexity and the geographical dispersion of the teams that places increased demands on communication, management, and overall synchronization of activities.

We see the involvement of our team in this phase of the project as a strategic opportunity to demonstrate our capabilities in practice.

Demonstrating expertise, flexibility, and the ability to collaborate effectively across different locations is essential for us to become a preferred supplier for future BMW projects as well.

Every step we take within this project therefore contributes to building our reputation and strengthening trust in our capabilities.

### OUR AMBITION IS CLEAR...

To be recognized as a strong, reliable, and competent partner capable of delivering value in any environment.



Several months before the planned start of mass production, the project entered a critical phase. Issues gradually escalated across various areas – from technical challenges to organizational obstacles. The situation became so serious that the involvement of an external company was being considered, which would have meant not only a fundamental intervention in project management, but also a significant increase in costs.

It was at this crucial moment that our team decided to actively step into the project and offer its support. At first glance, it might seem like a one-off initiative with a clearly defined beginning and end.

This step represents in reality a much broader strategic intent and an important milestone in our long-term development.

Thanks to the Smartbar project, which was launched into production in 2023, we had not only expert know-how but also practical experience with similar challenges that we could immediately apply.

What matters most is not only what we managed to achieve, but above all the experience gained from areas where we encountered challenges or made mistakes. These insights are key for us, as they allow us to avoid similar issues when introducing a new product.

Our goal is to ensure the smoothest possible production ramp-up, minimize risks, and contribute to the overall success of the project from the very beginning.

The primary objective is not only the successful launch of the project, but above all building trust with the customer.

At the same time, this is an opportunity to showcase the strengths of our team within the wider corporate group. A key role is also played by our proactivity, our ability to take responsibility, and to see tasks through to completion. In doing so, we increase our visibility and competitiveness within the entire organization.

This project is therefore not only about the current assignment. It is an investment in the future – into customer relationships, our reputation, and the continued growth of our people. We believe that initiatives like this strengthen our position not only with customers, but also within the entire group.

Our ambition is clear: to be perceived as a strong, reliable, and competent partner capable of delivering value in any environment. And our involvement in this project at such a critical stage is one of the steps toward achieving that goal.



# EVERYONE SEES IT DIFFERENTLY

## The perspective of a new colleague and an experienced employee on work and company culture

**Different perspectives on work, the company, and people are a natural part of every team.** For some, it is their very first job – everything is new, unfamiliar, and they are still forming an understanding of how the working world operates. Others come from a different company and bring with them established practices, habits, and expectations of how things “should” work. And then there are those who have been with the company for many years – they carry its history, remember the changes it has gone through, and have a deeper context for what is happening today.

Because of these differences, people may not immediately understand each other. Everyone has different expectations, habits, and ideas of what is “right.” And it is precisely from these differences that small tensions or misunderstandings can arise.



**Jitka**

**25 years in company**  
Quality inspector



**Mária**

**25 years in company**  
Production assistant



**Oksana**

**8 months in company**  
Administrator



**Jakub**

**1 year in company**  
FA engineer

**J:** I joined the company in 2000, when the modulator line was just starting up. I appreciated the openness and helpful attitude of both management and colleagues. Despite the hectic beginnings, there was a clear effort from employees to meet the company's goals.

**M:** I joined the company when it was still based in Blansko. My first impression was: “I hope I'll be able to handle this job!” My first position was as an operator in the printing of laptop keyboards. There was a great supervisor in the process who always took an interest in whether the operators were satisfied with the workstation and how they were managing their work. She always took our suggestions into consideration and addressed them.

**J:** ALPS was, and still is, my first employer. I joined the company without a clear idea of what to expect; I didn't know whether I would enjoy the work, and I had no previous experience, but I wanted to try this field. Because I didn't know what to expect, there was also no disappointment.

**M:** To be honest, I couldn't really imagine what to expect – I simply needed to find a job. I had never worked in such a large company before, so I also had no basis for comparison.

**J:** The atmosphere in the company varies and depends on the department as well. The working climate is created by all of us – it is about our attitude towards work and communication.

**M:** In one word – friendly. New employees were welcomed with open arms, and since the company in Boskovice was just starting out, many people were being hired.

### FIRST IMPRESSION

**O:** The company made a great first impression on me right away. I really like the bright and clean spaces, which have a calming effect. What pleased me the most, however, was the attitude of the other employees. From the very first moment, everyone was very kind, helpful, and it was clear that they were happy to see me as a new colleague and willing to help me with anything I needed.

**J:** The company really caught my attention, which is why I sent in my CV and applied for a position.

### EXPECTATION VS. REALITY

**O:** I joined the company expecting a standard international environment, and the reality pleasantly surprised me. On my very first day, I was struck by a scene in the car park where a colleague from Ukraine and a colleague from Bulgaria were able to communicate effectively and even laugh together – language barriers disappeared thanks to a combination of gestures, a few words of English, and a good mood.

**J:** At first, I expected that I wouldn't be able to keep up at all, but in fact it was quite easy thanks to the help of my

### COMPANY ATMOSPHERE

**O:** I was surprised by how strong the relationships between people here are. It is immediately apparent that many employees at ALPS have worked here for a long time and know each other personally. In large companies, it is common for people to change frequently and for anonymity to be high, but here it is completely different. This “family atmosphere” is rare these days, and to me it clearly shows that the company is able to value its people and provide them with a solid environment for long-term cooperation.

**J:** The atmosphere here is nice; I don't feel like I'm unwelcome or anything like that.

**J:** A long-term stable environment. I am glad to work for a company that is stable. I also have a good team around me. That is not a given everywhere.

**M:** Work that I enjoy. The people I work with every day. A short distance from my home to the company. A nice, clean working environment. All of this is important to me.

**YOUR  
MOTIVATION**

**O:** My biggest motivation is the opportunity to keep learning and growing professionally. Every day brings new challenges and situations that help me broaden my horizons.

**J:** Career growth.

**J:** Stability and various benefits.

**M:** A clean and pleasant working environment.

**MUST KEEP**

**O:** A tradition of social gatherings. It is precisely these informal events that are key to building strong interpersonal relationships and mutual trust. This friendly atmosphere is, for me personally, one of the greatest benefits of the company.

**J:** Work processes – I like sophisticated problem-solving.

**J:** The atmosphere in the company and employee motivation.

**M:** Communication at all levels, and certain rules that give employees the impression that the company does not trust them.

**MUST CHANGE**

**O:** I would like to suggest creating an internal program or courses for those who want to advance their careers within the company. In production, I often meet smart and well-educated people who may just lack the confidence to speak up on their own.

**J:** The speed of decision-making. Sometimes it takes a long time for things to move forward, which can then slow down efficiency.

**J:** Newcomers do not realize that nothing happens immediately and that effort and patience are necessary.

**M:** I don't think the newcomers even realize how important their work is. They definitely do not have basic information about the importance of administration, which ensures material purchasing, product sales, transportation, and so on.

**WHAT „THE OTHERS“ DON'T SEE**

**O:** The company focuses on individual development and supporting flexibility. I can see how management actively strives to ensure that employees are continuously learning and progressing. Long-term colleagues may, after so many years, take this for granted and no longer perceive it as strongly.

**J:** I notice a lot of employee benefits that my colleagues might already consider completely normal.

**J:** Hang in there :o)

**M:** Not being afraid to learn new things. Working responsibly and honestly.

**MY ADVICE TO „THE OTHERS“**

**O:** Become mentors and take young talents under your wing. You have something in your hands that cannot be learned from any manual – a deep knowledge of the company's history, all its connections, and processes. It is precisely your experience that serves as the best compass for us newcomers.

**J:** Share more of your experience. It can often help people who have been working here only for a short time.

**The best results are achieved when experience meets fresh energy.**

The problem arises at a moment when, instead of trying to understand the other side, we start labeling each other and thereby create two worlds with a growing barrier between them. In reality, these are simply people with different experience, pace, and perspectives.

Try to pause for a moment and reflect: What is the other person dealing with, what are they based on, and why do they see things this way? Often, we then discover that instead of differences, shared goals emerge. And it is precisely on these that we can build.

The strength of a team does not lie in uniformity of opinions, but in the connection of different perspectives. The experience and perspective of veterans can perfectly complement the energy and openness of newcomers. When these worlds meet, space is created for growth, innovation, and stability at the same time.

**Finding common ground does not mean giving up your own opinion. It means being willing to listen, seek overlap, and build respect. Because that is where true strength lies – in people who are able to understand each other despite their differences and pull in the same direction.**

# PRODUCT DESIGN DEPARTMENT

## Unknown department in our company

**In every company, there are teams that are not talked about very often.** Among them is also the department known by some people as the “backoffice team.” What do they actually do, who makes up their team, and where can we see their work in action? The details from their world were shared with us by the department manager.

### What do you most often hear about your department?

We are sometimes referred to as a “protected workshop.” From the outside, it may seem that our work is more like just “playing around” and that the results of what we do are not visible anywhere.

### When and why was the department established?

The department in its current form was established in 2010. The European business was growing rapidly, and the development team in Japan was no longer able to provide the necessary support.

The company therefore made use of several people who were at that time working in Japan as part of the internal IAP program. By the way, this was an idea of Mr. Izumi, the current President of ALAP.

### What was the original mission, and how has it changed over time?

We started by supporting the development of automotive Bluetooth modules, which at that time were mainly intended for the Volkswagen Group. Over time, our focus gradually shifted more toward product development itself. Today, the majority of our work consists of developing algorithms for radar sensors.

### How would you describe the main scope of your team’s work?

We are a product development team.

ALCZ is primarily a manufacturing plant, where the focus is on how to produce, in the most efficient way, what has already been designed and agreed with the customer. Our work, however, is one step earlier – we need to approach the customer with a concept of what they might be interested in.

The largest part of our work consists of designing algorithms for radar sensors. But the design itself is not the end. We also need data, testing, suitable evaluation methods, and measurement equipment.

We operate as part of a broader development organization, where other disciplines also contribute to the final product – hardware, antennas, mechanical design, testing, and certification. Most of these functions are concentrated in Japan.

Another part of our work involves supporting new customer acquisition – such as demonstrators, technical showcases, and trade fairs. A smaller but still important part is supporting our products when the customer integrates them into their own solutions.

### SURGEONS



### NATURE LOVERS



### CHILLERS



### DATA HUNTERS



### How many people are in the team, and what are their areas of specialization?

The team consists of ten developers and four interns. Most of the team members have a background in digital electronics, while a smaller group are purely software developers.

However, to some extent, almost all of us are involved in software development today.

### What is the product portfolio you are working on?

Our team currently focuses on three main areas: radar sensors for automotive and industrial applications, industrial IoT (Internet of Things) including the MANTRA system and its simplified version OM, and industrial trackers.

In the field of automotive radar, we primarily work with two types of products: exterior radars used for controlling motorized trunk doors (kick sensors), and interior radars designed to detect the presence of people inside the vehicle (e.g., for identifying a forgotten child, unauthorized entry, or ensuring proper airbag activation).



### Who is the main client?

The assignments come from multiple directions. They may originate from the headquarters in Japan, typically for projects targeting the Japanese or global market. They can also come from AAEU, especially in the case of local projects or when adapting products for the European market.

Sometimes, the initiative also comes from our own team – when we have an interesting idea and the headquarters supports its further development.

### How long does it typically take to develop a solution?

Most of the projects we work on are long-term – typically three years or more. They start with an unclear concept of a new product, followed by the creation of an early prototype (Proof of Concept) to verify both technical feasibility and business viability.

If the concept proves promising, development continues toward a prototype and eventually to the final product. Once the product enters mass production, our role usually comes to an end.

However, new requirements or issues often arise throughout the product's lifecycle, which we need to address.

### For you the journey is the goal – how does it feel to work on a project for many years and never see it launched on the market?

It is true that a significant portion of what we work on never makes it into production. However, that does not mean the work is wasted.

The experience we gain during development, as well as individual technical solutions, are often reused in other projects.

In our type of work, know-how is just as important as the final product – sometimes even more important.

### How do you know that you have done a good job?

For some things, we know quickly – for example, based on positive feedback from the customer or colleagues from the sales team.

Other times, the results only become visible with time – for instance, when a process we have introduced starts being used by other teams across the company.

### How difficult is it to make a sensor “understand” the real world?

Even humans do not fully “understand” the real world 😊 – how can sensors do. It is rather the other way around: the challenge is to determine which sensor, or which configuration, best “interprets” a specific real-world situation, or to find an “angle of view” that simplifies the real world into usable data through the sensor.

In practice, this means a large amount of measurement, testing, and preparation of scenarios that reveal whether the solution truly works as intended. But even when we try to make testing as realistic as possible, something unexpected often appears in real-world operation.



### What makes your department unique within the ALPS ALPINE group? How does it differ from others, and what are you proud of?

Our key advantage is the breadth of skills. Even though we are a relatively small team, we cover a wide technical spectrum. In large development organizations, individual disciplines are usually separated quite strictly – hardware, software, and mechanics are handled independently.

In our case, we have a bit of everything represented, which allows us to move quickly from an idea to an early prototype and functional validation. We are also often able to prepare the result in a way that is suitable for customer demonstrations.

I believe we can be proud of the speed with which we are able to deliver a demonstrable prototype. In this respect, we clearly stand out within the company.

As a concrete example from recent work, I would mention the algorithm development for kick sensors, which are used in a major European OEM project.

“Yes, we’re playing with dolls here,” admits the head of the development department.

#### How does product testing take place?

Testing is an integral part of our work, because an algorithm cannot be designed purely in theory – it must be validated in real-world scenarios. For kick sensors, we therefore developed a robotic leg that can repeatedly simulate the kicking gesture under the bumper.

For interior radar systems, we use therapeutic dolls and a modified child dummy to realistically simulate the presence and breathing of adults, children, and newborns. So yes, we are essentially playing with dolls here.

#### What does the future of automotive sensing look like?

In the long term, two main directions are clearly emerging: increased comfort and safety, and a gradual shift toward autonomous driving.

The car is therefore evolving from a fully driver-controlled vehicle into a system that takes over an increasing share of responsibility. To do this, it needs as much reliable information as possible about both the occupants and the surrounding environment.

Radar systems are therefore increasingly being designed in combination with cameras and other sensors. ALPS ALPINE is addressing this trend through its vision of the digital cockpit.

#### Even though your work is not directly tied to ALCZ, is there something that connects you to ALCZ?

A strong link to ALCZ for us in production is the well-known system MANTRA. It was originally developed as a tailor-made solution for the needs of local manufacturing at a time when commercial systems were too expensive relative to the expected savings.

Over time, additional functions were added to the original data collection system, such as traceability and Poka-Yoke. The current form of MANTRA is the result of the work of many people from different departments who use the system, provide feedback, and come up with further improvement ideas.

#### Where can your work be seen, and how does it become visible to people?

Our demonstrators are, for example, presented at the Electronica trade fair in Munich, where ALAP regularly showcases its technologies.

In addition, colleagues from AAEU prepare an annual travelling technical exhibition for European automotive manufacturers, where our products are often featured as part of demonstration vehicles.

We have also contributed to the preparation of demonstrators for other major events in Japan and the USA.



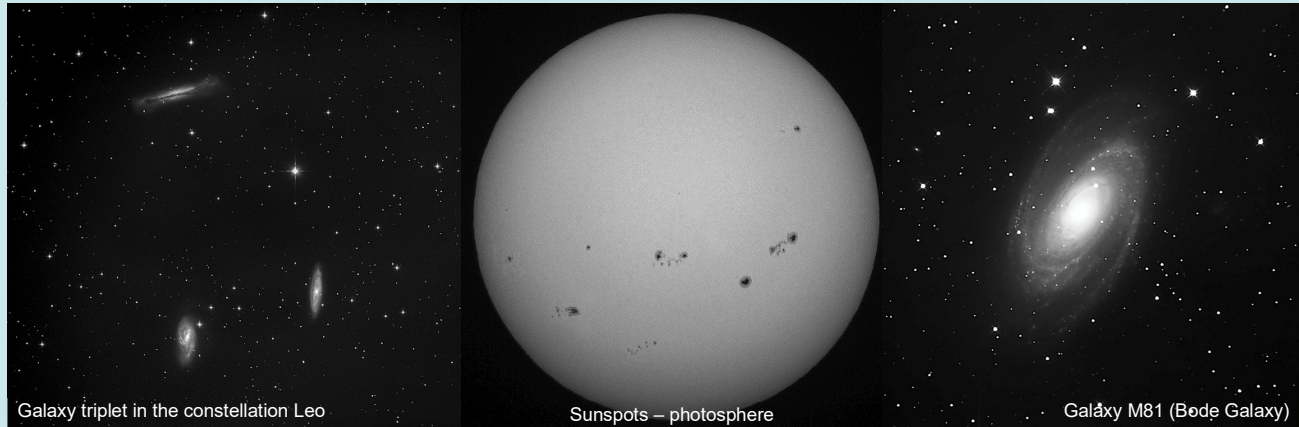
So, this is us...

Product design department.

# INTERVIEW WITH MR. EHRENBERGEREM

## What do our engineer's night shifts look like

He has been working at ALPS ALPINE for almost ten years as a Mechanical Engineer, where he focuses on the development and design of new mechanical equipment. His work includes not only creating technical drawings, but also the assembly, installation, and functional verification of machines before they are put into operation. What he enjoys most about his job is its variety and the constant opportunity to learn new things.



### Why astronomy? What led you to it, and who inspired you?

I'm not exactly sure when I first thought "This is it." It developed gradually. I was introduced to astronomy by my physics teacher in the 7th or 8th grade. By the end of primary school, I had already chosen to study at a grammar school with the intention of pursuing astronomy.

Although that ultimately did not happen, the stars became a lifelong hobby. As I began to explore the mysteries of the universe, I became fascinated by its order and beauty.

During my studies at grammar school, I completed a summer internship at the Astronomical Institute in Ondřejov, where I had the opportunity to "get a taste" of the work of professional astronomers and meet many of them. It was very inspiring and motivated me to continue my astronomical activities.

There were – and still are – many people and experiences that inspired me. Above all, it was my parents, who supported me despite having no connection to astronomy. One of the most important figures was, and still is, Dr. Jiří Grygar.

For me, as a beginner in astronomy, he was an "astronomical god," and that impression only deepened when I met him in person. He even visited my small observatory in Polička and later in Vranová several times.

### How did the idea of building your own observatory come about?

The dream of having my own "observatory" was born around 1980. At that time, staff from an observatory helped me with the specifications and construction of the telescope. The whole process took three years.

During that time, I worked part-time jobs diligently to earn at least part of the cost of the equipment myself.

After the telescopes were completed in 1985, I installed them in the garden of a family house. However, the location did not provide suitable observing conditions, and over the following years they became even worse.

For this reason, I began to think about where and how to build an observatory that would provide proper conditions and facilities for observations.

### How long did it take for the dream to become a reality?

15 years. I completed the construction of my first small observatory in 2000 in Polička, in the garden of our family house.

In 2009, I met my future wife, and when planning the construction of a new house in Vranová, I discovered that the plot was ideally located at the southern end of the village and offered enough space to build a proper observatory.

Immediately after the house was completed, I began planning the construction of a new observatory. After three years of building, I was able to install the instruments from the Polička observatory and finally start discovering the beauty of the universe.

### Did you build it entirely on your own? What was the most challenging part?

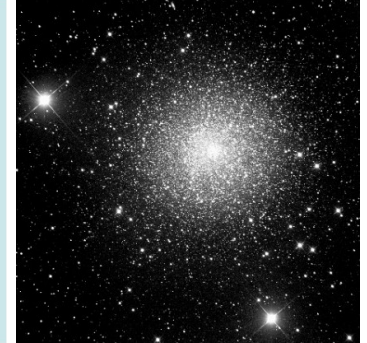
During the construction of the first observatory in Polička, I was helped by my father. The build was relatively simple and took less than seven months. I chose a small observatory with a sliding roof.

The second observatory project was more demanding, both in terms of design and construction. Fortunately, I was helped by my father-in-law with the building work, and I also outsourced some tasks to professional craftsmen.

I had the structural shell of the observatory built by carpenters, while the roof was done by a tinsmith. The roof framework and cladding were completed by us ourselves.

In 2018, I moved the instruments from the Polička observatory, and after about a month of testing, I was finally able to begin systematic work.

“Observing the night sky has fascinated me since childhood. Sometimes it is enough to simply step outside at night and look up at the sky with the naked eye – just like that. It is in those moments that a person becomes aware of their own existence and their place in the universe.”



**Did you have to study anything new, or did you rely on our own technical experience?**

Building a small observatory does have its own specific requirements. It was necessary to design a pillar that carries the telescope itself. The pillar must be sufficiently strong and rigid, able to support the weight of the equipment, while also minimizing vibrations.

Another specific aspect is the construction of a sliding roof or dome. When designing the dome, I partly relied on my own experience and technical knowledge, as well as insights gained during visits to professional observatories, which served as inspiration for the dome mechanism. I then adapted these ideas to my own capabilities and specific requirements.



My great passion is also designing and building optical instruments, which is why I have made most of my telescopes and mounts myself.

I purchase the optics from a long-time friend who specializes in manufacturing astro-optics, and from the mirrors and lenses he provides, I try to build various “viewing instruments.”

**What objects do you most often focus on when observing? What exactly do you study during your astronomical observations?**

I like all objects in the universe. Some of them look like works of art – for example nebulae, galaxies, or bright comets – so I view them almost as paintings.

Some objects are fascinating because of their dynamics – for example meteors, solar prominences, or comets. I also enjoy observing the Moon, planets, and the Sun.

In addition to permanent objects, there are also “cosmic surprises” such as comets, auroras, bright meteors, or supernova explosions in distant galaxies. When I manage to observe something like that, I truly enjoy the experience.

In recent years, I have become particularly fascinated by the observation of exoplanets (planets orbiting other stars).

**Do you also carry out systematic measurements or collaborate with the astronomical community?**

My main focus is the observation (measurement) of variable stars, exoplanets, and also the observation and imaging of the Sun for the purpose of producing forecasts of solar activity.

For variable stars, I mainly work with eclipsing binary systems. The principle of variability lies in the mutual eclipsing of the components of the binary system, which causes changes in the system’s brightness. The same principle applies to exoplanet observations, where the star is periodically dimmed by an orbiting exoplanet.

In the evening, the telescope is pointed at a selected field and a CCD camera is used to capture image after image. After several hours (sometimes the entire night), the observation is concluded.

The collected images are then processed using specialized software, resulting in a light curve that shows how the system behaves. The results are uploaded to a dedicated server, and the data can be used by anyone around the world.

The second area I focus on is monitoring solar activity. This involves recording drawings or images of the Sun’s surface (the photosphere), where sunspots appear. These are tracked, and solar activity is determined based on various calculations.

In this way, the Sun is observed every day whenever possible. These observations are used, among other things, to forecast solar activity. Predicting solar activity is important for protecting power distribution networks and substations from potential damage caused by solar radiation.

In addition to the photosphere, I also observe and photograph the solar chromosphere, where solar prominences and filaments can be seen.

For both types of observations (measurements), the data are sent to centers that process them so they can be used by professional astronomers and scientists from other fields.

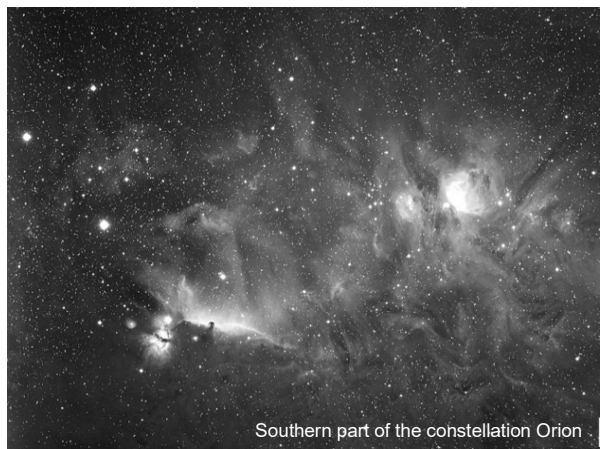


Nebula Sh2-240 (Spaghetti Nebula)

#### What is the most interesting thing you have observed through your telescope?

It is difficult to answer this question, because for me every view through the telescope or every result from a CCD camera is interesting in its own way.

One of the most remarkable observations was the total solar eclipse in 1999, as well as the aurora on 11 May 2024, and large comets such as Hyakutake in 1996, and a year later the "comet of the century" Hale-Bopp.



Southern part of the constellation Orion

\* The author of all photographs in this article is Mr. R. Ehrenberger.

#### What does observing the stars mean to you? Is it a form of relaxation, an escape, or rather a challenge?

Astronomy is both my lifelong hobby and a way of relaxation. Actual observation of the stars is a form of data collection. In the past, I observed objects through a telescope and drew their shape and position on paper.

With the arrival of photography, anticipation and a certain level of excitement moved into the darkroom. Later came CCD technology, which made it possible to see results immediately on a screen – greatly improving both the level and quality of the data, but at the same time reducing the element of anticipation and suspense.

What is fascinating about astronomy as a whole is that you are essentially looking into the past – both the relatively recent past and times when neither the Earth nor the Sun even existed. In this way, you are working with material that can be billions of years old. And that is probably the most exciting aspect of it.



Dark Horsehead Nebula

#### How does your family and surroundings react to your unusual hobby?

My family supports me as much as possible. I try to involve both my children and my wife in my hobby. Sometimes we observe together, other times we go on astronomical events or expeditions.

I have also taught my family certain rules of "light discipline," such as not using outdoor lights when observations are taking place.

Reactions from my surroundings vary. Some neighbors are interested (I have done public observations), while others see me as an oddity or a so-called "quiet eccentric." Some, for example, do not even know what kind of strange shed is standing in the garden.

In any case, when someone shows interest in the universe, I always try, within my capabilities, to answer their questions or show them interesting aspects of both the night and daytime sky.

# ARTIFICIAL INTELLIGENCE IS NOT A THREAT

## Meet your new virtual assistant

Artificial intelligence is no longer a topic of the future, but a part of everyday reality. How we can use it to our advantage to improve the efficiency of our daily routine is explained by the Head of the IT Department, J. Vaněrek.

Is it just another temporary trend? Will it create more work for me? Or will it even replace me in the future? Honestly – it's normal to feel some concern about it. I felt the same way. But the more I started using AI in practice, the more I realized that it is more of a tool than a threat.

### What do the data tell us, and why are we unnecessarily afraid?

When we look at current labor market statistics, we encounter a very common paradox. A significant portion of employees are concerned that artificial intelligence will take away their jobs. What is more, many of those who already use AI to simplify their daily tasks tend to hide it at work, because they feel that using such technology might be seen as “cheating” or laziness. However, both assumptions are a major misconception that needs to be challenged.

Imagine a time when companies started widely adopting Excel. Many people who had previously done everything manually or with a calculator were afraid. Today, we cannot imagine a single day without spreadsheets, and no one would consider using a formula as cheating. It is exactly the same with artificial intelligence – it is a smart tool.

AI will not take your job. But in the future, you may be replaced by someone who knows how to use AI effectively.

### Your new partner is called Copilot. And you already have it on your computer!

You might be asking yourself: Where do I actually start? Do I need to register somewhere and try unfamiliar tools?

Not at all. The best opportunity to get started with AI is literally at your fingertips. Everyone in the company has access to a smart assistant called **Microsoft Copilot** through their work accounts. You can simply open it in your web browser or in Outlook. By working under your company account, you are in a fully secure environment – anything you do with Copilot stays protected, and your data is not used to train external models. Try to think of it as a tireless assistant available to you 24/7.

### Don't be afraid to make mistakes and experiment

Working with AI is about communication. You don't need to know how to program – simply talk to Copilot in natural language, as if you were assigning a task to a new colleague. The more precise context you provide, the better the result you will get.

When you open your computer tomorrow, try clicking the Copilot icon and give it your first task.

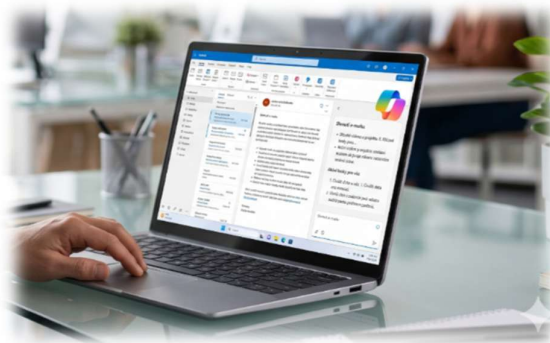
## What can the web Copilot and Copilot in Outlook help you with?

### ✓ Taming long emails

You know the situation – you open Outlook and there's a thread with ten replies waiting. Copilot can extract the key points from it in just a few seconds, so you don't have to read everything.

### ✓ Smart research without clicking

Looking for any information or need an explanation of a complex term? Copilot can instantly search the internet and provide you with a clear answer, directly including links to sources.



### ✓ No more blank-page moments

Need to write a difficult email, draft a guideline outline, or prepare a project proposal? Ask Copilot to create a first draft for you. You don't have to use it as-is, but it will give you a great starting point.

### ✓ Quick analysis and summarization of texts

You have a long article, report, or complex document in a foreign language in front of you? Paste the text into the chat and have the most important points summarized into a few clear bullet points.

### ✓ Translations and tone refinement

You've written an email in English and are unsure about the grammar? Or do you need a text rewritten to sound more formal or, on the contrary, more friendly? Just enter your text, and it will adjust it to your needs within seconds.

### ✓ Efficient meeting notes

During online meetings, Teams can capture spoken content, and Copilot can instantly turn this raw transcript into a clear and structured summary. You get a concise meeting recap as well as a clear list of tasks – ready in just a few seconds.

# WORK-LIFE BALANCE

## How to maintain a healthy work environment

**We spend 8 to 10 hours at work every day. That is often more time than we dedicate to ourselves, our families, or our friends.**

That makes it even more important that the environment we work in is not only functional, but also healthy and pleasant. This is not just about an ergonomic chair or quality equipment – healthy workplaces are primarily about how we feel at work.

A pleasant environment does not happen by chance. It is the result of everyday decisions, rules, and the attitudes of individuals and teams.

**The good news is that each of us can influence it.**



Each of us encounters psychological stress at work – whether it is performance pressure, deadlines, a high volume of tasks, or constantly switching between them. This burden does not only affect our individual well-being; it also significantly impacts relationships between colleagues, team atmosphere, and overall motivation.

When psychological stress remains high over a long period, it can lead to irritability, misunderstandings, or withdrawal. That is why it is important to actively work with it and know what steps can be taken to reduce it.

### Open communication and relationships

High-quality interpersonal relationships are one of the most important factors in the work environment. Open communication, sharing, mutual support, and respect create a sense of safety. This makes it easier to handle demanding situations and strengthens teamwork. When colleagues also become friends, you have one more reason to look forward to work.

### Conscious time management

Good planning significantly reduces pressure and chaos. It helps break work into smaller steps, set realistic priorities, and create space for focused work without interruptions. Learn to work with your time. Find your own way.

### Real rest after work

Rest is not just a “break between tasks,” but active regeneration. Quality sleep, exercise, spending time in nature, or time without screens significantly contribute to mental balance. It is important to separate work and personal time and to be able to “switch off.”

### Meaning and balance

Work is an important part of life, but it should not be the only one. Supporting hobbies, time with family, and activities outside of work helps maintain motivation, creativity, and overall satisfaction in the long term.

When people feel good at work, it is not just a “nice bonus.” It has a direct impact on their motivation, productivity, and the quality of collaboration. A healthy work environment is therefore not only a matter of comfort, but also of long-term sustainability and success.

Because if we already spend a large part of our day at work, it should be a place where it makes sense to be – not only professionally, but also as human beings. Building a healthy work environment is not a one-time action, but a long-term process.

Often, it comes down to small things that make a big difference – a smile, a short informal conversation, or a willingness to help a colleague. A positive attitude is “contagious” and gradually shapes the entire environment.

**And to clear our heads after work and recharge energy and motivation for the next day – what if we started by “WALKING”? Keep reading to find out how (next page).**

# LET'S GET OUR COMPANY MOVING

## Step by step

It may not seem like it, but in our company we walk more than we realize. Some of us rush between meetings, while others hardly stop on the production line. We've decided to start counting these everyday kilometers!

In the Pacer app, we've created a group to share our daily steps – not just the ones we take at work. This initiative was launched to help us do something for our health and stay active even after work. You can track your progress, compare results with colleagues, and motivate each other to achieve better performance.

The more people join, the more momentum we'll build together. Join us – a bit of friendly competition is exactly what helps us resist heading straight for the couch after a long day at the line or at the computer and instead keep moving a little longer.

### WHY WALKING?



Improve  
your health



Gain more  
energy



Experience team  
motivation



### HOW TO BEGIN?



Download app

Scan QR code



Android

or



iOS



Create a profile

Sign up using your email  
or Google account.

Feel free to use  
a nickname.



Join the club

Scan QR code



Start walking

You don't have to be  
marathon runner.  
Everything counts –  
even a walk to grab  
a coffee or lunch.

**SEE YOU IN THE APP!**