



Socially committed & economically successful

“The first few years were difficult – but the efforts have paid off!”

“The upswing came with Aeckersberg!”

“The development of clinical containers is an exciting challenge and a great change of pace from the usual work routine!”

“Remaining flexible and reacting quickly to changes is TTM’s maxim!”

“Training at TTM is like a jackpot!”



Rainer Baake:

- Since January 2014: State Secretary at the Federal Ministry for Economic Affairs and Energy
- From June 1990 to September 1999: Chairman of the Board of Technologie Transfer Marburg – TTM e. V.

The success of a creative idea

A creative idea of a pro-active civil servant at the Marburg employment office over thirty years ago led to the founding of an organization which today is a notable address when it comes to supplying healthcare projects. It is due to the efforts of committed workers, business leaders, and supervisory board members that TTM has become an economically prosperous company.

At a time at the beginning of the 1980s, when many well-qualified people were among the long-term unemployed, TTM combined its concept with developmental aid, the job market, and environmental awareness. Used medical devices were collected, repaired, and made available to healthcare projects in Africa and Asia, at first with support from public funding. Projects could be supported, jobs created, and qualification of workers could be accomplished. With increasing demand, as well as changing conditions in the job market and international needs, the staff and management reacted competently with technical and planning adaptations.

TTM's portfolio was expanded to serve healthcare projects comprehensively, from disposable syringes to outfitting operating rooms. Emergency aid projects ranging from food aid to emergency shelters were also supplied. Step by step a clientele was established; today it ranges from small initiatives to aid organizations to ministries of health and includes solid

partnerships in the affected countries. There, as well as here in Germany, social considerations continue to play a major role. This led, among other developments, to the founding of a subsidiary, MarMed GmbH, which employs primarily disabled workers as an integrative project.

As the former Chairman of the organization TTM, it is a great pleasure to look back on the development of TTM and MarMed. I have the highest respect for the workforce, the management, and the current board of directors, who together constitute this model company. With their work they contribute to the improvement of healthcare in more than 130 countries and, at the same time, show how an idea can become a recipe for success – here and abroad.

The most important decision that a board of directors has to make is the choice of the CEO. That is who must set the strategic course and make sure that the staff is motivated to contribute to the success of the company. I am extremely grateful to Wolfram Aeckersberg that he fulfilled this role admirably for many years.



Rainer Baake
(State Secretary, Federal Ministry of the Interior)



The idea...

developed from a TV report. A documentary in March 1983 reported on agriculture in the Sahel zone in Benin. The local farmers only used branch forks as tools for the fieldwork. Eberhard Völzing remembered this TV report when, a few days later, he spotted old plows on snowy fields; they had been standing there unused for years. Discarded but still useful technology here and needs in other parts of the world – the idea to collect technical equipment and to refurbish it for the Third World was born.

Since Völzing's endeavor also entailed a social component in the Marburg area with the training and employment of long-term unemployed workers, his idea fell on sympathetic ears – not only with public donors but also with sponsors. Even before the founding of the organization the Marburg clinics promised donations of equipment for the project due to their move to the Lahnberge and various necessary accessions. With this, the basic idea was also expanded by its medical-technical component.

TTM – how it all began

Technologie Transfer Marburg e. V. was founded in 1983 as an employment initiative of the Marburg employment agency with support from the City of Marburg.

The organization combined two approaches: The training of long-term unemployed workers and need-based support for countries of the global south. Both aims were initially pursued with the refurbishing of used medical technology and the manufacturing of stainless steel products for medical equipment of healthcare facilities.

The concept of the job placement company found a positive response, as it took up the political challenges of that time. The Federal Republic was headed towards the 2-million-unemployment-mark, a circumstance which – along with political upheavals – was causing concern among the population. Job-creating measures were a response to this situation.



Previous measures were mostly set up for a limited time. TTM's aspiration, however, apart from the training of long-term unemployed workers, was to also create sustainable jobs and to perform global development work. Another important feature was that these jobs were not developed in offices but in technical fields. The concept combined important contemporary policy fields: developmental aid, environment, economy, and the creation of jobs. In addition, consistently important actors of the region were involved, such as Chambers of Industry and Commerce, unions, and political entities.



Difficult first years

Despite the wide acceptance, TTM's first four to five years were very difficult. Although enough used medical equipment was soon accumulated, the funding for the implementation of concrete projects often was lacking. While it was easy to get a one-time grant, the operating costs were difficult to cover – especially as potential customers often asked to get the equipment for free. During this time about 40 disco events were organized with hosts of the radio station hr 3 in order to raise money.

Autonomy

From July 1985 on, the support from the employment office was gradually reduced, and it basically expired in July 1987. In addition to moving to larger buildings, other structural changes ensued. In the first few years the management was provided on a voluntary basis.

This concept proved to be unworkable in the long run, because the demand for used medical technology was not as great as expected. As a reaction a professional manager was hired so that customer acquisition and marketing activities could be expanded.

In time these efforts were successful, and TTM was able to expand its clientele. The new customer contacts meant increasing demands for the on-site workshop.

More and more frequently not only refurbished medical equipment was purchased but also specific solutions were requested. Concrete requests from the project countries emphasized the desire for portable equipment that could also be operated independent of the electricity grid. Thus a surgical lamp with an emergency power supply and a mechanical operating table were developed.

Socially committed and economically successful

The training and employment of long-term unemployed workers were explicit goals when TTM was founded. We never lost sight of these goals during the phases of strategic re-framing and growth. Workers are still hired primarily according to social criteria.

With this emphasis, TTM regards itself as a kind of model project, which can show other companies that a social approach works and even offers economic advantages. This is because the long-term unemployed, mothers after taking time off to raise children, and college dropouts, for example, have demonstrated especially high loyalty to the company. In addition, older workers in particular contribute valuable experience and practical expertise. This results in a pool of knowledge that TTM can use to advantage. All this forms a basis for us to offer customers products and services at the highest level – as a socially committed and, at the same time, a reliable partner.

The leap from nine TTM employees at the beginning to 32 in 2014 is indicative of our economic success. Economic success is a basis for other social aspects; it is because of this economically sound basis that TTM can always offer its customers especially favorable and fair conditions. This is an advantage especially for initiatives and partners that lack strong financial resources. Thanks to TTM, they can offer their target groups medical equipment that meets their needs.

The transition to trade

At the beginning of the 1990s there was a change in management, and our business strategy was broadened as a result. With the experience from his responsibilities at the GTZ (Society for Technical Cooperation), Wolfram Aeckersberg (1991 – 2014) built up the trade with new equipment, instruments and consumer materials and established this area in addition to the refurbishing of used equipment. As a result a complete range of products for medical development projects were now available – from disposable syringes to a complete operating room.

Comprehensive project planning

These changes were also facilitated because of political developments and the resulting collaboration with the VDA (Association of German Cultural Relations Abroad). In 1990 this organization was delegated by the German government with the task of promoting cultural programs that could benefit those of German origin in Russia and the post-Soviet countries. The goal of these measures was



to improve their living conditions and thus to stem the influx of as many as 1.2 million ethnic Germans emigrating from these areas to Germany each year. One component of these efforts was also to guarantee better medical care in the areas of their responsibility. As part of this effort, TTM supplied a hospital and several small health centers in and around the city of Slavgorod in Western Siberia with used medical equipment and beds.

For TTM the cooperation with the VDA, but especially the new focus on comprehensive health planning for projects became a step toward a secure future. The sales volume increased from 200,000 to 2.5 million Euros. This financial situation ensured the future of TTM and laid the foundation for further growth of the organization. It was now possible to advance the development of TTM's own products to a much greater degree.

Humanitarian relief

In the mid-1990s, apart from the strategy also the business activities were expanded. With Immanuel Jacobs as Deputy General Manager (1995 – 1999) the contact to Christian partners and relief organizations was expanded, and humanitarian relief projects were increasingly implemented. The expanded clientele, the mixture of larger non-governmental organisations and smaller-scale customers offered TTM a further basis for successful growth. Large projects give long-term planning security. Smaller projects and individual needs of the project partners demand daily flexibility and willingness to develop.

The growth of TTM also became visible with the move into its own buildings in Cölbe in 1998. The new site not only provided room for more staff and a larger warehouse but also the workshop capacities could be expanded and adjusted to the increased demands.

In-house developments

The experience from projects and specific requests from partners have led to product development and the production of TTM's own products. This equipment is well adapted for use under difficult conditions or – in short – it is robust, low-maintenance and easy to use.

Examples include the operating table for surgical procedures and the surgical light with emergency power. The mechanical operating table made of stainless steel is robust and durable. The eschewal of the use of hydraulics, electronics or gas springs ensures easy handling even under difficult conditions. The operating table can be taken apart completely and is therefore easy and inexpensive to transport. The operating lamp provides reliable lighting even with an erratic power supply. During power outages it automatically switches to the special internal maintenance-free battery and thus the uninterrupted operation of the lamp is guaranteed for a period of about four hours.

The newest in-house developments include the waste autoclave WasteVap 77 and incinerators. Both systems enable the safe disposal of medical waste at small health centers, district hospitals, and refugee camps.



Full-service providers

Today TTM considers itself a powerful service provider with a social component, as Lutz Kempe (Managing Director since 1999) emphasizes. It is important to guarantee need-based consulting to customers and provide individual solutions, because aid should not create dependences.

The spectrum of services ranges from consulting and procurement to shipping. Furthermore, TTM is ISO-9001 certified and accredited as an IPPC company.

Despite the growing number of employees over the years, TTM still considers itself a small player and perceives this size as an advantage. Because the company, in this way, is able to react flexibly to external influences and to quickly adapt to individual needs of the project partners. Special services include the offer of equipping projects comprehensively and closely coordinating all budgets with the partners in order to provide need-based and meaningful solutions.



Foreign offices & strategic partnerships

Since 2002 TTM has reacted to the development that decisions are increasingly being translocated to the receiving countries. The approach of organizing the acquisition of goods as locally as possible enables needs-appropriate planning to the advantage of the target groups; at the same time this presents challenges to companies involved in international trade.

Furniture as transport packaging

TTM provides shipping of goods and equipment in patented transport containers. These wooden containers can easily be converted into durable functional furniture.

Flight containers can be transformed into stable shelf elements, stacking boxes become practical cabinets, or even an entire office unit can be created, with a desk, a shelf element, and a drawer container. One thing all systems have in common – a pocketknife is sufficient for re-assembly.

The transport containers are made to order by a carpenter at TTM's own shop and find their new use with the project partners.



Here the development of their own offices provides an opening to local markets. With this in mind, offices were established in Afghanistan and Tanzania. Another way to adapt to the shift in business relations is the development of strategic partnerships with autonomous partners in the respective countries. Reliable networks not only create competitive advantages, they also ensure sustainable development of the economic and trade structures in the local region.

Comprehensive direct international shipping

For years TTM's project managers have also been export specialists who have dispatched shipments to more than 140 countries all over the world. Recently TTM's own international distribution center was opened – another future-oriented development at TTM. The new department helps to optimize transport routes and, in addition, offers customers a wide range of shipping services.

Export preparation, customs formalities in import and export, and a number of other professional services in all areas of activity of TTM are further documented by the ISO-9001 certification.



Emergency relief

Natural disasters and military conflicts demand fast, unbureaucratic and flexible aid to care for people. TTM helps with the planning and acquisition of relief supplies and keeps coordinated modules on hand for deployment on short notice. In urgent situations, cargo planes are also chartered.

Ukraine project

21 truckloads of relief supplies in four days – these numbers demonstrate the productive capability of the logistics department of TTM. One Friday at 1 p.m. TTM received an order from the GIZ (German Association for International Cooperation) for Ukraine for 2.2 million Euros worth of supplies. Just four workdays later, 21 truckloads of cots, mattresses, sleeping bags, wheelchairs, walkers, medical equipment and other relief supplies were on the road heading east.

In addition to quick procurement and the loading of the trucks, the completion of the necessary paperwork – cargo documents and lists – under time pressure was part of the logistic challenge.

1983

founding of TTM as
an employment initiative

1991

comprehensive supplying of
projects, including new equipment

1991-1992

cooperation with the
VDA in Russia

1994

first emergency
relief project



Laboratory module

Provided in: South Africa, Malawi, Mozambique, India, etc.

Project partners: German Red Cross, ministries of health



Hospital equipment

Project in: Banda Aceh / Indonesia

Project partners: EPOS Health Management & KfW



Training workshops

Provided in: Kosovo, Tanzania, Rwanda, Indonesia, etc.

Project partner: Cap Anamur



Container furnishings

Provided in: Benin

Project partner: Aktion pro Humanität e. V.

2002-2003

Afghanistan – Rehabilitation for new and
reconstructed hospitals

2004

Cameroon
Hospital reconstruction

2007

Tanzania – Hospital reconstruction and
establishment of a service office

1998

moved to own
office in Cölbe

1998

first international request for proposal
Ministry of Health Guinea

2001

founding of
MarMed GmbH

beginning in 2002

founding of
offices abroad



Operating room in mobile container

Provided in: South Africa, Malawi, Mozambique

Project partner: Doctors for Life International



Incinerator for medical waste

Provided in: more than 20 countries in Africa and Asia

Project partners: World Bank, ICRC, ministries of health



GPHF kits for medication checks

Provided in: more than 70 countries

Project partner: Global Pharma Health Fund e. V.

2008

Burkina Faso
Incinerators

2009

Banda Aceh – Hospital re-
construction after tsunami

since 2010

TB laboratory furnishing in 26 countries
GIZ and FIND/GDF

2014

Ukraine relief shipment
Ebola emergency relief

TTM Reference Projects

Growth and challenges

From 1993 to 1995 TTM was involved in measures of the Ministry of the Interior of the German government which had the goal of improving health care in the ethnic German district – Novosibirsk, Volgograd and other **regions of the former Soviet Union**. For the first time TTM was involved in larger, complex delivery projects. The shipments included TTM products and refurbished medical equipment. The installation and instruction on site provided TTM with new experience and helpful insights for future work.

In 1999 TTM won the first KfW-financed competitions for bids. Our partner for the contract was the **Ministry of Health in Guinea**. The deliveries alone do not make this a reference project; this applies to the formal contractual execution of the project.

Offices abroad and international partnerships

Setting up a **TTM office in Kabul** was made possible in 2002/2003 within the framework of KfW projects in Afghanistan. For the first time TTM was represented by a subsidiary in a country which could complete the project sponsored by the ministry of health / KfW more effectively and conduct local training programs. Also the contact with other non-German government organizations and NGOs in Afghanistan is successful. Unfortunately, the office had to be closed after a few years due to the poor security situation and increasing costs. Nevertheless, important experiences could be gained from these projects.

Various **infrastructure projects in Cameroon** were realized with local partners whose experience offered the basis for the successful implementation of project activities. Management and financial services increasingly supplement material deliveries and installations.

Variety in the projects

And are also exceptional projects every now and then. These include, for example, the facilities for multiple **training workshops in Kosovo and in Rwanda**, where skilled workers such as carpenters, metal workers, welders, fitters, auto mechanics and electronics technicians are trained.

The largest single project to date was conducted in 2008/2009 in Banda Aceh, Indonesia. In December 2004, a new regional hospital was planned in **Banda Aceh after the tsunami**; it was built and equipped with financial support from Germany. TTM supplied a substantial share of the hospital facilities of the reference hospital. TTM's local staff in Banda Aceh and in Cölbe implemented and supervised the project with contractors in Indonesia.

Flexibility and innovation

With its partners, TTM develops simple robust **incinerators for medical waste**. The first project with a focus on waste management was conducted in Burkina Faso in 2008. This project funded by the World Bank represents the beginning of further waste disposal projects in Guinea, Zimbabwe, Laos, and other, mostly African, countries.

In 2010 TTM won an international contract from the UN. It entails equipping medical **tuberculosis laboratories** in 26 countries and providing them with medical supplies. The blanket order is carried out through a number of individual orders. TTM is still currently involved in this project. In addition to this framework agreement, other framework agreements have been concluded, with Crown Agent in London and other agencies.

In 2014 TTM supported measures for combatting the **Ebola epidemic** in West Africa. The shipments included mainly hygiene materials and consumables, as well as medical technology and TTM incinerators. Furthermore, TTM was significantly involved in a **large relief shipment to Ukraine**.

Just do it!

There are many concepts for meeting the challenges of the domestic labor market and of developmental aid. The local labor market and developmental aid – do they even fit together? It took the right people, at the right time and the right place to get away from “one should”, “it could” and “someone ought to” to just doing it.

The approach was brilliant. In Germany there have been and still are people who cannot be readily accepted into the domestic labor market. With TTM – and later MarMed – they got and get the opportunity to rejoin or initially join the active work process, to qualify themselves and thus to meaningfully contribute their valuable potential.

Throughout the world, there have been and still are many countries which are far from achieving our medical standards and need help “at eye level”, also with equipment. We do not only supply but also, with the developed networks in these countries, convey the ability for sustainable development of their own initiative.

As a “lateral entrant” I experience the very successfully realized idea of the founders in my executive team. Eberhard Völzing and Wolfram Aeckersberg stand here on behalf of all those who share our goals, especially for the employees, without whose dedicated effort many people would be left without urgently needed help.

Our board chairperson Brigitte Lange, who sadly died too soon, stands for the human warmth which TTM and MarMed cannot lose sight of despite all the existing economic constraints – which also affect developmental aid.

Just do it!



Volker Carle



Volker Carle:

- Mayor of Cölbe
- Chairman of the board, TTM e. V.

MarMed – Top services for veterinarians & veterinary practices

Like its parent company TTM, MarMed is also a business with a social function. This small but high-quality wholesale company provides veterinary practices with furnishings, technology, and everyday supplies.

The business concept came about spontaneously. Veterinarians in the area had heard about TTM and requested goods and services. Of particular interest was the huge warehouse of the company, which could offer purchasers of medical technology and consumer products extremely good terms. But they were also enthusiastic about the possibility of being able to have used equipment tailored to their specifications. Thus, for example, the request came about to have dental chairs equipped with in order to build treatment tables



for animals. In time the demand grew so much that TTM could no longer supply the needs on its own, because of limitations in daily operational capacity. Thus the idea came about to outsource the business with veterinarians.

Inclusion in action

MarMed was founded in 2001 as a project to integrate disabled workers. Nevertheless it was a clear focus from the beginning not to create an ongoing project to employ the disabled but rather to exist as a “normal economically viable” company in the marketplace.

For that reason the disabilities of our employees was deliberately not used as a marketing strategy. This decision was based on two considerations. On the one hand, workers should not be constantly reminded of their disabilities but should be given space for development. On the other hand, customers should purchase good products and services and not dispense sympathy. It is important not to degrade the good work of the employees with a “disability bonus.”

This concept is working. “Well over half of our employees are disabled, and you wouldn’t know it,” says Peter Jacobs, who took over the management of MarMed GmbH in 2014. And in fact, most customers do not know about the integration component of the company. Within the company, too, this topic plays no role in the daily operational procedures. All workers are accepted as they are. It makes no difference, whether with or without a disability, each worker has his or her qualities with which all team members can live with.



The founding of MarMed GmbH

Under the leadership of the first CEO Wolfram Aeckersberg (2001 – 2014) the concept of MarMed GmbH was developed as an integration project for disabled people. At the beginning largely supported by the state welfare association, MarMed established itself as an independent, economically successful company.

From initially three employees, the employee base quickly increased to eight employees in March 2008, who had approximately 250 veterinarians as their customers. Today, 16 employees provide for the needs of approximately 2,500 veterinarians. Even in the course of this continued growth, MarMed has not lost sight of its social responsibility. Currently, more than half of the qualified personnel are disabled.

MarMed's performance spectrum ranges from consultation in the initial setting up of practices, the provision of equipment and consumables, to technical service and maintenance. With the online store all of the goods are quickly and readily available – the well-stocked, modern high-bay warehouse makes short delivery times possible.

In addition, MarMed provides veterinarians with individual products for specific needs. One of the special characteristics of the company is the close contact to the customers, who approach the staff with their individual concerns.

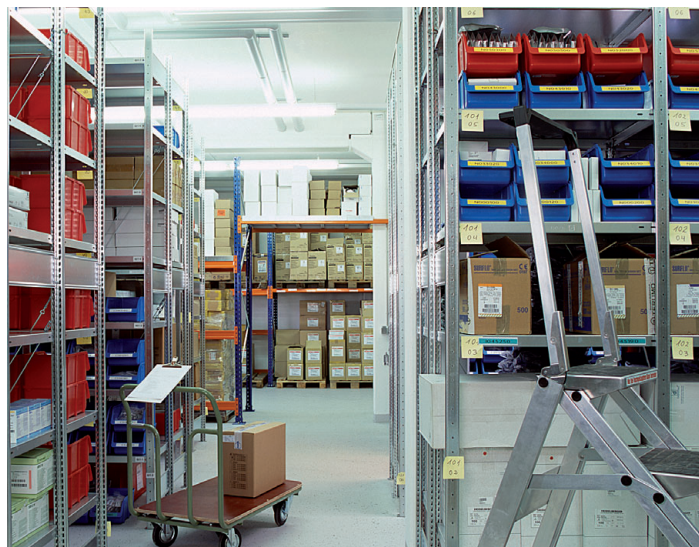
Family ties

The relationship of MarMed to TTM is described as a daughter-mother relationship. Daughter and mother

are independent and work independently. Nevertheless, the companies are closely linked, share their good network and complement each other's portfolios. TTM benefits from MarMed's warehouse, which keeps standard products available.

On the other hand, MarMed uses the capacity of TTM workshops to provide services and repairs for its customers. The diversity of the business areas enables both companies to serve very different customer needs.

But like any mother-daughter relationship both entities have their own minds. Whereas MarMed completes a number of smaller contracts daily, TTM focuses primarily on projects with large volume. Nevertheless, a similar attitude, especially regarding economic aspirations, is clearly evident. Both companies operate cost-effectively. The declared aim is to create jobs and at the same time be a reliable partner.



Training of employees

The training of employees has been a key component of TTM's and MarMed's philosophy since the founding of the company. Internal and external training and seminars as well as technical training provide the employees with high-quality training opportunities and make it possible to fulfill customer needs with a high degree of knowledge, care, and quality.

Contributing knowledge to the world

The other training opportunities can be described with the above slogan. Training programs often are an integral part of project cooperation. Within this framework, technical and medical staff of project partners can be trained in installation, handling, and maintenance of equipment. The training sessions take place either on site or at the TTM workshops. Further, in the past TTM has offered its interns the opportunity to acquire technical knowledge and practical skills.



Future directions

As a board member proudly states, TTM has established a good financial foundation for years and is now “financially secure”. The path – especially in the early years – was hard and stony, but the effort was worth it. The constant adaptation to external influences has been well managed in the past decades, which is not only reflected in the ISO certification. The company is well equipped for future challenges..

Further developments at TTM

This, however, is no reason to rest on our laurels but rather a further incentive. Small but steady changes can develop the company further step by step. Optimization of internal processes improves the service quality for the customers.

The future tasks include further expansion of international partner structures. Since the decision-making responsibilities have increasingly shifted into the partner countries, a good network is essential for TTM to remain successful in the marketplace. With its presence in the countries TTM can react directly and can locally offer partners and target groups individual, practical solutions.

Further, TTM will continue to focus on consistently supporting and challenging young talent to form the employee base and leadership of tomorrow. This is the only way the long-term survival of the company can be guaranteed.

TTM workshops

Conducting workshops has been a constant in the history of TTM. They form the basis for flexibility and offer expertise for consultations, training workshops, technical adaptations, and developments. The development of niche products offers the possibility to react to significant needs of the marketplace and to expand TTM's portfolio of goods and services. In addition, this provides a dynamic,

varied challenge to the daily work routine. Not least, the manufacture of special niche products also fulfills the social self-image of the company.

Organic growth at MarMed

MarMed approaches future challenges with optimism. For the near future the company is aiming for continued organic growth. In addition to the optimization of internal processes and procurement routes, the investment in employees is a central component of this strategy. The implementation of these measures assures that satisfied customers remain loyal in the long term. At the same time a stronger focus is now being placed on European countries outside of Germany. With these measures MarMed wants to increasingly serve the European market with its range of products.

Going forward together

For both TTM and MarMed, the most important task remains pursuing the successful course established in the past. Remaining flexible and reacting quickly to change is TTM's maxim. With this and with the high motivation of the employees, TTM and MarMed are optimally prepared for challenges – now and in the future.



Job training

TTM and MarMed invest in their own future through on-the-job training. Since 1997 the companies have trained 16 young people. Some trainees were hired as permanent employees.

Currently three trainees are completing apprenticeships at TTM and MarMed. Ivan Gross describes his training as an export merchant as varied and flexible. This is primarily due to the expectation of both companies that employees should be given opportunities for personal development and for assuming responsibility. A result of this strategy is the opportunity to work in various areas, to do many different tasks, and to have a variety of experiences – that is, not training according to a rigid plan. Or, as Ivan himself puts it, “a jackpot!”



TTM – at a glance

**TÜV
PROFI
CERT**

CERTIFICATE

Management system as per

DIN EN ISO 9001:2008

Evidence of conformity with the above standard(s) has been furnished
and is certified in accordance with TÜV PROFICERT procedures for



Technologie Transfer Marburg - TTM e. V.
Auf der Kupferschmiede 1
D-35091 Cölbe

scope:

planning, supplies, installation and maintenance
of medical equipment, hospital equipment and consumables
for international health projects

Certificate registration No. 73 100 4397

Certificate valid from 2013-12-16 to 2016-12-15

Audit report No. 4271 2438

First certification 2013-12-16



D. Jacobs
Darmstadt, 2013-12-16
Certification body of TÜV Hessen
= Head of Certification body =

PAGE 1 OF 1
This certification was conducted in accordance with the TÜV PROFICERT auditing and certification procedures and is subject to
regular surveillance audits. Verifiable under www.tuv-eu.de. Original certificates contain a glued on hologram.
TÜV Technische Überwachung Hessen GmbH, Rüdigerheimer Str. 119, D-64285 Darmstadt, Tel. +49 615 1600331, Rev. GB 1301

Technologie Transfer Marburg – TTM e. V.

Number of employees:

32

Annual sales:

€ 9–12 million

CEO:

Lutz Kempe

Foreign languages:

English, French,
Spanish, Czech,
Russian, Italian,
Turkish

Board of TTM e. V.

Chairman of the Board

Volker Carle

Deputy Chairmen

Herbert Klein

Dr. Claus-G. Schmitt

Other board members

Hans-Hermann Grebing

Angelika Löber

Karsten McGovern

Peter Stompfe

MarMed GmbH

Number of employees:

16

Annual sales:

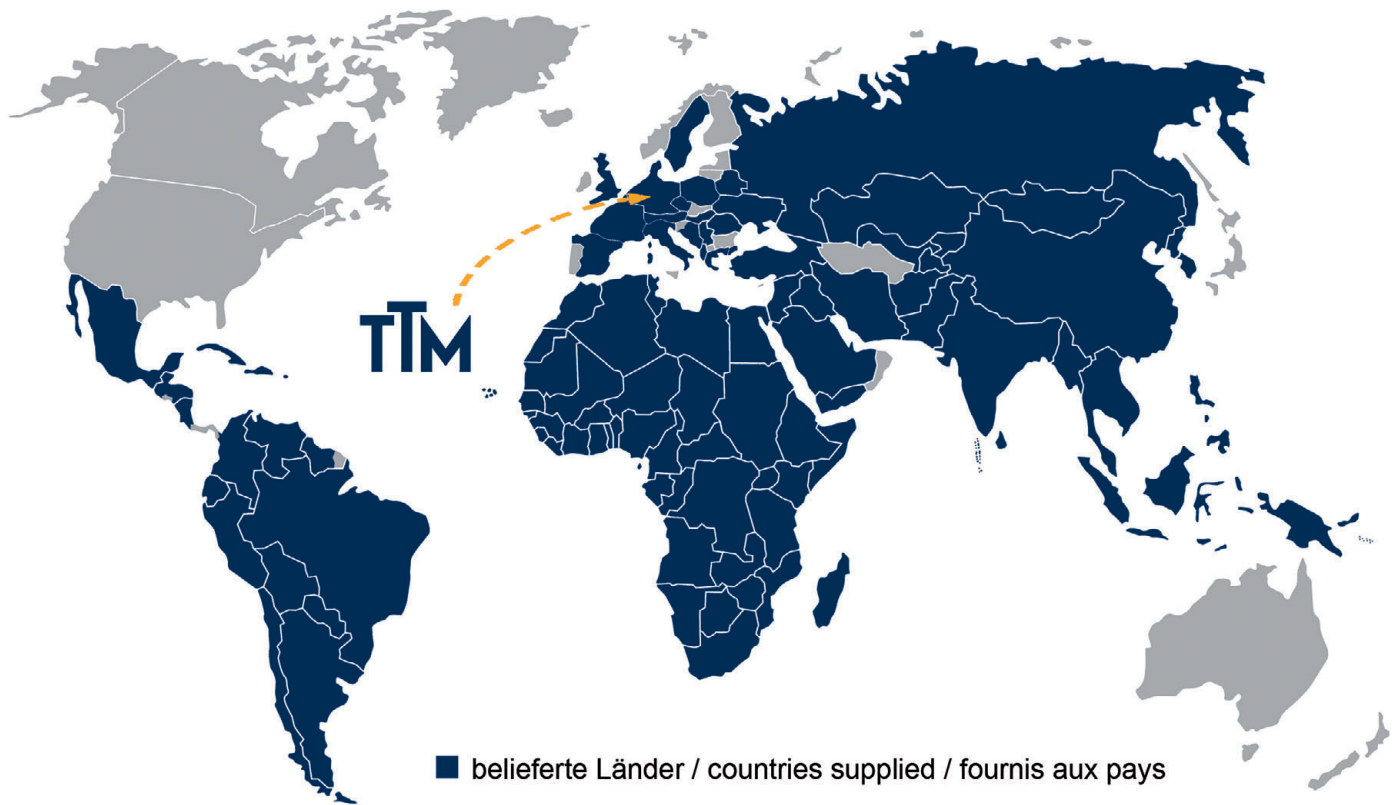
€ 3–4 Mio

CEO:

Peter Jacobs

Shareholders:

TTM e. V.



From A to Z

Afghanistan, Albania, Algeria, Angola, Argentina, Armenia, Austria, Azerbaijan, Bangladesh, Belarus, Belgium, Belize, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Central African Republic, Chad, Chile, China, Colombia, Costa Rica, Côte d'Ivoire, Croatia, Cuba, Czech Republic, Democratic Republic of the Congo, Denmark, Djibouti, Dominican Republic, Ecuador, Egypt, Eritrea, Ethiopia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Guatemala, Guinea, Guyana, Haiti, Honduras, Hungary, India, Indonesia, Iran, Iraq, Israel, Italy, Jordan, Kazakhstan, Kenya, Kosovo, Kyrgyzstan, Laos, Lebanon, Lesotho, Liberia, Libya, Luxemburg, Madagascar, Malawi, Malaysia, Maldives, Mali, Mauritania, Mexico, Moldova,

Mongolia, Montenegro, Morocco, Mozambique, Myanmar, Namibia, Nepal, Netherlands, Nicaragua, Niger, Nigeria, North Korea, Pakistan, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Republic of Equatorial Guinea, Republic of Guinea-Bissau, Republic of Ingushetia, Republic of the Congo, Romania, Russia, Rwanda, Saint Lucia, São Tomé and Príncipe, Saudi Arabia, Senegal, Serbia, Sierra Leone, Singapore, Solomon Islands, Somalia, South Africa, South Korea, Spain, Sri Lanka, Sudan, Surinam, Swaziland, Sweden, Switzerland, Syria, Taiwan, Tajikistan, Tanzania, Thailand, Timor-Leste, Togo, Turkey, Uganda, UK, Ukraine, United Arab Emirates, Uruguay, USA, Uzbekistan, Venezuela, Vietnam, Western Sahara, Yemen, Zambia, Zimbabwe



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