

SEPTEMBER 2022 ISSUE

# eeq JOURNAL

NEWS FROM ENERGIEQUELLE

**25 YEARS OF ENERGIEQUELLE**  
FROM COMMUNICATIONS  
TECHNICIAN TO MANAGING DIRECTOR

**MARKET ENTRY IN POLAND**  
AND NEW OFFICES IN  
BERLIN & LUSATIA

**INTERVIEW**  
WITH FLORIAN STAHL  
FROM THE STAHL GROUP





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Dear readers,  
dear friends  
of Energiequelle,

In this issue and during the coming months we will turn the spotlight on "25 Years Energiequelle". Although we do not officially celebrate the founding of the company until 22 October, in this edition of our eqJOURNAL and at the WindEnergy exhibition in Hamburg, we are placing a special focus on our anniversary. What began in 1997 has developed into something I never dreamt possible. I am incredibly proud of everything we as a company have achieved, of all our employees and of all the long-standing and trusted partnerships we can look back on. You can read my own personal story on the following pages.

Other articles feature our new offices in Berlin, Spremberg and Poland, our ongoing construction activity in Finland, an app we have developed which enables us to switch off wind turbines to protect birds, a co-operation with the town of Treuenbrietzen, as well as some great activities away from the workplace, for example our health day, our „eq meets friends“, beach volleyball tournament, participation in a triathlon and our annual summer party!

I particularly enjoyed the interview with Florian Stahl and the report on a survey we recently carried out that confirms we have a good working atmosphere within Energiequelle.

Now all that is left for me to say is

Enjoy reading the eqJOURNAL!

**Michael Raschemann**  
Owner and Managing Director of Energiequelle



To us!  
Let's celebrate!

To mark the occasion please find enclosed in this journal a coaster with an integrated bottle opener. Raise your glass and celebrate our anniversary with us this evening. Cheers!



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# 25 YEARS OF ENERGIEQUELLE

## FROM COMMUNICATIONS TECHNICIAN TO MANAGING DIRECTOR

### PROFILE

- **Name:** Michael Raschemann
- **Date of birth:** 8<sup>th</sup> December 1970
- **Marital status:** married, two sons
- **Apprenticeship:** communications technician
- **Degree:** civil engineering
- **Current position:** managing director
- **Passions:** good food, speed and thrills
- **Strengths:** kind, approachable, resolute, innovative

### FUN FACTS

- Micha was a model pupil and finished school with all top grades, except for one grade II – in physics of all subjects
- Energiequelle's head office is located just one kilometre from Micha's home
- His older son is already working for Energiequelle, alongside studying for a degree
- Micha competed in the GDR Motocross Championships

### A 25-YEAR-OLD SUCCESS STORY

The company history of Energiequelle GmbH began in 1997. 25 years later, we have connected more than 800 power plants to the grid and over 350 employees have joined us. They are exactly what has shaped the company for 25 years – the people, the atmosphere in which we all work together and our managing director, who always sets a good example. Micha, as everyone calls him, is the heart and soul of the company. His door is always open to everyone, and he is blessed with endless patience.

These personal strengths, combined with resoluteness and innovation, have enabled him to make Energiequelle what it is today. A company that is growing ever faster, forging ahead with international projects, breaking new ground, but never losing its down-to-earth approach.

### BUT HOW DID IT ALL BEGIN?

Micha's journey to success began somewhere completely different. After training to become a communications technician, he worked for Telekom for a while, before studying civil engineering in Potsdam.

He discovered his interest in wind energy when some wind turbines were being built in a neighbouring village. He found them simply fascinating. He wanted to build his own "mill". He began talking to the planners, learned more and more about them and his vision became increasingly clear.

In 1993 he packed his girlfriend Doreen and an old GDR roadmap into his Trabbi and set off to search for a suitable location.

He finally decided on Feldheim, near Treuenbrietzen. Due to the slightly higher location of the village, wind conditions were good and it was possible to connect to the grid. Micha applied for and received permission to build four Enercon E-40 wind turbines. The biggest challenge though was financing them, as his talks with banks and financial consultants were unsuccessful. But then someone at Enercon put him in touch with an acquaintance of his at the Commerzbank – Joachim Uecker. They quickly signed an under-the-counter loan agreement, thereby paving the way for the implementation of the project. The speed at which everything happened and the vast amount of money involved caused Micha a lot of headaches. However, his mother believed in him, stepped in as guarantor, and a year later the four wind turbines were ready. The foundation stone for a successful company had been laid.

However things were not to stop there. Joachim Uecker, who had arranged the financing had also taken an interest in wind energy, with the result that Micha, Doreen and he became partners. They founded Energiequelle GmbH and the company was officially entered in the trade register on 22<sup>nd</sup> October 1997. Just one year later the next turbines were built in Feldheim: four E-66s. "We visited the building site often.

Just like when you build a house, we were very excited. We took food and drink for the workers and followed every step closely. It was a wonderful and exciting time" says Doreen Raschemann, who married Micha in June 1998.

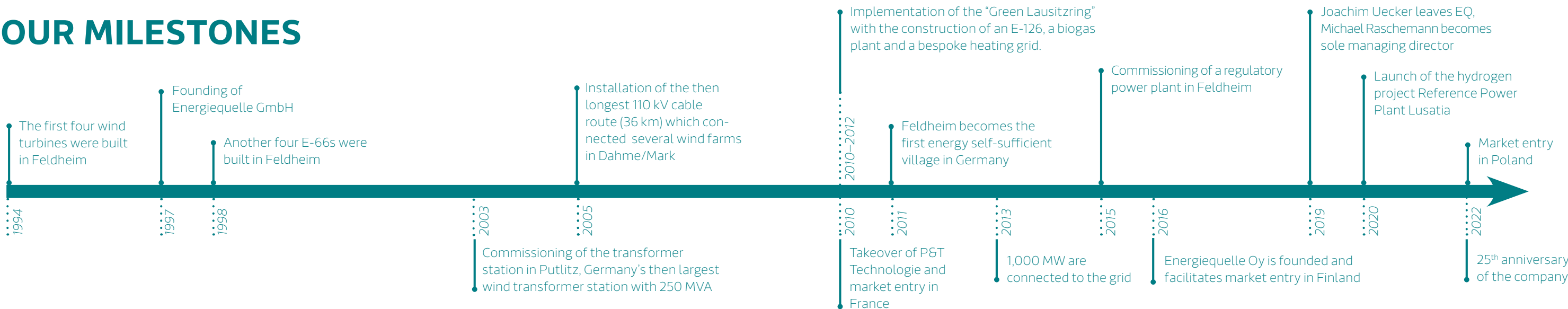
After their two sons were born, they decided to turn the rooms above the office into a daytime apartment for the family, but soon they were in need of new staff. "Each time I thought our office space would be enough for a few years, I was proven wrong," says Micha, who since then has bought the properties on the other side of the road and has now also added a new building. Energiequelle now has a total of 20 locations – in Germany, France, Finland and Poland.

A lot of employees who joined at the beginning still work for Energiequelle today and have already celebrated 20 years with the company. Micha is very proud of their allegiance and loyalty. Just as he is of all the projects that Energiequelle have been able to implement so far. Feldheim has always played a special role. Not only were the foundations for Energiequelle laid there, but in 2010 the village also became the first and only energy independent village in Germany and is recognised worldwide as a role model for the energy transition. It is hardly surprising then, that Energiequelle's great anniversary celebrations next year will be held there. We can't wait!

Dear Micha, thank you so much for all the good business decisions you have taken that make Energiequelle so special. And even more, we say thank you for the appreciation and gratitude which you always show your "EQ family".

### Congratulations on 25 years of Energiequelle!

## OUR MILESTONES





## MARKET ENTRY IN POLAND

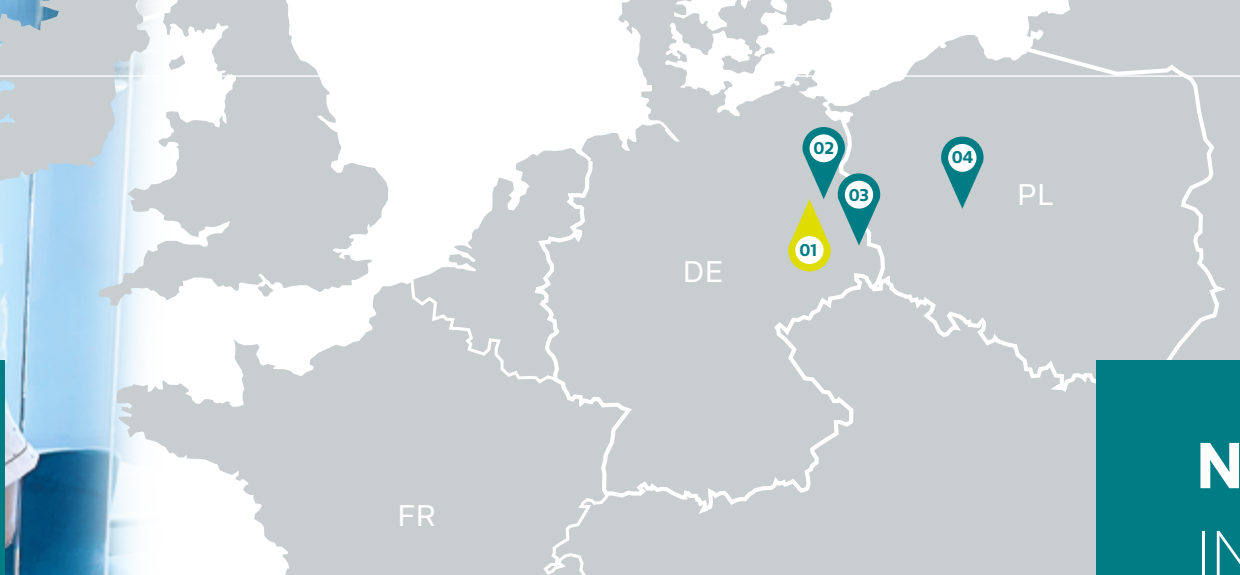
After France and Finland, where we have already been operating successfully for many years, in May we entered the Polish market. Poland is the fourth European country in which we have our own branch office. Our new office is in the relatively central city of Poznań, known for its universities and beautiful Renaissance-style old town.

Managing Director Arkadiusz Śliwka and the team of five joining him in 2022 will gradually begin acquiring and implementing projects for us. They will be actively supported by our experts in Germany.

### WHY POLAND?

In terms of area, Poland is about the same size as Germany, but has only 1/10 of the installed wind capacity. The last few years have seen a turnaround in the solar sector, with the result that the country has become more attractive for investors. The sector is currently experiencing a lot of growth and is convinced that this trend is going to continue and strengthen.

We are currently exploring over 30 projects with a total capacity of more than 1,000 MW. We are focusing on projects at an advanced stage of development, which can be implemented in the foreseeable future. Some of our business relationships began last year and we are close to finalising contracts.



**Image left:** Arkadiusz Śliwka, Christian Seifert  
**Map:** [1] Kallinchen (Head Office), [2] Berlin, [3] Spremberg, [4] Poznań  
**Image right:** Michael Raschemann, Christine Herntie (Mayor of Spremberg), Niels Mocker



**ARKADIUSZ ŚLIWKA**  
Managing Director Poznań



*We estimate that by 2030, the potential for onshore wind energy will exceed 20 GW of rated power in total, owing to the liberalisation of the 10H rule.*

Our strategic aim is the expansion of solar energy, but at the same time we are also looking at offers in the wind sector. As well as taking over existing projects, mid-term we also want to develop our own projects.

We look forward a lot to this exciting new task along with all the challenges that will accompany it and to working with our Polish colleagues. Let's go – No to ruszamy!



## NEW OFFICES IN BERLIN AND LUSATIA

### SPREMBERG

We have already been working from our new location in Spremberg for over six months. We plan to initially have a team of seven employees, who will support the structural changes taking place in Lusatia for us. The reason behind this decision is the reference power plant (RefLau), for which planning began in 2018 and in which Energiequelle GmbH, together with Enertrag AG and the local community association "Industriepark Schwarze Pumpe" have a stake. Its concept of a hydrogen storage plant provides a strong perspective for the transformation of the lignite-mining region of Lusatia. Beyond this major research and demonstration project, Energiequelle would also like to use their expertise to drive forward the energy transition in partnership with the local communities in the area. Some co-operations have already been finalised and projects in the wind and photovoltaic sectors announced.



**NIELS MOCKER**  
Director Project Management in Spremberg



*Our aim is to be the direct contact in Lusatia and to support the complex transformation taking place there. I look forward to my new challenge and to working together with everyone involved in this region of strong growth and opportunity.*

### BERLIN

While operations are already underway in Spremberg, our office in Berlin is still under construction. We plan to have 60–80 workstations at Südkreuz, which, for staff who live in Berlin, will provide a good alternative to our head office in Kallinchen. The very modern building is located right next to the railway station and from it you have a fantastic view of the television tower and the Teufelsberg. Initially it will be occupied by our colleagues in the photovoltaic department as well as those colleagues who live in Berlin and prefer not to travel to Kallinchen every day. We look forward to moving into our new 1,500 m² of office space in the Capital and are convinced that this central location will help us to attract even more top-qualified employees to the company in the future.

By opening these two new offices, Energiequelle is continuing to pursue its strategy of strong growth. We now have 20 locations in Germany, France, Finland and Poland and employ over 350 people. Last year alone we took on 66 new qualified employees. A further 76 are expected to join us in 2022.



# TWO NEW WIND FARMS IN FINLAND

Work on our fourth and fifth wind farms in Finland is already underway. We will soon have finished laying the foundations in Torvenkylä, while in Lumivaara, the access roads and sites for cranes are currently being built. Once commissioned, Lumivaara with its 45 MW will be our largest wind farm in terms of rated power in Finland.



## Torvenkylä

<b>Wind turbines:</b>	7 Nordex N163
<b>Hub height:</b>	126,2 m (118 m + 8,2 m raised foundations)
<b>Rated power:</b>	5.7 MW per turbine
<b>Permission granted:</b>	January 2019
<b>Construction began:</b>	August 2021
<b>Commissioning:</b>	From Q1 2023

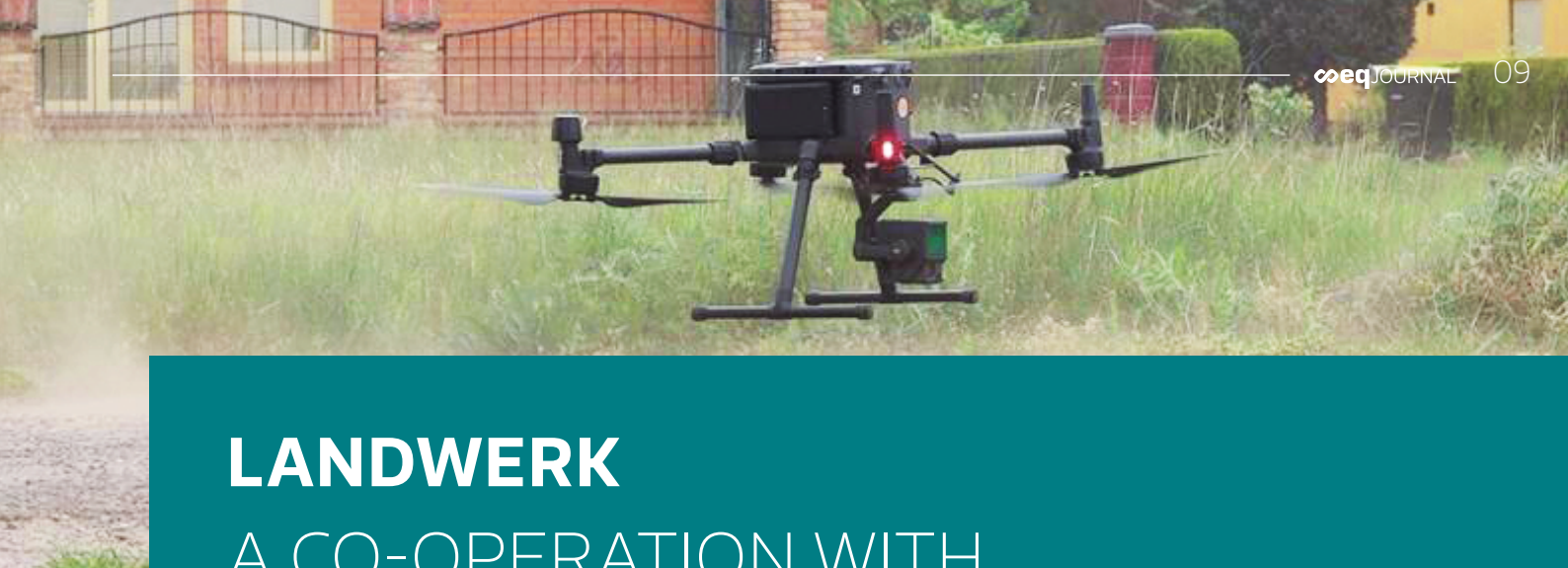


## Lumivaara

<b>Wind turbines:</b>	8 Nordex N163
<b>Hub height:</b>	126,2 m (118 m + 8,2 m raised foundations)
<b>Rated power:</b>	5.7 MW per turbine
<b>Permission granted:</b>	March 2021
<b>Construction began:</b>	March 2022
<b>Commissioning:</b>	From Q4 2023

# EQ SMART STOP ENERGIEQUELLE’S OWN APP!

Energiequelle GmbH have developed a new app that makes it possible for farmers to switch off the wind turbines on their fields while they are working the land. The objective is to protect large birds and birds of prey, which are drawn to search for food while the land is being turned. When the farmer identifies the relevant plot of land in the “EQ Smart Stop” app, an email is automatically sent to Energiequelle’s control room, where the turbine is switched off immediately. The app is also available for use by other operators on the market. Energiequelle plan to donate the proceeds to environment and nature conservation projects.



# LANDWERK A CO-OPERATION WITH TREUENBRIETZEN

*We are going to work even more closely with the town of Treuenbrietzen in the future. We have had a good working relationship since 2000. In Feldheim we created Germany’s first energy self-sufficient village, which caused quite a stir far beyond the German borders. Thanks to electricity from the nearby wind farm and heat generated from biogas and biomass, which are fed into the village’s own electricity and heating grids, Feldheim can be completely energy independent.*

We aim to extend our partnership with the town of Treuenbrietzen, in order to move the energy transition further forward locally. We will continue to focus on increasing added value for the region, creating mobility solutions and generating renewable energies locally. To help us achieve these, we have established the Landwerk Fläming GmbH. Our aim throughout will be to maintain transparency in our projects and to involve the local community in what we do. Our first project will be to convert street lighting in the town to LED technology. The relevant points of light have already been identified using drones and modern Lidar technology.

For Energiequelle, the Landwerk is a new method of working together with communities and should serve as an example for others. The energy transition will only succeed if we all work together – with the support of communities, politicians and the people in the region.



# INTERVIEW with Florian Stahl

STAHL GROUP, INVESTOR WITH ENERGIEQUELLE GMBH

## WHEN AND HOW DID YOU COME INTO CONTACT WITH ENERGIEQUELLE?

My father first made contact with Mr Uecker and Mr Raschemann over 15 years ago, when they sold us the first Energiequelle wind farms. This was the beginning of an exceptionally good business relationship.

## WHAT EXACTLY DOES STAHL WINDENERGIE DO – WHO ARE YOUR CUSTOMERS AND WHAT DOES YOUR BUSINESS MODEL LOOK LIKE?

The Stahl Group is a second generation family business based in Walddorfhäslach near Reutlingen. Since the 1990s, we have been specialising in planning, developing and implementing commercial property, including a large number of shopping malls, retail parks and logistic centres, as well as numerous residential and office buildings throughout Germany. Through the sale and management of the properties we have built up a large circle of business contacts. In 1999 we bought our first wind turbine in the Swabian Alb. Those contacts, most of them from southern Germany, have remained loyal to us to today and invest with us in joint wind and PV projects.

## WHO DO YOU WORK WITH AT ENERGIEQUELLE?

We are mainly in contact with Mr Pytzka and the sales team. But for a number of years now, we have had a good relationship with the operations management team under Mr Schiller, which goes far beyond the projects we are working on with Energiequelle. It was also very good to meet some colleagues from Energiequelle for the first time at the company's 20th anniversary celebrations.

## WHAT IS SPECIAL ABOUT WORKING WITH THE ENERGIEQUELLE TEAM?

Personally I am always pleased to see 0421 (the area code for Bremen) appear on my telephone display!

I think that over the years and as a result of the large number of projects we have worked on together, we have built up a good and reliable business relationship, yet we still always find time to talk about something else. What sets Energiequelle apart for us is that we have been able to work with the same contacts for so many years – something that cannot be taken for granted these days.

## WHAT IS SPECIAL ABOUT WORKING WITH STAHL ENERGIE AND WHAT ARE THE VALUES THAT YOU BRING TO YOUR BUSINESS RELATIONSHIPS?

For us the most important thing is taking care of our business relationships and partnerships. It always has priority.

We are dealing with people whose requirements we fill not only by selling wind and PV farms, but also by developing long-term business relationships with them, for example through operations management. Moreover not only exceptional business relationships have developed over the decades but also, you could say, friendships on both sides.

## WHAT IN YOUR OPINION ARE CURRENTLY THE BIGGEST CHALLENGES THE ENERGY SECTOR IS FACING?

The biggest challenges today are the ones that we have already been seen in the industry for decades. We and the partners we work with want to make a difference, i.e. make quick decisions for all of us and the environment in order to shape a better future. We feel that particularly during the last few years there has been a deliberate policy of preventing the expansion of renewable energies. We have all seen the figures that show there has been considerably reduced growth in the industry. As a result the numbers of highly-qualified staff working in manufacturing and project development have been reduced. These people are urgently needed again today. For many years we have predicted what has now happened on a massive scale. We have to become independent of exported energy, especially oil and gas, and from countries such as Russia which use it as political leverage.

## HOW MANY AND WHICH PROJECTS/SPECIAL ACTIVITIES HAVE YOU ALREADY IMPLEMENTED WITH ENERGIEQUELLE?

During the last few years we have implemented around 100 megawatts with Energiequelle. They were all exciting projects, sometimes involving late nights and traditionally the "hottest" procurement phase always occurred just before Christmas. Whether wind or PV, each project is a new challenge.

## HOW DO YOU SEE OUR FUTURE TOGETHER?

Just like our past together – in a very positive light. We look forward to new projects, new experiences and a great ongoing partnership with the entire Energiequelle team.







## ENERGIEQUELLE EVENTS WITH GAMES, SPORT AND FUN



### HEALTH DAY

The first big Energiequelle Health Day was held in June. Under the heading "Mental Health, Nutrition and Relaxation", there were yoga taster sessions, talks on resilience and stress management, body and balance checks as well as an information stand offering advice on a balanced diet. Healthy snacks, a smoothie stand and various games rounded the day off perfectly.



### MOOD BAROMETER

Every two years we invite our Energiequelle team to participate in a so-called "mood barometer". We would like to find out how everyone is feeling, how the mood has developed since the last time and what the team as a whole feel about it. In doing so, we hope to invite not only positive feedback, but also criticism and suggestions for improvement. Our staff have taken advantage of the opportunity and come up with a lot of very good ideas. We were pleased to see that on a scale of 1–10, the mood was almost always rated somewhere between 7 and 9. Let's hope we can keep that up!



### BEACH VOLLEYBALL

After a two-year break because of Corona, in June we finally invited our business partners to the traditional "eq meets friends" beach volleyball tournament. A total of 21 teams, among them seven from Energiequelle, fought for victory at our headquarters in Kallinchen. Just as every other year, the squad from Nancy and Lars Schiller's team that had organised the event made it to the final and in the end took home the trophy. The day was an all-round success, with lots of sun and fun and ended enjoyably with a buffet and cold drinks for everyone.



### SUMMER PARTY

This year our summer party was held at the Grünau Lido in Berlin-Köpenick. The party began with cakes and light snacks while the EQ-Team withstood the passing thunderstorm. After that all 270 colleagues were greeted with the home-brewed quince schnapps by caretaker Claudius. As a surprise for everyone, Instrant Impro, a theatre group from Bremerhaven, performed after the buffet. We laughed a lot and then celebrated until late into the night.



### TRIATHLON

30 sports maniacs successfully took part in the Kallinchen Triathlon, which was sponsored by Energiequelle. Together we swam 15 km, 533 km cycling and 135 km walked. We are already looking forward to a large number of participations next year.



## CONGRATULATIONS

### 20 YEARS WITH ENERGIEQUELLE



**Margitta Fiedler** is the heart and soul of our cleaning team. We can always rely on her to keep our offices in Kallinchen spotlessly clean – and have been doing so since September 2002. She loves the North Sea, her grandchild, crime stories, riding motorbikes and rice pudding. Paperwork and computers, on the other hand, she does her best to avoid. Standing around and doing nothing is something she is not at all good at, so hopefully she will continue to whirl her way through our offices and our hearts for many years to come. Congratulations, Margitta. Great to have you with us!

### 15 YEARS WITH ENERGIEQUELLE



**GABRIELE RAABE**  
Senior Planning Specialist  
1<sup>st</sup> June 2007



**THOMAS ROSSNER**  
Head of Project Management  
1<sup>st</sup> June 2007



**LYNN GROENEVELD**  
Human Resources Manager  
1<sup>st</sup> July 2007



**PETRA BRINKMANN**  
Investment Management Expert  
1<sup>st</sup> July 2007



**MARION SETZEFAND**  
Commercial Advisor  
1<sup>st</sup> September 2007



**CHRISTOPH HINZE**  
International Project Manager  
1<sup>st</sup> September 2007



**STEFANIE MANGANO**  
Investment Management Specialist  
1<sup>st</sup> July 2007

## Behind the Scenes



**RAOUF MERABET**  
International Planning  
Engineer Photovoltaics

Thanks to his parents and grandparents, for our colleague Raouf, voluntary work has always been a part of his life. When he came to Berlin to study for his Masters Degree, he joined a club for young people with disabilities, working as a carer, organising leisure activities such as handicrafts, cookery or film evenings, visits to museums or the zoo and many others.

“In our society there are going to be more and more people who need help, be it of a financial, material or social nature. I get an incredible amount of enjoyment out of working with people who have limited mobility. Seeing them happy, gives me a lot of pleasure. For this reason it is important to me that I do it regularly.”

“

ENERGIEQUELLE

Tomorrow's  
*energy.*

 **WindEnergy  
Hamburg**  
The global on & offshore event  
27–30 September 2022  
windenergyhamburg.com

Visit us at the WindEnergy in Hamburg.  
In Hall A1.232,  
try your luck at our exciting “Hot Wire”,  
enjoy a delicious Jubilee ice cream and  
meet our friendly Energiequelle team

**We look forward to seeing you!**

## IMPRINTS

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### Locations in Germany

Energiequelle GmbH  
**01** | Kallinchen (Head office)  
**02** | Bremen  
**03** | Berlin  
**04** | Erfurt  
**05** | Oldenburg  
**06** | Rostock  
**07** | Magdeburg  
**08** | Penzing  
**09** | Dresden  
**10** | Putlitz  
**11** | Wiesbaden  
**12** | Spremberg  
**13** | Hanover  
**14** | Luckenwalde  
**15** | Leipzig  
**16** | Guntersblum

### Locations in France

P&T Technology  
**17** | Rennes  
**18** | Royan  
**19** | Dijon

### Locations in Finland

Energiequelle Oy  
**20** | Helsinki

### Locations in Poland

Energiequelle Sp. z o.o.  
**21** | Poznan