

# SMS MAGAZINE

HALF-YEAR JOURNAL OF SMS INFOCOMM

Christmas wish

PAGE 2

Interview Alan Luo

PAGE 3

Past six months in SMS

PAGES 4-5

Teambuilding 2024

PAGE 6

The A-Team

PAGE 7

Interview Jan Rossmann

PAGES 8-9

Social activities

PAGE 10

HR hints

PAGE 11

How to be optimistic

PAGE 12

SMS contest

PAGE 13

Employees' hobbies

PAGES 14-15

Visit in SMS Texas

PAGES 16-17

Facts about Philippines

PAGE 18

Recipe for Christmas bread

PAGE 19





*Jana Haltmarová*  
**Plant Director**



“Dear employees,

before I get to wishing you a wonderful festive Christmas season, let me say a few words about the year 2024.

It has been a year when we were able to win a major new project to repair Dell laptops for the whole European region. I'm very pleased that after a couple of years after the end of Asus tablet repairs we will now have a major project to repair whole units.

The work, that each of us here is involved in, is of great importance and is in line with where the global development and trend is going in the 21st century. That is, towards repair, sustainability, the recirculation economy, and away from rapid consumption. Let me show you some data:

In total, the Repair Line has repaired over 155,000 motherboards for laptops and desktops, and the Sony project has contributed more than 11,000. The planners ordered 850,000 spare parts for these repairs. The warehouse also worked with high volume and sent over 560 thousand spare parts to Europe. The total number of inbound and outbound shipments exceeded 6 thousand.

Of course, these are not all the numbers that represent SMS activity; my editorial would take up half the magazine. I just wanted to use this data to show you that we have accomplished great things in 2024, and more major challenges await us in the year ahead.

The last number I must not forget is 2025. That is, the new year after the Christmas holidays, for which I would like to wish you especially well with your loved ones and to experience the holidays according to your wishes. I hope that the company holiday on 23 December will contribute to your festive comfort at least in a small way. On behalf of the entire company and management, I wish you good health, happiness and success in your personal and professional life in 2025.

I look forward to seeing you all next year!”

# INTERVIEW

## REPAIR AND ENGINEERING MANAGER

### ALAN LUO



#### **Hello, Alan. How long have you been working for Wistron and SMS?**

I joined Wistron in 2000, starting as a main board repair engineer. During my career I have worked in Taiwan, Singapore and Brazil. I have worked for WSCZ for a total of 7 years. The first period was from 2007-2011, then I returned back to Taiwan. The second period is from December 2021 until now.

#### **What do you like about your job?**

Repair centre management is not easy. In order to achieve goals, we have to take into account the knowledge of employees, tools and materials. I enjoy it when the results are good.

#### **What was the biggest challenge you had to deal with during your time at WSCZ?**

There are many requests and targets from internal and external teams to repair line. These are what we want to achieve. But sometimes we face unexpected things. How to deal our priority at this time? Because some requirements affect each other's.

#### **What advice would you give to new supervisors and managers?**

You are a professional in your previous position. Now you lead a team. You have to trust your team members to do work scheduling, delegation and review. Also you need to talk based on numbers. People with an engineering background think that doing it themselves is the fastest. If you do it yourself, you will forget that there is a team waiting for your leadership.

#### **Where do you come from and what are your hobbies?**

I'm from Taiwan, an island in East Asia. I like to watch Japanese, Korean and Chinese TV, watch movies and read books. I have a wife and a son, and my family lives in Taiwan. We like to visit each other and go shopping together, go out to dinner and also like to travel.

#### **How long have you been living in the Czech Republic? How do you like it here?**

I have been here for 7 years. It is a beautiful country. It is not overpopulated, the pace of life is slower.

#### **Do you have a favourite place in the Czech Republic?**

Český Krumlov is known for its fairy-tale appearance. The Czech orange roof tiles and colourful brick walls will make you feel like you're in a fairy tale! Of course, this town is also a World Heritage Site.



#### **Do you like Czech cuisine? What is your favourite food?**

When I eat in a restaurant, I choose from three options - Czech, Chinese and Vietnamese cuisine. From Czech dishes I usually have pork knee, pork ribs, kulajda and beef tartare. Soup kulajda: an old Czech soup with potato, poached egg and fried mushrooms.

#### **Is there anything else you would like to say to our employees?**

Thank you all for your cooperation over the past three years. Let us continue to work together.

*Thanks for the interview!*



# PAST SIX MONTHS IN SMS

As a thank you for preparing a challenging project for our partner DELL, we enjoyed the afternoon with delicious refreshments.



In September, we hosted a distinguished visit from Taiwan, the leadership of Hsinch. We discussed ESG, equal opportunities and cooperation with students.

As part of a partnership with secondary schools, two of our colleagues went to train teachers from Purkyňova school. The teachers tried working with hot air machine and soldering components. We hope that this training will help us in recruiting new colleagues from among the students.

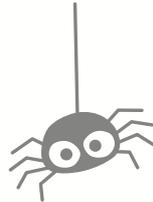


In September we also took part in the Clean up Czechia event. We combined a walk around the Brno dam with garbage collection. This year we had 18 participants and the weather was beautiful. We started the meeting with an environmental game for children, where we tested them on their knowledge of waste sorting, continued with a search for rubbish around the parking lot at Kotva and then we headed towards the Kozí horka dock.

The main spring cleanup day tends to be around Earth Day, which falls on April 22.

# PAST SIX MONTHS IN SMS

At the end of October, Apple Day took place in the Small Canteen. We could enjoy cakes and strudel from a local bakery, apples from the orchard and cider from the local cider house.



Thanks to our cooperation with the Secondary School Olomoucká, we got the opportunity to host students from Martin in Slovakia through the Erasmus+ programme. Five talented students spent two weeks with us. They tried their hand at board repair and gained a lot of experience from their visit. It was great publicity for our company.

In November, a new space opened on the second floor of our building called The Terrace. This space includes new meeting rooms and a Coffee corner with great coffee.



This year's St. Nicholas gift for our employees was SMS socks with the PCB motif that so well describes our company. We hope that our colleagues liked this idea and that they will use the socks not only in cold winter days.

# TEAMBUILDING 2024



In June we met at a teambuilding in Šlapanice. We had fun with sports activities and newly there was also an opportunity to try virtual reality.



**In the bustling corridors of the corporate world, a crack team of professionals was assembled. These individuals, known as the Service Management Department and the Business Development Department, were the best at what they did. If you have an issue to solve and if no one else can help, maybe you can hire... the SMBD Team!**

#### **Service Management Department**

Meet the BSOs (Business Support Officers): they are the brains behind order management, reporting, invoicing, troubleshooting, project management and customer communications. When a problem arises, they come in with the efficiency to solve it, ensuring that every order is processed with accuracy and speed, analyzing data and turning it into action plans. They ensure that every transaction is accurate and timely, manage projects from start to finish, build strong relationships and ensure customer satisfaction. They are always ready to help and find solutions where others see obstacles. No detail is too small, no deadline too soon, no challenge too big...

#### **Digital Transformation Specialists:**

The technology wizards of the team, these specialists are the driving force behind our digital evolution. They harness the power of technology to streamline processes, improve customer service and move our company further into the future. With their innovative solutions, they turn challenges into opportunities, making the impossible possible.

#### **Business Development Department:**

Strategists and visionaries, these executives are always on the hunt for new opportunities to ensure the growth of our business. They forge new partnerships, explore untapped markets, identify new opportunities and create strategies to expand the business. With their keen business sense and tireless efforts, they ensure SMS stays ahead of the competition.

**Together they form an unstoppable team, committed to excellence and ready to face any challenge. They are... SMBD-Team!**

# INTERVIEW

---

## FINANCE MANAGER

---

### JAN ROSSMANN

---



Honza started working for SMS (then still Wistron) in 2012, in the finance department, where he gradually worked his way up to the position of Finance Manager. At the beginning of 2022, he moved from SMS (Czech) to Wistron (Czech), but his work for us did not end there and he still works as the head of SMS finance team. Honza lives in Kroměříž, which is in his opinion the most beautiful city in the Czech Republic. He has a wife and 2 sons to whom he devotes most of his free time. He likes to visit his cottage near a forest in Mala Bystrica (near Vsetin). He regularly goes to cut down old or bark beetle infested trees. It is a place where he likes to relax. His hobbies include mainly floorball. If the situation allows him, he goes catching with his friends every Sunday to the local gym. Honza is also a musical person. He started playing violin when he was 7 years old, now he plays guitar occasionally. His hobbies include hiking. Every year he hikes at least once the route Brno - Kroměříž, which is about 70 kilometres.

**Hi, Honza. You worked at SMS until the end of January 2022, but we know that you still support the SMS finance team even after your move to Wistron. What is your current role in the SMS finance team?**

My current role in the SMS finance team is very similar to that of Wistron. The only major difference is that at Wistron the finance department is split into teams and at SMS there is only one team. My main role is to manage the team, to allocate tasks and to make sure everyone knows what to do. We already have experienced accountants who make my role much easier. Our team is covered by a supervisor who works with the team on a daily basis. This position is held by Štěpán Ševela, who is also a support from Wistron. Štěpán has been with SMS/Wistron almost as long as I have, so he is a very experienced colleague.

The finance department is responsible for all invoices and payments that the company receives or sends. This is followed by cost control, preparation of tax returns (either VAT or corporate tax). We also make sure that there are no breaches of HQ rules - mostly regarding costs. We also deal with contracts with customers and suppliers. We take care of fixed assets, business trips, advances.. and much more.



**What do you enjoy about your work?**

I definitely enjoy the fact that the work is diverse. I support 2 different companies - one focused on repair work and the other on manufacturing. So for each, you have to focus on something different.

By being a large company that is part of a corporation, I often get to do activities that I would never get to do in a small company. In my time here, I've had the opportunity to be involved in a lot of things - like checking on transfer pricing, changing Wistron's business model, setting up new projects, etc.

I enjoy being able to lead a team and pick and choose my associates to join it. Being in an office with people I work well with is very important to me.

## What was the biggest challenge you had to deal with during your time working for WSCZ?

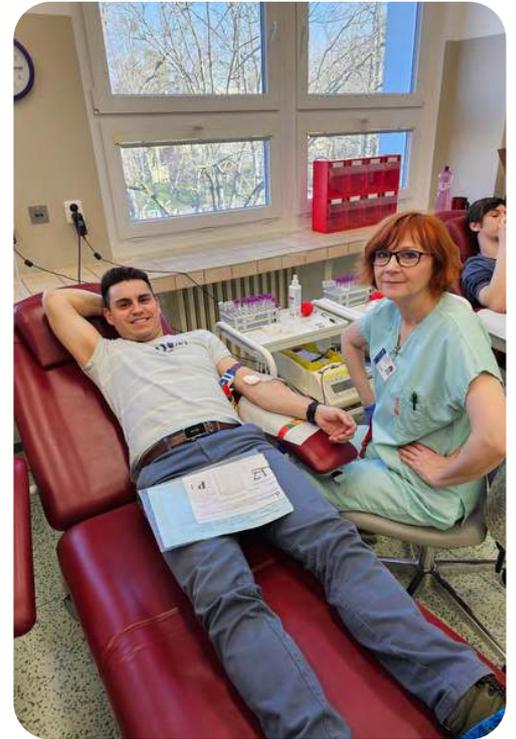
The biggest challenge was probably becoming the first financial manager that doesn't come from Taiwan.

Of all the offices that Wistron and SMS have in the world, only the finance manager in Japan and myself have managed to do it so far. I consider that a great personal achievement.

In addition, there are a lot of small challenges at SMS. Working with people is always challenging and for me it is a daily challenge. Outside of work, I'm a terrible choleric. I dare to say that very few people think that about me at work.

## What advice would you give to new leaders and managers?

It is difficult to choose one or two pieces of advice. It would be more like a whole article. Maybe "Take care of your people, listen to them." ... "Learn and don't be afraid to make decisions" .. and I would add "Realize that the success of the team is your success and the failure of the team is your failure". And go to leadership training 😊.



## What did you want to be when you were a kid?

My parents say I wanted to be a lawyer. I think I was hoping to be some kind of superhero. I don't really remember what I wanted to be. But what I definitely remember is that I said I would never do accounting.

## Where are you from?

Until I was about 25 years old I lived in a small village called Plešovec. It is about 7 km from Kroměříž. It is a really small village with about 230 inhabitants. I spent a lot of time in Kroměříž, where I eventually moved. When someone asks me where I am from, I always hesitate whether to answer Plesovec or Kroměříž. After all - almost nobody knows Plesovec and when explaining where it is, we always come to Kroměříž anyway.

## If we were to take a trip to the place of your birth, what would we definitely see?

If we're talking about Plešovec, probably nothing. I'm sorry, but there's really nothing there. There's no shop or pub in the village anymore and inviting you to the cemetery seems strange.



There is a lot to see in Kroměříž. It is definitely worth a visit to the local Castle, Podzámecká and Flower Garden. In addition, Kroměříž has a beautiful historical centre.

## What's your favourite food?

I don't have one particular food. My favorites are sushi, well done steak and Indian cuisine. I like to have spicier food. There's probably no food I don't like (except raisins, I still haven't gotten around to those).

## Is there anything you would like to say to the staff at the end of the interview?

I'm not much for lofty advice, and I'm not much for profound speeches either. "I have an extremely hard time remembering names. So if I don't address you by name or remember your name, please don't take it personally."

Thanks for the interview!



# ESG SPACE

## SOCIAL ACTIVITIES

If you are a regular reader of our magazine, you will have already noticed that we focus on the environment in SMS. After all, the motherboard repair business itself is based on the principle of sustainability. Environmental protection is also included in the European ESG framework, under the letter "E". What is ESG? In short, ESG can be used to express numerically how responsible or sustainable a company is.

In this issue, we will focus on the letter "S" - Social, which expresses care for our company's employees, as well as other stakeholders with whom we interact. We would like to introduce you to the activities we undertake at SMS to promote cooperation with local communities.

### Diocesan Charity of Brno

We didn't have to go far to find a partner who organizes charity activities. The Diocesan Charity is a non-governmental, non-profit organisation that helps up to 50,000 clients a year in the South Moravian Region and Vysočina. It provides help in various life situations and it is no exaggeration to say that its services can be used by every one of us at different stages of our lives.

Among the charity's activities are, for example, day services, where workers go to the homes of the elderly or people with disabilities and help them in their everyday activities. If this is no longer enough, clients can also use a hospice. People in difficult life situations can find help and shelter in sheltered housing. Charity volunteers also help, for example, homeless people to return to normal life or are involved in humanitarian and crisis aid in emergency situations (currently, for example, during floods).

An important part of the charity's services is Celsuz, which provides services for foreigners. Whether you need legal advice, interpretation or assistance in dealing with the authorities, do not be afraid to ask for help. The contacts you will find at: [celsuz.cz/sluzby-pro-cizince](https://celsuz.cz/sluzby-pro-cizince)

The charity could not function to the extent it does now without the help of volunteers. The Volunteer Centre is open to anyone who has a little time to spare and wants to engage in a meaningful activity.

If you are interested in this organization, check out [dchb.charita.cz](https://dchb.charita.cz).

### Local vendors

We've known for a long time that our employees enjoy the opportunity to meet over good food and drink. Combining these events with quality and local products was an obvious choice for us. So, when preparing the Apple Day, we reached for products from the Brno brands Ciderka, Halouzka family bakery and apples from the local orchard.





## HOLIDAY

Basic rules (according to the Labour Code and internal procedures):

Holidays are calculated in hours. Holiday entitlement for our full-time employees: 200h/year (if you have worked for us for a full calendar year).

The minimum unit for taking vacation is half a shift (for most of our employees it is 4h).

In the case of unexcused absence, leave is reduced (if you miss one shift or more in a given calendar year)

Carrying over leave to the next year is only possible for leave above the statutory rate, with the permission from a Manager, and upon written request of the employee (statutory rate for full-time\* leave is 160h = 40h of leave can be carried over).

Arranging leave: the employer may arrange leave in writing at least 14 days in advance.

\*Full-time: the length of time worked is 8h per day and the employee goes to work 5 times a week.



## INCAPACITY TO WORK

The sick employee is obliged to notify his employer of the fact that he is unable to work without undue delay.

The certificate of incapacity for work is issued by a doctor and sent electronically to the employer.

For the first 14 days of incapacity for work, the employee is entitled to income compensation from the employer at the rate of 60 % of the reduced average earnings. From the 15th day of temporary incapacity for work, the ČSSZ pays sickness benefits to employees.

The decision to end sick leave is taken by the attending physician. **The sick leave must be properly terminated** by the doctor before you can return to work.



# CONTEST WITH SMS CUPS

Over the summer, we had a competition where our employees could submit a photo with SMS cups, the task was to make a photo of the cup during an activity that helps to make the environment more sustainable. All participants were rewarded with a gift or a donation to Edenred. You can view the entries submitted below or on our social media channels. Thank you for your very original ideas.



**Follow us on social media:**



SMSInfoComm  
sms\_infocomm\_cz  
sms-infocomm-  
czech-s.r.o.



# THE KEY TO A HAPPY LIFE

# OPTIMISM



## Research-backed facts about optimism:

**Healthy life expectancy:** a Harvard study has shown a link between an optimistic approach to life and longer life. According to the study, optimists can enjoy 11-15% longer lives than people who are not optimistic. Positive thinking is also associated with lower risks of heart disease and stroke.

**Political success:** history shows that the candidate who has been perceived as more optimistic wins U.S. presidential elections, except in one case.

**Job success:** MetLife measurements have shown that optimistic sales representatives have up to 37% higher sales results than their pessimistic colleagues.

**Better problem solving:** research from the University of Pennsylvania has shown that optimistic students perform better academically due to their ability to not give up and to find solutions to problems.

Optimism is not just about looking at the world through rose-colored glasses. It's about seeing the world in a way that helps us better manage stress, overcome obstacles, and develop a positive outlook on the future. Optimistic people believe that every challenge is an opportunity for growth, and that even in difficult situations something good can be found.

## How to develop optimism?

**Be grateful:** every day, think of at least 3 things you are grateful for. A study published in the Journal of Personality and Social Psychology shows that people who practice this have higher levels of optimism and overall well-being.

**Evaluate positively:** when a difficult personal or professional challenge arises, try to focus on the positive aspects of the situation and look for practical solutions. Replace negative thoughts with realistic and encouraging ones.

**Set realistic goals:** set achievable goals and regularly celebrate your successes, even small ones. This will create a positive feedback loop and boost your self-esteem.

**Surround yourself with positive people:** social support from those around you is key. Surround yourself with people who encourage you and share a similar optimistic outlook on life. Research shows that positive social interactions can improve mood and increase feelings of happiness.

# UNUSUAL HOBBIES OF SMS EMPLOYEES

## MARCEL KRIŠTOFOVIČ

### INTERPRETATION OF MUSIC



Marcel Krištofovič is our colleague from WH. He has been working at SMS since 2013. He has been involved in theatre since his childhood, from the theatre club at the elementary school to the university at JAMU, where he received his Bachelor of Arts degree. Today he is a member of the theatre company OUKEJ. He performs in the Barka Theatre and is also a co-founder of the group Hands Dance.

#### What does your group Hands Dance do?

Even deaf people like to "listen" to music, but how is that possible? Thanks to the work of Hands Dance. I'm sure you know that subtitles hardly convey the emotions that music conveys. Hands Dance interprets well-known songs into Czech sign language. They also create video clips so that those who cannot hear can enjoy the experience of the songs through sign language, acting and other visual means.

#### How did the idea for this group originate?

The idea to start a group came during my studies at JAMU. It's common to meet an interpreter at theatres or concerts - in this case it's an artistic interpreter. In addition to interpreting the lyrics of the song, he or she also conveys the melody, tempo, rhythm and the emotions that the song evokes. In addition to making music videos, Marcel's group also interprets theatre productions and interprets songs at concerts and festivals. Marcel also cooperates with Czech Television - he interprets fairy tales as part of the Reading into the Ear series on ČT:D.

#### How many members does the group have?

The Hands Dance group consists of about 13 friends from Brno and the surrounding area. Four of them are deaf, the rest are hearing. They work together, everyone has their own task. The deaf help the hearing with the selection of suitable and interesting signs. The hearing members show the deaf the rhythm, show the beginning of the song, when to sing, when there is an interlude in the song, etc. Mutual cooperation is very important to achieve a perfect result.

#### Is such filming difficult?

Making a music video is neither easy nor cheap. During the coronavirus crisis, we managed to get funding from the Ministry of Culture to make music available online for the deaf, so we made 7 music videos. Since then we have added more video clips. You can watch all the videos on YouTube Hands Dance Brno. And you can look forward to a new Christmas video in December. Life as a deaf person can be full of challenges, but with a little support and understanding we can feel like full members of the team.



Marcel performs on ČT:D

# UNUSUAL HOBBIES OF SMS EMPLOYEES



**OLGA TRIBULOVÁ**

## ARTISTIC CREATION

Olga has been with us for six years as a Quality Operator, but her real passion is in the world of creation. Since childhood Olga has loved to make and create things. Although she always dreamed of doing this for a living one day, reality has taken her elsewhere. It is not easy to make a living just by creating, as it requires a lot of space and time, so for Olga, creating remains a hobby.



### How did it all start?

I found a hobby in sewing plush toys, later I started crocheting and gradually discovered more and more techniques of art creation.



### What else are you doing now?

My creativity knows no bounds today. I sew clothes and handbags, and during Covid I sewed drapes. I create jewellery from beads, jewellery components, Fimo mass, PET bottles, crystal resin, paracord, I am even learning to make winding beads.

In addition, I wire, make soaps and decorate mugs and cutlery with Fimo mass. I also make greeting cards, do drumsticks and try many other art techniques.

And that's not all, I also like to bake cakes and pastries.

I am a person who can't sit idle. I enjoy all of the above techniques because each has its own charm. I am constantly looking for new challenges and pushing my skills further.



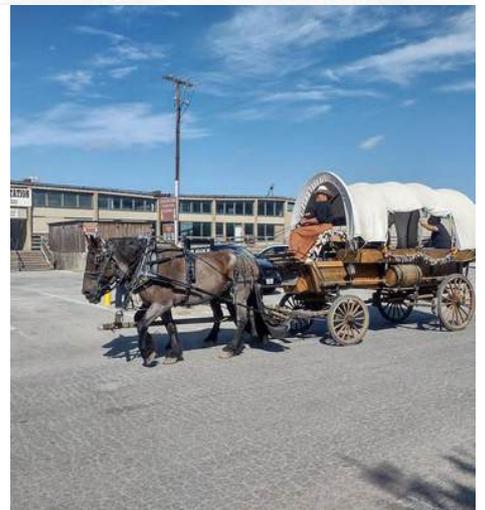
# VISIT IN SMS TEXAS



Hey, everybody,

We would like to share with you our experiences from our recent business trip to the SMS Infocomm office in Dallas, Texas, USA. We spent three weeks there to learn new laptop and desktop repair procedures as part of our new Dell WUR contract.

A total of 5 of us went on the trip and the journey itself was an adventure. Due to the high winds and constant rain in the country, we were worried if we would even make it to the reunion site. Eventually we made it and after 12 hours of travel we arrived in Dallas. Each of us was tasked with specific topics according to our position and expertise. At the beginning we were a little nervous about getting everything we needed done, but gradually we calmed down and by the second and third week we were working with confidence.



The working days were intense, but we used the free weekends all the more. We explored downtown Dallas, visited Dallas Fort Worth and soaked up the local atmosphere and culture. We even spent one weekend in Houston, where we visited the NASA museum and explored the city.

This trip wasn't just about work, but also about team spirit, supporting each other, and experiencing new places and cultures. We believe that the experience we gained will help us not only in our work but also in our personal development.



## TEXAS



Texas, a state in the south of the U.S., is the second-largest state after Alaska. To the south, Texas is bordering Mexico.

The state of Texas is nicknamed the "Lone Star State," or "One Star State." Texas is known mostly for rodeos, cowboy ranches and live-music bars, mostly in Austin.

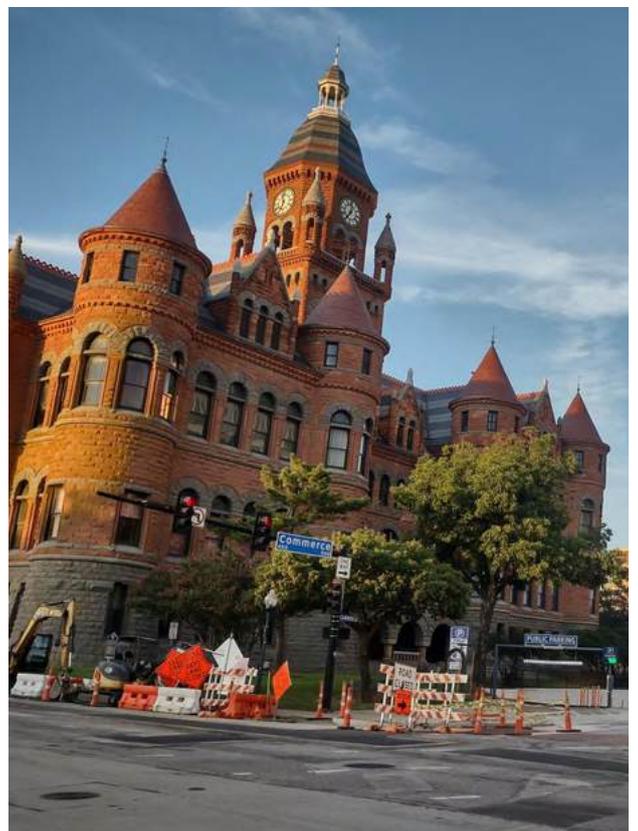
## DALLAS



It will surprise some that Dallas is the third most populous city in Texas, even though it is probably the most famous of the state.

Why, in the early 1990s, Czech television audiences were captivated by the Dallas series, and the country's Mavericks and Stars feature in the widely followed NBA and NHL basketball teams.

The city has also made significant history several times, most notably in about 1963, when then-President John Fitzgerald Kennedy was assassinated.



# CULTURAL INTERESTS

*...what you may not know about Philippines*



## BASIC INFORMATION

The Philippines is an archipelago consisting of more than 7,000 islands. The exact number is difficult to determine, the popular number is 7107, depends on the ebb and flow. Surprisingly, as many as 5,000 of them remain nameless on most international maps, awaiting their discovery. The abundance of islands offers a wide variety, in the Philippines we find not only golden sandy beaches, but also pink sand in the Palawan region, black sand in Zambales, grey sand in Baler or green beach in Camiguin. The population of the Philippines is also diverse, with 110 million people being the 13th largest country in the world. There are around 170 different languages spoken here, most commonly we will hear Filipino and English.



## THE NATIONAL HERO

The partnership between our countries began more than 130 years ago, when **José Rizal**, a Filipino national hero, visited the Czech Republic. This writer and activist was notable for calling for a reform of the living conditions of Filipinos at the end of the 19th century. At this time, Spanish colonial government ruled the Philippines, and Rizal's writings revealed abuses of government and church power. Rizal has sought support for the peaceful liberation of the Philippines. In 1896, however, he was arrested by the Spanish government and publicly shot. After his death, he became a symbol of the struggle for independence, and on **December 30**, the Philippines' national holiday, **Rizal Day**, is celebrated.

José Rizal visited several towns in what was then Austria-Hungary before his tragic death and also stopped in Brno, on the site of today's Grand Hotel. Nowadays, numerous fans of the Filipino national hero are following in his footsteps. In the Czech Republic, **the Order of the Rizal Knights**, one of the few modern non-European knighthoods, is spreading awareness of the hero.

## HOBBIES

The cultural phenomenon is videoke, the Filipino version of karaoke. Singing and music have an important place at family gatherings, celebrations and other events.

Basketball is a popular sport in the Philippines, you can find basketball courts on literally every corner, and children train several times a week.

There is a Filipino Basketball League in the Czech Republic, with some sms staff participating. In the summer there was a concentration in Brno, attended by more than 200 Filipinos.



# Czech Christmas bread

by Danča

## OUR HR DANIELA KUKLÍNKOVÁ

Danča is originally from Holubice. She started working at the company in September 2011 as a Visual Inspection Operator. After about a year, she moved to the position of RC Assistant and remained in that position until she left for maternity leave at the end of 2015. After returning in 2021, she joined the RC as a tester and since last year has been taking care of our staff as a member of the HR department. She mainly takes care of benefits, events for employees, training and recruitment.

In her private life, she is mainly devoted to her family - her 2 boys, a house, a garden and various creative activities.



### Ingredients

### Amount

plain flour	250g
self-raising flour	250g
warm milk	250ml
sour cream	45ml
mayonnaise	25g
yolk	2 pcs
salt	pinch
sugar	100g
vanilla sugar	1 pc
oil	50g
butter	50g
yeast	1/2 cube
lemon zest	1 pc
an egg	1 pc
almond chips	handful
for sprinkling	or optional

raisins soaked in rum	optional
-----------------------	----------



- Put both flours and salt in a bowl and mix.
- Make a dent in the middle, put sugar and yeast in it, pour in the milk - leave for 15 minutes.
- Add van. sugar, lemon zest (wash thoroughly), oil, butter, sour cream, mayonnaise, yolks.
- Mix thoroughly until the dough is soft and stops sticking to the sides of the bowl - about 20 minutes.
- The dough must not be too thin, otherwise add plain flour.
- Cover with a towel and leave to rise for approx. 1 hour.
- At the halfway point, mix once and add raisins (optional)
- How do you know if the dough is risen? Make a dent and if it comes back quickly, keep it rising until it stays, then it's the right time to start knitting, I knit from 6 strands ([watch instruction](#)).
- After knitting, brush with egg and sprinkle with almond chips.
- Let it rise for another 30 minutes.
- Preheat the oven to 190°C.
- Before we put the sweet bread in the oven, rub the egg one more time.
- Bake for 10 minutes, then lower the heat to 160°C and bake for another 30-40 minutes.
- Sweet bread has to be golden, we try it with a stick (put a stick in the top of the sweet bread if the stick is dry after being pulled out, we can take the sweet bread out, if it's still sticky, let it bake).





CUSTOMER  
FOCUS



INTEGRITY



INNOVATION



SUSTAINABILITY