

wieland

Engineering Development Program

The Next Generation of Problem Solvers



A targeted program to hire, train, and retain top engineering talent for Wieland North America

Wieland, like many other companies in heavy manufacturing sectors, faces a challenge in hiring and retaining qualified new graduate engineers to keep pace with employee retirement and turnover within the industry.

As a global leader, Wieland has decided to take action and make the commitment to invest significantly in the growth of the future generation of industry leaders through our comprehensive engineering development program.

Who is Wieland?

- A 200 year-old family-owned business focused on thriving for the next 200
- A copper and copper alloy producer: we recycle, cast, roll, extrude, and distribute copper and other metals
- Over 9,000 employees worldwide
- Global headquarters in Ulm, Germany
- North American headquarters in Louisville, KY
- Sustainability-focused

What makes us special?

Our products, services, and technologies provide sustainable and innovative solutions to today's global challenges such as climate change, digitalization, and resource conservation.

We listen closely and work collaboratively with our customers to develop solutions for automotive, aerospace, refrigeration, air conditioning, and many other industries.





Engineering Development Program

Are you the right fit?

Engineering disciplines

Wieland North America is searching for the **next generation of problem solvers** in the following fields: mechanical, electrical, materials science, metallurgical, industrial, and chemical.

Future career roles

- Plant Engineer
- Maintenance Engineer
- Process Engineer
- Metallurgical Engineer
- Quality Engineer

Practical experience

Throughout the engineering development program, you will connect with a variety of leaders within Wieland and learn through

practical experience. We are looking for engineers of all disciplines to innovate new solutions for sustainable operations; to design, build, and commission such solutions, and then to optimize and maintain them over their lifetime.

Sustainable solutions

Wieland is committed to establishing itself as the industry leader in sustainable copper manufacturing.



Rotational Program - Cohort 1

If selected, you will participate in a two-year rotational program to receive broad, yet in-depth, hands-on training in Wieland operations and culture. The rotational program will include shorter stints at our headquarters in Louisville, KY (North America) and Ulm, Germany (Global) followed by longer stints at various Wieland North America Business Unit (BU) sites where you will engage in specialized education and training.

Selection process and timeline

September 2023

- Recruiting process begins on-site at various college campuses
- Initial interview with the EDP Director and Wieland Talent Acquisition team on campus for top candidates
- If selected to advance, follow-up interviews will occur with operations/engineering leaders/managers virtually or in-person
- Interviews and offers will occur on a rolling basis until we reach our target of 20 qualified candidates
- Cohort will likely begin in late June 2024, following all graduations

June 2024

- Two weeks at our North American HQ in Louisville, KY
- Focus on core curriculum
- Tour new Recycling and Refining Center in Shelbyville, KY

July 2024

- 6-8 weeks at our Global HQ in Ulm, Germany
- Focus on specific curriculum
- Tour BU sites and facilities in Ulm and Vöhringen, Germany

September 2024

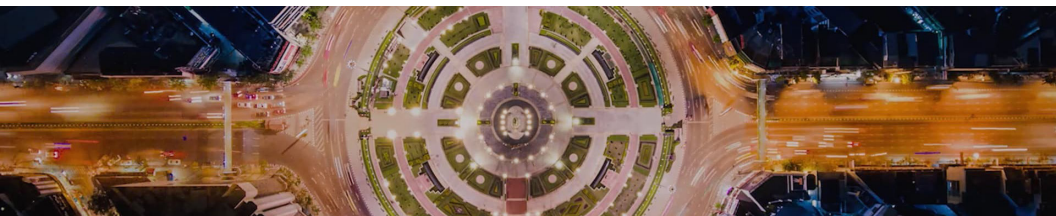
- 9-12 months at your assigned primary site
- Hands-on project work for practical experience

August 2025

- One week in-between primary and secondary site to regroup the cohort for additional training

September 2025

- 6-9 months at your assigned secondary site
- Hands-on project work for practical experience





Curriculum Overview

The EDP will feature a core curriculum for every member of the cohort plus a focused curriculum for your specialized field. The focused curriculum will feature cross-pollination to provide exposure within other fields to fully understand the breadth and depth of Wieland operations and the heavy manufacturing industry.

Core Curriculum

- Safety and Culture
- Sustainability
- IT/Systems
- Copper Metallurgy
- Data Analysis
- Project Management I
- Wieland Operations, Markets, and Products
- Lean Manufacturing

Focused Curriculum

Plant/Maintenance Engineers

- TPM (Total Productive Maintenance)
- Systems Engineering
- High Voltage/Energy
- Six Sigma Troubleshooting Tools
- Atmosphere Control
- PLC Programming

Process Engineers

- SPC (Statistical Process Control)
- Defect Detection
- Machine Learning/Artificial Intelligence (AI)
- Six Sigma Troubleshooting Tools

Metallurgists

- Casting Processes
- Hot and Cold Rolling
- Extrusion/Drawing
- Milling

GE Project Engineers

- Project Management II
- Project Cost Estimation
- CAD (Computer Aided Design) for Facility Layout

Growth and Development

Compensation

Each member of the EDP cohort will begin their career with Wieland at the same competitive starting salary (to be determined).

In addition to a standard cost-of-living increase after the first year, you will have the opportunity at the end of the two-year program to negotiate salary with your designated BU/site leader. Support for housing and H-1B visas is available as well.

Performance bonuses are also part of the compensation package. You will be eligible for retention and/or variable compensation bonuses based on company performance.

Mentoring

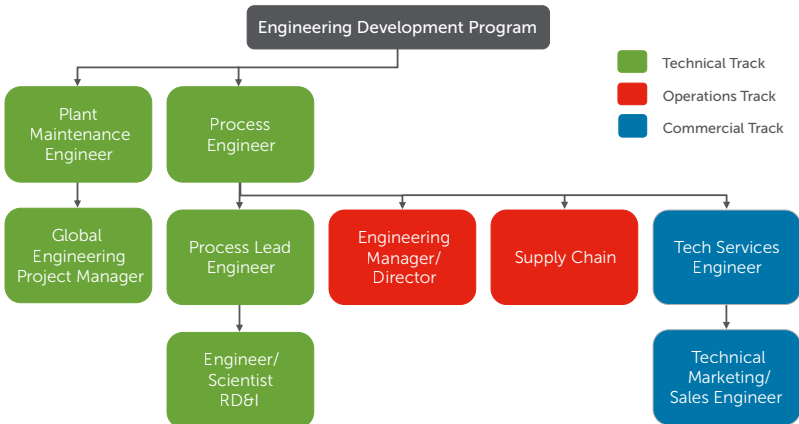
Mentorship is a critical element to your personal growth and professional development at Wieland.

Each member of the EDP cohort will have direct relationships and multiple touchpoints within Wieland for leadership, guidance, and direction.

Some of the primary touchpoints include, but are not limited to, the following positions:

- Safety Training Mentor
- BU Management Mentor
- Project Coordinator
- Subject Matter Experts

Career Path Examples





A Sustainable Leader and Pioneer

Our sustainability ambition

Three years ago, Wieland committed to establishing itself as the industry leader in sustainable copper manufacturing. We have already completed two years of EcoVadis ratings, achieving a Silver Medal rating in January 2023. Additionally, in the same month, Wieland received a B rating from the Carbon Disclosure Project, placing it in the top 36% of peer companies.

To further advance our sustainability goals, Wieland has announced:

- \$100M recycling facility in Shelbyville, KY to shred, sort, and fire refine low grades of copper scrap and upgrade them to high purity (>99.95% Cu) cathode substitute with 100% recycled content
- €80M recycling facility in Vöhringen, Germany to also produce fire refined high purity cathode substitutes with 100% recycled content
- \$52M for a new state-of-the-art casting unit in East Alton, IL
- €100M in renewable energy investments by 2030
 - 26 GWh/year, 24 hectare solar photovoltaic farm in Erbach, Germany to provide 6% of all electricity used by Wieland

Additionally, Wieland has set a target to decarbonize operations and reach net-zero carbon emissions by 2045, requiring substantial additional investments in renewable energy, electrification of equipment, and modernization of aging equipment.

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