

US ROTATIONAL PROGRAM

A WORLD OF POSSIBILITIES AWAITS

BECOME PART OF A PROFESSIONAL ENVIRONMENT THAT PROMOTES PERSONAL SUCCESS AND CAREER SATISFACTION.

Federal-Mogul Motorparts' Rotational Development Program prepares highly talented early-career professionals to assume future leadership roles in fast-paced, results-driven disciplines. The programs are designed to equip participants with a broad overview of the company, business units and functional areas with assignments taking place in operations, technical and/or corporate environments. The program includes two rotations of 18-24 months each. Each rotation will help speed the growth of the knowledge, skills, and abilities needed to become successful leaders at Federal-Mogul Motorparts. Rotations may require relocation within the United States.

The assignments will increase in their level of responsibility and complexity, and involve working closely with all levels of leadership within the company. A critical component of the rotational program is participation in business and leadership training initiatives, both formal and experiential, to broaden your understanding of Federal-Mogul Motorparts' business environment. This program also develops critical leadership skills and will establish a professional network to support your career growth.

We seek highly talented graduates and early-career professionals looking to grow with an international company. Our worldwide business profile brings exciting and unique career opportunities to work with our global teams in the following areas:

- Engineering
- Finance
- Human Resources
- Information Systems
- Logistics
- Supply Chain
- Marketing
- Operations, Distribution
- Purchasing
- Sales and Commercial Strategy
- Manufacturing

YOUR ROLE

You will work within your chosen profession such as engineering, finance, commercial, IT, HR, supply chain and others. The program will give you distinct rotational assignments within your field. You will learn new disciplines and practice your leadership skills. You may work at multiple locations around the United States. The program is designed to prepare you to lead in the dynamic automotive marketplace.

WORLD CLASS TRAINING

Throughout the program, you will participate with your rotational colleagues in a specifically designed development training plan that will introduce you to the business acumen and leadership skills needed to thrive in our global marketplace. Additionally, you will receive a detailed professional training program which will include modules in lean manufacturing, project management, leadership and more. We will support your business and personal career goals as you gain the knowledge needed to become a business leader.

PERSONAL DEVELOPMENT PLAN

Federal-Mogul Motorparts' Talent Management group will work with you to create and track your personal development plan. You will receive regular feedback from your local team and from talent management team members, who will help you navigate your career path.

ASSURED PERFORMANCE AND COMPETENCE

Everything in our program is designed to reward your commitment and support your success. Every project charter, every training, performance review and every achievement will build your knowledge and skills as a future leader at Federal- Mogul Motorparts.

NETWORKING

Networking opportunities will occur during training, project work and visits to other locations. This is a fantastic opportunity to meet new people and broaden your professional network.

PROGRAM STRUCTURE

The program provides the learning path to gain the skills you need for future management challenges.

The program includes:

- Opportunities within different business units and disciplines
- Challenging project assignments
- Career development planning
- Intensive learning and development program
- Career assistance from our global talent management team
- Feedback and guidance on your progress
- Networking within a global organization

1	INITIAL ROTATION	18-24 MONTHS
2	SECOND ROTATION	18-24 MONTHS
	GRADUATION	PERMANENT ROLE

ROTATIONAL OPPORTUNITIES

Rotations are designed to give you exposure to various elements of your profession. For example, commercial rotations could include assignments in branding, product management and sales, to name a few. Your rotational assignments will build your skill base, expand your professional network and challenge your leadership capabilities.

RECRUITMENT PROCESS

Our recruitment process follows several selection stages and allows us to get to know each other. After receiving applications, we begin a telephone interviewing process. If it looks like we may have a match, candidates speak with a leader in their field via Skype. Afterward, we invite top candidates to meet us at an assessment center at our corporate headquarters.



ASSESSMENT CENTER WE ARE CURIOUS ABOUT YOU

This is an exciting day-and-a-half process. We observe you as you participate in activities that show your interpersonal skills and potential leadership abilities.

What you can expect from the assessment center:

- Learn more about the company
- Group exercises
- Competency-based interviews
- Live presentation delivery

Additionally, the assessment center offers an opportunity to meet some of your future colleagues and business leaders.



LEARN MORE

WHEN WILL THE PROGRAM BEGIN?

The first Assessment Center will be in November 2017. Recruiting will begin in September.

WHEN WILL THE SELECTED CANDIDATES RECEIVE AN OFFER?

We will make hiring decisions within 24 hours of completion of the assessment center. We will offer you your first rotational assignment at that time.

WHO SHOULD APPLY?

We are looking for highly talented professionals with study or work experience. Current students should be ready to graduate in spring 2018, at the latest. Those currently employed, should be working in their selected field and should be within the first 3 years of their career.

WILL I HAVE TO RELOCATE?

We are looking for young professionals who enjoy working and developing within diverse environments. Depending on the role you apply for, this may require you to rotate to another location. Our vision for future leaders includes the ability to be flexible, mobile and to develop your career step by step, in various locations, as needed.

WILL THE COMPANY PAY MY RELOCATION COSTS?

Federal-Mogul Motorparts will support your relocation period. We cover additional costs you may incur away from your home site.

WHERE WILL I BE BASED AFTER THE PROGRAM HAS FINISHED?

After completion of two rotational assignments, you receive a permanent role within your chosen field. The role will be determined based on your preferences and the needs of the business.

WILL I BE ABLE TO CHANGE MY BUSINESS AREA DURING THE PROGRAM?

During the two rotations, you will work in two different roles within your professional discipline. For example, an engineer might work in manufacturing at a plant and in research at an R&D facility. At the end of the second rotation, all participants will be placed in a role consistent with their professional abilities and preferences.

COMMITMENT

Supervision/Management

- Assignments and clear objectives will be developed each year in advance for rotational employees by the employees and their managers, with support from HR and the Talent Management group.
- Interim and annual performance reviews are performed at each rotational location and conducted by your immediate manager, the plant human resources manager and the plant manager.

Talent Management Support

- The Rotational Program is coordinated by the Global Talent Management Group. The group works with rotationals and their managers to ensure all participants receive the career support, training and work experiences they need to become successful Federal-Mogul Motorparts managers and leaders.
- Talent Management handles administration, coordination and participation in the rotational program recruitment process, including college recruitment and selection center administration.
- Talent Management maintains close ties to all participants through quarterly conference calls and regular training and networking events.
- Talent Management administers and coordinates Rotational Program Recognition Days.

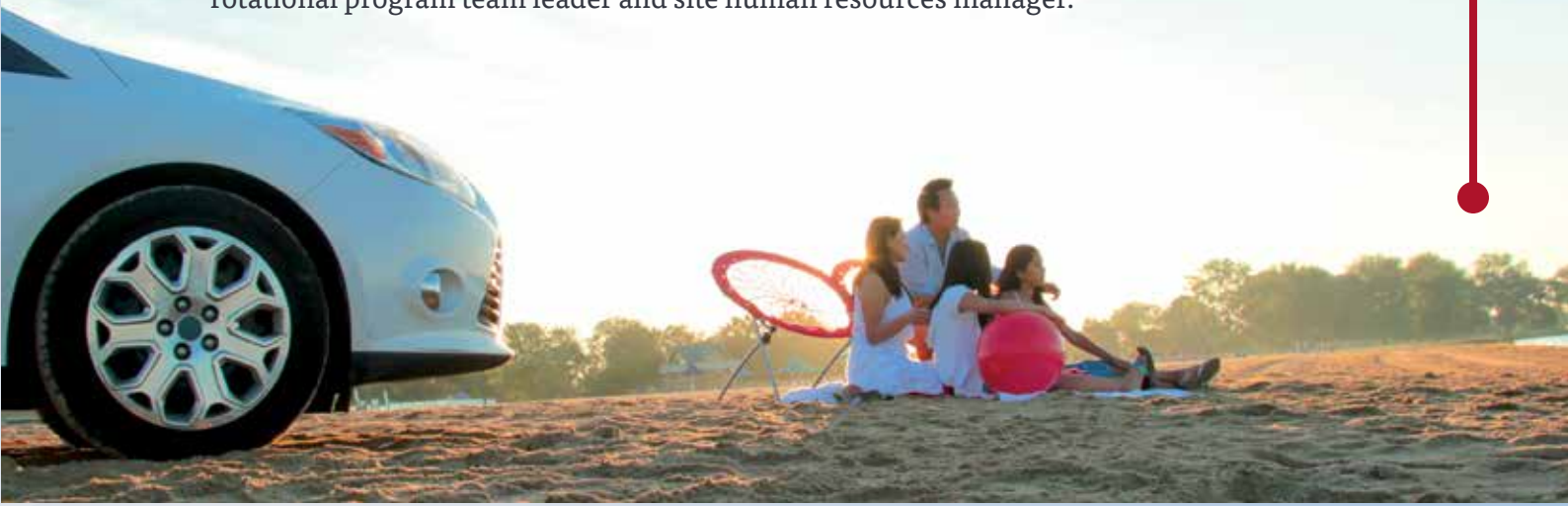
PROFESSIONAL DEVELOPMENT

Federal-Mogul Motorparts offers a variety of training programs to members of our rotational program. These programs are designed to broaden your knowledge, add valuable new skills and ensure your long-term success within the company. These programs typically cover skills we feel are most critical to your growth as a future member of the management team. Training includes the following:

- Project Management
- Cash Flow
- Team Skills for Success
- Lean Manufacturing (the Federal-Mogul Operating System)
- Problem-Solving Skills
- Statistical Concepts
- Leadership Development
- Managing Stress
- Finance for Non-Financial Managers
- Interviewing Skills

RELOCATION

Federal-Mogul Motorparts will reimburse certain expenses when relocation is required for your transfer to your new position. The relocation services are coordinated by the rotational program team leader and site human resources manager.



OFFER PACKAGE

INITIAL OFFER

Base Salary +
Signing Bonus +
Relocation Allowance +
Benefits +
Rotational Guide +
Professional Development Material

YEAR 1

Base Salary +
Merit Pay Increase

YEAR 2

Base Salary +
Merit Pay Increase

+ Relocation Package

YEAR 3

Base Salary +
Merit Pay Increase

YEAR 4

Base Salary +
Merit Pay Increase +
Graduation Bonus

LOCATIONS

ALABAMA

Manufacturing (Chassis): BOAZ

CALIFORNIA

Distribution: MORENO VALLEY

ILLINOIS

Distribution: SKOKIE
Manufacturing (Sealing): SKOKIE

INDIANA

Distribution: INDIANAPOLIS

KENTUCKY

Manufacturing (Braking): GLASGOW

MICHIGAN

PLYMOUTH: Engineering (Braking)
SOUTHFIELD: Headquarters

MISSOURI

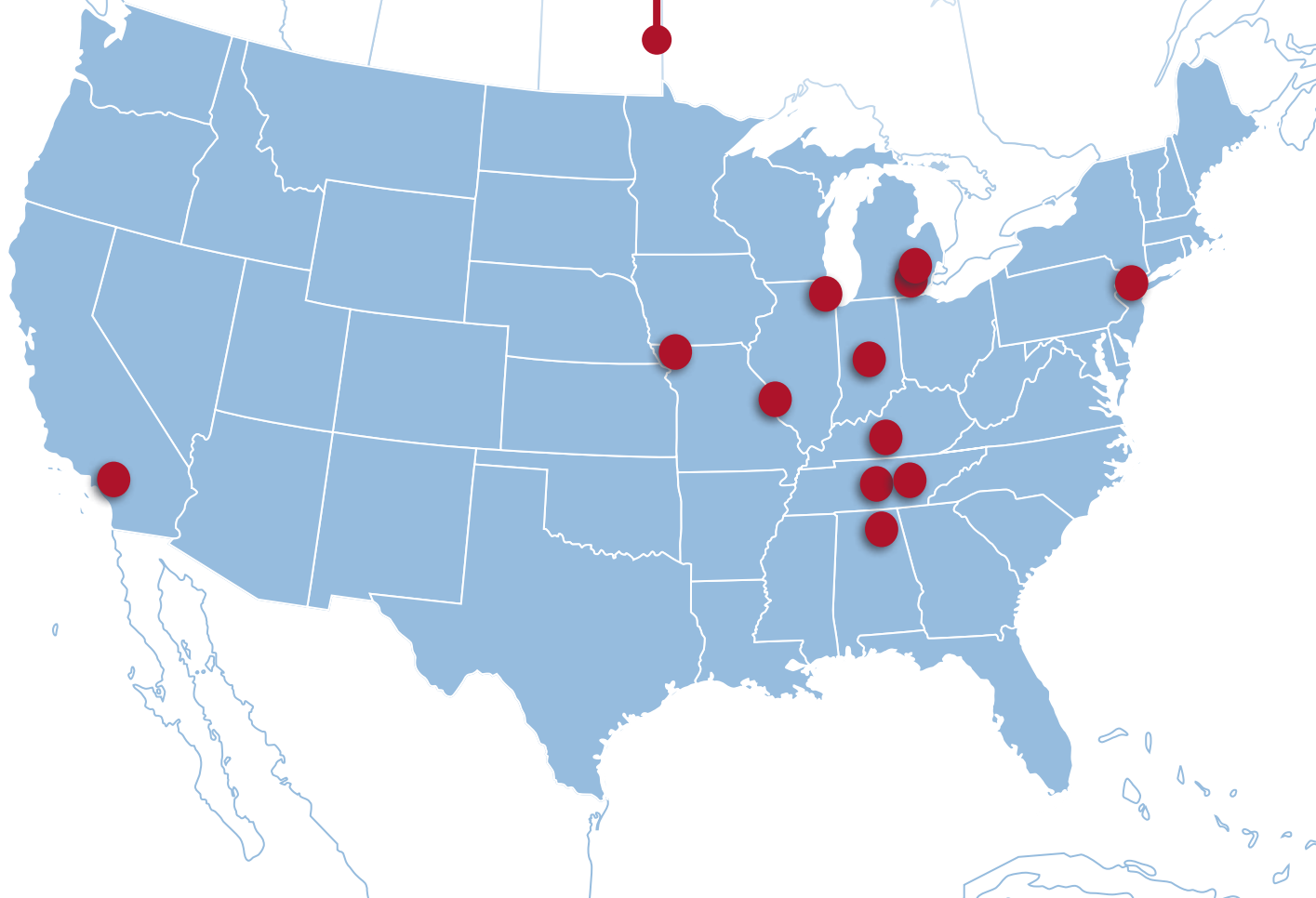
MARYVILLE: Engineering
MARYVILLE: Manufacturing (Chassis)
ST. LOUIS: Customer Service
ST. LOUIS: Training Center
ST. LOUIS: Engineering (Chassis)

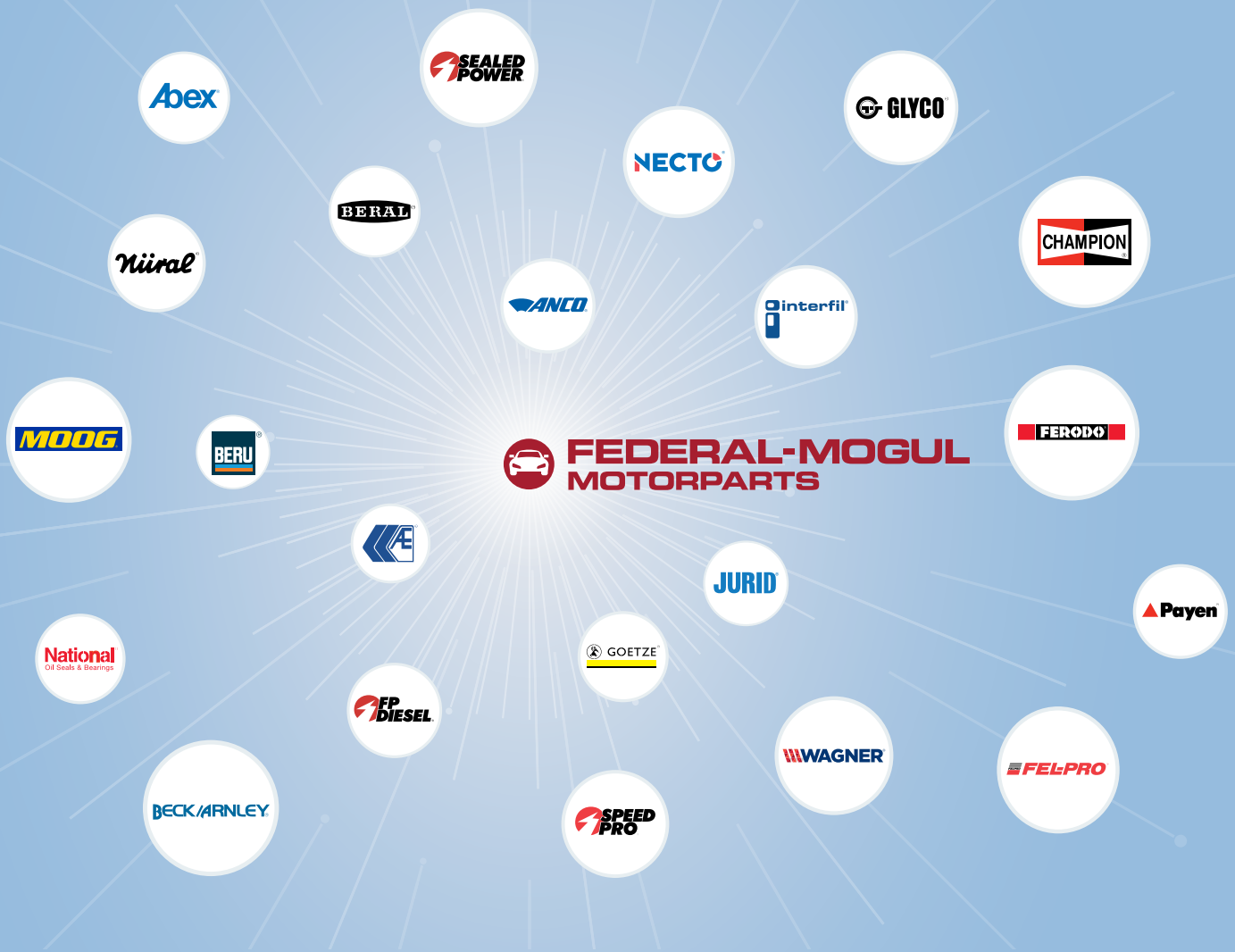
NEW JERSEY

RAMSEY: Distribution

TENNESSEE

SMYRNA: Distribution
SMITHVILLE: Engineering
SMITHVILLE: Manufacturing (Braking)





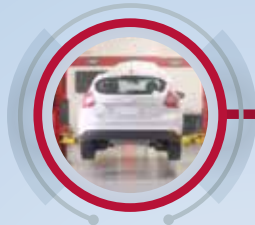
ABOUT FEDERAL-MOGUL MOTORPARTS

Federal-Mogul Motorparts discovers, designs, and delivers a broad portfolio of components for the vehicle aftermarket and original equipment manufacturers. Through more than 20 of the world's most recognized industry brands, we provide aftermarket customers with leading products and technical support. The company's aftermarket brands include ANCO® wipers; BERU®* ignition systems; Champion® lighting, spark plugs, wipers and filters; Interfil® filters; AE®, Fel-Pro®, FP Diesel®, Goetze®, Glyco®, Nüral®, Payen® and Sealed Power® engine products; MOOG® chassis components; and Ferodo®, Jurid® and Wagner® brake products and lighting. Collaborating with vehicle manufacturers, we develop brakes, wipers and a range of chassis components to achieve and exceed quality and safety objectives.

Future opportunities could see you working in one of our global locations. This includes manufacturing facilities, globally-networked engineering centers across the Americas, Europe, and Asia, and national and international distribution facilities.

*BERU is a registered trademark of BorgWarner Ludwigsburg GmbH.

At Federal-Mogul Motorparts, we are an industry leader and strive for excellence in all we do. Our core values help drive our culture of success and serve as a foundation for how we conduct ourselves everyday.



VISION
TO CONTINUOUSLY **RAISE THE BAR**
FOR THE MOTORPARTS INDUSTRY



MISSION
WE DISCOVER, DESIGN AND DELIVER THE SAFEST
PRODUCTS AND SMARTEST SOLUTIONS THAT HELP
OUR CUSTOMERS WIN TODAY AND TOMORROW



WHAT DRIVES US

ACCOUNTABILITY

We own our actions and keep our commitments, thus building trust and confidence with each other and our customers. We earn the trust others put in us and constantly seek opportunities to reinforce it by creating real value.

TEAMWORK

We do our best work together- sharing global best practices, building on each others' ideas, and learning and growing together. We are flexible and responsive - partnering to arrive at better, faster and smarter solutions.

INTEGRITY

We dedicate ourselves to our work, the safety of our practices, and the quality and reliability of our products and services. We strive to do the right thing, and are honest and transparent when we can do better.

INNOVATION

We seek more than the easy or expected answer to constantly push boundaries – challenging each other and stretching our creativity. Our entrepreneurial spirit drives us to dream bigger and identify opportunities that resolve – and go well beyond – current challenges.

RESPECT

We listen and align our approach to the specific business priorities and needs of our partners and customers. We value and are receptive to others' ideas and contributions.

PASSION

We take pride in our accomplishments and have fun celebrating our progress – big and small – every day. We invest the time to get to know one another, which further motivates us to succeed together.



FMmotorparts.com

FMmotorpartsCareers@FMmotorparts.com

248.354.8689

Federal-Mogul Motorparts

27300 W 11 Mile Rd

Southfield, MI 48034

United States