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</table>
| Engineering Development Program (EDP)    | Energy    | • 18-month rotational program  
• Potential experiences include product design, feasibility analysis, manufacturing, project management, and quality assurance                                                                                                                                          | 3.25 minimum GPA Ability to relocate | Aerospace Engineering  
Electrical Engineering  
Mechanical Engineering | • Manufacturing Engineer  
• Product Design Analyst  
• Project Engineer  
• Quality Engineer  
• Service Design Engineer |
| Engineering Leadership Development Program (ELDP) | Industry Infrastructure & Cities | • 24-month rotational program  
• Potential experiences include product design, engineering testing, applications engineering, and quality engineering                                                                                                                                  | 3.0 minimum GPA Ability to relocate | Electrical Engineering  
Mechanical Engineering | • Application Engineer  
• Commissioning Engineer  
• Design Engineer  
• Manufacturing Engineer  
• Product Marketing Specialist  
• Quality Engineer  
• Sales Engineer |
| Projects and Services Leadership Development Program (PSLD) | Industry | • 24-month rotational program  
• Potential experiences include troubleshooting a customer plant, project controlling, developing proposals and new business, and developing a sustainable energy efficiency plan for industrial customers                                                                 | 3.0 minimum GPA Ability to relocate | Electrical Engineering  
Industrial Engineering  
Mechanical Engineering | • Account Manager  
• Business Development Specialist  
• Business Process Specialist  
• Project/Systems Engineer  
• Proposal Engineer |
| Engineer in Training Program (EIT)       | Energy    | • 12-month training program, combination of classroom, lab and on the job training  
• Classroom and lab training 12-16 weeks at Siemens facilities across the U.S.  
• On the job training assignments as a member of our field teams working at power plants in the United States and selected foreign countries                                                                                       | 2.8 minimum cumulative GPA Travel 200-250 days per year | Aerospace Engineering  
Electrical Engineering  
Mechanical Engineering | • Field Service Engineer |
| Operations Development Program (ODP)     | Infrastructure & Cities | • 12-month training program  
• Potential experiences include visiting facility sites to assess current situations and develop solution-based plans across multiple businesses, from wind farms to the factory floor                                                                                                       | 3.0 minimum GPA Ability to relocate | Electrical Engineering  
Industrial Engineering  
Mechanical Engineering | • Energy Engineering Associate |
| Wind Engineer in Training (WEIT)         | Energy    | • 12-month training program  
• Potential experiences include service, repair, maintenance, malfunction control and analysis of wind turbine function at wind farms across the U.S.                                                                                                                                  | 2.8 minimum GPA Due to safety: must weigh 260 pounds or less, be able to completely differentiate between colors, and cannot be claustrophobic or afraid of heights | Aerospace Engineering  
Electrical Engineering  
Mechanical Engineering | • Assistant Operations Manager  
• Field Service Engineer  
• Project Engineer  
• Service Technology Engineer  
• Site Service Supervisor  
• Supply Chain Logistic Engineer |
| Finance Leadership Development Program (FLDP) | All | • 24-month rotational program  
• Potential experiences include performance controlling, financial analysis, corporate and cost accounting and operational review/ internal audit                                                                                                                                           | 3.0 minimum GPA Ability to relocate | Accounting  
Business  
Finance  
Management | • Business Process Specialist/ Auditor  
• Cost Accountant  
• Credit Analyst  
• Financial Analyst Staff Accountant |
| Information Technology Leadership Development Program (ITLDP) | Industry Infrastructure & Cities | • 24-month rotational program  
• Potential experiences include project management, technology planning, and account and demand management                                                                                                                                                    | 3.0 minimum GPA Ability to relocate | Management Information Systems  
Information Technology  
Computer Science  
Business Administration  
International Business Management Communications | • IT Application Management  
• IT Operations  
• IT Planning  
• Project Management  
• Technical Services |
| Procurement Leadership Development Program (PLDP) | Healthcare Industry Infrastructure & Cities | • 24-month rotational program  
• Potential experiences include instructional sessions and exposure to multiple job positions, as well as training in leadership and business skills, tactical and strategic procurement, and procurement controlling and reporting                                                                                   | 3.0 minimum GPA Ability to relocate | Business  
Operations Management  
Supply Chain Management | • Procurement Controlling & Reporting  
• Strategic Procurement  
• Supplier Quality |
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<td>Operations Leadership Development Program (OLDP)</td>
<td>Healthcare Industry Infrastructure &amp; Cities</td>
<td>• 24-month rotational program • Potential experiences in the manufacturing track include materials management, production process supervision, and Lean and Six Sigma process improvement • Potential experiences in the materials track include purchasing, resource planning for manufacturing, and distribution center supervision</td>
<td>3.0 minimum GPA Ability to relocate</td>
<td>Industrial Engineering Manufacturing Engineering Operations Management Supply Chain Management</td>
<td>Manufacturing Track: • Front Line Supervisor in Production • Manufacturing Engineer • Process Improvement Engineer • Production Planner</td>
</tr>
<tr>
<td>Sales &amp; Marketing Development Program (SMDP)</td>
<td>Energy</td>
<td>• 14-month rotational program • Potential experiences include creating go-to market strategies, sales/production forecasts, competitive portfolio offerings for new and existing products</td>
<td>3.0 minimum GPA Ability to relocate</td>
<td>Electrical Engineering Industrial Engineering Mechanical Engineering</td>
<td>Field Sales Office Marketing Department</td>
</tr>
<tr>
<td>Sales Development Program (SDP - IC)</td>
<td>Infrastructure &amp; Cities</td>
<td>• 12-month training program • Potential experience include implementing go-to-market strategies, sales/production forecasting, and developing competitive portfolio offerings</td>
<td>2.7 minimum GPA</td>
<td>Aerospace Engineering Construction Management Electrical Engineering Industrial Engineering Mechanical Engineering</td>
<td>Sales Representative</td>
</tr>
<tr>
<td>Sales Development Program (SDP - I)</td>
<td>Industry</td>
<td>• 12-month training program • Potential experiences include learning sales methodologies and techniques, and gaining knowledge of Siemens' products, technology, and culture</td>
<td>2.7 minimum GPA Ability to relocate</td>
<td>Aerospace Engineering Electrical Engineering Industrial Engineering Mechanical Engineering</td>
<td>Sales Representative</td>
</tr>
<tr>
<td>Technical Marketing Leadership Development Program (TMLDP)</td>
<td>Industry Infrastructure &amp; Cities</td>
<td>• 24-month rotational program • Potential experiences include product management, industry marketing, and resource &amp; asset development</td>
<td>3.0 minimum GPA Ability to relocate</td>
<td>Electrical Engineering Chemical Engineering Industrial Engineering Mechanical Engineering</td>
<td>Application Engineering Business Development Marketing Sales</td>
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Global Graduate Programs

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<td>Finance Excellence Program (FEP)</td>
<td>All</td>
<td>• 24-month rotational program with an international assignment • Excellent opportunity for candidates to join a program sponsored by Siemens' Global Finance Leadership Team and learn what it takes to run the business of a multibillion dollar company</td>
<td>3.5 minimum GPA Ability to relocate • Three to five years of prior work experience in a corporate finance or accounting role required and at least six consecutive months studying or working abroad within the last ten years</td>
<td>MBA, Master's Degree, or PhD in a business-related course of study is required; finance focus preferred for undergraduate or graduate degrees</td>
<td>Leadership or management role with Siemens</td>
</tr>
<tr>
<td>Siemens Graduate Program - Early-Career Track (SGP - EC)</td>
<td>All</td>
<td>• 24-month rotational program with an international assignment • Designed to accelerate your career and give you the ability to rise to the top of your profession, where you will be responsible for making business thrive for top industries across the country and the world</td>
<td>3.5 minimum GPA Ability to relocate • One to three years of relevant business or internship experience and at least three consecutive months studying, working, or living abroad within the last ten years</td>
<td>MBA, Master's Degree, or PhD in an engineering, technology, or finance related discipline</td>
<td>Leadership or management role with Siemens</td>
</tr>
<tr>
<td>Siemens Graduate Program - Mid-Career Track (SGP - MC)</td>
<td>All</td>
<td>• 24-month rotational program with an international assignment • Designed to accelerate your career and give you the ability to rise to the top of your profession, where you will be responsible for making business thrive for top industries across the country and the world • Executive development program with direct mentorship from a CEO within Siemens</td>
<td>3.5 minimum GPA Ability to relocate • Two to five years of relevant business experience and at least three consecutive months studying, working, or living abroad within the last ten years</td>
<td>MBA, with an engineering, technology, or finance related undergraduate degree</td>
<td>Leadership or management role with Siemens</td>
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