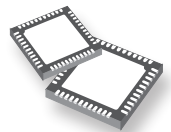




elmos[®]

Careers at Elmos



Who is Elmos?



Elmos is a leading developer and manufacturer of integrated circuits (ASICs and ASSPs). Elmos was founded in 1984 in Dortmund, where it has its head office. The core competencies of Elmos are development, production, and sale of mixed-signal semiconductors. Our innovative and reliable products have made us a market leader in the field of automotive electronics. Our plans for the future include both the international automotive industry as well as the industrial and consumer goods markets.

Our conduct is based on universally accepted values such as honesty, candour, trust and mutual respect as well as social responsibility.

Environmental protection is part of our corporate policy. We place equal importance on the business objectives of product quality, cost effectiveness, occupational health and safety and environmental protection, which form part of our holistic corporate philosophy.

Facts:

- > Leading manufacturer of automotive semiconductors
- > Over 2 billion semiconductors sold
- > Over 500 successful projects
- > Worldwide presence with German roots
- > ASSPs and ASICs with state of the art mixed-signal technology
- > Pressure sensor (MEMS) expertise

Products

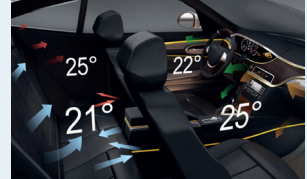
Ultrasonic parking assist



Gesture recognition



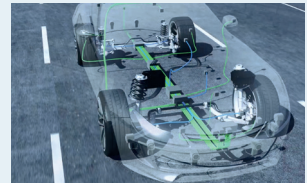
Climate control



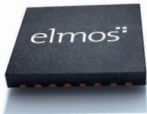
Airbag igniter



LED rear light



Network communication



Our semiconductor chips make your life easier and safer. They are responsible for vehicle functions such as measuring,

controlling and regulating the air conditioning system or triggering the air bags in an accident. Convenience applications such as parking assist systems, air conditioning systems or power door locks are considered to be standard features in modern vehicles. Elmos chips are also used worldwide for these applications. In the coming years, the focus will primarily be on improved fuel economy. In this field, additional savings can only be achieved through the intelligent use of electronics – including and especially in electrical drive system applications. Elmos will be part of this.

Virtually all car manufactures use Elmos chips and automotive suppliers are our main customers. They integrate the semiconductors in their systems, which in turn are supplied to the automakers.

In addition to the automotive industry, Elmos is also active in the fields of industrial and consumer goods, supplying solutions for household appliances, cameras, medical equipment, installation and building technology as well as machine control systems.

When it comes to new developments, the focus is on the aspects of energy efficiency and environmental compatibility. The bulk of our products aim to operate the customer's application more efficiently in order to achieve a competitive edge.

Major Elmos Group locations



Europe

- > **Dortmund:** Elmos Semiconductor AG | Development, production, sales
- > **Bruchsal:** Design location & Mechaless Systems GmbH | Development
- > **Frankfurt/Oder:** GED Electronic Design GmbH | Development
- > **Dresden:** DMOS Dresden MOS Design GmbH | Development
- > **Berlin:** MAZ Mikroelektronik-Anwendungszentrum GmbH im Land Brandenburg | Development, sales
- > **St. Petersburg:** Development

U.S.A.

- > **Milpitas, California:** Silicon Microstructures Inc. | Development, production, sales
- > **Detroit, Michigan:** Elmos N.A. Inc. | Application development, sales

Asia

- > **Seoul, South Korea:** Elmos Korea Co. Ltd. | Application development, sales
- > **Shanghai, China:** Elmos Semiconductor Technology (Shanghai) Co., Ltd. | Application development, sales
- > **Tokyo, Japan:** Elmos Japan K.K. | Application development, sales
- > **Singapore:** Elmos Semiconductor Singapore Pte. Ltd. | Application development, sales

Per employee



A high level of employee satisfaction and developing one's potential should be the goal of every company. For this reason, Elmos offers its employees various forms of regular targeted training and further education in order to ensure effective work and the continued staff development.

Since Elmos is a global company, employees receive English language training in the fields of business, finance and sales from an external English teacher. The goal of this program is the internationally recognised Cambridge certificate.

Elmos wants to offer more than just a job, and recognises the social responsibility towards its employees. In addition to an in-house fitness centre to promote health, the Elmos health team also offers its employees an extensive and wide range of preventive checkups.

Mutual respect: Elmos has developed a binding code of conduct for all employees. This commits Elmos to a corporate culture based on mutual respect, irrespective of gender, religion, nationality, ethnicity, disability and age. Furthermore, the code of conduct covers the principles of corporate conduct, including information and data, donations, occupational health and safety, environmental protection as well as leadership, responsibility and supervision.



With outstanding quality standards...



With vast experience...



With efficient structures...



... we develop smart solutions on a semiconductor basis,

elmos[®]



We bring magic
to your life



With brilliant product understanding...



With visionary concepts...



With highest precision...



With innovative ideas...

that make everyday life **easier, better, and safer.**

Career at Elmos?



Elmos is deeply committed to education. Around ten percent of our employees are currently apprentices. Professional training, for example as a micro technologist, is aligned with our needs and offers excellent future prospects to dedicated employees.

We offer apprenticeships for the following jobs:

- > Micro technologist
- > Physics lab technician
- > IT application development specialist
- > IT systems technician
- > IT system management assistant
- > Industrial management assistant
- > Office communication management assistant
- > Industrial engineering electronics technician
- > Energy and building technology electronics technician
- > Warehouse logistics specialist

A practical example



"After my apprenticeship at Elmos, I decided to study while continuing to work at Elmos part time.

After starting work immediately after finishing my degree, I worked for a year with our subsidiary in California and now use my knowledge and skills in my work as a process engineer."

Sebastian Husemann, Process Engineer

As an innovative company, we believe in Germany as a location and intend to continue securing existing jobs and creating new ones in the future. In addition to experienced employees, we are also happy to integrate young professionals in our team.

Such as Sebastian Husemann

Engineer – Electrical Engineering (microelectronics)

Sebastian Husemann tests the functions and parameters of semiconductor-based system solutions.

First steps: Before Husemann studied at the Fachhochschule Dortmund, he completed an apprenticeship as a physics laboratory assistant at Elmos. He worked in quality assurance at Elmos while studying.

"After graduating, I was hired as an engineer. Shortly afterwards, I worked for a year at our subsidiary SMI in California."

Duties: As a process engineer he is responsible for the final inspection of semiconductor systems at Elmos. "I deal with new pressure sensors or sensors for acceleration and rotation movements", the electronics expert explains. His tasks range from programming to assembly of electrical components, for which he also needs technical production expertise in addition to extensive IT knowledge. His current project involves working with colleagues to develop a testing device for pressure sensors.

Career paths



“An apprenticeship, completing a degree while working and a stay abroad – that’s what I achieved with Elmos.

Now, after graduating from university, I will be helping to develop the energy-saving products of tomorrow. In this way I will make my contribution to a promising future at Elmos.”

Verena Stein, Test Engineer

Elmos offers various paths to reach one’s personal goals. One can take the management route on the one hand, which based on the individual’s potential, provides personnel training, preparing the employee for further tasks. A career as a professional is available on the other hand. Field-oriented further education and specialization help in this regard.

A career from apprentice to engineer is possible!

Opportunities for students

The following entry-level opportunities are available to students at Elmos: Scholarship | Assistant | Internship

The goal for both parties is to get to know one another as well as possible and to explore options for a common future. Professional support during the entire duration of employment is a matter of course!

More than “just” an employer

Elmos wants to be more than “just” an employer to its employees. As a technology company, the expertise of its employees is particularly important to Elmos. The motivation, knowledge and flexibility of its employees are essential for the company’s long-term success. The employees are the key factor for growth and innovative power, especially when it comes to developing new products and processes.

More than “just” an employer



Benefits which exceed those traditionally provided by employers include:

- > In-house fitness studio
- > Free English courses
- > Various preventative programs (flu vaccination, birthmark control, breast cancer screening, etc.)
- > Company pension plan
- > A high level of professional continuing education
- > Management training
- > Job rotation
- > Massage services on site
- > Free accident insurance
- > Canteen
- > and: all employees, from apprentices to directors, are on a first-name basis.

Contact:

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Of course you can also access our YouTube, Twitter and SlideShare pages via our home page (www.elmos.com).

