BENEFIT FROM A TOTAL REWARDS PACKAGE:
The Total Rewards package focuses on developing and rewarding you for your contributions to the company’s successes. It encompasses pay, benefits and learning and development!

This is a great time to be part of Team Caterpillar—and thanks to a global team of employees, dealers and suppliers working hand-in-hand, the future promises to be even more rewarding.

When it comes to the future, Caterpillar is interested in investing in you!

If you are interested in investing in your future with Team Caterpillar, visit:
Caterpillar.com/Careers

SO WHAT’S IN IT FOR YOU?
• Build foundational technical competence
• Develop and refine leadership skills
• Foster teaming skills
• Gain an understanding of the Caterpillar Product Development System
• Learn about the Caterpillar Production System
• Gain exposure to senior leadership
• Participate in excellent networking opportunities
• Develop lasting relationships with Caterpillar mentors
• Foster engagement in an intense program that invests in your future
• Work in Caterpillar’s unique global culture steeped in our Values in Action

OPERATIONS LEADERSHIP TRACK
ELIGIBILITY REQUIREMENTS:
• Minimum GPA: 2.8 on a 4.0 scale
• Bachelor’s degree in (preferred, but not limited to): Manufacturing Engineering, Manufacturing Engineering Technology, Manufacturing Systems Engineering, Industrial Engineering, and Mechanical Engineering
• Degree from an accredited program or university
• Passion for technology
• Strong communication skills
• Team oriented
• Self starter
• Willing to relocate for rotation assignments

LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM
OPERATIONS LEADERSHIP TRACK

MY ROAD TO SUCCESS STARTS HERE

Follow us on Twitter (twitter.com/catcareers), Facebook (facebook.com/catcareers), and YouTube (youtube.com/caterpillarinc)
The Leadership & Technical Development Program (LTDP) will provide you the foundation for future success as a selected member of Caterpillar's technical community. Opportunities are endless.

**LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM (LTDP)**

Caterpillar hires top talent — and this program is all about grooming the next generation of industry leaders and technical experts. The purpose of Caterpillar’s LTDP is to harness your ability and energy, and groom you through training and development so that you may not only fulfill your personal career and development ambition, but provide excellent service to Caterpillar and especially, Caterpillar customers.

You will gain a wealth of experience while in the development program. LTDP offers you a broad exposure to Caterpillar, presents diverse project responsibilities, engages you in global teams, provides cross-functional job experiences, and includes valuable networking opportunities with all levels of Caterpillar leadership.

In short, as soon as you enter one of Caterpillar’s global facilities… you hit the ground running.

### LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM

<table>
<thead>
<tr>
<th>TRAINING</th>
<th>ROTATIONAL EXPERIENCE</th>
<th>GRADUATE PLACEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Safety</td>
<td>- Three-year program</td>
<td>- Upon completion of your last rotational assignment, you will be placed in a three year assignment.</td>
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<tr>
<td>- Program onboarding</td>
<td>- Three rotations</td>
<td>Placement will be determined by a combination of individual preference and business requirements. Positions may include areas such as:</td>
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<tr>
<td>- Technical core training</td>
<td>- One year in manufacturing engineering</td>
<td>- Manufacturing engineering</td>
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<tr>
<td>- Track specific training</td>
<td>- One year in operations supervision</td>
<td>- Operations supervision</td>
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<tr>
<td>- Caterpillar Production System</td>
<td>- One year in a cross functional area including, but not limited to: quality, purchasing, supply chain, logistics</td>
<td>- Product quality</td>
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<tr>
<td>- Labor relations</td>
<td>- Positions available throughout midwest, southeast, and California</td>
<td>- Purchasing</td>
</tr>
<tr>
<td>- Professional and leadership development</td>
<td>- Assignments are based on business requirements and personal development needs</td>
<td>- Supplier quality</td>
</tr>
<tr>
<td>- Career development planning</td>
<td>- On-the-job learning</td>
<td></td>
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<td></td>
<td>- Challenging deliverables</td>
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The Operations community includes manufacturing, operations management, supply chain management, technical services, facilities planning, quality, purchasing, and Caterpillar Production System deployment.