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

LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM

WELDING ENGINEERING TRACK

WELDING ENGINEERING TRACK
ELIGIBILITY REQUIREMENTS:
• Minimum GPA: 2.8 on a 4.0 scale
• Bachelor’s degree in (preferred, but not limited to): Welding Engineering, Welding Engineering Technology, Mechanical Engineering, Industrial Engineering, Metallurgical Engineering, and Materials Science
• Degree from an accredited program or university
• Passion for leadership and technology
• Hands-on experience or knowledge of welding processes
• Strong communication skills
• Team oriented
• Self starter
• Willing to relocate

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
### 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.

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#### WELDING ENGINEERING TRACK

- Safety
- Program onboarding
- Design fundamentals
- Technical core training
- Track specific training
- Hands-on welding experience
- Professional and leadership development
- Career development planning

#### LEADERSHIP & TECHNICAL DEVELOPMENT PROGRAM

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<th>TRAINING</th>
<th>ROTATIONAL EXPERIENCE</th>
<th>GRADUATE PLACEMENT</th>
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<tr>
<td>• Safety</td>
<td>• Three-year program</td>
<td>• Upon completion of your last rotational assignment, you will be placed in a two to three year assignment</td>
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<tr>
<td>• Program onboarding</td>
<td>• Three rotations</td>
<td>• Placement is made on business requirements as well as personal preference and strengths. Positions may include areas such as:</td>
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<tr>
<td>• Design fundamentals</td>
<td>• Assignments are based on business requirements and personal development needs</td>
<td>– Research and development</td>
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<tr>
<td>• Technical core training</td>
<td>• Integrated technical training</td>
<td>– Product design and analysis</td>
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<td>• Track specific training</td>
<td>• Rotation assignments include, but not limited to:</td>
<td>– Automation</td>
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<tr>
<td>• Hands-on welding experience</td>
<td>– Research and development</td>
<td>– Facility welding engineering</td>
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<tr>
<td>• Professional and leadership development</td>
<td>– Design and analysis</td>
<td>– Operations supervision</td>
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<td>• Career development planning</td>
<td>– Structural testing</td>
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<td>– Purchasing</td>
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<td>• On-the-job learning</td>
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<td>• Challenging deliverables</td>
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The Welding Engineering community includes design, failure analysis, manufacturing support, automation, quality control, research and development, purchasing, remanufacturing, and field service.

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**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.**