



Eaton Engineering Information Session



We make what matters work.*

Engineering Campus Managers:

- Tiffany Estep – Technical Sales, Engineering Services
- Letitia Powell – Engineering and Technology
- Tyler Gould – Operations Management

[*See how](#)



A legacy of innovation

We make stronger together work.*

* Since 1911, we have continued to expand our knowledge and expertise in power management. Building upon our own heritage of innovation and uniting some of the most respected names in the industry.

An aerial night view of a city, likely Dubai, with a network of white lines overlaid on the image. The lines connect various points across the city, suggesting a global or interconnected network. The city lights are visible, and the overall color palette is dominated by blues and oranges.

What matters







Reinforces the importance we place on our deepening impact on the world as the need for power continues to grow.






This is **why** our promise is to make what matters work.

We make delivering your best work.*

ELECTRICAL

INDUSTRIAL

 <p>Power distribution and circuit protection</p>	 <p>Power quality, backup power and energy storage</p>	 <p>Life safety and security</p>
 <p>Structural solutions</p>	 <p>Control and automation</p>	 <p>Harsh and hazardous environments solutions</p>

 <p>Aerospace</p>	 <p>Hydraulics</p>	 <p>Filtration</p>
 <p>Vehicle</p>	 <p>eMobility</p>	



Headquarters and key locations



- Chairman & CEO – Craig Arnold
- Ranked 3rd among our 18 peer companies in total shareholder return in 2020
- **Two-thirds of our Board of Directors are women or U.S. minorities**

Electrical Sector:
2020 Sales \$11.4 B

Industrial Sector:
2020 Sales \$6.5 B

Total sales:
\$17.9 Billion USD

Net income:
\$1.4 Billion USD

Eaton Early Talent Opportunities

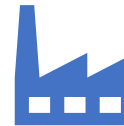
- **Summer Internships** (May- August 2022)
 - Rising Sophomores & Juniors
 - Geographically Flexible
- **Engineering Leadership Development Programs** (February or July 2022 class)
 - Rising Seniors
 - Geographically Flexible
 - Rotational, 2 or 3 Years
- **Full-Time, Direct Hire Opportunities**
 - Rising Seniors



Engineering and
Technology



Technical Sales



Operations
Management (OM)



Engineering
Services

Full-Time Program Structure

Within roles:

- ✓ Utilize digital selling tools to drive efficiencies and ease of business
- ✓ Discovering business challenges and building innovative solutions
- ✓ Commercial exposure
- ✓ Technical aptitude
- ✓ Financial acumen



18 months to two years in program

- 1 year at EatonCare facility in Asheville, NC – roles in project management, Technical Resource Center, OEM, Power Quality
- Second 6 months to 1 year at US district sales office – Inside Sales role



Robust **training plan** (product, selling skills, operations, leadership)



Roll-off into Outside Sales / Distributor Sales Representative / Project Management within North American Sales group



Long-term **career paths** in sales leadership

Within roles:

- ✓ Gain exposure to Eaton sales teams & selling skill sets
- ✓ Discover business challenges and build innovative solutions
- ✓ Learn about Eaton & intelligent power management
- ✓ Career development & preparation



Ten to twelve week summer internship

- Support Eaton's Electrical North American Sales organization
- Field sales assignments & innovation project teams
- Locations throughout United States – geographic flexibility required



Robust intern learning series



Future opportunities with early talent leadership development programs and other entry-level business & engineering roles

Full-Time Program Structure

Within roles:

- ✓ Gain technical depth in engineering focus area
- ✓ Discover business challenges and build innovative solutions
- ✓ Utilize digital tools to drive efficiencies and ease of business
- ✓ Exposure to leadership development
- ✓ Financial & business acumen



Two, year-long rotations in program

- Power Electronics, Embedded Systems, Software, Advanced Materials
- Exposure to different projects, businesses, or divisions within same technical discipline
- May rotate to new location in second year



Robust training plan including leadership development curriculum



Roll-off into product / design / research engineering roles



Long-term career paths in technical and organizational leadership

Within roles:

- ✓ Gain exposure to strategic engineering focus areas at Eaton
- ✓ Discover business challenges and build innovative solutions
- ✓ Learn about Eaton & intelligent power management
- ✓ Career development & preparation



Ten to twelve week summer internship

- Power Electronics, Embedded Systems, Software, Advanced Materials
- Support Electrical, Vehicle, Aerospace, eMobility, Digital & Research groups
- Locations throughout United States – geographic flexibility required



Robust intern learning series



Future opportunities with early talent leadership development programs and other entry-level engineering roles

Full-Time Program Structure

Within roles:

- ✓ Lead business impactful projects & influence change.
- ✓ Learn problem solving and project management
- ✓ Grow your leadership skills and learn how to inspire a high-performance work team.
- ✓ Network with leaders across the organization.
- ✓ Be supported by leaders and program alumni that will advise you and help you grow into a strong leader.



Three, year-long rotations in program

- Hands on manufacturing engineering & continuous improvement experience
- Green Belt Certification
- All participant will hold a manager of people role



Robust training plan



Roll-off into Manufacturing / Supply Chain / Quality / EHS / OPEX



Long-term **career paths** in operations management

Full-Time Program Structure

Preferred Qualifications

- ✓ Majors in Mechanical, Electrical, Industrial, or Manufacturing Engineering.
- ✓ Cumulative GPA of 3.0 or higher.
- ✓ 2-3 years of prior internship or co-op experience in a manufacturing setting.
- ✓ Demonstrated ability to lead others within campus and/or community.
- ✓ Interest in pursuing a career in operations leadership.
- ✓ Ability to speak a second language.



Minimum Qualifications:

- Currently possess or will have obtained a bachelor's or master's degree in Engineering or Integrated Business and Engineering Program, with a graduation date no later than August 2022.
- Minimum of one internship/co-op experience or 12 months of manufacturing experience
- Minimum cumulative GPA of 2.80 or higher
- Must be legally authorized to work in the United States without Company sponsorship.
- Geographically flexible to relocate within the United States for the duration of the development program.

Within roles:

- ✓ Gain exposure manufacturing and operations
- ✓ Discover business challenges and lead impactful projects
- ✓ Learn about Eaton & our functions within operations.
- ✓ Career development & preparation



Ten to twelve week summer internship

- Hands on experience within a manufacturing facility
- Network with leaders and interns across the company
- Locations throughout United States – geographic flexibility required



Robust intern learning series



Future opportunities with early talent leadership development programs and other entry-level business & engineering roles

Electrical Engineering Services and Systems

Field Service Engineer

Direct Hire & Intern Opportunities

Provide **solutions** to our customers' power problems assisting customers at **every stage of the power system**

- Work closely and build sustained relationships with **Sales, channel partners, and customers**
- Installation, testing, startup, maintenance, repair and modification of electrical power distribution equipment
- **Safety & Development are key**
- Ongoing training, including 160 mentee hours for new hires

Qualifications

- Electrical, Mechanical, Electrical/Computer, Mechatronics, Engrg. Technology, Systems Engineering
- GPA of 2.8 or higher
- Legally authorized to work in the U.S.
- Geographic flexibility to relocate within the U.S.



If you...

- enjoy hand's-on work
- enjoy working with others (i.e., customer-facing role, sales force, contractors)
- enjoy continually building skill set

#EESSperks

- location determined at time of offer
- company vehicle
- overtime availability
- ability to travel
- technical rotational program
- #ETC – Early Talent Collaborative
- 32 hours paid time for community Involvement



Powering Business Worldwide

Electrical Engineering Services and Systems

Power Systems Engineer

Direct Hire & Intern Opportunities

Help our clients' electrical systems operate more **reliably, efficiently and safely**

Deliver superior technical knowledge in the areas of power systems studies, power quality analysis, electrical design and training to electrical contractors and end users

Safety & Development are key
- Ongoing training, including 160 mentee hours for new hires

Qualifications

- Electrical, Electrical and Computer, Electrical Engineering Technology, Energy Systems Engineering
- GPA of 2.8 or higher
- Legally authorized to work in the U.S.
- Geographic flexibility to relocate within the U.S.



PSEs

- Complete a variety of engineering studies such as Harmonics, Arc Flash and Coordination studies
- Role includes many components, such as Sales, Project Management, Safety, etc.
- Interface with electrical contractors and customers

#EESSperks

- location determined at time of offer
- overtime availability
- ability to travel
- technical rotational program
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Powering Business Worldwide

Electrical Engineering Services and Systems

Successful Internships in EESS

- **Twelve-week, robust summer assignments**
- In-depth safety training begins Day 1 and continues throughout assignment
 - On-the-job training is key and provided by expert leaders, mentors and team members
- Challenging and engaging experience that provides a realistic job preview and development through:
 - Exposure to Eaton, Engineering Services, groups external to Services, and our culture
 - Significant field experience and project work that provides a lasting impact to our business
 - Personal and Professional Development
- Assignment locations in or near major U.S. cities
 - Geographic flexibility required



Program Participant Spotlights

Andrew Szabo – *Engineering and Technology*

Sophia Brescoach – *Technical Sales*

Lois Efionayi – *Operations Management*

Haishat Alli – *Engineering Services Field Service Engineer*

Swimi Kolancheril – *Engineering Services Power Systems Engineer*

Next Steps

- An e-mail will be sent to all students after this call
- All Early Talent jobs will be posted in early August – www.eaton.com/careers
- Campus events and interviewing to begin in September

Powering Business Worldwide

Thank you!

www.eaton.com/earlycareers