Bosch Rexroth Distributor Training Program
Bosch Rexroth Corporation is proud to offer Distributor Training. The program aims to help improve future sales growth, starting with our distribution partners.

Distributor sales engineers and application engineers can utilize this program to train on Bosch Rexroth products, applications, and services.
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Bosch Rexroth Distributor Training Program | Details

Distributor Training Program details

Training Program Steps

- A distributor hires a new graduate engineer, typically an individual with a BS degree in Electrical Engineering or one with a Mechanical Engineering degree with good computer programming skills.

- The engineer is an employee of the distributor – on the payroll, benefits, headcount and workers compensation/liability insurance of the distributor.

- The Distributor and Bosch Rexroth site HR coordinator for the Distributor Training Program work together to develop a training curriculum for the engineer. The training will seek to offer the engineer an opportunity to better support the customers they will typically work for within their territory or region. The training could include time spent with Product Support Engineers, Branch Engineering, Inside Sales and the Service Organization. Further opportunities within Manufacturing & Assembly functional areas, if pertinent, could also be arranged. This will allow the trainee to learn the products, people, sales tools and processes of Bosch Rexroth Corporation.

- A Distributor’s first point of contact may be via the corresponding Regional Sales Manager, or the VP Distribution, who will initiate the communication path between the participating Distributor and the HR Business Partner at the relevant Bosch Rexroth site(s).

- The training period is typically between four (4) to twelve (12) weeks.

Support

The program will be primarily directed and supported by the host Bosch Rexroth site(s). The local site HR Business Partner (or their representative) will coordinate the following:

- Developing training curriculum and orientation (in cooperation with participating Distributor and RSO representative)
- Training schedule, and any Departmental meet and greet activities
- Bosch Rexroth Training Mentor, if applicable

Expenses

Bosch Rexroth will absorb our costs associated with this training, such as time invested from site HR coordinators, product/service/application experts, mentors, Regional Sales representatives, etc. The Distributor is responsible for travel and living expenses for the multi-week training. In the instance that Bosch Rexroth elects to have the participant join an associate on a job-related service call, scheduled customer visit, or similar non-plant related activity, the travel must be approved by the department manager in charge of the trainee at the time.

Required Documentation

We will need the following information from each distributor company before the start of training can begin:

- Workers compensation policy
- Liability insurance
- Background check (including Deemed Export) on trainee
- Confidentiality agreement

In an effort to assist, Bosch Rexroth US can provide a summarization form which can be merged with the Distributor’s letterhead, and serve to meet these documentation requirements. Please contact your Regional Sales Manager, or the site HR partner listed on page 7 for this form.
Supporting documents and training plan

When not in training, the engineer may have one-on-one discussions with the Regional Sales representative to validate progress and initiate any modifications, additions or deletions to the original training plan, in an effort to maximize the trainee’s experience regarding the products and industries sold and supported by Bosch Rexroth.

Sample Multi-week Training Plan

Multi-week training plan, tailored to the needs of the Distributor participants.

<table>
<thead>
<tr>
<th>Date / Time</th>
<th>Location</th>
<th>Department</th>
<th>Contact Person</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day 1 8am</td>
<td>2315 City Line Rd</td>
<td>Security</td>
<td>Robert W.</td>
<td>Badge</td>
</tr>
<tr>
<td>Days 1–5</td>
<td>2315 City Line Rd</td>
<td>Power Unit Focus Factory</td>
<td>Kevin D.</td>
<td>Assembly</td>
</tr>
<tr>
<td>Week 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Days 6–10</td>
<td>2315 City Line Rd</td>
<td>Power Unit Focus Factory</td>
<td>Kevin D.</td>
<td>Test</td>
</tr>
<tr>
<td>Week 3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day 11</td>
<td>2315 City Line Rd</td>
<td>Power Unit Product Overview</td>
<td>Dave S.</td>
<td>RexPak, PPV, Manifolds, PMG</td>
</tr>
<tr>
<td>Day 11</td>
<td>2315 City Line Rd</td>
<td>Quality</td>
<td>Roman M., Botond D., Matt C., and others</td>
<td>Get full picture from Supplier (e.g., Terrell) thru customer – Concessions/Deviations, esp. if selling anything with CC or IM manifolds. Working on a team answering a customer-requested 8D would also be of value. Sitting in on one or two Dept. meetings to get a sampling of our issues. Q-Table, Notification process to see effect of Supplier Quality...warranty/claims to see customer issues.</td>
</tr>
<tr>
<td>Day 12</td>
<td>2625 Broadhead Rd. Distribution Center</td>
<td>Mobile Controls SX14 1/2 day EHS2</td>
<td>Patrick R. Corey C. Steve J.</td>
<td>Tour, introductions, and overview shadow production</td>
</tr>
<tr>
<td>Day 13</td>
<td>2320 Avenue A</td>
<td>TEF/BPS</td>
<td>Andy H.</td>
<td>General overview, introductions</td>
</tr>
<tr>
<td>Day 13</td>
<td>2320 Avenue A</td>
<td>Mobile Controls Sales</td>
<td>Matt S.</td>
<td>General overview, introductions</td>
</tr>
<tr>
<td>Day 14</td>
<td>2625 Broadhead Rd. Distribution Center</td>
<td>IC – Valve / Elect. Focus Factory</td>
<td>Rajan S. Christopher M.</td>
<td>Tour, introductions, and overview</td>
</tr>
<tr>
<td>Day 15</td>
<td>2320 Avenue A</td>
<td>Manifold Focus Factory / Compact Hydraulics, including sales</td>
<td>Alexander N., Jamie F., Roger W. Mike K’s group</td>
<td>Tour, introductions, and overview</td>
</tr>
<tr>
<td>Week 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1) Plan is continued until all relevant departments have had an opportunity for training.
Hello To All,

First and foremost, I want to thank each of you personally for pulling together and working as a team to support and accommodate this joint calibration between distribution and Rexroth.

Partnering the BetP local training coordinator, we’ve established a desk (home base) for the interns directly across from her, located adjacent to the security office. For security reasons concerning confidential information internally, when there is gaps in their training schedule they will report back to their office.

Each trainee has been asked to establish a list of key contacts, and three bullet points about each department as they rotate through the program. The list of contact will serve as a lifeline as they transition to outside salesmen.

Trainees History:

Trainee #1:
- He will be the Account Manager for Region 3 at Livingston & Haven (see map). Some of his main accounts will be G.E. Nuclear, some paper mills and some plastics groups within his territory.
- Been with Livingston & Haven 7 months.
- Engineering background from NC State.

Trainee #2:
- He will be the Account Manager for Region 2 at Livingston & Haven (see map). We are a little unsure of what accounts he will be handling, however we believe he will be focusing on major steel mill within the region.
- Been with Livingston & Haven 7 months.
- Engineering background from Tennessee Tech.
Sales and site Human Resources contacts

Distribution Sales Manager

Jon Frey
VP Distribution Sales
2315 City Line Road
Bethlehem, PA 18017
Direct telephone: (610) 694-8246
jon.frey@boschrexroth-us.com

Regional Sales Manager

Your Regional Sales Manager is the essential communication partner to develop and prescribe the correct site visits and content for the trainee.

Site HR contacts

Bethlehem, PA
Andrea Ruiz
Senior HR Partner
2315 City Line Road
Bethlehem, PA 18017
Direct telephone: (610) 694-8408
andrea.ruiz@boschrexroth-us.com

Charlotte, NC
Meema Tisdale
HR Manager
14001 South Lakes Drive
Charlotte, NC 28273
Direct telephone: (704) 714-8507
meema.tisdale@boschrexroth-us.com

Fountain Inn, SC
Teri King
HR Manager
8 Southchase Court
Fountain Inn, SC 29644
Direct telephone: (864) 228-3038
teri.king@boschrexroth-us.com

Hoffman Estates, IL
Jared Waters
Corporate HR Manager
5150 Prairie Stone Parkway
Hoffman Estates, IL 60192
Direct telephone: (847) 645-3722
jared.waters@boschrexroth-us.com
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