



## Engineering Career Path Overview

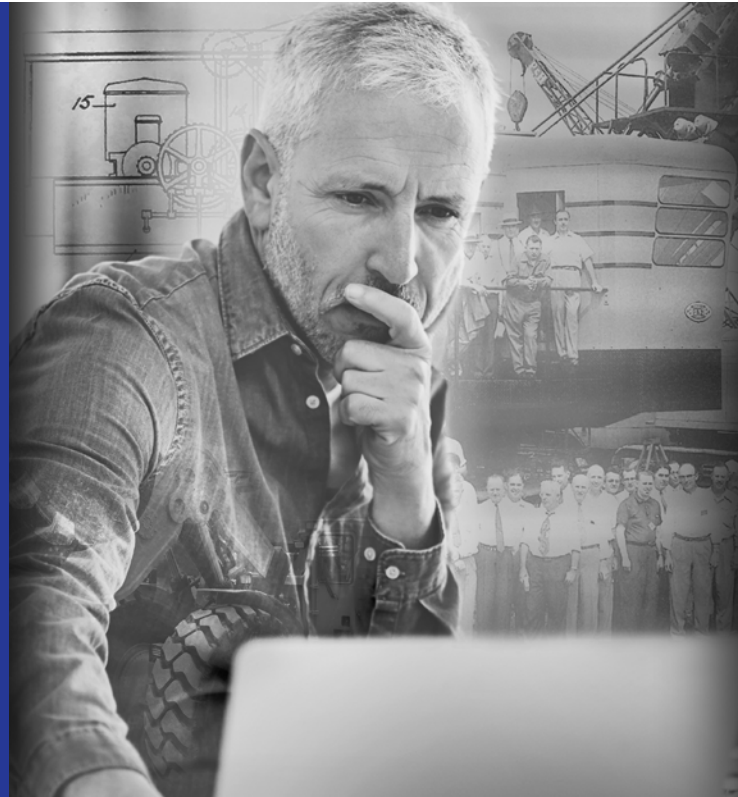


## What we do

Komatsu is an indispensable partner to the mining, forestry, industrial and construction industries that maximizes value for customers through innovative solutions. With a full line of products supported by our advanced IoT technologies and global service network, we help customers safely and sustainably optimize their operations. Our Komatsu, P&H, Joy and Montabert equipment and services are used to extract fundamental minerals and develop modern infrastructure.

**“Success is a journey,  
not a destination.”**

Arthur Ashe



## Engineering Career Path

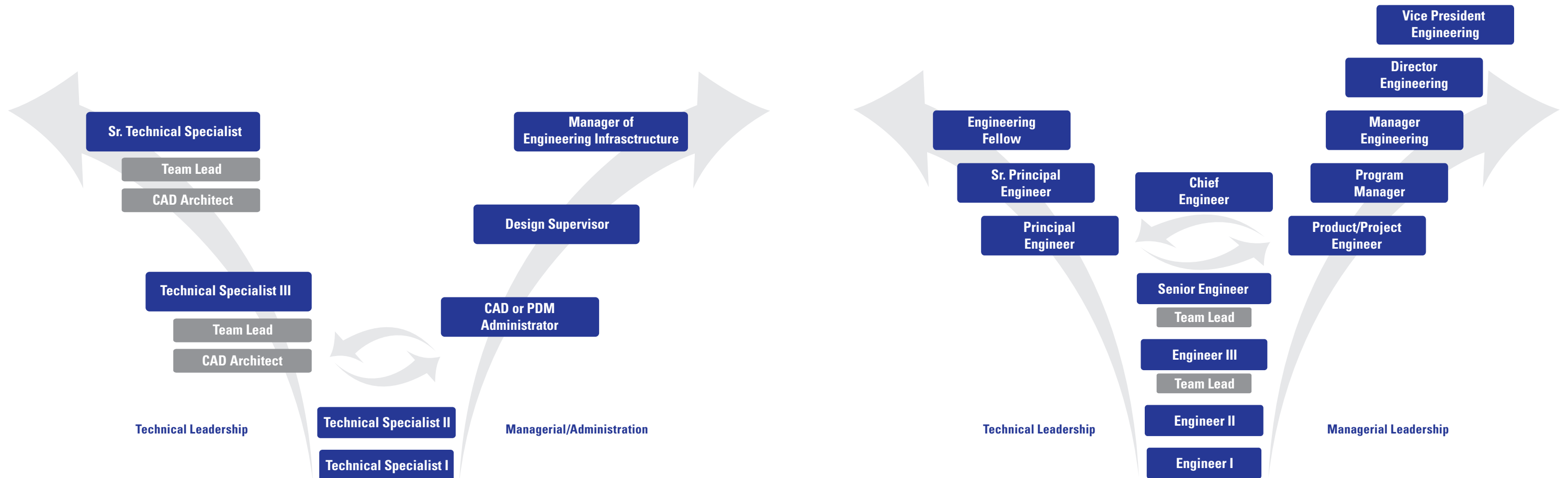
### Engineering career path

You play a strong role in shaping your career path — either technical or managerial. Your individual interests, skills and training will help frame your best path to success. It’s quite typical for an individual’s career path to be adjusted based on personal interests, goals, experience, performance, business needs and/or new or changing opportunities. Planning and preparing for advancement can make the difference between holding a job and forging a career.

Movement in your career path can be upward or lateral and can cross functions and locations. Opportunities for advancement typically arise based on business needs, demonstrated abilities and behavior, and your overall performance. Through performance reviews and a personalized development process, you’ll have the opportunity to help shape your career and best route to personal growth and fulfillment. The following image illustrates career path options for engineers at Komatsu Mining Corp.

### Career progression considerations

- Movement in your career path can be upward or lateral and can cross functions and locations
- Opportunities are based on business need and demonstrated ability (i.e., “competency”), behaviors and overall performance
- This document is a guideline to help you create a strategy for your personal career development







## Dedicated to social responsibility

Through our core business activities and by directly engaging with local communities, a commitment to sustainability and the betterment of society have always been part of our culture. Over the years, we have honed our CSR efforts to focus on three key areas that honor our rich history while looking ahead to the future.

- **Quality of life:** We shape sustainable communities by providing products and services for infrastructure development, improving safety and operating efficiencies, conserving resources and minimizing the environmental impact of our industries.
- **Developing people:** Not only do we develop our own employees, we also leverage our talented people to build needed skillsets in local communities, empowering future generations with the keys to success.
- **Growing with society:** By forming trusting partnerships that go beyond the requirements of governance and compliance, we maximize our positive impact on issues, including disaster relief, hunger, human rights, housing and energy needs, environmental restoration, and access to quality education for our global communities.

## Benefiting together

As part of our team, you have the opportunity to choose from a wide variety of benefits and coverage levels to meet your needs and the needs of your family.

### Employee benefits

- Competitive pay-for-performance compensation
- Bonus programs
- Retirement/401K plans
- Medical, dental and vision plans for individuals, families and spouses
- Prescription drug plan
- Life insurance
- Disability benefits
- Flexible spending accounts
- Paid vacation, sick time and holidays
- Personal financial, mental health and wellness programs

### Personal and professional development

- On-the-job technical skills training
- Leadership development programs for aspiring, frontline, mid-level and executive leaders
- 24/7 access to an online learning center with hundreds of free, self-paced training courses
- Structured, individual talent development and planning processes
- Tuition reimbursement opportunities in many locations

## Inclusion & diversity

At Komatsu Mining Corp., we believe instilling and promoting the core value of inclusion and diversity ensures that we will grow and sustain our talent, innovation, business opportunities and market share. We achieve this goal by the following key business drivers.

- **Customer engagement:** We engage with, and support, our customers' inclusion and diversity efforts by demonstrating a shared commitment to creating and sustaining a diverse and inclusive culture.
- **Cultivate innovation:** We promote diversity of thought, valuing different perspectives and empowering employees to contribute their authentic viewpoints, thoughts and ideas in support of business strategies.
- **Inclusive organization:** We engage employees and improve our operational effectiveness with a more inclusive organization that leverages the diversity that currently exists within our company.
- **Talent management:** We broaden our ability to attract, develop and retain critical talent by improving the representation of diverse perspectives at all levels and functions, beginning with our core competencies.
- **Cultural competence:** We enhance our cultural competence to meet the product and service needs of a global, dynamic and diverse customer base.

## Safety leadership

Safety leadership is our primary objective. To help us achieve a safety leadership mentality, we have several key factors that drive our safety programs.

- All incidents can be prevented and all operating exposures can be controlled.
- Employee involvement is essential and working safely is a condition of employment.
- Management is responsible and accountable for creating a safe working environment.
- World-class environmental health and safety standards are expected and obtainable.

We have instituted numerous safety programs to help ensure that our employees do not sustain injuries on the job. In addition, we have personal protective equipment requirements and robust safety policies and procedures to address high-risk operations, such as welding and hot works, mobile and heavy equipment operation, hazardous material utilization, and hand and machine tool usage.

Our objective is driving safety leadership so that every employee returns home safely every single day.

Managerial Path				
	Education and experience	Responsibilities and characteristics	Staff/Supervision/Guidance	Competencies
Director engineering	Bachelor's degree required, Master's or MBA preferred, professional certification beneficial, appropriate experience	Lead execution of strategic plan for product development, formulate and facilitate programs that assure products add value for customers, craft department vision and practice leadership activities that complement vision	Periodic direction from performance leader (VP), will lead managers	Business acumen, communications skills, influence, vision
Manager engineering	Bachelor's degree required, Master's or MBA preferred, professional certification beneficial, appropriate experience	Plan, develop and direct major engineering projects, plan and organize operation of functional engineering group or full department, full technical responsibility for product line(s)	Periodic direction from performance leader (Manager/Director), leads principal/project/lead engineers, may lead managers	Ability to drive and manage change, business acumen, communications skills
Program manager	Bachelor's degree required, Master's or MBA preferred, professional certification beneficial, appropriate experience	Plan, develop and direct major engineering projects; plan, organize and supervise daily operation of Engineering department. Accountable for schedule, budget and quality of all program elements. Coordinate needs of cross-functional customers (purchasing, sub-contract, planning, mfg, product support, service, etc). Ensure a smooth transition of program from an NPD program to a commercial program.	Periodic direction from performance leader (Manager/Director), leads principal/project/lead engineers, may lead managers	Ability to drive and manage change, business acumen, communications skills
Product/Project lead engineer	Bachelor's degree required, Master's or MBA preferred, professional certification beneficial, appropriate experience	Responsible for the technical execution of a product line. Ensure technical specifications are aligned with the functional specifications throughout the project. Manage technical risk for the life of the project.	Periodic direction from performance leader (Manager/Director), will lead engineers	Management style, development of others, ability to drive and manage change, communications skills

Technical Path				
	Education and experience	Responsibilities and characteristics	Staff/Supervision/Guidance	Competencies
Engineering fellow	Bachelor's degree required, Master's or MBA preferred, professional certification, and/or PhD beneficial, appropriate experience	Provides technical vision to strategic decisions by providing leadership, strategic oversight, technical vision and forward thinking. Responsible for long-term product vision. Provides technical and project management support and consulting on major and cross-departmental projects or initiatives.	Sets standards for knowledge base of a particular engineering discipline, accountable for complete programs	Ability to drive and manage change, business acumen, communications skills
Senior principal engineer	Bachelor's degree required, Master's or MBA preferred, professional certification, and/or PhD beneficial, appropriate experience	Sets standards for knowledge base of a particular engineering discipline, accountable for complete programs	Self-directed, periodic guidance from performance leader (Manager/Director), may lead other engineers	Ability to drive and manage change, business acumen, communications skills
Chief engineer	Bachelor's degree required, Master's or MBA preferred, professional certification beneficial, appropriate experience	Responsible for the product line. Integrates matrix resources to align with the overall project plan. Authority for design decisions and direction for product line.	Self-directed, periodic guidance from performance leader (Manager/Director), may lead other engineers	Ability to drive and manage change, business acumen, communications skills

Foundational Career Path				
	Education and experience	Responsibilities and characteristics	Staff/Supervision/Guidance	Competencies
Senior engineer	Bachelor's degree required, Master's and/or professional certification beneficial, appropriate experience	Uses breadth of experience to evaluate system-level design to meet equipment performance goals	Self-directed, regular guidance from performance leader (Manager), may lead engineers	Communicating direction, management style, development of others
Engineer III	Bachelor's degree required, 5-15 years' experience	Uses breadth of experience to evaluate merits and understand impact of design, recommends solutions, leads design reviews and projects	Regular supervision from performance leader, may lead engineers	Priority/goal setting, communicating direction
Engineer II	Bachelor's degree required, 2-6 years' experience	Develops conceptual designs, contributes value in design reviews	Daily supervision from performance leader, may lead designers/drafters	Drive for results, customer focus, critical thinking skills, self development, teamwork/relationships
Engineer I	Bachelor's degree required, entry level to 3 years' experience	Applies engineering principles to engineered designs	Daily supervision from performance leader	

Technical Specialist Path				
	Education and experience	Responsibilities and characteristics	Staff/Supervision/Guidance	Competencies
Technical specialist I	Associate's degree in Mechanical or Electrical Design Technology; 0-2 years' experience	Create and update models, drawings, and assemblies using computer-aided design, conduct periodic design reviews, adherence to specifications	Daily supervision from performance leader	Drive for results, customer focus, critical thinking, self-development, teamwork/relationships
Technical specialist II	Associate's degree in Mechanical or Electrical Design Technology; 2-10 years' experience	Capable of developing conceptual designs, contribute value in design reviews	Daily supervision from performance leader	Drive for results, customer focus, critical thinking, self-development, teamwork/relationships
Technical specialist III	Associate's degree in Mechanical or Electrical Design Technology; 5-years' to career.	Communicate and coordinate with cross-functional departments, capable of performing some engineering calculations	Regular supervision from performance leader; may lead other Technical Specialists	Priority goal setting, communicating direction

## Komatsu Mining Corp. Group

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