



**YOUR ACCESS TO ADVANCEMENT**  
OUR OPPORTUNITIES FOR STUDENTS

You encounter our systems on a daily basis in nearly every situation and generally without even being aware of them. But you are always aware of their benefits.

The following is a brief selection of our innovative systems solutions for Construction, Automotive and Industry.



From the foundation to the roof, REHAU offers a complete program for energy efficient construction.



REHAU received the "VW Group Award" for its work on the development of the bumper system for the Passat.



The RAUVOLET acoustic line of sound-absorbing roller shutters helps reduce echoing in large, open-plan offices.



Europe's largest and best known arenas and soccer stadiums are equipped with REHAU systems for turf heating.



Prominent automobile manufacturers rely on REHAU bumper systems to provide optimal driving comfort and safety.



REHAU supplies fiber composites for aircraft, including the A 380, the largest passenger plane of all time.



Around the world, ingenious pipe systems from REHAU provide reliable and effective water removal from tunnels.



For bumper systems such as those on the Jeep Grand Cherokee to fenders, scuff plates and rocker panel covers – REHAU sets the standards.



REHAU hydraulic hoses ensure that convertible tops open and close electrohydraulically with the push of a button.

## Welcome to REHAU!

Are you currently studying and working hard towards an entry into your chosen profession? Would you like a closer look at actual day-to-day working practices in order to later follow a successful career path in an internationally operating company? We can help!

Depending on how far you have already progressed with your studies and where your skills and interests lie, we can offer you a variety of cooperative alternatives. Whether it's within the context of an internship, trade apprenticeship or in the completion of a thesis – we offer you the chance to familiarize yourself with the worldwide activities of REHAU.

The following pages are intended to provide you with some initial information concerning REHAU – who we are, what we do and what we offer you.

Learn about our offerings which may also allow you to display your competence at one of our international locations. Around the world, as a reliable partner, we put our faith in employees whose thoughts and actions are performance oriented!

In our sales offices, administrative offices and plants, we are always looking for committed individuals.

Take advantage of this opportunity and apply to REHAU. It could prove to be your access to advancement. We are looking forward to meeting you!



*Malte Klindt*

Malte Klindt, Personnel Manager, Germany

## Contents:

### REHAU as an Employer

Who We Are	4
What We Do	6
What We Offer	7

### Entry at REHAU

From Theory to Practice	8
An Overview of Your Opportunities	12
Your Application	14

# REHAU AS AN EMPLOYER

## WHO WE ARE

We generate movement

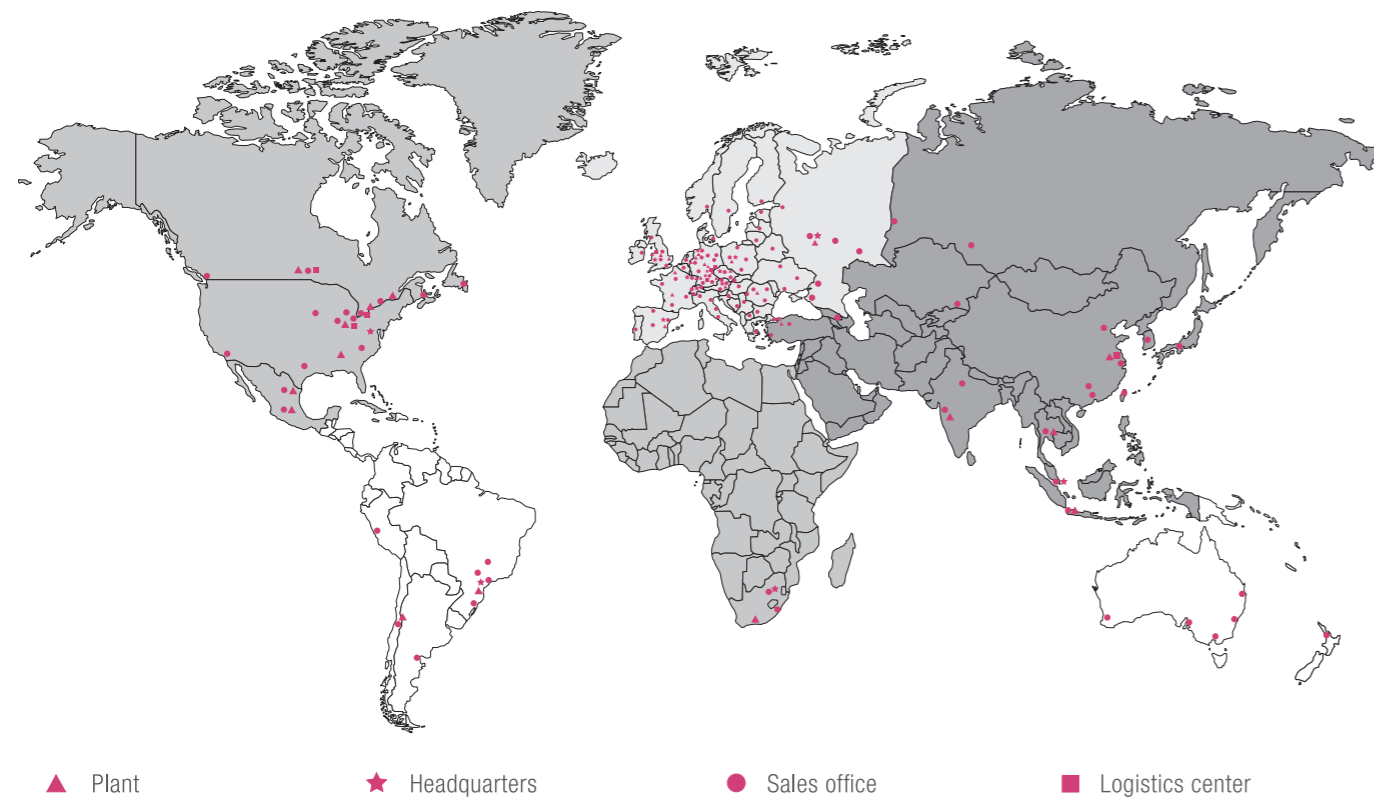
### Powerful in Every Aspect

As a premium brand for polymer-based solutions, REHAU is an international leader in construction, automotive and industry.

Future-oriented developments such as systems for energy efficient construction, complex automobile bumper systems and innovative industrial applications represent our areas of expertise.

### Global Player

Since its beginnings in 1948, our company has grown continuously on the basis of its own strengths. Our success is based on our employees' performance capabilities and qualifications. Innovative and committed, more than 14,000 individuals successfully work towards our independent, privately-held firm's continuous growth at more than 170 locations throughout the world. Together they create progress. From Singapore to St. Petersburg, from Leesburg to Lyon, from Melbourne to Munich – REHAU is a global player, with a continuously expanding network.



# REHAU AS AN EMPLOYER

## WHO WE ARE



### Construction

With its unique diversity of programs, REHAU is Europe's leading provider of polymer-based solutions for window and curtain walling systems, building services, as well as pipe systems for civil engineering. With the technical capabilities of our "Construction Innovation Center" and the training competence provided by the REHAU Academy, our company offers comprehensive application technology and commercial support.



### Automotive

As a creative development partner, REHAU supports the automotive industry in its endeavors to optimize the design, comfort and safety of all aspects of the automobile. Whether it is complete exterior components such as bumpers or fenders, intelligent modules for windshield washing and air management or thermoplastic sealing systems – REHAU can already be found in every third car manufactured in Europe and in nearly every premium vehicle.



### Industry

In numerous branches of industry, REHAU has established itself as a leading development partner, an innovative idea generator and a reliable series and systems supplier. Our customers are from the furniture and woodworking, appliance and transportation industries as well as companies in the fields of plant and mechanical engineering. Products and systems solutions from our hose and elastomer technology sector are manufactured for both industry and consumers.

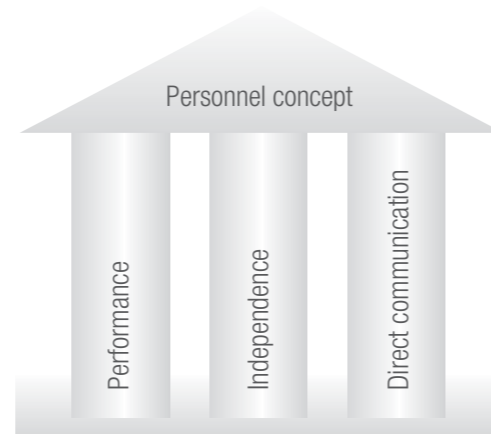
# REHAU AS AN EMPLOYER

## WHAT WE DO

Our personnel concept

### Corporate Culture

As an innovative, privately-held business, the highest level of professionalism represents a basic prerequisite to being the world's leading premium brand for polymer-based solutions. This success is the result of our highly capable and flexible employees to whom we offer long-term job security. The comparably low fluctuation of employees speaks volumes for our capable, sophisticated and reliable personnel management, based on the three pillars of performance, independence and direct communication.



### Performance

Success through commitment

The willingness of every employee to perform is of fundamental importance to us, since our success is the result of the commitment of each individual to their work. Our employees share in the responsibility for the ongoing development of the REHAU Group by providing their personal best with regard to their work. Our company promotes this commitment through fair compensation based on the market and, above all, with an orientation towards performance.

### Independence

Long-term reliability

As a privately-held company REHAU is independent of fluctuations in the stock market and therefore offers both its customers and its employees long-term reliability. And we intend to remain so in the future. REHAU is oriented towards medium- to long-term goals. Instead of making short-term profits our highest priority, we aim for continuous growth and longevity. We view our employees as entrepreneurs within our firm and put our faith in their initiative and sense of responsibility.

### Direct Communication

Emphasis on employees

At REHAU, the emphasis is on the employee. Together we strive to achieve long-term cooperation based on a special relationship of trust. Open and direct communication among employees as well as between employees and their managers is essential. Based on an "open door" policy, all REHAU employees have the opportunity to voice their concerns across all functional levels, right up to corporate management. And, in this regard, they may rest assured that their concerns will be treated with strictest confidence.

# REHAU AS AN EMPLOYER

## WHAT WE OFFER

### Work Environment

After its founding in Germany, REHAU initially established itself in neighboring Western European nations. This was quickly followed by an expansion throughout Europe as well as to North America, Asia and Australia. The corporate group has also had a major presence in Eastern Europe for more than a decade.

Challenging work environment

At more than 170 locations around the world, REHAU is always seeking proximity to the market and to its customers. It is for this reason that many of our headquarters and plants do not lie directly in major urban centers, but instead, are located at the gates of industrial areas. This not only offers advantages from the point of view of strategically convenient logistical connections, but also has a positive effect on the work environment and atmosphere.

### Office Space Concepts

It is our intent to create optimal work environments to provide the best possible support and satisfaction in the workplace. Our ability to offer our employees an attractive environment with greater transparency, opportunities for dialog, flexibility and efficiency is of central significance to us as a continuously growing company. In both new buildings as well as in former industrial facilities we create sophisticated work atmospheres that simultaneously economical, functional and flexible.

Optimal work environments



Multifunctional work environments



Group office



Conference rooms

# ENTRY AS A STUDENT AT REHAU

## FROM THEORY TO PRACTICE

Please contact us if you wish to link your professional career to the success of our company. With us you will experience the day-to-day activities and projects carried out by an internationally active group. Regardless of whether you join us for an internship or as part of your thesis work – we have the right place for students.

### Your Internship

We offer interesting, general internships in all technical and commercial areas of our company. As a rule, the minimum internship period is eight weeks, however, longer periods are both desirable and practical in order to gain an in-depth understanding of our internal structures and procedures.

### With Us, You Will Actively Participate in Events

As an intern, you will be entrusted with challenging tasks from the very outset. Within the context of our flextime model you will work on a variety of projects and support them as part of your day-to-day activities. Naturally, you will have your own workstation equipped with a PC and telephone so that you can work as independently as possible.

You will also have a personal mentor for the duration of your internship to assist you with all work-related questions. With regard to organizational matters or other concerns, you can always contact a representative of our Human Resources Department both prior to and during your time at REHAU.

Challenging tasks



*Headquarters in Rehau*  
Since 1948, our company's home office has been located in Rehau, Bavaria. More than 2,200 employees work here.



*Headquarters in Singapore*  
Worldwide hub for a rapidly expanding market: Singapore is the headquarters for REHAU in Asia and Australia.



*Headquarters in Leesburg*  
The administrative center in Leesburg, Virginia, is located near Washington D.C. This headquarters serves United States, Canada and Central America.

# ENTRY AS A STUDENT AT REHAU

## FROM THEORY TO PRACTICE

As is the case with thesis work, most internships are offered at the company headquarters in Rehau, Bavaria. Once a month, we organize an information afternoon covering a wide variety of topics of interest to all students currently working at our facility. During these meetings we are naturally also open to any suggestions or recommendations the students may have.

### Something's Happening Here

Intern get-togethers are held on a regular basis to offer you the chance to meet other students in a non-work setting. We encourage you to use these opportunities to expand your personal network of contacts.

Depending on the specific location, a wide variety of sports and leisure activities are available, for example, a fitness studio or various outdoor sports. Our close proximity to university towns or large metropolitan areas also offers diverse leisure activities including public performances, movies, Christmas markets and student parties. There's something for everyone. By the way, some stores offer REHAU employees discounts on their purchases.

### Stay in Touch!

Even after you complete your internship, we would like to remain in contact. For this purpose we have set up an intern pool. If you display exceptional abilities during the course of your internship, we would, of course, like to continue to remain in contact with you. We therefore occasionally organize workshops, excursions, public displays or similar activities for former interns. In addition, every three months we will mail you our company newsletter with the latest news.

Active communications

Attractive leisure activities



*Headquarters in Ross-on-Wye*  
The headquarters for Great Britain is located in Ross-on-Wye, just south of Birmingham.



*Headquarters and Sales Office in Poznań*  
The building in Poznań, constructed in the typical REHAU style, houses the headquarters and sales offices for Poland. In addition, with more than 15 other locations, REHAU is strongly represented in the growing Eastern European market.



*Group headquarters in Muri*  
For more than 40 years, the corporate group has maintained its group headquarters in the Swiss town of Muri, near Berne.

# ENTRY AS A STUDENT AT REHAU

## FROM THEORY TO PRACTICE

Mobility and internationalism

### Foreign Internships

Naturally, as an internationally active corporate group we also offer attractive opportunities for foreign internships.

Have you already successfully completed your basic coursework and, preferably, already gained some practical experience through an internship with REHAU? Would you now like the opportunity to intern outside Germany for at least four months? We'll be glad to assist. Foreign internships are primarily available within Europe. This means that, from your perspective, our locations in Morhange, France; Ross-on-Wye, UK; Barcelona, Spain; or Muri, Switzerland, would represent your major choices.

Do you wish to take on new challenges outside Germany and expand your foreign language skills? Then apply at the Central Human Resources Department in Germany.



# ENTRY AS A STUDENT AT REHAU

## FROM THEORY TO PRACTICE

### Your Thesis

Your thesis is rapidly approaching. We would like to ensure its success and therefore support students who exhibit exceptional capabilities.

A large selection

Basically, theses can be written in all the fields common to an internationally active industrial corporation. At REHAU, you will find interesting and practical topic areas, particularly in the fields of engineering technology, economics and information technology, which always have a relevant link to our company. A wide range is available for your selection; from design projects, testing, basic underlying research through commercial topics, for example in the fields of marketing, EDP organization or computer services. Upon completion, the quality of your work will be rewarded with a bonus.

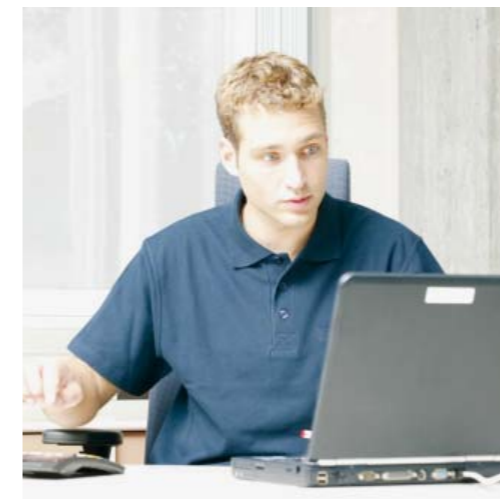
We do not regularly publish topics. For a list of current topics from areas in which we are particularly interested, please contact us directly. Or simply contact us on your own initiative! We will be happy to have you explain your proposed topic during your initial application.

### Your Work/Study Experience

Have you already completed an internship at REHAU, gained some practical experience and now want to continue working with us while you continue your studies, for example during vacations or as part of a work experience semester? Then use this opportunity to join our work/study program.

Valuable professional experience

Our employees will provide you with at least four weeks worth of support in a specialized area suited to your field of study and your interests. During this time, you will not only gather a large amount of valuable professional experience and gain a deeper insight into corporate procedures, but you can also earn quite a healthy additional income as a work/study participant.



# ENTRY AS A STUDENT AT REHAU

## AN OVERVIEW OF YOUR OPPORTUNITIES

Engineers wanted

A wide variety of interesting activities await you at REHAU!

As an attractive and reliable employer, REHAU puts its faith in intelligent individuals with whom we can jointly shape a successful future. Particularly engineers will find interesting professional perspectives in nearly every area of specialization – from mechanical engineering to industrial or structural engineering to plastics and process technology. Academics from diverse fields of study can expect personal development opportunities and new challenges in an exciting work environment.

### Flexible Diversity:

We offer numerous, cross-professional opportunities for a wide variety of academic fields together with interesting perspectives with regard to a successful future:

#### Engineering:

- |                          |   |                                       |
|--------------------------|---|---------------------------------------|
| Industrial engineer      | → | - Product design/development          |
| Structural engineer      |   | - Construction                        |
| Plastics technology      |   | - Research and development            |
| Process technology       |   | - Production / technology             |
| Mechanical engineering   |   | - Logistics / supply chain management |
| Materials technology     |   | - Sales and marketing                 |
| Chemistry                |   | - Personnel                           |
| Vehicle technology       |   |                                       |
| Manufacturing technology |   |                                       |
| Supply engineering       |   |                                       |

#### Economics:

- |   |   |                                       |
|---|---|---------------------------------------|
| Business administration                         | → | - Sales and marketing                 |
| Political economics and related fields of study |   | - Accounting and finance, controlling |
|   |   | - Purchasing                          |
|   |   | - Logistics / supply chain management |
|   |   | - Personnel                           |
|   |   | - Advertising / PR                    |

#### Information technology:

- |                                   |   |                                      |
|-----------------------------------|---|--------------------------------------|
| Commercial information technology | → | - Information systems and technology |
| Information technology            |   | - Computing centers                  |
|                                   |   | - EDP organization                   |
|                                   |   | - IT for logistics and production    |

#### Law:

##### Corporate law:

- |   |                            |
|---|----------------------------|
| → | - Law                      |
|   | - Personnel                |
|   | - Revisions and complaints |
|   | - Patent law               |

### The following specialized engineering fields are of particular interest to REHAU:

Mechanical engineering, plastics technology, materials technology, process technology, chemistry, vehicle technology, manufacturing technology, supply engineering.

Owing to our wide area of activity, we offer interesting and trans-sectoral tasks for almost all fields of study, e.g. for economists, humanists and jurists. For a list of positions currently waiting to be filled, please refer to our homepage at:

[www.rehau.de/karriere](http://www.rehau.de/karriere)

### Your Entry Level Requirements

Your profile:

- Good grades;
- Foreign language / English skills;
- A compelling personality;
- Commitment / initiative;
- Social skills / team spirit and communication abilities;
- Openness;
- Flexibility;
- Mobility.

# POST GRADUATE ENTRY

## AN OVERVIEW OF YOUR OPPORTUNITIES

### Trainee Program

Using on-the-job and off-the-job training methods, our year-long, international commercial or technical trainee program will systematically prepare you for a specific position. You will encounter a variety of training situations in selected foreign and domestic corporate areas, based on a progressive plan, individually tailored to meet your requirements and development goals.

Creating networks

Depending on your personal development, you may attain a challenging technical or management position at one of our national or international locations.

### On-the-Job Training / Entry-Level Positions

We will help ease your entry into professional life and will guide you step-by-step along the path to your future area of activity. Initially you will gain experience in individual departments. Here, your manager will always be available as a contact and to offer support.

Fostering personal strengths

You will expand your knowledge through interesting internal training programs and professional seminars. If required, you may also take part in external training programs. As your experience and competence grow, your duties will also expand. You will take on larger projects and have increasing responsibility – all based on your personal strengths and interests.

### Assistants

Are you looking for a particular challenge at the end of your studies? Is mobility a matter of course? Then an entry level position as an assistant to a manager is ideal for you. In this position, you will spend two to three years learning about different areas, you will coordinate important processes and you will follow these through to the point of a decision by our steering committees.

Technical or management tasks

Depending on your particular area of activity, you will take part in regular training programs. The knowledge and skills you acquire will assist you in expanding your experience and applying it concretely to your duties. At the conclusion of your assistant duties, your technical and personal competence will place you in a position to assume a challenging technical or management tasks at a German or foreign location.



# ENTRY AS A STUDENT AT REHAU

## YOUR APPLICATION

The first step is frequently the most difficult. We will help you to find the right starting point in order to succeed. The following represents a summary of potential applicants' most frequently asked questions:

### How do I know which positions are currently available?

We list some positions on our homepage as well as in the most common online job markets such as "jobline" or "monster.de". However, we are always pleased to hear from individuals exhibiting the initiative to contact us directly! Depending on your interests, your area of study as well as our requirements, we will then examine your application and subsequently contact you.

### To which locations can I apply?

That depends entirely on your field of study and interests. Most German internships are carried out at our headquarters in Rehau, Bavaria, or Erlangen-Eltersdorf. Our other German locations are homes to sales offices, plants and logistics centers. These locations have occasional opportunities for students. We are particularly happy to find students who are already flexible and mobile during their internship or thesis period! Naturally, we will assist you in finding suitable lodging. For example, we have two apartment houses and several company-owned apartments at our Rehau location where we will be happy to reserve a room for you.

### When can I apply?

We have no fixed application deadlines since we employ interns and graduates throughout the year. However, you should secure yourself a position in advance. The optimum time to submit your application is four to six months prior to your intended start date in order to allow us sufficient time to find a suitable employment area for you.



[www.REHAU.de/karriere](http://www.REHAU.de/karriere)

# ENTRY AS A STUDENT AT REHAU

## YOUR APPLICATION

### What documents are required?

In order for us to obtain as comprehensive an impression of you as possible, we require a complete set of application documents. Aside from an all-inclusive resume, the actual application letter is very important to us. In this you should state your desired field of employment together with the time period for which you will be available. Also please include a copy of your most recent grades and your current grade-point average as well as certificates/references from previous employers. This represents a complete application package. We are primarily concerned with the overall impression made by your application and not just your grade-point average.

### To whom and how should I direct my application?

An application submitted using the appropriate form found at [www.rehau.de/karriere](http://www.rehau.de/karriere) can be processed more quickly. You can include your other documentation in the form of .pdf attachments. Naturally, we are also happy to receive your application via e-mail or traditional mail. The correct contact is listed below. We are always available to answer your questions and look forward to your distinctive application.

Your overall impression counts



### Your Contact for Internships, Work/Study Programs and Theses:

REHAU AG + Co  
Human Resources  
Nadine Lang  
Rheniumhaus  
Postfach 14 60  
D-95104 Rehau  
Tel.: 09283 77-1021  
Fax: 09283 77-5133

Homepage: [www.rehau.de](http://www.rehau.de)

You can find our online application form under [www.rehau.de/karriere](http://www.rehau.de/karriere)

We look forward to hearing from you!



