

## We're grateful for your interest in employment with Haldex.

We've put together this Recruitment Summary to provide applicants an overview of our company, our culture, the benefits we offer our employees, and other information we hope you'll find useful.

Please be advised that the information shared in this document is not intended to be comprehensive in its scope and does not constitute an offer of employment.

Should you become employed with our company, we hope our association will be a beneficial one that allows you to develop the opportunities and friendships many of us have found here.

## Our people

Philosophy, strategy, values and benefits are important. But we think our people say it best.

In any employment recruiting scenario, applicants should ask themselves "What's in it for me? Why do I want to work for this company?" These are not only fair questions, but essential ones for the applicant and the potential employer.

On this page, a sampling of Haldex employees have volunteered some thoughts on what makes our company – their company – a great place to invest their time, energy and ideas.

To learn more about our company, use the QR codes below, or visit <http://corporate.haldex.com/en/work-at-haldex>.



### Haldex teaser

<https://www.youtube.com/watch?v=bMvR9foliFM>



### Exciting job opportunities at Haldex

<https://www.youtube.com/watch?v=6a5FqWKpN5c>



### Haldex remanufacturing business

[https://www.youtube.com/watch?v=X\\_S1SE6gJRA&t=12s](https://www.youtube.com/watch?v=X_S1SE6gJRA&t=12s)



### Haldex friction business

<https://www.youtube.com/watch?v=nn05HnP9JzA>

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[haldex.com](http://haldex.com)



### Brian Marshall

Engineer, Systems & Electronics  
Kansas City, USA

*"Working within the Haldex R&D department provides a unique atmosphere to exercise creative thought and grow in leadership competencies. The relatively smaller size of the Kansas City office affords opportunities for immediate, positive impact within the engineering environment. Yet, the company's global footprint provides a breadth of experiences which continue to engage me in technical thought and collaborative problem solving."*



### Will Hunter

Warehouse Associate  
Kansas City, USA

*"I've been here three years and don't plan on going anywhere else. I like coming in every day and enjoy the people I work with. The staff is great."*



### Marvin Watson

End User Computing Manager, ICT  
Kansas City, USA

*"Our industry has made a dramatic transformation in the 23 years I have been with Haldex. Global economies and federal regulations impact everyone on our team. I'm always impressed with the efficiency in which Haldex employees respond to those challenges. While our global platform is large, Haldex team members are close-knit and entrepreneurial. Our culture allows me to experience and manage entire projects from beginning to end, all as a witness to the dedication of people at every level of the company. I consider myself fortunate to be in such a position here at Haldex."*



### Lora Colborn

Customer Service Supervisor  
Kansas City, USA

*"We make every effort to be 'one face to the customer', providing a single point of contact, that allows us to build working relationships with them. Understanding our products and daily interaction with other departments, helps us ensure our customers receive the best service we can provide."*



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Driving Your Future  
**Working  
at Haldex.**

Recruitment Summary

## Our company

Founded in 1887 and headquartered in Sweden, Haldex is a multinational corporation employing 2100 people worldwide.

Our mission is manufacturing and developing innovative brake and vehicle control solutions for the global commercial vehicle industry. Our vision is to create a world of safer vehicles.

Our customers include truck, trailer and bus manufacturers, commercial and municipal fleet managers and independent owner-operators, among others. Haldex maintains development, manufacturing, sales and distribution operations in 19 countries.



## Our commitments

**Because people are our most valuable asset, the quality of our workplace and the many opportunities it provides are a priority at Haldex.**

Haldex strives to provide an environment free from discrimination for our employees, applicants, vendors and guests. We endeavor to treat all employees and applicants fairly, and with the dignity and respect they deserve.

To that end, equal employment opportunities will be provided to all individuals without respect to race, color, ethnicity, age, religion, gender (including pregnancy and gender identity), marital status, sexual orientation, national origin, family medical history or genetic information, disability, veteran status or any other classes protected under applicable federal, state, and local laws.

Haldex is proactive in monitoring our employment practices and policies on an ongoing basis to avoid discrimination in hiring, firing, promotion, compensation, or any other condition of employment or career development.

Haldex thanks Veterans everywhere for their service to this nation. We also appreciate that military service develops special skills in logistics, project management and leadership – as well as traits like reliability, responsiveness and efficiency – that can be of great benefit to our customers and our company.



## Our talent

**Attracting, developing and keeping talented employees helps Haldex continue to grow.**

While we place high expectations on our people, we also create opportunities to grow professionally in a sound environment. Our talent management strategy focuses on two imperatives:

**Be smarter** – Constantly obtaining, increasing and sharing knowledge with each other makes our people, our processes and our products better and more innovative, helping us establish and maintain a clear advantage over our competitors.

**Lead smarter** – Developing and improving our ability to lead and manage our people, we become a better company.



## Our strategy

**Doing things the right way for the right reasons.**

Our operating strategy focuses on profitable growth, ethical business dealing, environmentally responsible processes and safe, reliable products that deliver lasting value.

We achieve these objectives through a combination of innovative product leadership, entrepreneurial customer service and operational excellence, practiced daily in our company culture.

## Our culture

**A company's culture makes a difference in the success and the satisfaction of its people.**

The Haldex culture is often described as “bridge-building” and is influenced by our mission, vision, core values, shared behaviors and commitment to teamwork and ethics. Our “extra mile” approach to our work has helped us forge relationships with brands like Caterpillar, Peterbilt, Great Dane, Volvo, Kenworth and WalMart.

**All Haldex employees embrace these core values:**

**Customer First** – We understand customer demands, live by our promises and base decisions on customer needs. Haldex excels when our customers succeed.

**Respect for the Individual** – We show one another respect with open communication, encouragement of initiative, support for cooperation, acceptance of responsibility and recognition of achievement. Success depends on each of us, working together.

**Passion for Excellence** – We strive for continuous improvement and excellence in serving customers, empowering employees, rewarding investors and achieving superior results through effective business processes.



**Haldex employees work together following a set of shared behaviors known as the 5 Cs:**

**Connect** – Networking our operations and employees for clearer communication and collaboration improves everyone's contribution.

**Communicate** – Keeping communication open, transparent, responsive and active.

**Collaborate** – Reaching success through teamwork, instead of individuals running in their own directions.

**Coach** – Helping each other in order to move further together.

**Create** – Challenging the status quo, developing smarter ways to meet needs and do business.

We measure all our employees yearly on these 5 C behaviors.



## Our benefits

**Because employees are the source of our success, we make a point of providing good benefits.**

All regular full-time employees are eligible for the Health Insurance and Life Insurance Plans on the first of the month following 30 days of employment. Please understand that Haldex reserves the right to change benefits, as appropriate.

**Health Insurance** –

- Medical Coverage
- Prescription Drug Plan
- Dental Coverage
- Vision Plan

**Health Savings Account** – Available to certain employees who choose the Qualified High Deductible plan. The employee can contribute pre-specified amounts through pre-tax salary deferral. Haldex contributes to an employee's HSA if they choose this plan.

**Other Voluntary plans** – We also offer an Accident Insurance Plan and a Critical Illness Plan, both through MetLife.

**Flexible Spending Accounts** – We offer a Health and Dependent Care Spending Account. With this flexible spending account, employees make pre-tax contributions, reducing taxable income.

**Life & Disability Insurance** –

- Basic Term Life
- Life Insurance for family
- Basic AD&D
- Short Term Disability
- Long Term Disability
- Supplemental Life & AD&D

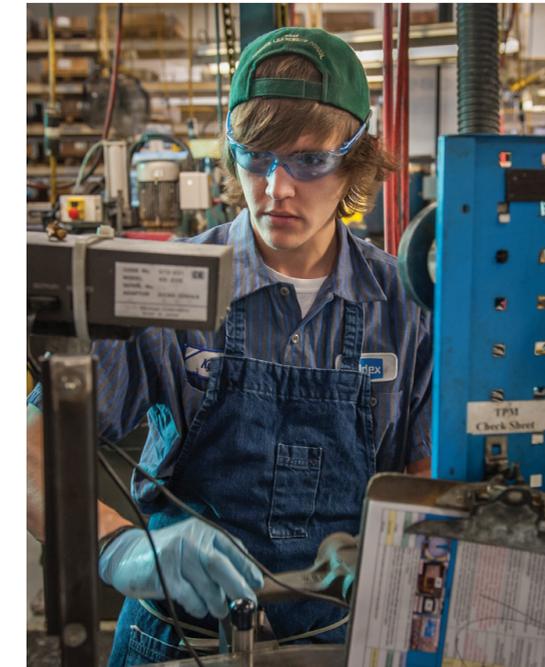
**401(k) Savings Plan** – Employees are eligible to join after completing 90 days of employment with the company. Enrollment dates are Jan. 1, April 1, July 1 and Oct. 1. Employees are 100% vested upon entering the plan. Haldex pays 100% of all administrative plan expenses.

Employees may invest their salary deferral contributions and the employer contributions in any of the available investment options the plan offers.

**Tuition Reimbursement** – All full-time employees are eligible. Employees will be reimbursed for tuition, books and registration fees for college credited undergraduate courses.

The amount of tuition reimbursement is based on grade attained.

Classes must be deemed to be job related or part of a degree program that will improve skills required by Haldex. The yearly maximum reimbursement is determined by IRS guidelines.



**Employee Assistance Program** – The EAP provides opportunities to find solutions to problems before they become more serious. Through the EAP, employees and their families receive professional consultation and short-term assistance that can help to identify and evaluate problems, discuss possible solutions, and if necessary, refer employees to a helping resource that is specifically suited to the individual's situation. Haldex provides the EAP at no cost to the employees.



**Wellness Program** – We offer a comprehensive employee wellness program including fitness center membership reimbursement, free biometric screenings, health risk assessments, challenges, events, and education opportunities. The program is voluntary but there is an incentive program tied to meeting certain goals.

**Vacation** – The amount of vacation time an employee earns depends on the employee's length of service with the company. Employees with at least 1 full calendar year of service will earn vacation based on the following: 10 days earned for 1 year of service, 15 days earned for 4 years of service, 20 days earned for 8 years of service, and 25 days earned for 18 years of service.

**Personal Time** – All regular full-time employees will be allowed 5 days of unscheduled personal time per calendar year to be used for emergencies and illness.

Employees with less than 1 full calendar year of service will earn vacation and personal time on a pro-rated basis

**Holidays** – All regular full-time and part-time employees receive their regular rate of pay for 10 company holidays and 3 personal holidays.

Our employees are important. The benefits we extend are meant to help ensure each individual at Haldex has the ability to live a healthy, balanced and productive life. Further details can be provided through the interview process or upon hire.

