

XPLM
Expert Integration

**BROADEN
YOUR
SCOPE FOR
ACTION.**

As an expert at XPLM.

www.xplm.com





“For me, XPLM is an employer that makes me like to get up in the morning and where I look forward to my daily work with my colleagues!”

VALESKA SPIESS,
MANAGER HUMAN RESOURCES

“This is a company in which I can realise and even increase my potential.”

JAROSLAV HOMISIN,
SENIOR ENTWICKLER

“It has really excited me that you can contribute so much to decision making and to shaping things yourself. In contrast to large companies, where I previously worked, you have much more varied tasks here, and the friendly, family environment has also been very much to my liking, right from the beginning.”

RUTH BITTNER,
DIRECTOR MARKETING

What „Expert Integration“ means for us



Our corporate claim compels it: „Expert Integration“ not only means that we have outstanding expertise in complex integration tasks, but also that **we integrate experts in our company. And all those who want to become one.**

We achieve this by creating ideal conditions for each individual employee for efficient and highly flexible work, professional development and a successful career.

We all communicate on an equal level – and that includes the management. At XPLM, there are only a few hierarchical levels, and hardly any bureaucracy. This makes it easy for you **to work on your own responsibility**, to contribute, to make a difference, and to actively help shape what we do. And with **flexible working time models**, open communication, lively exchange and lots of joint activities, we ensure that work is even more fun.

All in all, for you, this means that you will get exactly the freedom and support here that you need to develop your professional and personal potential. For we are convinced that it's possible to get really great results under these conditions.

The basis of XPLM: Expertise, integrity and a huge amount of flexibility

EXPERTISE AS A UNIQUE SELLING POINT

Our expertise is our most important unique selling point: we are experts in sophisticated integration solutions. We offer solutions for more than 100 different systems with different software for PLM, ECAD, MCAD, EDA, ALM and many more. We set the standard for ECAD integrations. It is no surprise **that the largest and most well-known customers and partners** in numerous industries trust us. We work with the best, for the best. In order to ensure this, we exclusively deploy experts in

their field – or we train them themselves.

50 percent of our development budget is spent on employee training.

INTEGRITY IN EVERY RELATIONSHIP

Our relationships with customers, partners and employees are marked by integrity, trust and solidarity. We **always have a sympathetic ear** for colleagues, customers and partners.

Everyone in our company can be approached directly about any matter – regardless of hierarchy. Teamwork and mutual support are very pronounced in our company. It goes without saying that we also **warmly welcome new colleagues into our midst.**

FLEXIBILITY AS A CONSTANT

The value of flexibility is firmly anchored in our company: in order to satisfy our customers' requirements quickly and reliably, we constantly develop individual extensions for

existing standard products. Our work requires swift responses, the ability to quickly shift ground, and a rapid focus on what works.

Anyone who likes to work independently, on their own responsibility, proactively, and in a solution-oriented way will **feel like their in paradise** with us. Flexibility is also evident, though, in our openness to new possibilities, trends and technologies – as well as in the **huge creative freedom** our employees have when it comes to their working hours and place of work.

„XPLM is a solid family company that takes care of their employees. There is no corporate greed from what I can see.“

MARK C,
SALES AND BUSINESS
DEVELOPMENT

*“What speaks for XPLM?
The good cooperation and
the great appreciation.“*

MATTHIAS MAYER,
PRINCIPAL PROJECT MANAGER

*“I’m very flexible in the
way I work here. It makes
it easier for me to balance
family and work.“*

RUTH BITTNER,
DIRECTOR MARKETING

Working at our company has very clear advantages

IF YOU'RE INVOLVED IN IT, YOU CAN HELP SHAPE IT

While other companies still speak of flat hierarchies and fast decision-making processes, our employees have already initiated and implemented **their own projects**. We promote – and demand – an independent way of working. The best conditions that will allow you to make a difference at XPLM and to actively help shape it.

FLEXIBILITY FOR LEISURE TIME AND FAMILY

At XPLM, we adapt our working time models to the particular life situations of our employees, not the other way around. We also ensure that **parents and part-time employees** can achieve an optimal work-life balance, and offer maximum **flexibility to support this**. Working from home is just one example of this.

FURTHER DEVELOPMENT IS PAR FOR THE COURSE WITH US

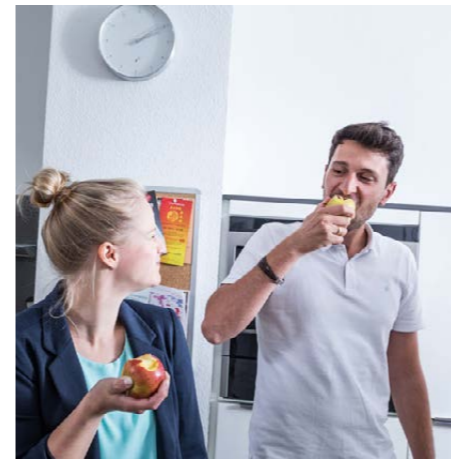
The only way to remain an expert is through constant further development. For this reason, all our employees regularly have the opportunity to take advantage of both internal and external training opportunities. Furthermore, our very diverse project, partner and customer environment regularly provides insights into a **huge variety of industries** and working methods – e.g., with customers from the automotive, aerospace or medical technology sectors, and with partners like SAP, Oracle and Siemens. This way, you will constantly be expanding the breadth of your knowledge at work.

WE ALSO EXPRESS OUR APPRECIATION IN MONETARY TERMS

It goes without saying that good work gets paid well. In addition, with **capital-forming benefits** and a **company pension scheme**, we offer our employees two popular standards for savings and provisions, and – depending on their position and role – **company cars from premium manufacturers**. On our „Corporate Benefits“ platform, our employees also get **perks and discounts** on purchases from numerous well-known brands and online shops.

WE INVEST IN A HEALTHY WORKING ENVIRONMENT

Some things are priceless. For example, the health and vitality of our employees. Among other things, we promote these with our weekly **fruit day and free drinks**, but also with sporting **team events**, such as company runs, climbing and joint cycling tours. And because community does us good, we also like to do things as a team even after the working day is done. In order to support open communication in the company's premises, we have set up **„Get together“ points** at each site to encourage exchange in a relaxed atmosphere.



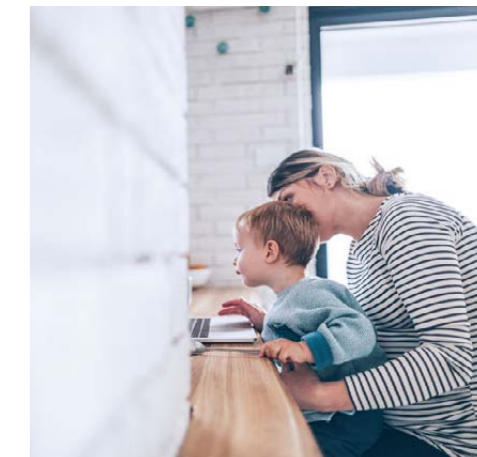
“For me, XPLM is an employer that gives me a lot of creative freedom in my area of responsibility, and with lots of great colleagues.”

ANJA AMEND,
MARKETING UND VERTRIEB



“XPLM is an employer where I can develop myself further.”

MELANIE KRIEGER,
MARKETING & SALES ASSISTENT



„To me, XPLM is my work adventure.”

MOE,
DIRECTOR OF PROFESSIONAL
SERVICES – US

**ARE YOU READY FOR YOUR NEXT
PROFESSIONAL CHALLENGE?**

UNLOCK YOUR FULL POTENTIAL WITH XPLM!

We are always looking for experienced specialists and managers. We are particularly excited about hearing from professionals from the disciplines of industrial engineering, informatics and business information systems. Find out about our current vacancies!

YOUR CONTACT:

Valeska Spieß, HR Manager
jobs@xplm.de

**ARE YOU STILL AT THE BEGINNING OF YOUR
PROFESSIONAL CAREER?**

**GATHER SOME EXPERIENCE OR GET OFF TO A FLYING,
AND SUCCESSFUL, START AT XPLM!**

As a pioneer in the industry, we have the experts who will be happy to make you an expert too – regardless of whether you start as an apprentice or intern, on a dual study programme, to write your final thesis, or as an entry-level employee. Find out about our current offers!

OUR LOCATIONS:

Dresden | Viernheim | Böblingen | Denzlingen | Westborough (USA)

For more information, visit:

www.xplm.com/de/ueber-uns/karriere



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