



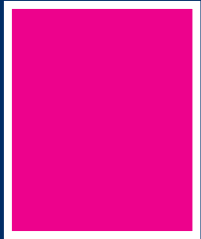
Tate Access Floors

Graduate Development Program

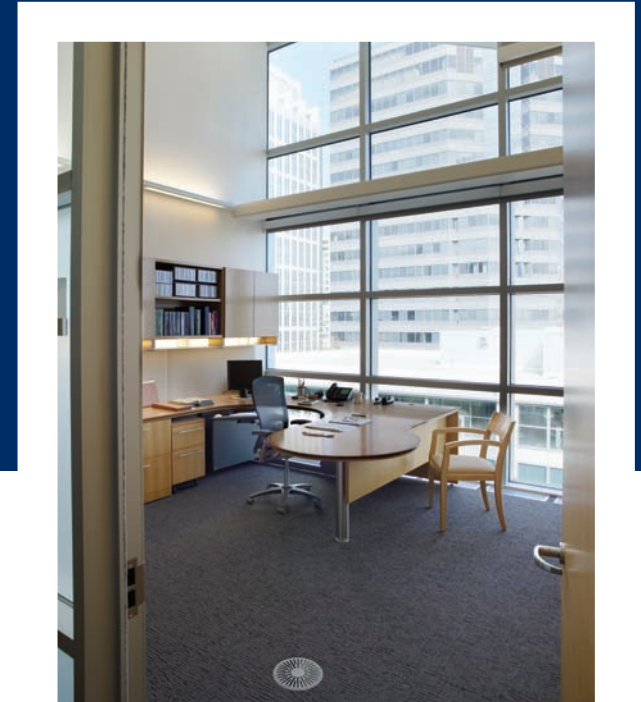


Access Floors
to the *Power* of **Tate**[®]

“Tate is recognised throughout the construction industry for its commitment to innovation, design, quality and technical expertise; but these assets are only derived from determined and committed people managing day-to-day processes. I look forward to adding graduates to the existing talent pool which should further help us achieve our ambitious growth and performance targets.”



Ralph Mannion, General Manager



Tate Profile

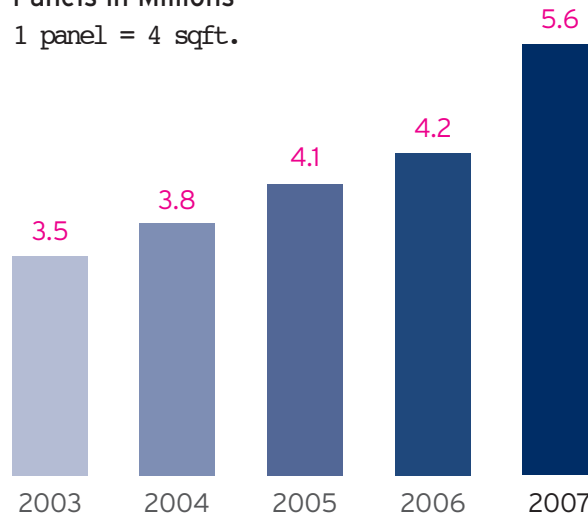
Tate Access Floors is the largest manufacturer of raised floors in North America. Our access floor systems are renowned for superior quality and performance. For the past 45 years Tate has been the leading authority in the design and manufacturing of raised floors. Over 450 million square feet of Tate floors have been installed around the world and this global presence is ever increasing.



Tate's Growth

Five Year Production Summary

Panels in Millions
1 panel = 4 sqft.



With an increasing focus on energy consumption throughout the world and a growing awareness of the role that construction techniques and building materials can play in alleviating future environmental damage, Tate Access Floors is now recognised for its commitment to innovative and environmentally-friendly design, technical expertise and quality.

Access Floors

Access or raised floors are typically 2 ft square panels made of steel or concrete that are elevated on structural pedestals above a buildings concrete floor slab to allow for electrical, mechanical and HVAC service distribution underneath. Similar to a drop ceiling used to conceal service distribution material from a buildings occupant an access floor serves the same purpose while also creating alternative more sustainable methods of service distribution.

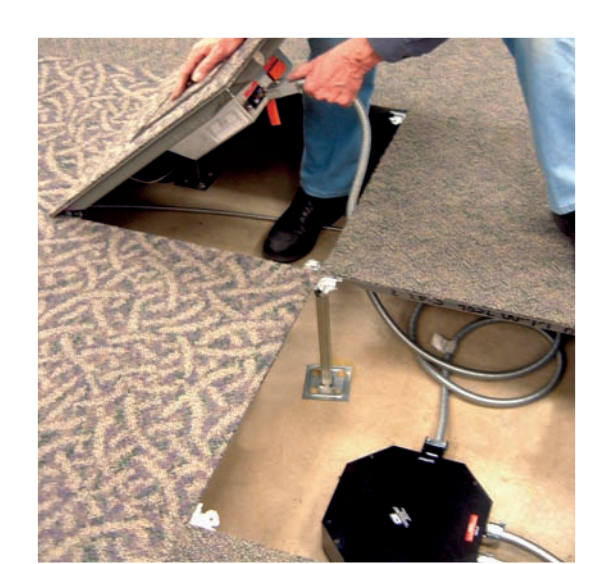
The main markets for access floors are in commercial hi-rise offices, educational facilities, libraries, casinos, courthouses, call centers, data centers, and clean rooms. However, one of the fastest growing construction markets encompassing all of these projects is Green Construction. The current standard for evaluating and certifying building construction projects is the United States Green Building Council's (USGBC) Leadership in Environmental and Energy Design (LEED) rating system.

Under the LEED rating system a building can be certified as environmentally friendly based on points awarded in five different categories. Utilizing an access floor system for service distribution can contribute to points in 3 of the 5 LEED categories.

Access floors offer sustainable design advantages due to several reasons. One is the simplicity in which office churn can be managed. We all know a key component to sustainability is reuse. An access floor system provides the platform for reusable service distribution.

For Instance, using a modular plug-n-play underfloor wire and cable management systems allows for continual reuse when an office needs to be reconfigured due to organizational shifts or growth within a company. The power wires and voice/data cables under the floor can be moved to any location on the 2 ft. grid without running new wires or abandoning old ones.

In addition the underfloor space can be used as an air delivery plenum which allows for energy saving, personal comfort control, and a healthier more enjoyable indoor environment.



Tate is part of the Kingspan Group of companies with operations currently in

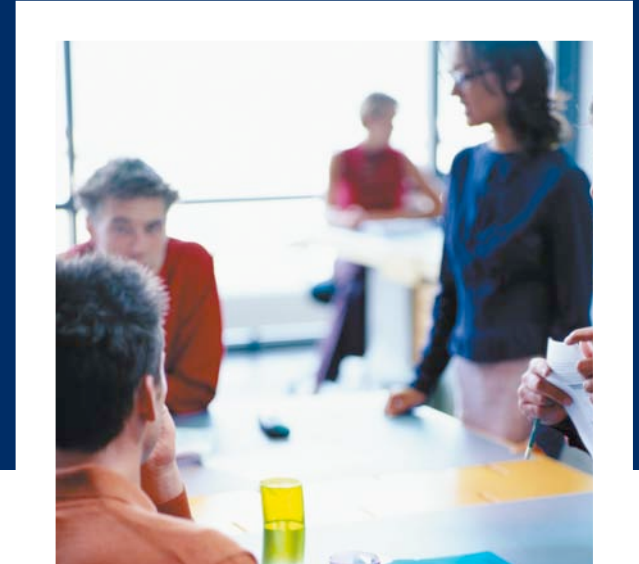
- Australia
- Austria
- Belgium
- Canada
- Croatia
- Czech Republic
- Denmark
- Estonia
- France
- Germany
- Hong Kong
- Hungary
- Ireland
- Latvia
- Lithuania
- New Zealand
- Norway
- Poland
- Romania
- Serbia & Montenegro
- Slovakia
- Spain
- The Netherlands
- Turkey
- Ukraine
- UK
- United States



Why we need Graduates

Talented and creative people have been central to Tate's success. Opportunities to continue to expand the business are out there. We need committed graduates, from varied disciplines and with good business potential, to help us do just that.

Could you be
one of them?



What we offer

From the moment you join us, you will have a job or assignment related to your Degree discipline.

Your objectives will be clear and you alone will take responsibility for achieving them within an agreed time-frame.

You could be based in Jessup Maryland, Red Lion Pennsylvania or Ontario, Canada.

Depending on the nature of your role, you may have to undertake business travel.

The initial phase of your career development will last between 12 and 18 months. By this stage, you will have demonstrated your ability and acquired a good working knowledge of the business.

After that, we'll jointly decide on the next steps in building your career with us.

Extensive Package and Benefits Available

- Salary from \$29,000 - \$34,000
- Excellent Bonus Scheme
- Matching 401K plan
- Paid Vacation Time
- Health Insurance
- Mobile Phone / Laptop
- Business Travel
- Comprehensive Training & Development

Please Note: Individual package to be itemised in contract on a per person basis.



Personal and Professional Development

You will have on going contact with your immediate manager to review your progress and discuss any issues of concern.

In addition, you will participate in the following:

- an Induction Program when you join Tate to provide you with a broad understanding of the business;
- a Management Development Workshop to help you develop your skills as a young manager and
- specialised training to meet your individual needs in relation to your role.

As this initial phase of your career with Tate draws to a close, you will take responsibility for your personal and professional development, including professional recognition.

For its part, Tate is committed to facilitating you in every way.

Who we're looking for

We would like to hear from individuals with the following backgrounds:

- **Business** (Business, Marketing, Finance, Accounting etc.)
- **Engineering** (Electrical, Mechanical, Manufacturing, Structural,)
- **Information Technology**
- **Architecture**

Either at Primary or Postgraduate Degree levels.

Applications will also be welcome from individuals with other backgrounds who are completing a postgraduate business-related course.

Your character and personality will be far more important than your academic achievements.

Above all, you should be looking for a challenge, have real business potential, be prepared to accept responsibility and work on your own initiative.

Every application received will be considered on its merits and all will receive a prompt reply.

Does this describe you?

To Apply

Simply visit the Tate's website at www.tateaccessfloors.com and download the application form under company. Once completed, you should return it to the Company Human Resources Department, either by e-mail to graduate@tateaccessfloors.com or by mail to Tate Access Floors, Inc. 52 Sprinvale Road, Red Lion, PA 17356

Every application received will be considered on its merits and all will receive a prompt reply.

Those invited to initial interview will be seen as promptly as possible.

From this process will emerge those candidates who will go through to the next, and final stage.

This will take the form of panel interviews conducted by a number of Tate's Executive Directors and Senior Executives.

What You Can Expect...

Engineering

You could find yourself working on one or more of the following:

- The evaluation of proposed capital investment projects (e.g. the extensive upgrade of existing facilities or product lines, significant expansion on an existing site or the establishment of a brand new manufacturing site);
- The introduction and commissioning of new equipment or product manufacturing lines;
- Assessing the economic feasibility of potential materials and manufacturing processes;
- The development and testing of product prototypes;
- Energy reduction and efficiency projects;
- Changes to manufacturing processes to improve competitive advantage;
- Front-line maintenance and maintenance planning;
- Provision of engineering / technical support to Line Managers.



Marketing

You could find yourself working on one or more of the following:

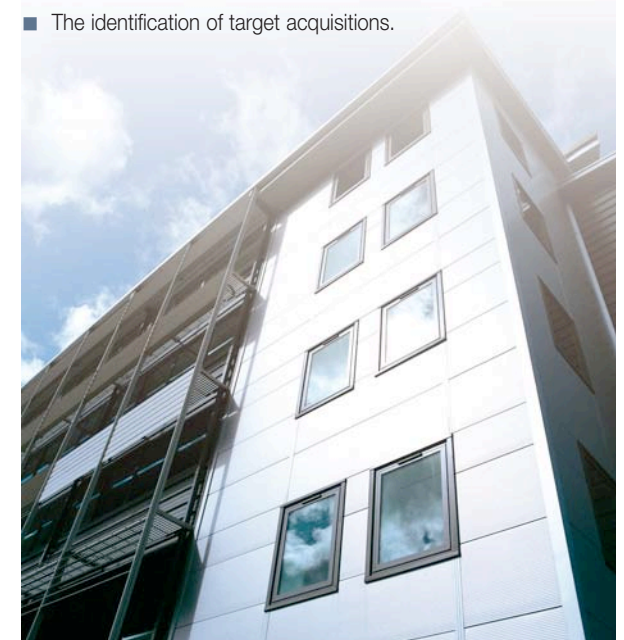
- The production of product literature;
- The development of company websites and other electronic media;
- Involvement in market research, such as customer satisfaction surveys;
- The coordination of events, such as customer days or exhibitions;
- The production of press releases and other copy writing activity;
- The management of advertising campaigns;
- The production of direct mail campaigns;
- The production of formal marketing plans.



Business Development

You could find yourself working on one or more of the following:

- The identification of market development opportunities;
- The audit / analysis of existing product offerings vis-a-vis the market needs;
- The determination of relevant gaps in our product range;
- The determination of the market potential for new product introductions;
- Liaison with the product development team on new product ideas;
- The identification of target acquisitions.



Finance & Accounting

You could find yourself working on one or more of the following:

- The preparation of monthly management accounts;
- The collation of financial information for monthly management information pack;
- Involvement in the implementation of a new business oriented computer systems / financial packages;
- Tax compliance projects;
- Internal audit;

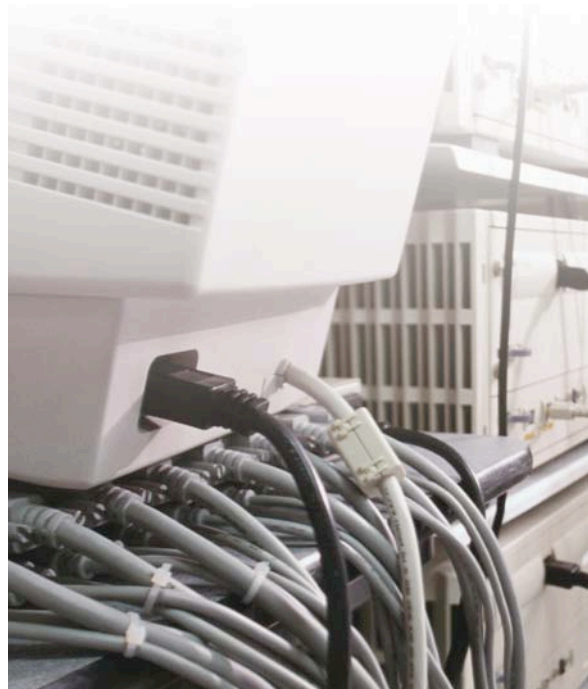
Tate also supports Graduates who wish to study towards a professional qualification.



Information Technology

You could find yourself working on one or more of the following:

- The introduction or ongoing management of ERP systems;
- Defining the business requirements for various IT systems;
- Software design and development;
- Software testing / piloting;
- Creation of user documentation;
- End user training.





Tate Access Floor, Inc.

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