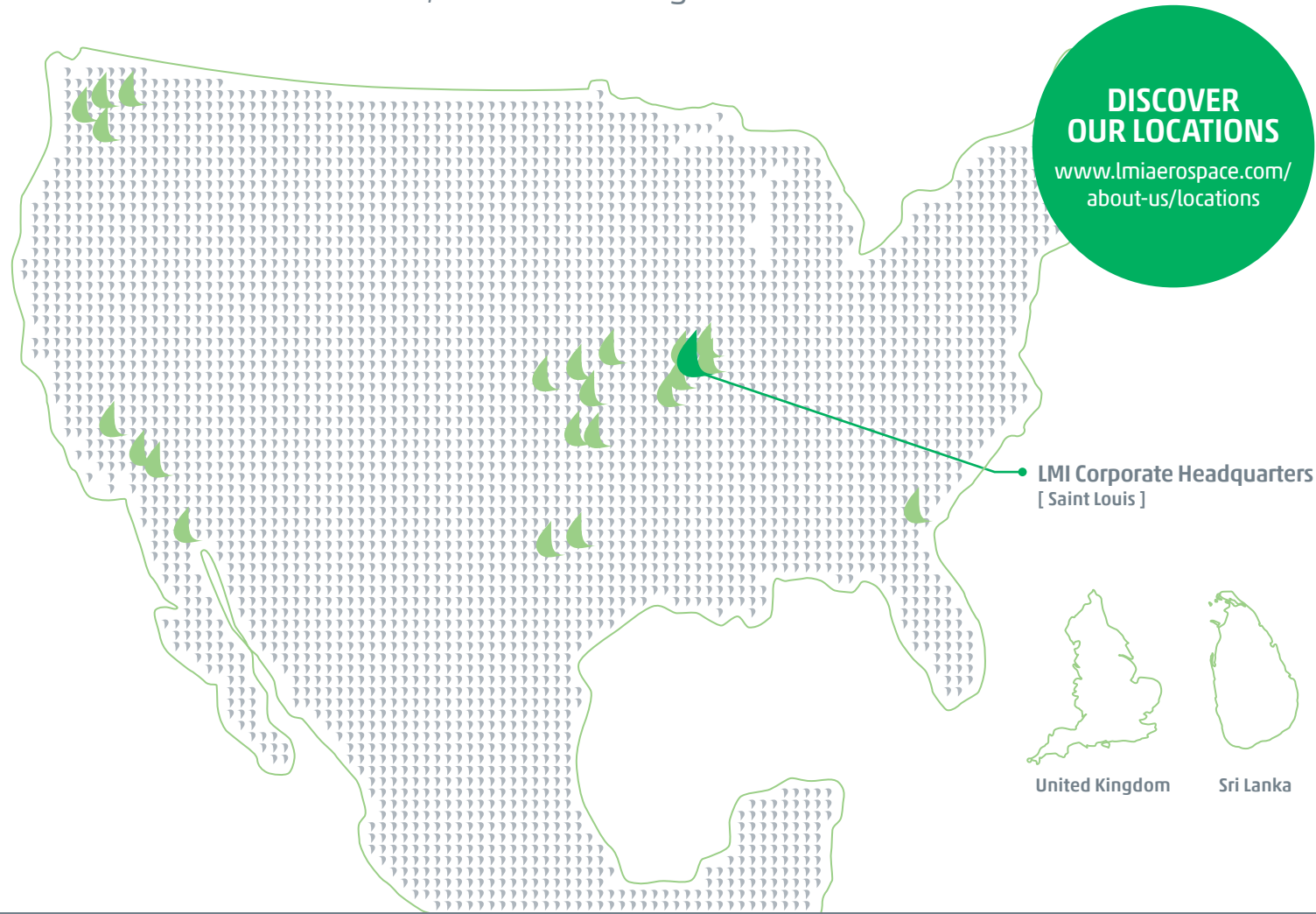


LMI Aerospace has 21 locations throughout the United States, Mexico, the United Kingdom and Sri Lanka.



lmi aerospace
SONACA GROUP



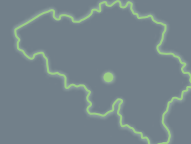
LMI AEROSPACE IS A MEMBER OF THE **SONACA GROUP**



Canada



Brazil

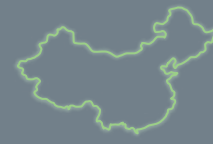


Belgium

[Sonaca Group Headquarters]



Romania



China

PATHWAYS

Professional **Rotational Program**

Many paths, one journey.

ABOUT US

LMI Aerospace is a leading supplier of **structural solutions and engineering services** for *large commercial airplanes, business & regional jets, and military aircraft.*

We employ approximately 2,000 engineering, manufacturing and testing experts across LMI. Our integrated team approach and full life cycle of capabilities enable our employees to take advantage of a wide range of opportunities for career growth within our organization.

LMI is a member of the Sonaca Group, a global Belgian company active in the development, manufacturing and assembly of advanced structures for civil, military and space markets. The group is especially known for its capability to design and produce advanced structures such as wing movables and complex fuselages. Sonaca Group also supplies engineering services, large sheet metal elements, wing panels, composite structures and machined components.

OUR
MISSION

*Creating the structures
that help our customers soar.*



PATHWAYS PROGRAM

The speed at which we develop **our leaders of today and tomorrow** is pivotal to success – for *our people, our customers and our business.* LMI Aerospace is transforming the way we grow leaders by helping people develop meaningful career experiences.

The Pathways program aligns with our strategy to grow the business by building on a foundation of operational excellence, innovation and people development. Through Pathways, our focus is to deliberately infuse new talent into the organization through a systematic approach. Pathways provides a variety of engaging work experiences early in your career journey to help you develop personally and professionally and discover your future at LMI.



1

PHASE 1

CENTRALIZED ONBOARDING

- Company & business overview
- Connect with other participants
- Leadership training & assessments
- Networking opportunities

LEADER MENTORSHIP

Paired with a senior-level leader who will serve as a trusted advisor throughout the program, providing career direction and help navigating and growing in the organization.



INITIAL PLACEMENT

- Aligns to educational background
- Building expertise in functional area
- Learning through on-the-job experience



MICROLEARNING

Bite-sized, focused training that offers just-in-time information to help participants achieve an objective. Microlearning opportunities continue through out each phase.

LEADERSHIP TRAINING

Build skills to become an effective leader Equipped with right tools to lead & influence



FORMAL REVIEW PROCESS

- 360° feedback (peers, leaders, mentors)
- Goal performance review
- Next rotation preparation

2

PHASE 2



ROTATION (CROSS-FUNCTIONAL)

- Potential to work in multiple locations
- Project-based work across the organization
- Broaden business perspective



TECHNICAL MENTORSHIP

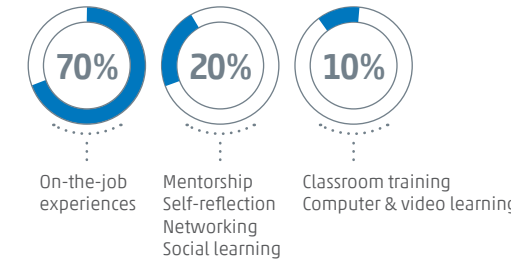


TECHNICAL MENTORSHIP

Paired with a technical specialist associated with your current rotational placement, helping you to explore the role with knowledge and insights shared through the lens of an expert.



OUR LEARNING & DEVELOPMENT MODEL



3

PHASE 3

LEADERSHIP TRAINING

Leading & influencing
Change Leadership
Effective quality communication

BUSINESS TRAINING

Business acumen
Negotiation

TECHNICAL MENTORSHIP

ROTATION (CROSS-FUNCTIONAL)

- Continued from Phase 2

FORMAL REVIEW PROCESS

- Continued from Phase 1

GRADUATION EVENT

- Capstone presentation to demonstrate learning
- Celebrate accomplishments



OUR VALUES

We work hard to incorporate our values in every decision we make and every action we take. They are the foundation of our success and define how we work together:

LET'S DO THE RIGHT THING

- We act with consideration for our people, partners, customers, shareholders, communities and resources.
- We do what's right even when we think no one's looking, and when we make mistakes, we own them and fix them.
- We openly share information and insights as appropriate.

MAKE A DIFFERENCE & SEEK THE BEST IN EVERYONE

- We expect the best in ourselves and help others to find the best in themselves.
- We assume the best of others and are open to other perspectives.
- We actively listen to create understanding, and ask questions no matter how tough.

IMAGINE SOMETHING GREATER

- We look to see the bigger picture – how our work helps to serve our customers, how our individual successes link to LMI's success, and to understand the challenges and opportunities shaping our business.
- We reach out to others across the organization for insights that help guide decisions and generate ideas.
- We continually look for and are open to better ways to do things and think about how to make LMI a better company.



PROGRAM STRUCTURE

Initial Placement

- Placement in home organization aligned to your educational background
- Assigned to a leader mentor who will serve as a trusted advisor throughout program
- Assigned to a technical mentor related to your current role

Organizational Rotations – Providing Cross-Functional Exposure

- Assigned new technical mentor with each new rotation

ROTATIONAL OPPORTUNITIES

ENGINEERING

Project Management
Design & Build
Program Management

ENABLING FUNCTIONS

Finance & Accounting
Human Resources
Information Technology

OPERATIONS

Quality
Lean & Continuous Improvement
Supply Chain

End-of-program Placement

READY TO DISCOVER YOUR FUTURE AT LMI AEROSPACE?



Interviews start
FALL 2017
Program begins
SPRING 2018

APPLY TODAY
www.lmiaerospace.com/careers

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