Many companies offer a variety of positions, benefits and programs. But why NALCO Water? Because People matter—our People matter. Our Company is built around a philosophy that begins with a commitment to our People. Our people are our greatest asset. That means that we invest in our employees, providing tools, training and resources to help them develop and achieve their personal and professional goals. We support an environment that's open, trusting, rewarding and a culture where our employees are driven to succeed, because employees who are fulfilled, innovative and productive will help drive the success of our Company.

THE WORK WE DO MATTERS
- We make the world cleaner, safer and healthier.
- We protect vital resources. Ensure water and energy are available everywhere.
- We make products and services prevent disease and infection. Keep food supplies safe. Protect the places where people eat, sleep, work, play and heal.
- We touch what is fundamental to quality of life. We keep people healthy. We enhance well-being. We provide assurance, so life can be lived fully.
- We help our customers succeed. Reduce risk and worry. Free them to grow.

We MINIMIZE Water to MAXIMIZE Results at OPTIMIZED COSTS.

Be part of our culture where you can Create your Difference . . . in a Company that makes a Difference. Start anywhere. Go everywhere.

To learn more about NALCO Water, visit www.nalco.ecolab.com.

Company Overview

NALCO Water is committed to helping make the world cleaner, safer and healthier. We protect vital resources, ensuring water and energy are available everywhere. We help our customers succeed, reducing risk and freeing them to grow. We work safely, taking care in all we do. We strive to do what’s right, what’s fair, what’s honest. We never lose sight of these core principles in service to the water treatment needs of all industries.

WORKING TOWARD A CLEANER, SAFER HEALTHIER WORLD
Accelerated Sales Engineer Program

Program Overview
The ASE Program prepares new sales engineers for extraordinary careers. We live in a “connected” work environment—a business setting that demands real-time data and a social atmosphere that electronically blends life, work and relationships.

The ASE Program integrates technical and sales training with targeted social interactions to rapidly grow work experience. Sales engineers learn to solve real problems of resource management and engineering efficiency in a safe environment that encourages the triple bottom-line of economic, environmental and social sustainability.

If you are interested in the challenge of the NALCO Water Accelerated Sales Engineer Program, apply at jobs.nalco.com.

VISION
To prepare our sales engineers for NALCO Water deployments within six months of their start date, ASE Program candidates will rapidly develop the technical and relational skills expected of sales reps with 2-3 years of field experience.

MISSION
To develop competent sales engineers in a condensed time frame through:
- An intense six-month accelerated sales and technical training program.
- Dedicated trainers who support the ASE program, focused exclusively on technical and sales development.
- Exposure to Corporate functional and support groups, providing a connection with NALCO Water resources in a personal and relevant way.
- Temporary relocation at the NALCO Water Corporate Campus located in Naperville, IL for an extended period (up to six months) during the accelerated training program.
- Hands-on training for all NALCO Water technologies, specifically our NALCO Water 3D TRASAR™ technology platforms.

VALUE
Value is delivered to our business and customers through:
- Accomplished sales engineers with the technical and relationship skills of sales professionals with multiple years of field experience.
- Selling new business and delivering essential expertise to our customers.
- Minimizing the challenge of account and territory transition by:
  - Positioning sales support in strategic geographies
  - Promoting a positive customer experience during periods of transition
- Implementing key technologies such as 3D TRASAR technology, improved automation and high performance chemistries.

Location and Lifestyle
- ASE participants will temporarily reside in the Naperville-area near our Corporate Campus during the 26-week training program. Several cost-effective, temporary housing options are available such as extended stay facilities, group rates and corporately managed apartment leases.
- ASE participants are expected to travel throughout the program. Participants will work within various Districts and locations to build specific technical knowledge and gain sales experience. Professional development is driven, in part, by the scope of technical and relational experiences received during this part of training.

Integrated Training Program
As a new employee, you will be enrolled in our On-Boarding Training course where all participants learn about NALCO Water and our key business offerings, and complete a mandatory safety training program. After the first week of On-Boarding Training, ASE candidates will begin the 26-week accelerated training program, which will include onsite customer visits and field trips while under the guidance of a dedicated trainer.

Below is a brief overview of what to expect in the Accelerated Sales Engineering Program:

- **Week One – On-Boarding and Safety Training**
  - Enroll in On-Boarding Training program
  - Completion of safety training program

- **Week Two – Begin 26-week NALCO Water ASE Technical and Sales Training Curriculum**
  - ASE candidates follow a structured, 26-week Training Lesson Plan and Schedule focused on technical lessons, classroom interaction and hands-on field learning experiences.
  - Corporate mentors are assigned to ASE candidates participating in the accelerated training program. Mentors introduce sales engineers to corporate departments such as Product and Industry Marketing, Supply Chain, Safety, Health and Environmental (SH&E), Research, Customer Analytical, Credit, Human Resources and Finance. Building key relationships and interaction with these departments and groups is critical to success in the field.

Commitment
The success of the Accelerated Sales Engineer Program benefits from our sales engineers being integrated into NALCO Water culture immediately. The ASE Program is challenging—reserved for the “best of the best.” The program will require long hours of dedicated study and focused learning. The benefits are beyond measure—a world-class technical training experience, an opportunity to connect and build relationships with NALCO leaders from every Group and Division, and a chance to launch a professional career without limits.