

# SOLECTRON



THE MEASURE OF SUCCESS



## The measure of quality

Founded in 1977, Solectron Corporation is a worldwide provider of pre-manufacturing, manufacturing and post-manufacturing services to leading electronics original equipment manufacturers.

Over the last 20 years, Solectron has received more than 140 customer, quality, and community awards - in addition to the 1997 and 1991 Malcolm Baldrige National Quality Award. Solectron is the first company to win the Malcolm Baldrige National Quality Award for manufacturing twice in the 10-year history of the national program.

### Capabilities that measure up

Solectron has more than 20,000 employees in 18 facilities worldwide with more than four million square feet of manufacturing capacity.

Solectron's design services portfolio now offers a breadth and depth unparalleled in the industry. Our pre-manufacturing solutions include: design engineering, concurrent engineering, interconnection and packaging consultation, component engineering, test development, and product prototyping. In 1997, our mechanical design, systems integration, and testing capabilities were among our highest growth areas. We also offer complete manufacturing services - materials management, printed circuit and flex assembly, systems

assembly and integration, testing, software duplication, and packaging. From our advanced ball-grid-array technology to our high-velocity, high-volume systems operations, Solectron is meeting the most demanding manufacturing challenges. By providing fulfillment, repair and refurbishment, product upgrades, and end-of-product-life manufacturing services, Solectron rounds our complete service offerings.

We continue to make investments to broaden and enhance our capabilities. This year, our new high-velocity, high-volume systems facility began full operations, enabling Solectron to build complete systems products at a high output rate. Always striving to exceed our customers' expectations, we utilize - and often pioneer - the most advanced processes in our industry. Our advanced technology program is in to packaging ship-scale products and flip chip, evaluating sequential build-up technology cards, and working with BGAs.

### Opportunity in full measure

Solectron serves its customers from multiple facilities worldwide, including The Americas: Brazil, California, Massachusetts, Mexico, North Carolina, Texas, and Washington;

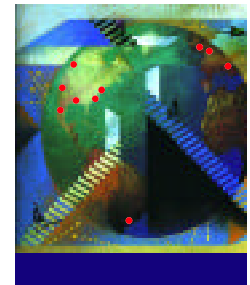
Europe: France, Germany, Scotland, and Sweden; and Asia: China, Japan, Malaysia and Taiwan. While our market share has doubled since 1992, Solectron has sustained our rapid growth with something new - 12 additional production and design facilities.

Solectron provides completely integrated outsourcing solutions to the leading OEMs in the network equipment, telecommunications, workstation, mainframe, personal computer, notebook computer, computer peripheral, avionics, automotive, industrial control, medical, semiconductor equipment and testing industries. Our customer list includes both emerging high-growth companies and established high-technology manufacturers such as Apple Computer, Applied Materials, Hewlett-Packard, Honeywell, IBM, Silicon Graphics, and Sun Microsystems.

In 1997, *Industry Week* magazine chose Solectron as one of "The World's 100 Best Managed Companies," ranking us fourth in three-year revenue growth.

*Computerworld* magazine chose Solectron as #3 in its "100 Best Places to Work in Information Systems" in 1997 as well.

Despite our global size, we maintain an entrepreneurial environment where individuals can maximize their potential by working both hard and smart. Each and every



### Solectron's facilities span the globe.

The Americas: Brazil, California, Massachusetts, North Carolina, Texas, Washington; Europe: France, Germany, Scotland, Sweden; Asia: China, Japan, Malaysia, and Taiwan.

Solectron employee is empowered to solve problems and be responsive to fast-changing customer requirements. Solectron University, established in 1990, drives management and employee skill development, supporting Solectron's philosophy to "hire for traits — train for skills."

Our total compensation plan is composed of a market-competitive base salary, a highly leveraged incentive program, and a comprehensive package of employee benefit programs. Variable pay extends to all portions of the work force, and provides employees with the opportunity to exceed current market pay guidelines.

## Succeed at Solectron



Benefit programs are designed to meet the personal needs of employees and their families. The United States benefits program includes:

### Paid Time Off

- 10 holidays, and one personal day
- Vacation accrual plan, based on service
- Sick leave plan

### Savings & Security Plans

- 401(k) savings plan with company matching contribution
- Employee stock purchase plan with 15% discounted purchase price
- Credit Union
- Short-term disability plans
- Long-term disability plan

### Health Benefits

- Medical insurance: choice of HMO or PPO
- Prescription drug plan with mail order benefit
- Dental insurance: choice of DMO or traditional plan
- Vision care: eye exam, lenses and frames

### Life Insurance Protection

- Business travel accident insurance: 5x base salary
- Life insurance: 3x base salary (up to \$1 million)
- AD&D: 3x base salary (up to \$1 million)
- Supplemental life insurance

### Additional Programs for Employees

- Employee Assistance Program (EAP)
- Dependent care spending account
- Flexible hours
- Complimentary coffee

Find a career that measures up to your expectations - in an environment that supports your success. Find out about opportunities at Solectron.





**SOLETRON**<sup>®</sup>  
| QUALITY PAYS

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