



Compelling Opportunities



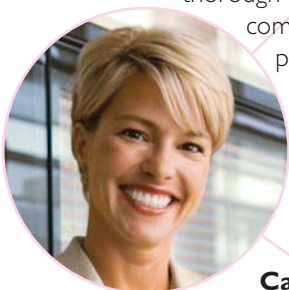
Science and Technology Development Program

Do you consider yourself to be *Extraordinary Talent*?

The Leadership and Development programs at Owens Corning provide an opportunity for highly qualified and motivated candidates to engage in a dynamic learning experience while directly participating in our company's change agenda: Winning with Our Customers and Growing Our People. As a program participant you will be encouraged to find innovative ways to achieve results while constantly striving for improvement.

Program Description: The Science & Technology (S&T) Development program is designed to build a pipeline of technical and leadership talent for the S&T organization at Owens Corning. This will be achieved by recruiting and retaining M.S. and Ph.D. level graduates in science and engineering providing them with three assignments in different businesses.

The successful candidate will demonstrate technical excellence, business impact, and leadership while rotating through three major business units during a 3 year time period. Individuals will be assigned to high profile project teams working on new value initiatives, new business growth initiatives, and significant cost reduction and product performance improvement projects. Assignments encompass research & development, process innovation, materials research & application and product and solution development. Individuals will be expected to develop a thorough understanding of our products, testing and manufacturing processes, customers, competitors and business metrics. Upon completion of the program, graduates are placed in professional level roles in which they lead critical work on key innovation projects.



Accelerated development occurs through challenging rotational assignments that are focused on delivering business results, technical and leadership skills training, mentoring opportunities with senior technical leaders, and assessment and feedback.

Candidate Criteria:

- Ph.D. or M.S. in Materials Science, Chemistry, Mechanical or Chemical Engineering
- Demonstrated technical knowledge with the ability to develop project plans and lead projects
- Strong analytical and problem solving skills
- Experience with polymers, glasses or metals as well as composite and building materials
- Materials processing or application development experience
- Strong interpersonal and team skills ...can lead AND follow
- Business experience through co-ops/internships or direct work experience
- Demonstrated leadership and initiative

Program Elements:

- Three rotations while in program
 - Each assignment is approximately 12 months in length
 - Business unit rotations occur within:
 - Composites / OCV
 - Insulating Systems Business



- Roofing & Asphalt
- Sustainability
- Other Function
- Emphasis is placed on R&D, manufacturing processes, and customer interaction
- High visibility within the S&T organization; presentations to S&T community
- Networking with S&T program participants and orientation with members of other functional development programs
- Exposure to various corporate organizations and business unit processes
- High level technical leader mentors assigned to all participants

Education: Ph.D. or M.S. in Material or Polymer Science, Mechanical or Chemical Engineering.

S&T Assignments:

- Assignments encompass research and development, process innovation, materials research and application and product and solution development
- Individuals assigned to high profile project teams:
 - o New value initiatives
 - o New business growth initiatives
 - o Cost reduction and product performance improvements projects
- Upon completion of the program, graduates are placed in professional level roles in which they lead critical work on key innovation projects



Location of Assignment: Primarily, Granville, Ohio (east of Columbus); other locations possible.

Science and Technology at Owens Corning: The Science and Technology (S&T) organization includes nearly 300 scientists, technologists, and engineers in several locations worldwide, including: Granville and Tallmadge, OH, Summit, IL, Shanghai, China, and Apeldoorn, The Netherlands.

About Owens Corning: Owens Corning (NYSE: OC) is a leading global producer of residential and commercial building materials, glass-fiber reinforcements, and engineered materials for composite systems. A Fortune® 500 company for 57 consecutive years, Owens Corning is committed to driving sustainability by delivering solutions, transforming markets, and enhancing lives. Founded in 1938, Owens Corning is a market-leading innovator of glass-fiber technology with sales of \$5.0 billion in 2010 and approximately 15,000 employees in 28 countries on five continents. Additional information is available at: www.owenscorning.com.



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