



Science For A Better Life



CropScience

HealthCare

MaterialScience

Corporate Center

Business and Technology Services

[www.Bayerjobs.com](http://www.Bayerjobs.com)

Do you have the Bayer Spirit?



Bayer is a household name here in the United States and around the world. Among consumers, we have built our reputation on our healthcare products, particularly our iconic brand Bayer® Aspirin – a time-tested, highly effective pain reliever now known as a “wonder drug” for its many lifesaving uses.

But Bayer has cultivated its global reputation around a robust portfolio that includes core competencies in health care, nutrition and high-tech materials. Bayer products are found in nearly every home, garden, hospital, farm and factory across America. Our products and services benefit people and improve their quality of life in hundreds of ways – by helping to diagnose, alleviate or cure disease, improving the quality and adequacy of the global food supply and contributing significantly to an active, modern lifestyle.

We are an inventor company, driven by research and innovation and focused on the future as a world leader in sustainability. We have an excellent environmental record, outstanding safety performance and world class manufacturing processes.

But most importantly, we are a company of skilled and dedicated people who are essential to our mission – Bayer: Science For A Better Life. It is our people whose collective talent, motivation and diversity drive this company forward as a global leader and employer of choice.

I'm proud to call Bayer my employer for over 30 years, and I encourage you to learn more about Bayer if you're interested in a career opportunity that really makes a difference.

Greg Babe  
President and CEO  
Bayer Corporation

### **Our Values**

A will to succeed

A passion for our stakeholders

Integrity, openness and honesty

Respect for people and nature

Sustainability of our actions

*challenge*

*contribution*

*responsibility*

*diversity*

*flexibility*

*balance*

*growth*



# Science for a better life

Katharina Kollie wants to make the world a better place – for everyone. As a new hire at Bayer, Katharina knows she is doing just that. Searching for solutions and never giving up. That is the passion that unites all of us at Bayer. We call it the Bayer Spirit. If you feel it too, then it's time we had a chance to talk about a career at Bayer.

## **“Bayer offers me more than just a job.**

I’m making an essential contribution to our mission – Science For A Better Life. My work helps to diagnose, alleviate and cure diseases. My colleagues across Bayer are improving the quality of the global food supply, or contributing to the safety and quality of our modern lifestyle.

The rewards – both professional and personal – are significant.”

## Our Commitment to Science for a Better Life

While you probably know we discovered aspirin, you may not know that every day you use other products that got their start in one of our labs. From the insulation in your refrigerator to the lawn care you use on your yard and the flea treatment you use on your pets, our 10,000-plus products have improved the way you live and work. That is the foundation of Bayer: Science for a Better Life. Here’s a brief snapshot of our businesses.

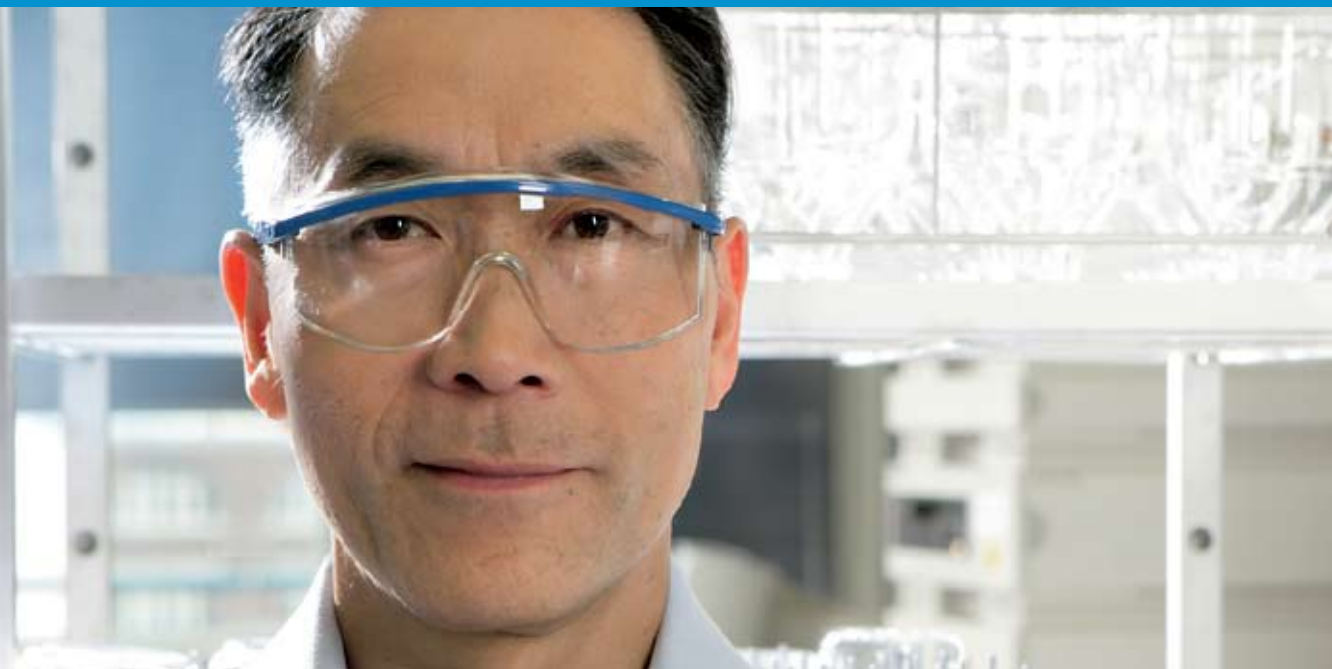
### **Bayer HealthCare**

Bayer HealthCare (BHC) makes an important contribution to human and animal health with its innovative products and by researching new therapeutic approaches. Our Specialty Pharmaceutical business ranks among the top 10 specialty pharmaceutical companies worldwide. Our global research and development is focused in five distinct areas: Diagnostic Imaging, Hematology/Cardiology, Oncology, Specialized Therapeutics, and Women’s Healthcare. As a specialty pharmaceuticals company, we at Bayer HealthCare focus our efforts where we can have the most impact. Our Medical Care division includes Bayer Diabetes Care, a worldwide leader in blood glucose monitoring systems and other products and services in diabetes care and MEDRAD, a global leader

in developing, marketing and servicing medical devices used to diagnose and treat cardiovascular and other diseases. Our Consumer Care business is a top competitor in many important product categories including analgesics, cough and cold, and nutritionals. More than 3,000 employees support 14 manufacturing sites in 11 countries dedicated to ensuring the delivery of a secure, high-quality, cost-effective supply of our products around the world. Our Animal Health business in North America is dedicated to making the world a better place for our veterinary customers, their clients, and the animals we all hold dear.

### **Bayer MaterialScience**

Bayer MaterialScience LLC is one of the leading producers of polymers and high-performance plastics in North America and is part of the global Bayer MaterialScience business with nearly 15,100 employees at 30 sites around the world and 2008 sales of 9.7 billion euros. Business activities are focused on the manufacture of high-tech polymer materials and the development of innovative solutions for products used in many areas of daily life. The main segments served are the automotive, electrical and electronics, construction, medical, and sports and leisure industries.



### Bayer CropScience

Bayer CropScience (BCS) is one of the world's leading innovative crop science companies in the areas of crop protection, non agricultural pest-control, seeds and plant biotechnology. With our headquarters in Monheim, Germany, Bayer CropScience has a global workforce of about 17,900, and is represented in more than 120 countries. BCS is structured in three Business Operations units: Crop Protection, Environmental Science and BioScience – offering an outstanding range of products and extensive service backup for modern, sustainable agriculture as well as for non-agricultural applications.

### Bayer Corporation

Bayer Corporation is the North American subsidiary of Bayer AG. Bayer Corporation encompasses the corporate-center functions that support Bayer subgroups in North America: Bayer CropScience, Bayer Healthcare and Bayer MaterialScience. Bayer Corporation departments include: Enterprise Accounting, Corporate Communications, Internal Audit, Law and Patents, Mergers and Acquisitions, Tax and Treasury.

### Bayer Business and Technology Services

Bayer Business and Technology Services (BBTS) was formed in October 2008 as part of the restructuring of the North American service functions of the Bayer Group. BBTS provides business-critical services to Bayer's North American Subgroups: Bayer CropScience, Bayer HealthCare and Bayer MaterialScience. BBTS is a combination of Bayer Business Services, Bayer Technology Services and other service activities for Bayer in North America. BBTS has a singular vision: to Foster the Success of the Bayer Group. BBTS employees accomplish this by using their experience and expertise to tailor solutions and services to the needs and requirements of their customers in the following areas: Business Planning and Administration, Bayer Technology Services (Engineering Services and Site Services), Business Consulting, Finance and Accounting Services, Human Resources Services and Support, Information Technology Services, Integrated Employee Services, and Procurement Services.

## “As a Bayer employee, I feel empowered

to manage my own financial well-being. With competitive compensation and benefits as a starting point, I can choose from a number of additional programs to help me save, invest and plan. It’s a partnership that works.”

## Our Commitment to Compensation and Benefits

We offer a wide variety of competitive compensation and benefits programs. In addition to a competitive base salary, you will be eligible for an array of innovative rewards and recognition programs, variable pay and incentive opportunities as well as benefits coverage beginning on the first day of your employment.

### Compensation

#### Competitive Base Salary

Bayer provides a competitive base salary that is aimed at attracting, motivating and retaining high-caliber employees.

#### Variable Pay Programs

Bayer provides different types of Variable Pay Programs for our employees. The programs are designed to reward the achievement of financial results, group objectives and individual achievements.

#### Special Recognition Programs

Bayer supports different Special Recognition and Reward Programs. Your success and dedication can be recognized by managers or other employees through these reward and recognition programs by providing financial, time-off or non-cash rewards based on individual or group achievements.

### Benefits\*

#### Medical Coverage

Recognizing that individuals have different medical needs, we offer a choice of three medical plan options to all US employees; an HMO option may also be available in certain geographic areas. Employees have the opportunity to save in a Health Savings Account if the consumer health plan option is selected.

#### Prescription Drug Reimbursement

If you are covered under one of the managed care programs, you are also covered under the Caremark Prescription Program. If you participate in a medical plan other than an HMO, you may be entitled to full reimbursement for any Bayer drugs prescribed for you or your covered dependents by your doctor.

#### Dental Coverage

To meet your specific dental needs, there are different levels of dental coverage benefits available, including orthodontia.

#### Vision Coverage

For your vision needs, we offer a voluntary vision program that provides coverage for exams, lenses and frames.



### **Flexible Spending Accounts**

For expenses not covered under a health plan or for day care coverage, you can utilize Health Care or Day Care Spending Accounts with savings of pre-tax dollars.

### **Disability Coverage**

In the event you become unable to work due to illness or injury, we offer short- and long-term disability benefits.

### **Life Insurance**

Several options are available to you for coverage of employee, spouse and dependent child.

### **Savings and Retirement Plan**

The company provides a 5% contribution toward your retirement. Once you complete three years of service you are fully vested in the company retirement contributions. Employees are eligible to make 401(k) pre-tax or Roth contributions to the plan. To encourage employee saving, the company will also contribute up to 4% of salary as matching contributions (depending on the amount of employee contributions). Vesting in the company matching contributions is 100% immediately.

### **Adoption Assistance**

If you are adopting a child, our adoption benefit plan helps defray the costs involved with adoption.

### **Bayer Share Award Program**

The company provides the option to receive Bayer AG American Depositary Shares (ADSs) instead of cash for a percentage of your eligible short-term Bayer bonus award.

### **Wellness**

We care about your health and well being and want to encourage you to take an active role in maintaining your health. Therefore, we have invested in B Well, a health and wellness program tailored for Bayer employees and their families. B Well wellness goals include:

- Providing wellness resources that emphasize awareness and prevention;
- Encouraging all employees to take an active role in maintaining their health and;
- Creating a work environment that supports employee health.

With B Well's confidential and easy to use programs you'll be empowered to take control of your health and wellness.

With online tools and resources, personal health coaches who are ready to help, preventative health screenings – Bayer's B Well program has it all! B Well services are provided at no cost to you as a Bayer employee.

\*Programs and options may differ based on the requirements of the business

## **“I enjoy my career at Bayer.**

I’m recognized for my initiative and rewarded for my achievements. I also have a family who I love, and hobbies, interests and other priorities that ensure my health and happiness.

Bayer provides a work environment that allows me to balance all the vital elements of my life.”

## Our Commitment to Work/Life Balance

A good balance between work and life makes for a more productive, inspired and innovative workforce. That’s why we’re committed to helping our employees maintain a healthy balance between their responsibilities at work and at home. We are confident that one of the programs and services we offer will help make your life a little easier.

### Holidays and Vacation

As an employee, you will receive nine pre-scheduled holidays in addition to three discretionary holidays available for use whenever desired throughout the year. You will also receive competitive vacation benefits enabling you to take time off from work to rejuvenate, revitalize and recharge.

### Volunteerism

We support our employees who make a personal commitment to improving the quality of life in their communities through their volunteer activities with charitable organizations by providing regular full-time and regular part-time employees with paid time off.

### Flexible Work Options

When needed, you can work with your management team to explore our flexible work options to determine if one will meet both your work and personal responsibilities. For example, you may be able to alter the start and end time of your work schedule, work from home or work a part-time schedule.

### Employee Assistance Program

If you or a dependent family member have a situation that requires legal or personal advice, our employee assistance program provides access to professional help for many situations.

### Personal Leave of Absence Program

If needed, you may take a temporary personal leave, including Family and Medical Leave, in accordance with state and federal laws.

### Supplemental Parental Leave

We offer supplemental parental leave, for employees that are mothers or fathers, to help nurture and bond with your new born, adopted, or placed child. The leave provides two weeks of paid parental leave and three weeks unpaid for a total of five weeks.

### Site Conveniences

At most sites, you can take advantage of a full-service financial cooperative through The Bayer Employees’ Federal Credit Union, which offers a complete range of loan products, IRAs, certificates, checking accounts and debit/ATM cards. At some sites, you will also have on-campus conveniences such as a Bayer Store with over-the-counter products available at subsidized costs, an employee cafeteria, medical facility and wellness programs.



## Our Commitment to Workforce Diversity

We value the diversity of our employees and seek to collectively manage these talents to deliver innovative products to our customers. One of our key values as a company is “Respect for People and Nature.” We strive to create a working environment that respects individual differences. Bayer has a dedicated Diversity and WorkLife office that provides strategic direction on a variety of valuable programs such as Employee Network Groups, Mentoring, Diversity Training, Work/Life, National and Regional Awards submissions such as Working Mother, Corporate and Site Diversity Councils, and the bi-annual employee Diversity Conference. Our programs have been highlighted in several national and regional publications. Our goal is to:

- Show cultural sensitivity toward current and potential customers
- Seek input from diverse perspectives
- Value individuals who bring diverse talents and skills
- Encourage an environment where diverse opinions are freely expressed

Bayer has been recognized with the Catalyst Award, the highest honor for diversity in the United States, for our initiatives and programs to develop women and people of color. And Working Mother magazine continues to recognize Bayer as one of the 100 best companies for working mothers, due in large part to our workplace benefits and family-friendly programs.

### **“I think about the future.**

Where will my career take me? What are my goals? What more can I learn, and how can I grow both professionally and as a person? At Bayer, I see opportunities for increasing responsibility, for continuing education and training, and for growing my network of respected, trusted colleagues. The future looks bright.”

## Our Commitment to Professional Development

To create an environment where you can demonstrate successful performance and achieve professional growth, we encourage you to pursue various developmental opportunities.

### **Career Ladders**

One way we demonstrate our interest in encouraging you to develop in your field is through professional career ladders. These ladders outline the career path you would typically follow within a discipline or area of work. As you consider your next step on this path, you can identify specific developmental opportunities and establish action plans to grow within your field when opportunities to advance become available.

### **Job Opportunities Program**

As an employee, you may express interest in being considered for continued career advancement opportunities throughout the organization. The opportunities can result in promotions, lateral transfers or position changes designed to enrich and enhance your skills and competencies.

### **Relocation Assistance Program**

If you are selected for a job opportunity at another site, you may be eligible for relocation assistance in accordance with company policy. Global relocation is also possible for some job opportunities.

### **Educational Assistance Program**

For employees who wish to pursue career development by taking college or technical courses, we provide reimbursement of related expenses when courses are successfully completed.

### **Professional Association Events**

To maintain your professional network, we encourage involvement in professional associations, including attendance and participation at professional conferences and events.

### **Personal Development & Training Courses**

Our internal training opportunities include technical, professional and management development courses to help you achieve your individual career goals. We also offer assistance with foreign language skill building for professional development or in preparation for international assignments.

### **Leadership Development Programs**

For the managerial level, we place emphasis on innovative development programs to build comprehensive leadership skills.



### Employee Networks/Affinity Groups

Many Bayer sites feature employee networking organizations/affinity groups and other opportunities to provide a forum for Bayer employees to share experiences, build collaborative, rewarding relationships, and serve as a vehicle for personal development. In addition, these groups work to improve our operations within both the organization and the communities in which we serve. ACCESS (African American), WAVE and WINGS (Women) and LINKS (New Professionals) are four examples of successful groups. Employees have the opportunity to establish additional groups, once an approved business plan is in place.

**“At Bayer, I feel like I am making a difference,**

in my own life and the lives of others in my community and beyond. Bayer provides many opportunities for me to choose from, and I feel inspired to continue to explore the ways in which I can realize my potential as an employee, and a member of society.

At Bayer, I can get involved.”

## Our Commitment to Community Involvement

Science is the one common thread among Bayer’s diverse businesses, and we are committed to promoting science within our workplace and in the community. You can be involved through:

- Our award-winning science education program: *Making Science Make Sense*<sup>®</sup>, which is aimed at improving science education in the U.S.
- Our Triple-I initiative: Inspiration, Ideas, Innovation, which is aimed at fully utilizing our employees’ creative potential
- Our community support programs, which include United Way campaign, Special Olympics activities, American Heart Association HeartWalk
- The Bayer USA Foundation, which supports social service, education, arts and culture, and health and human service programs



## Our Commitment to Corporate Social Responsibility

Bayer Corporation has long been committed to the twin concepts of sustainability and social responsibility and demonstrating a distinct kind of corporate citizenship that benefits humankind and society at large.

In meeting our responsibility to society and creating sustainable businesses and communities, we rely on our core values of improving quality of life while harmonizing commercial efficiency, ecology and social commitment. We take a holistic approach, using as our guidepost a commitment to human needs; environmental and climate protection; diversity and equal opportunity for all; education and workforce development; and philanthropy.

Whether it's working with thousands of students and teachers around the country to improve science education, encouraging employees to volunteer their time and talents to community projects and programs, supporting through the philanthropic activities of the Bayer Foundation non-profit organizations dedicated to health and human services, education and workforce development, environment and sustainability, and arts and culture; or providing unique environmental education opportunities to today's students, Bayer demonstrates its social responsibility each and every day.



Do **you** have  
the **Bayer Spirit?**

## Our Commitment to You

Bayer recognizes that science plays an integral part in everyday life and encourages all employees to make a difference through daily contributions to our organization's mission. Please contact us if you would like to explore how you may be able to make a difference at Bayer.

If you would like to be considered for employment opportunities, you may submit your resume through our website and we will review your credentials against our current openings. You may also contact us in HR//direct Recruiting at 877-229-3727.

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As an equal opportunity employer M/F/D/V, it is Bayer Corporation's policy to provide equal opportunity to all applicants for employment and to administer all personnel practices such as recruitment, hiring, promotions, and other terms, conditions, and privileges, of employment in a manner which does not discriminate on the basis of race, sex, national origin, color, religion, age, physical and/or mental disability, or veteran status.