



New Technology Management



**headway**  
*simply good at work*



***Focus on headway*** – who are you dealing with?



## Growth in several sectors

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Our customers' projects and requirements are as varied as the companies involved, but one thing all of our clients have in common is the increasing need to try new things, refresh and widen their knowledge and modernise their processes. These are our strong points and the secrets to our success.

headway is in a position to offer you as one of our clients a unique combination of years of experience in high-tech industry and expert knowledge in top-level recruitment. Our headway*personnel* team has long-term partners amongst the biggest names in the industry such as Texas Instruments and Infineon and has been successful in filling on-site management roles. Meanwhile, headway*engineers* has focussed on filling high-level positions and can, thanks to our internal team of engineers and scientists, access a wide-spread network in your field of work – whatever it may be.

Our core competencies lie in human resources management, recruiting and employee training; enjoy the benefits of our expertise and our network today!

Thanks to our cooperation  
with the Empresaria Group plc  
we are represented in  
several countries.

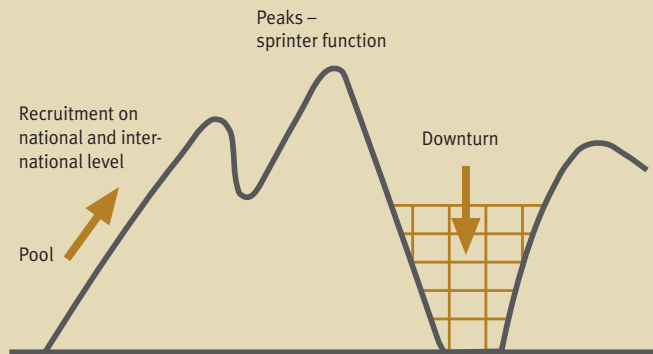
member of **Empresaria** Group plc



## ***Focus on your sector***

*Wherever you are in your growth cycle, we have always got the right solution for your business.*

### **The economic cycle in semiconductors**



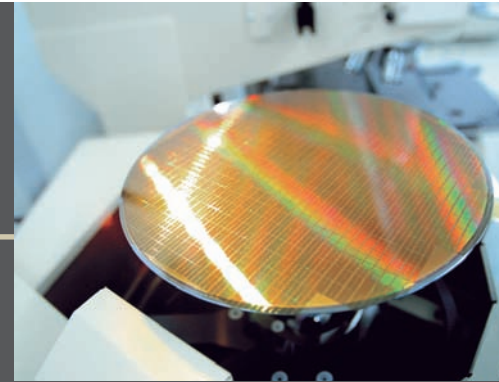
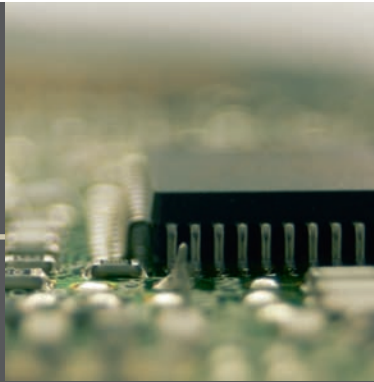
fib-educational centre  
employee pooling, qualified “waiting” service:  
- WeGebAU programmes  
- Further qualifications

\*WeGebAU=advancement of professional training for employed persons

## *Balancing cyclical effects*

Very few branches are as directly affected by technological innovation as micro-electronics and, in order to even out the ups and downs caused by work-to-order whilst still producing efficiently and to schedule, the semi-conductors sector needs flexible staffing solutions.

During peaks, there is a need for highly-qualified staff at very short notice, requiring flexible ways of working.



### **Advantages of using headway staff**

- Quick access to experienced staff during peaks
- In-house training for staff during downturns
- Flexible, short-term solutions for projects
- Cost and time savings

Short-term speed-searching for staff is resource-intensive and, if unsuccessful, can lead to orders going elsewhere due to a lack of qualified specialists.

Which is where headway comes in: we have a large pool of qualified, experienced and dedicated staff, including both specialists and generalists. And what do you do with these staff after the orders are through and you are faced with a downturn? headway has, with over eight years of experience in the semi-conductors sector, a range of suitable solutions for every conceivable situation.

Our aims are to:

- offer further education and qualification to our staff
- provide our staff “in waiting” with suitable solutions during recessions, downturns or fluctuations in orders

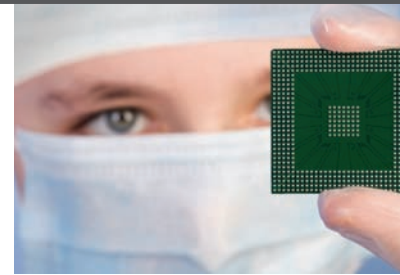
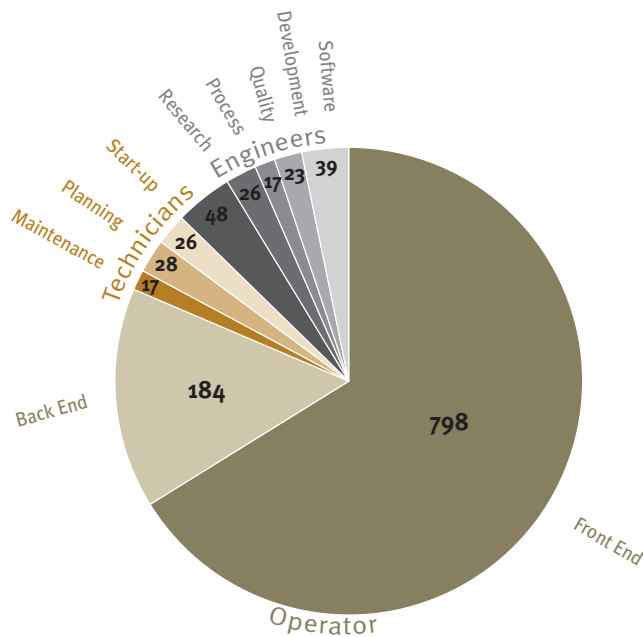
## Our service portfolio

Due to an upturn in demand for consumer electronics and solar technology, many companies currently have full order books; experts have coined the term “swoosh” to describe this kind of short, steep recession followed by an immediate and lasting period of economic growth.

This means that the demand for qualified staff has increased, and existing staff are currently working at the upper limits of full capacity; this leads to increased sickness, numerous holiday requests and high staff turnover, which in turn can have negative effects on several departments and even slow down production.

With its large pool of active candidates, headway can offer you staff to help you close your gaps and, using the fib educational centre as a long-term partner, we are even able to qualify our staff to suit your needs.

### Headway's pool of staff and candidates in the high-tech industry world-wide

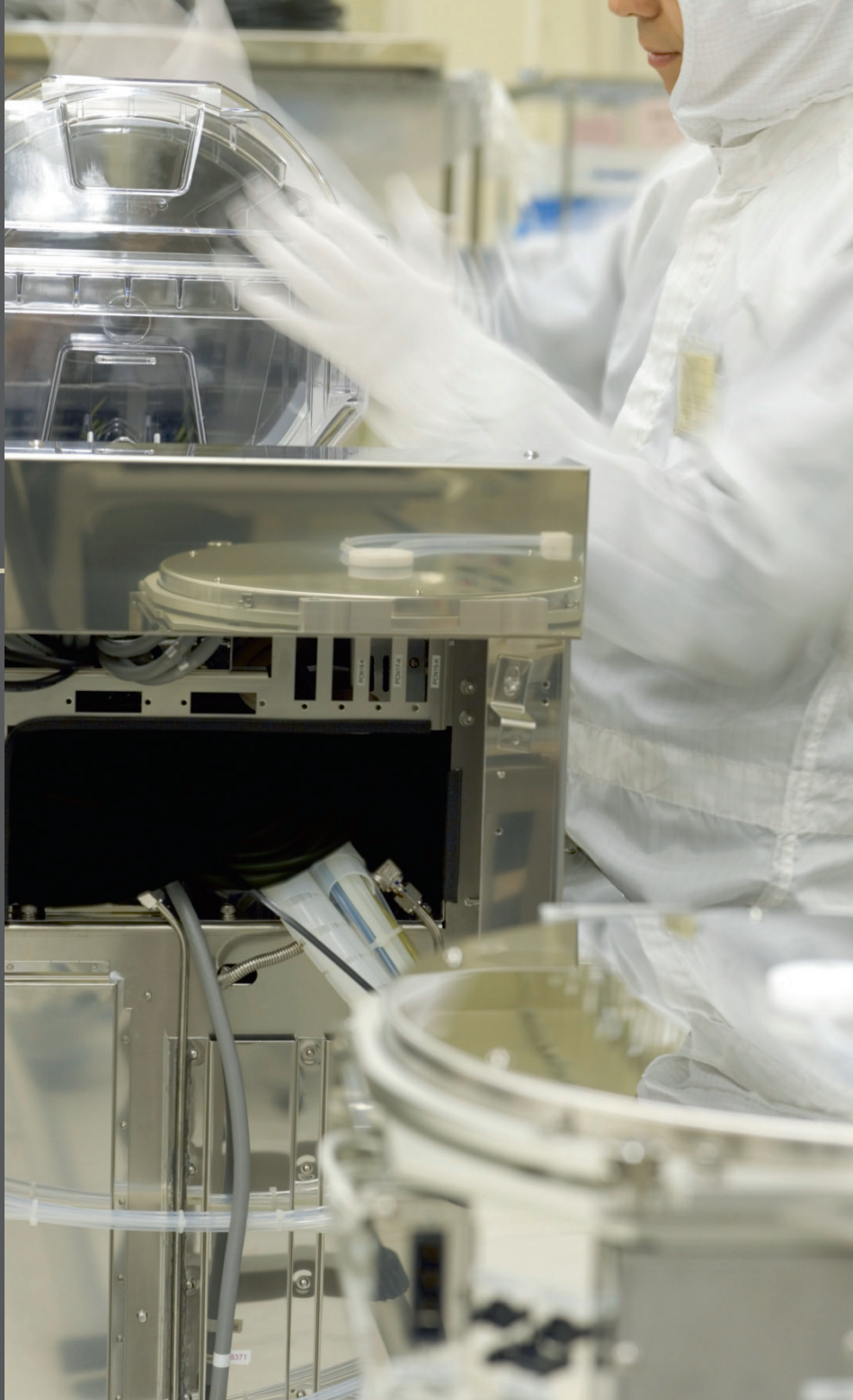


#### Services:

- Recruitment/ head-hunting
- Freelancers
- Work contracts
- Pay-roll services
- On-site management

***Focus on the whole  
package***

*What can you expect from us?*





## ***Focus on facts***

*Why work with us?*

- Over 8 years' experience working in the semi-conductors sector
- Clean-room and semi-conductor environment training courses at our own site
- Quick availability of staff and candidates
- A good network in the high-tech industry
- Specialists working in semi-conductors on hand

## *Go with competence*

We have been working with our multi-faceted service portfolio and dedicated teams of staff, both internal and external, for over ten years now and have a track record of reliable and quick delivery in an environment based on trust.



Our customer base includes every type of company, from global concerns to small-to-medium-sized businesses in the semi-conductors sector; we do not prioritise projects according to the size of the company involved.

We see ourselves as partners, both for the candidates we place and the companies we place them in. We continually test our staff to make sure that their knowledge is up-to-date and that they are aware of the latest challenges in the semi-conductors industry. Our motto is “training, more training, and then qualifications”, and this makes close contact with both our staff and clients essential.

**We have long-standing partnerships with the following high-tech companies**

- **Texas Instruments  
Germany, Freising**
- **Infineon Technologies AG**
- **Siemens Energy**
- **Tokyo Electron**
- **SMARTRAC**
- **LFoundry (formerly Renesas)**

For **further references**,  
please just ask!



*Focus on success. What makes us different?*



## Success and certifications

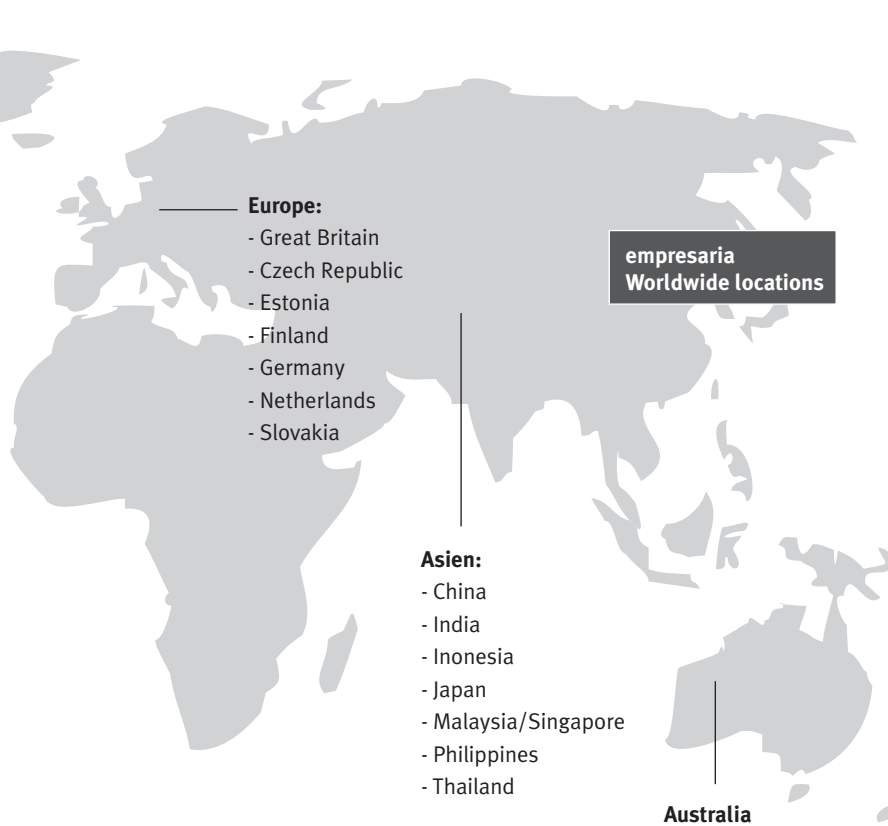
As a company, we are proud to be able to look back at a long run of awards for excellence. We have been signed out for positive business development, for excellent performances by individual members of staff, for exemplary customer relationships management and for exceptional supply and delivery.

Our entire company, as well as several departments, have been certificated in quality management and health and safety; we consider this par for the course in our area of work.



- Award for excellence to our parent company in Dallas
- 17 supplier awards in 2009, including 2 for German business
- This in a field of approx. 15,000 suppliers, of whom only 0.1% received awards





**Europe:**

- Great Britain
- Czech Republic
- Estonia
- Finland
- Germany
- Netherlands
- Slovakia

**Asien:**

- China
- India
- Inonesia
- Japan
- Malaysia/Singapore
- Philippines
- Thailand

**Australia**

## Locations

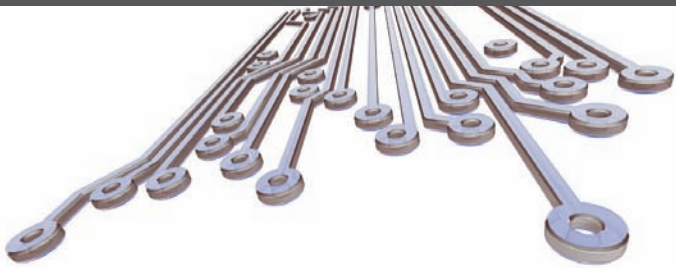
*national/international*



## Overview

*Where can you find us and how can you contact us?*





*„The perfect day will never come.  
The perfect day ist today, if only we will make it so.“  
Horace*



**Perspectives** – *join headway and get to the top!*

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



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