



## P&G's FIRST CONFERENCE

Bringing Industry to You for Over 20 Years

The **FIRST** program of its kind. P&G's recruiting conference, **FIRST**, has been the premier conference for outstanding African American, Hispanic, Native American and other doctoral and postdoctoral scientists. The conference focuses on facilitating connections among scientists for three incredible days of leadership, unprecedented opportunity and real-world insight.

Your **FIRST** exposure to industry. P&G is a company known for being steeped in R&D and innovation. This is your invitation to experience firsthand – and alongside the best in science and research – the technical challenges and career options that exist in industry today, and how work is performed P&G's technologists which results in products that touch lives and improve life.

Your **FIRST**-hand look into the future – the industry's, P&G's and yours. More in-depth than any other conferences of its kind, P&G's recruiting conference, **FIRST**, is also the only such conference where many participants will leave with an opportunity to be considered for an on-site interview.

# FIRST

[ Focusing on Industrial Recruitment of Scientific Talent ]

## FIRST

### on everyone's list

#### Meet and learn from:

Dr. Victor Arredondo, who, in collaboration with other scientists from P&G and Cook Composites & Polymers Co., received the 2009 Presidential Green Chemistry Award for the breakthrough use of Sefose in paints and coatings.

Dr. Yonas Gizaw, who in 2002 was awarded the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers' Lloyd Ferguson Young Scientist Award for delivering organic/carbohydrate chemistry-based technologies to both P&G's Snacks/Beverage and Fabric & Home Care businesses. In 2007, Dr. Gizaw was the recipient of the Purdue University Outstanding Food Science Award.

Dr. Manuel Venegas, who, in collaboration with other scientists from P&G and Genecor, received the American Chemical Society's Team Innovation Award in 1999 for the development of recombinant detergent proteases. Dr. Venegas is also a member of the P&G group that received the 2009 Presidential Green Chemistry Award.

## Want to be P&G's FIRST choice for consideration?

#### Participant details:

P&G's recruiting conference, **FIRST**, will be held in Cincinnati, OH, September 16-19, 2012.

It is primarily intended for African American, Hispanic, and Native American doctoral and postdoctoral scientists from STEM disciplines who want to learn more about industrial research careers. We strongly encourage scientists in those affinity groups to apply. Other qualified candidates, including foreign nationals, will also be considered for participation. Applicants must have a doctoral degree or expect to receive one within 9-12 months of the conference date. All travel expenses and hotel accommodations are paid by P&G. For maximum individual benefit, a limited number of applicants will be chosen to participate. Those selected to participate will be notified on or before August 17, 2012.

#### What you need to be considered:

To apply, go to [pg.com/careers](http://pg.com/careers) and enter job number RND00002174 in the "find and apply for a job" section.

Applications must be received by June 30, 2012, to be considered for the 2012 conference. Be sure to attach the following to your application: current resume and a one-page research summary.



To learn more, visit [facebook.com/PGFIRST](http://facebook.com/PGFIRST)

Touching lives, improving life. 



# Be FIRST

Be **FIRST** in Line for a Successful Technology Career in Science & Research.

Attend P&G's Recruiting Conference, **FIRST**, for Future Leaders.



**P&G**  
experiencePG.com

# FIRST in Innovation

Did you know P&G owns over 41,000 active patents globally? That we've been recognized with the National Medal of Technology, the highest award in the U.S. for achievement in technology?

P&G hires amazing scientists who do amazing things every day. Here are some other things you might not know about P&G:

## P&G R&D

- P&G invests nearly \$2 billion on R&D annually.
- P&G employs more than 8,000 R&D employees in 24 technical centers around the globe.
- P&G boasts more doctoral-level researchers than the combined research faculty of Yale, MIT, and Berkeley in the areas of Engineering (Biomedical, Chemical, Electrical, Industrial, and Mechanical), Material Science, Chemistry, Computer Science, Math, Physics, and Biological Sciences.
- P&G employs more than 1,000 PhDs representing over 120 different scientific disciplines.

## P&G: An Industry Leader

- Forbes Magazine recognized P&G as the 11th Most Inspiring Company in 2010.
- P&G ranked 44th on a list of the "Global 100 Most Sustainable Corporations in the World" for 2010 by Corporate Knights Inc.



## P&G Diversity

- P&G has one of the largest technical communities of minority scientists, with over 120 African American, Hispanic/Latino, and Native American PhD Scientists.
- P&G was named the 2010 Company of the Year by the Society of Hispanic Professional Engineers (SHPE).
- P&G is #8 on DiversityInc's 2011 list of Top 10 Companies for Diversity.



## in 3 days at FIRST, you will:

- Network with a group of successful minority scientists and other professionals whose leadership in science and technology is well established
- Interact with P&G managers at all levels to gain a broader perspective on the management of technology and the innovation process
- Gain a broader perspective on the future of technology at P&G and within the industry
- Learn what top science and R&D companies like P&G are looking for in new employees and how to interview for industry
- Gain a deeper understanding of the realities of cultural and workforce diversities
- Participate in multidisciplinary break-out sessions on real-world topics and experience how P&G works across functions to solve problems and deliver world-class solutions
- Engage in technical discussions with industrial scientists and engineers in your discipline
- Speak with past conference participants now working at P&G
- **Leave with an opportunity to be considered for an on-site interview**

## the Impact of FIRST

- 62 previous attendees have secured employment with P&G
- Former participants of P&G's FIRST Conference are employed at Dow, 3M, L'Oréal, Ethicon Endo Surgery, and Pfizer, among other companies
- Former conference participants also work in academia, government and at small startups

**P&G boasts more research scientists than the combined research faculties of MIT, Yale, and Berkeley.**

## FIRST Impressions

**"As a graduate student and postdoc, this experience opened my eyes."**



*It showed me that P&G believes in applying good science to develop and enhance technologies and products that have a direct impact in improving lives everywhere."*

- Dr. Misael Aviles, P&G employee, 2010 conference participant

**"P&G's FIRST gave me a crash course in what industrial interviews would be like."**

*I walked away feeling confident in questions I would be asked by anyone in the industry interviewing me, and also confident in how I would respond."*

- Dr. Jacqueline (Jackie) Thomas, P&G employee, 2007 conference participant



*"Participating in P&G's FIRST afforded me a unique opportunity to learn of the career opportunities and challenges that exist in industrial R&D, including what's necessary for a successful career in a global organization."*

**Highly interactive workshops left me incredibly knowledgeable**

*and helped me in my career choice as a doctoral researcher with P&G enabling technology with a global impact."*

- Dr. Fleumingue Jean-Mary, P&G employee, 2005 conference participant

**"Not only did my participation allow me to present 'who I am' and promote my contributions to the field of chemistry, it was a tool that supported me**

*as I worked to sharpen my professional etiquette. That experience continues to shape my experiences as a new hire in Pet Care R&D."*

- Dr. Tamika Hurst, P&G employee, 2009 conference participant

