



# 2016 Cintas China AMP Program



# Cintas China Welcome You



***We're Glad You Are Interested in Cintas!***

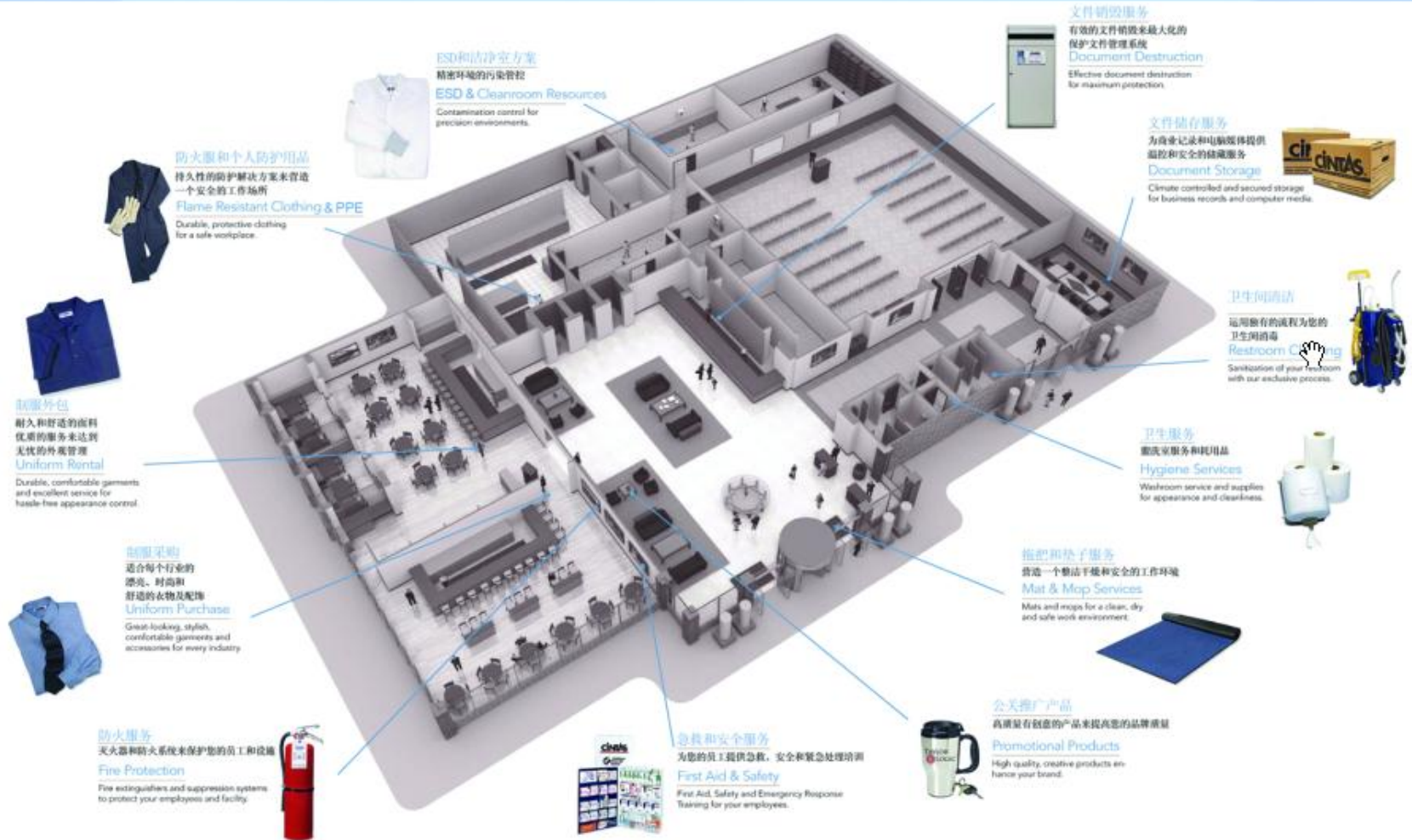




# This is Cintas



唯有信达思能提供您整套服务  
Look no further than Cintas for all your service needs.



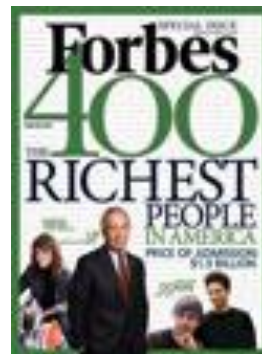
# Leader in the uniform industry



## Cintas is the leader in the corporate identity uniform industry.

Cintas designs, manufactures and implements corporate **identity uniform programs.**

And provides facility services, promotional products, first aid and safety products, fire protection services, document management services and global supply chain.





# Rental Uniforms



# How a Uniform Rental Program



Your uniform



The reliable white van



Pay attention to details, 100% inspection



RFID to track each uniform



Inspect, repair and upgrade



Bacteria control wash process

# Cintas Services



## 900,000

Customers throughout North America, Latin America and Asia



- Located in Cincinnati, Ohio
- 30,000 Employee-partners across the company
- 8<sup>th</sup> largest fleet in the US




## Over 400

Cintas business locations



# FY '15 Results



- Revenue \$4.48B 7.1% 
- Net Income \$397M 17.5% 
- Earnings Per Share \$3.35 21.8% 





# Cintas History



**2009**  
Opens the Cintas rental location in Suzhou, China

**2010**  
Opens the Cintas rental location in Tianjin, China

**2014**  
Over 70,000 Cintas wearers in China.

**2015**  
Opens the Cintas rental location in Guangzhou, China

**2005**  
"The Service Professionals" becomes the new tagline.

**1999**  
Cintas achieves 30 years of uninterrupted growth in sales and profit, become North America's largest Uniform rental Company



**1995**  
Expanding outside the United States for the first time, Cintas acquires Cadet Uniform Services Ltd, in Canada.



**1983**  
Cintas becomes publicly traded on the NASDAQ stock exchange.

**1929**  
After the Great Depression, Doc and Amelia Farmer set up the foundation of Cintas.

**1973**  
Dick Farmer, Bob Kohlhepp and Marketing partner Nick Curtis pick the name C-I-N-T-A-S.



# Cintas Growing in China



In China, Cintas has around 250 partners allocated in 3 plants and 5 offices.

We are supplying professional service for over 70,000 Cintas wearers with Cintas spirit.



#### **Suzhou Plant**

Block T Unit 6-10, No.128 Xingpu Road, Ascendas-Xinsu Square II, SIP  
Suzhou, 215126  
Tel: +86-512-6279 1508  
Fax: +86-512-6279 1509

#### **Shanghai Office**

Rm 126/128, Fukesi Innovation Park, 3599 Yuanjiang Rd, Minhang District,  
Shanghai, 201100

#### **Tianjin Plant**

No.5 Xiang'an Road, Fourth Avenue, TEDA, Tianjin, 300457  
Tel: +86-22-5985 2755  
Fax: +86-22-5985 2754

#### **Beijing Office**

Rm 806, 4th Building, NO. 7 Yard , E Town, Rong Hua South Road, Beijing  
Economic Development Area, 100192

#### **Guangzhou Plant**

#4, 3rd Jingquan Rd, Yonghe District, GDD, Guangzhou, 511356.  
Tel: +86-20-2812 9988  
Fax: +86-20-2812 9989

# Suzhou Plant – 2009

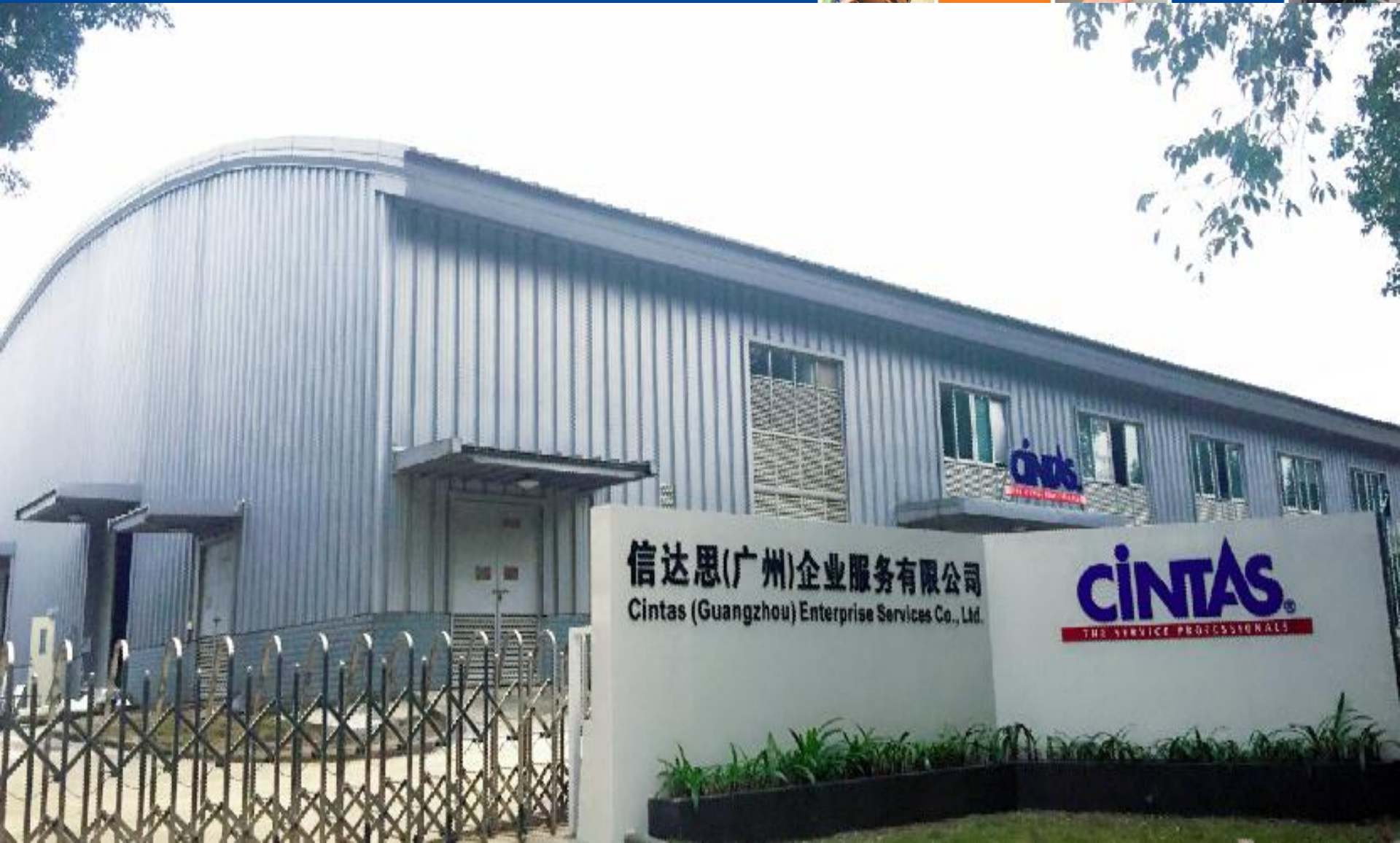




# Tianjin Plant – 2010



# Guangzhou Plant - 2015





# Corporate Culture



## ➤ Principal Objective

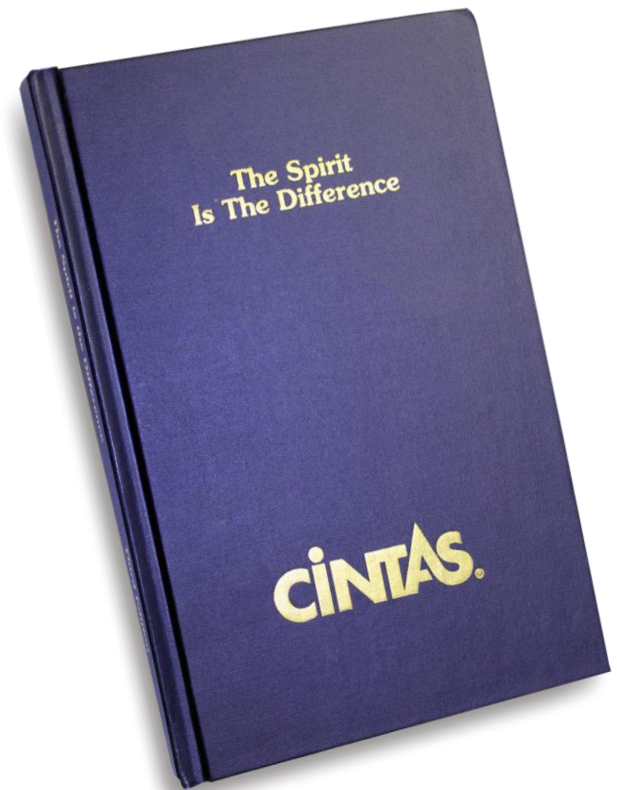
We will exceed our **customers' expectations** to maximize the long-term value of Cintas for its **shareholders** and **working partners**.

## ➤ Corporate Character

- 1) We Are Professional.
- 2) We Live By The Rules – High Ethical and Moral Standards.
- 3) We Act With a Sense of Urgency in Everything We Do.
- 4) We Have a Sense of Positive Discontent.

## ➤ Management System

- Provides Management With Control
- Provides Consistency
- Ensures the Safety and Well-being of Our Partners





# AMP Program



## TEAM DRIVEN

Management Trainee Opportunities for Team Driven Professionals



## Now Hiring for the Cintas Team



Advanced Management Partner

24 - month development program

Rotation in Departments with Operation and Sales Mind



# What is AMP



## Advanced Management Partner:

Advanced Management Partner (AMP) – Generally a recent graduate of an MBA program with preferably at least five years of work experience and with the potential to become a general manager or regional sales director.

Potential AMPs may intern at Cintas the summer between their first and second year of school. AMP Interns must be in graduate school and have an interest in a management career path.



# AMP Selection Criteria



## Required:

- 1<sup>st</sup> degree is BS/ BA
- With MBA education, international/joint program will be preferred
- Focusing field will be: Marketing/Sales; Operations
- A talented and highly self-motivated attitude
- Results oriented track record.
- Good communication skill
- 3-5 years experience in related function, managerial is a plus.
- Fluent English and good computer skill.
- Mobility for 2 years relocation in future.

## Assets:

- Ability to prioritize and execute multiple tasks to achieve productivity and goals.
- Good data sensitive and analytical skills.
- With traceable leadership experience.





# Selection Process



Business Schools + website recruiting

Selection

Employment



1

## Business School+Web

- Campus/Tele interview
- HRD or HRM



2

## On-site Interview + Assessment

HRD/HRM



3

## In-depth Interview

GM+ Sales + FIN



4

## Final Interview

MD+VP  
Information Exchange

AMP Interview Guide

# Development Program for Sales AMP



24-month  
Development  
Program

2 months - TG

5 months-BDM I/II

2 months- SCM

2 months-CS

6 months AM/CEM

1 month- FIN&HR

6 months-BDM II/Sr.

- **Word Explanation:**

TG-Training Guide

BDM-Business Development Manager

SCM-Supply Chain Management

CS-Customer Service

AM/CEM-Account Manager/Customer Experience Management

- **Monthly Status Reports**

- **Monthly Meeting**

- **Program Milestone**

BDM and AM/CEM need certification by end of the rotation. Both require certification passing, otherwise the program will fail and suspend.

- **A Formal Review at the 6<sup>th</sup>,12<sup>th</sup> and 18<sup>th</sup> month**

- **Required Seminars**

- **Mentoring Program**

# Development Program for Operation AMP



1 month - TG

3 months - SSR/Delivery  
Super.

2 months - SCM

3 months - CS

6 months - AM/CEM

1 month - FIN&HR

8 months - Operation Super.

24-month  
Development  
Program

- **Word Explanation:**

TG-Training Guide

SSR-Service Sales Representative

SCM-Supply Chain Management

CS-Customer Service

AM/CEM-Account Manager/Customer Experience Management

- **Monthly Status Reports**

- **Monthly Meeting**

- **Program Milestone**

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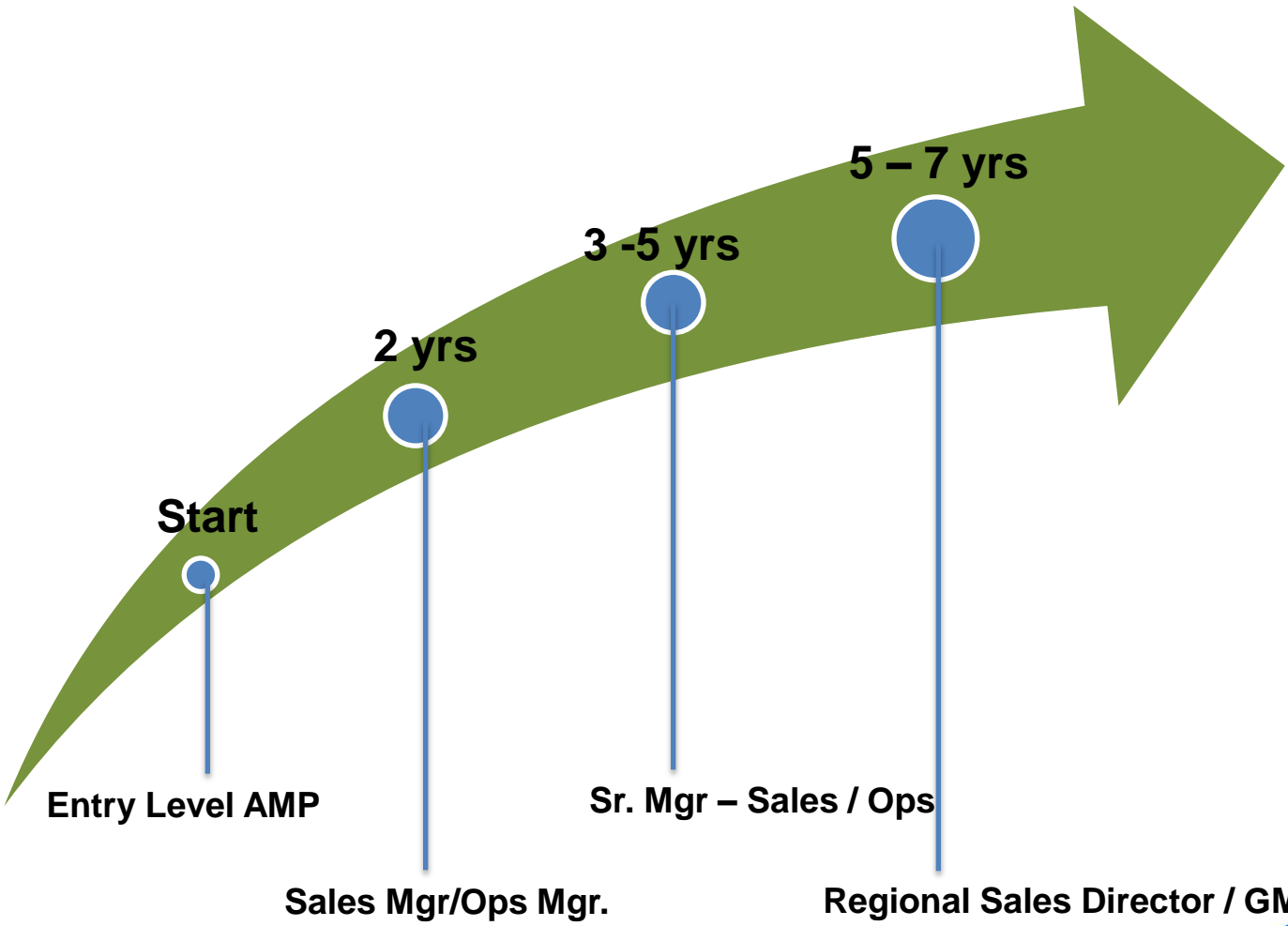
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- **Required Seminars**

- **Mentoring Program**



# Typical Career Path



# AMP Opening Now



## AMP Positions are Opening in Three Locations



Tianjin & Beijing:      1 Operation AMP  
   1 Sales AMP

Suzhou & Shanghai:    1 Operation AMP  
   1 Sales AMP  
   1 GSC AMP  
   1 Marketing AMP

Guangzhou:                1 Operation AMP  
   1 Sales AMP

# Contact Cintas



## Mailbox for CV

[CintasCareerChina@cintas.com](mailto:CintasCareerChina@cintas.com)

## Contact Person

HR Department: Ms. Shirley

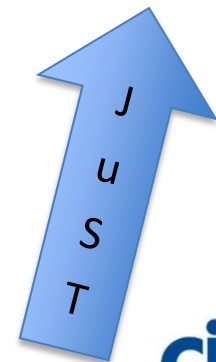
+86 022 59852720

## Know More About Cintas

Website: <http://www.cintas.com>

<http://www.cintas.cn>

If you are interested in our AMP program  
If you are eager to join us as advanced management partner  
If you are passionate to be intern this summer





# Welcome to the Team



Thank you!

Let's Work Together to Build Stronger Bench Strength!

