



ADVANCE YOUR CAREER AT GENTEX

Love Where You Work



GENTEX
CORPORATION

OVERVIEW

Advance new technology – and your career – at Gentex! Join a collaborative culture devoted to innovation, cooperation, and continuous improvement. Here, your ideas are not just heard, they're celebrated! Explore Gentex today, and love where you work!



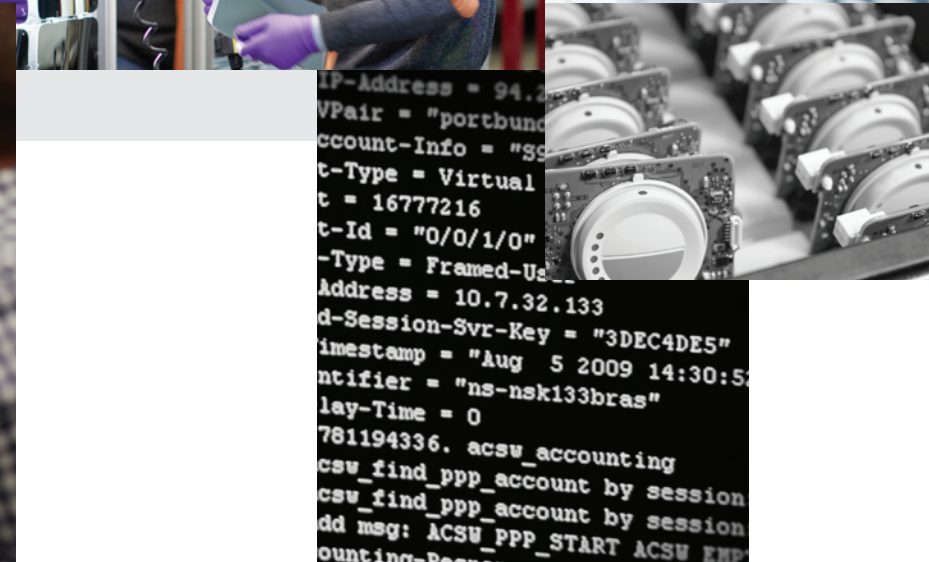
About Us

Gentex is first and foremost a technology company, proficient in a wide range of core competencies that yield a unique fusion of technologies. We currently develop and manufacture custom high-tech electronic products for the automotive, aerospace, and commercial fire protection industries. But that's just the beginning, because exploration, failure, persistence, and discovery are words we live by.

Core Competencies

Gentex is highly vertically integrated to drive innovation. We're skilled in:

- Electronics
- Microelectronics
- Vision Systems, Cameras & Sensing
- Displays
- Design and Engineering
- Software Design
- Chemical Development and Coatings
- Glass Bending and Processing
- Automated Assembly



PRODUCT PORTFOLIO

Aerospace

Gentex is the world's leading supplier of electronically dimmable windows for the aerospace industry. They replace traditional shades and allow passengers to selectively darken the aircraft windows while still viewing the scenery outside.

Fire Protection

Gentex was founded as a manufacturer of fire protection products and is best known for introducing the world's first dual-cell photoelectric smoke alarm. Millions of Gentex detectors and signals can be found in commercial buildings worldwide.

Automotive

Digital Vision

We're continually reinventing what it means to see around the car. That's why we're helping the industry transition from analog to digital vision, with scalable, hybrid solutions that harness the collective power of mirrors, monitors, and cameras in one seamless digital vision system.

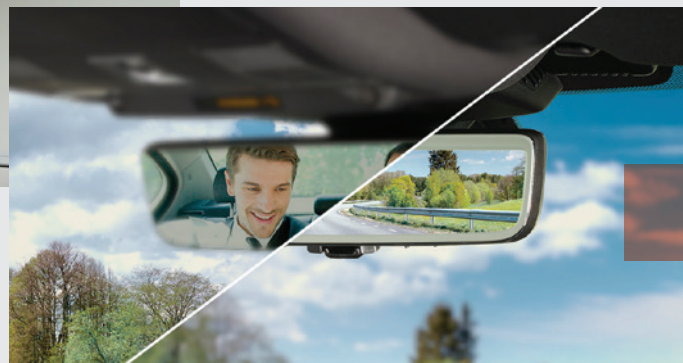


Dimmable Glass

As the creator of the automatic-dimming mirror, Gentex is no stranger to dimmable glass. Now we're working to apply smart glass technology to every surface under (and including) the roof. By expanding the size, speed, and location of our dimmable devices, our electrochromic tech is reinventing comfort, convenience, and styling in new, ambitious ways.

Connected Car

From biometrics-based security to in-vehicle payments to HomeLink vehicle-to-home automation, the future of automotive connectivity is here.



CAREERS AT GENTEX

Gentex offers careers in a variety of fields, from traditional corporate services like human resources and accounting, to engineering disciplines and applied sciences. Our team includes chemists, researchers, industrial designers, engineers, software developers, robotics experts — the list goes on and on.



Who We Hire

We hire problem solvers who are passionate about their field, communicators who can collaborate well with a team, and contributors who value providing excellent customer service to internal and external stakeholders.

Quality, innovation, and ownership are words you will hear often as they are foundational values of the company. Our managers lead with integrity, and our team members have the autonomy to own projects from concept to completion. It's the reason so many team members stay with Gentex their entire career.

Engineering Positions

Gentex is a technology company that solves problems, so we are always looking for innovative engineers who can evaluate and implement solutions. We seek candidates with outstanding engineering fundamentals but who are also responsible leaders and creative thinkers.

Quality is at the heart of our business. Without quality products, customers will not be interested in our next innovation. Gentex engineers need to be able to apply their analytical skills to identify the root cause of a problem and develop a creative solution that can be executed flawlessly.

- Electrical
- Mechanical
- Industrial
- Software
- Chemical
- Material support
- Production support

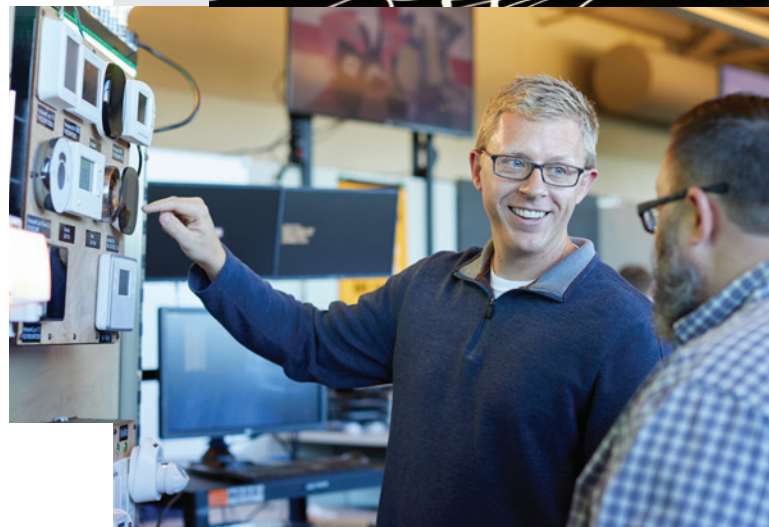


Intern Experience

Ready to put what you learned in the classroom to practice and enhance your education? Join the Gentex Intern Experience! Our internship program is designed to give you real-world, hands-on experience to boost your resume and put you at the front of the line for a full-time opportunity at Gentex when you graduate. We don't believe in busywork. You will complete real projects to develop the skills and experiences for a successful start to your career.

Why intern at Gentex?

- Hands-on experience using state-of-the-art design tools
- Diverse project opportunities
- Troubleshooting and refinement goals
- Team leadership development
- Product design
- Access and experience with the latest automation equipment
- Fun team building activities exploring West Michigan with your intern class



Work Perks

Team members work in a fast-paced environment where they enjoy a wide-range of perks. Gentex provides quarterly profit-sharing bonuses and employee stock purchase plans alongside a 401k matching program. You can also advance your education through our tuition reimbursement program.

Our facilities are world class. Avoid gym membership fees and work out in our state-of-the-art Wellness Center. Feeling under the weather? Walk in to our on-site health care clinic to talk to a doctor. Gentex team members also receive a wide-variety of discounts at West Michigan businesses.

- Quarterly Profit-Sharing Bonuses
- Employee Stock Purchase Plan
- Tuition Reimbursement
- On-site Wellness Center
- On-site Health Clinic
- Business Discounts



Collaborative Culture

Our collaborative culture is founded on a devotion to quality and innovation. We all share an ownership mentality and embrace an unpretentious management style that fosters an inclusive environment where team members can perform at their best, support each other professionally, and continue to learn and grow. We're passionate about what we do and how we do it.

- Community Give-Back Program
- Diversity, Inclusion, & Equity Council
- Women at Gentex
- Gentex Veterans



What Our Team Members Say

Career longevity is a common theme at Gentex. That's one way we know our team members love where they work. Each quarter, we have a long list of employees celebrating service awards ranging from 10 to 40 years!

“This is the best place to work! Great benefits, great bonuses, great raises! I’ve met some really awesome people through this job.”

— DANI

“Great place to work with West Michigan values and plenty of opportunity to advance. Happy to be a part of this company.”

— CAMERON

“We have great people at Gentex. The management team is easy to talk to and really cares about my professional and personal growth. Plus, the benefits are amazing.”

— SAM

“I feel like I have a career here, not just a job. I appreciate that I have been given opportunities to move up in the company. I can’t see myself working anywhere else.”

— BRAD



Embracing Sustainability

Social responsibility has been a focus of Gentex from the start. From fire protection warning devices to automotive products that protect drivers, Gentex has always been in the business of safety. The company incorporates environmental, social, and corporate governance issues into our decision-making processes and business policies.

- Employee Electronic Recycling Events
- Electric Vehicle Charging Stations
- On Campus Bicycle Fleet
- Green Roofs
- Water Bottle Refill Drinking Fountains
- Corporate Wetland Mitigation Program



Awards and Recognition

- Gentex has been named a Top Workplace by the Detroit Free Press 7 times.
- Forbes recognized Gentex as one of the “200 Best Small Companies” six times.
- The company has been presented with the most prestigious quality awards by its customers.
- Gentex manufactures 92% of the world’s auto-dimming rearview mirrors and sells them to every major automaker globally.



Stay up-to-date on the latest opportunities at gentex.com/careers

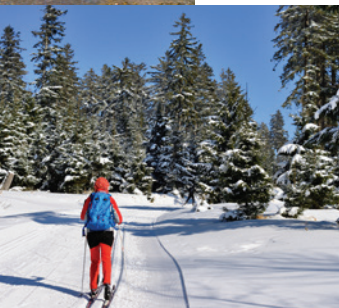
Follow us on Social Media



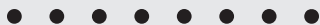
Living in West Michigan

Gentex is perfectly situated in Zeeland, near the scenic shores of Lake Michigan, just 30 minutes away from metropolitan Grand Rapids. While West Michigan stands out for its natural beauty and outdoor lifestyle, it's also known for its vibrant economy, cultural activities, and a nightlife punctuated by a profusion of restaurants and craft breweries.

- Natural Beauty
- Year-Round Activities
- Affordable Cost of Living
- Rich Tradition of the Arts
- Vibrant Downtown Districts



GENTEX CORPORATION



600 N. CENTENNIAL STREET

ZEELAND | MICHIGAN | USA 49464

616-772-1800 | HR@GENTEX.COM

WWW.GENTEX.COM | WWW.GENTEXTECH.COM

© 2019 Gentex Corporation

