



Who is Anixter?

A Well-Rounded Career

— Bill Standish

Bill Standish started his career as an internal auditor with the finance group. Since that time, Bill's career has taken him into roles in sales management, inventory management and operations. He really has seen every aspect of Anixter. Today as the Executive Vice President of Operations at Anixter, Bill has responsibility for operations and inventory management for North America and EMEA.

Bill points out that the best way to move up at Anixter is to focus on doing what you are asked to do today. "If you do that well, doors will be opened for you." He says the best way to do your job is to "know your job, but also know how your job relates to other functions in the company. Go that extra mile."

Go that extra mile and you, too, could get a chance to see all the different aspects of our company.



“Know your job but also know how your job relates to other functions in the company. Go that extra mile.”

— Bill Standish
Executive Vice President of Operations
Glenview

WHO IS ANIXTER?

Innovation is the key driver of performance and growth at Anixter. By listening closely to our customers, we are able to leverage our historic strengths—geographic footprint, product breadth and depth, technical know-how and supply chain expertise—to develop innovative solutions that deliver tangible, bottom-line value to the markets we serve. By consistently leveraging our flexible operations platform and forming long-lasting supplier relationships, Anixter has become a leading global supplier of products, technologies and services.

Anixter would not be a global leader without the support of strong teams across departments, divisions and the globe. Throughout its three specialized sales forces—Electrical and Electronic Wire & Cable, Enterprise Cabling & Security Solutions and Fasteners—Anixter relies on employees to deliver their very best, at what they do best, every day to help Anixter continue being a successful market-leading company. An ongoing investment in technology and supply chain innovation has made Anixter a leading distributor to the communications, security, wire and cable, and OEM supply markets.

In order to live up to our reputation, Anixter employs people who exemplify these values and take service to a new level. Our business model is based on the philosophy of our Blue Book, which encourages employees to think often and say what they think. It is a philosophy that emphasizes people, customer service, honesty, enthusiasm and expression. As an employee, you have been chosen for your ability to adhere to these principles and for your potential to succeed. Use that potential and Anixter will reward you with opportunities for advancement and growth. At Anixter, your career begins as an open book—it's up to you to write it. Whether you want to be a sales specialist, a warehouse manager, an IT specialist, a marketing director or an executive vice president, the opportunities at Anixter are limitless. So for you, Anixter means the opportunity to build a great career and reputation of your own.

“Change = Growth =
Opportunity”

— the Blue Book

Developed more than 40 years ago, the values found in the Anixter Blue Book continue to guide our beliefs and business style. Since 1957, we have changed and grown dramatically, but our values remains unchanged: a steadfast commitment to the values presented in the Blue Book.



WHO IS ANIXTER?

The Anixter Difference

With so many companies out there today, why do people choose to work for Anixter? Because of what sets us apart: our people, our culture and our approach to business. Anixter provides an exciting environment to work in and one that offers career stability, advancement and growth.

We are proud to serve more than 100,000 customers across more than 50 countries every day with our world-class inventory, global capabilities, technical expertise and Supply Chain Solutions. All of these areas offer opportunities for you to advance your career to learn, grow and change, all depending on your interests and future goals.

Corporate Snapshot

Year founded: 1957

Number of employees: Over 8,200

2011 Revenues: \$6.1 billion

Products: More than 450,000

Inventory: Over \$1 billion

Customers: Over 100,000

Stock symbol: AXE

Countries: More than 50



The Anixter difference provides you with many opportunities to add your value to a market leader. With your dedication and hard work, you can help us drive the Anixter difference deeper into the marketplace and add additional value to our customers. Helping us deliver the Anixter difference can result in many exciting career opportunities.

Products

We partner with industry-leading manufacturers to provide the most innovative, highest quality and consistently reliable products available today. Because of these valued partnerships, we are able to offer our customers more than 450,000 products from 7,000 suppliers out of \$1 billion in inventory using a global warehouse network that comprises more than 7 million square feet.

From network cabling and physical security products to electrical and electronic wire and cable and fasteners, Anixter sells only superior, world-class products to many different industries. We meet the shifting demands of the marketplace by eagerly entering new markets with our customers. Because our customer, industry and geographical reach is constantly expanding, there will always be new opportunities for advancement and change throughout your career. Whether it is testing products in one of our quality or technology labs, analyzing the financial implications of introducing a new product set, managing inventory or creating a marketing campaign for entry into an emerging market, you will constantly be learning about a variety of exciting products, technologies and processes.

WHO IS ANIXTER?

“We want to be the best.”

— the Blue Book

Anixter serves a broad range of markets and customer types:

- Broadcast and entertainment
- Data centers
- Industrial automation
- Natural resources
- Original equipment manufacturing (OEM)
- Power distribution
- Renewable energy
- Security
- Shipbuilding
- Telecommunications
- Utilities

Technology

From the earliest days of cutting cable to length to the Levels breakthroughs of the '90s to the IP-based technologies of today, Anixter has always maintained a commitment to innovation in both technology and process. By testing, evaluating and understanding the latest products and solutions, Anixter can better help its customers make more informed purchasing decisions. With 2,800 highly trained specialists working in our Fasteners Quality Labs, our Infrastructure Solutions Lab, or in the field, Anixter helps to develop new products, test components, develop engineering specifications and create industry-setting standards adhered to across the world.

Every day, Anixter's employees have the opportunity to contribute to the technical excellence at Anixter. Whether it's recommending a new product from a best-in-class manufacturer, participating in educational offerings, serving as members in some of the largest standards bodies or helping engineer the right fastener for the project, Anixter's employees are at the forefront of technological excellence. From working with our technical experts to learning from them on a daily basis, you can be proud to be part of this innovative company.

Our Technical Expertise

Our customers can rely on our technical expertise to keep them current on the latest products, applications, industry trends, standards and emerging technologies.

- Confirm the quality of fasteners used in the assembly line
- Evaluate a network infrastructure to be sure it will successfully handle bandwidth demands
- Test the metallurgy of a fastener before specifying it in a design
- Demonstrate complex multi-manufacturer IP-based security solutions
- Test performance of network cameras under various lighting conditions

Into the Mix

— Lloyd Alexander Hocking

Lloyd Alexander Hocking had no industry experience when he came to Anixter, but he was thrown right into the mix, managing several high-profile accounts while still learning his way through the system. Since that first trial by fire, Lloyd has worked through several sales roles in Virginia to his current position as Inside Sales Manager for ECS in Dubai. “One thing that was apparent from the first day on the job was the very real company culture and values that are instilled in new hires from day one.”

For employees looking for the next opportunity, Lloyd says it is important to learn from your colleagues, question the status quo and strive to do more. “I can safely say that no two days are exactly the same at Anixter,” he said. “If you are ambitious, there always seems to be more opportunities for growth right around the corner.”



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— Lloyd Alexander Hocking
Inside Sales Manager/Location Manager
ECS, Anixter Middle East, Dubai UAE, EMEA

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Services

Anixter is committed to exceeding our customers' expectations by consistently providing superior service. At Anixter, "value-added" is not an empty promise. It is the driving principle behind our business.

When Anixter started distributing cable, it offered customers something they never had before: service. More than 50 years later, Anixter continues this commitment with its fully customizable and scalable Supply Chain Solutions. By bundling our products into a single streamlined solution to save customers time and money, Anixter offers unparalleled and unduplicated service. Through our efforts to continually improve our supply chain offerings, we have created our READY!SM Deployment Services and READY!SM

Material Management Services, which simplify the way customers specify, order and manage materials. The result: increased efficiencies at the job site.

From a local security integrator to an international consulting firm, Anixter's Supply Chain Solutions meet each customer's business needs by adding value to the supply chain to lower costs and speed deployment.

At Anixter, you have the opportunity to work with the best and most forward-thinking experts in the field. You can learn new project management processes or perfect customer service skills that will be of value to you throughout your career, no matter which department you are working in.

"Customers are our passport to success. Without them, we can't get there."

— the Blue Book

Delivered Globally

Anixter is truly global. We are physically located in more than 50 countries, speak over 30 languages and operate in more than 35 currencies. We conduct business in local languages and are familiar with the trends, standards, customs and needs of local markets. All of our departments collaborate on projects across the world—from sales to marketing to Supply Chain Solutions—in order to deliver a consistent, quality product, message and level of service to our customers. So whether you are on the phone with an engineer in Seattle, part of the sales team in Mumbai or a member of the warehouse in São Paulo, Anixter offers you a wide variety of opportunities to participate in this global economy.

You never know where your Anixter career path could take you—and we mean, where it could take you globally!



The Customer Comes First

— Ramanathan Seenivasakan

When Ramanathan started with Anixter in 1991, he was the second Anixter employee in the Asia Pacific region and was more than a little scared. “I didn’t know what the future held,” he said. “We only made \$20,000 per month and everything was communicated by fax. What motivated me was seeing the sales grow.” By learning sales, ordering, shipping, billing and other functions, Ramanathan was able to grow as the company grew. “It’s always good to join the company as a pioneer,” he said. “If you are prepared to try new challenges, you will be able to succeed.”

During his pioneer days, Ramanathan found the Blue Book to be invaluable. “I love the Blue Book, and I was given it to read while waiting for my interview. Still today, the customer comes first, and we go out of the way to service our customers, a mantra I have cultivated in all of my staff.”

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— Ramanathan Seenivasakan
Managing Director
Operations and Supply Chain Solutions
Asia Pacific Region



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What Anixter Means to You

We hope that this brief introduction has demonstrated who Anixter is, how we work, where we are headed and, ultimately, what it means to you as a new member of our team. We understand that you may have many employers to choose from as you move along your career path. As a member of our team, you have many opportunities available for you to add value to our business and grow professionally.

At Anixter, your career begins as an open book. What your book will say is up to you. As you grow into your new role with us and think about where you would like your career path to take you, remember all that Anixter has to offer. Ask yourself as you move along your pages, what do you want each page to say? Where do you want this story to take you? For the most exciting Anixter story—work hard, be enthusiastic, be eager to learn—you will be rewarded throughout your journey. Remember, our tagline, “Products. Technology. Services. Delivered Globally.” means many opportunities and many choices for you to define your career path. It is now up to you to capitalize on this great career opportunity.

Welcome to Anixter.

“Enthusiasm is the greatest business asset in the world.”
and “Enthusiasm brings results.”

— the Blue Book

Our philosophy

- People come first.
- Our word is our bond—we are reliable.
- We are serious about service.
- We cannot afford the luxury of a poor day's business.
- We want to be the best.
- We are realists. We believe in candor.
- We're accessible and easy to do business with.
- We are aggressive...we are “doers”...we work hard.
- We are often pleased but never satisfied.
- We properly reward our people.



Taking Advantage of Resources

— Jenny Hernandez

There is no room for boredom in Jenny Hernandez's day. As the Inside Sales Director for CALA's southern cone, she supports inside sales teams and works closely with customers and suppliers to grow Anixter's business. She uses every minute to think how to be the best for her co-workers and her customers. "Every day is full of challenges," she said. "It's important to take advantage of all the resources—the people and technologies—we have available."

After six years at Anixter and various sales roles in ECS and Wire & Cable, in both Columbia and Ecuador, Jenny continues to discover new products, solutions and services that differentiate Anixter from its competition, much like when she first started. "I was very impressed by Anixter's huge portfolio of products and solutions," she said. "During my first days, I discovered a world of opportunities for doing business."



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— Jenny Hernandez
Inside Sales Director
Industrial Solutions, Security, Utility and Telecom
CALA