

technologies

CREATIVE

WORLDWIDE

W. L. GORE & ASSOCIATES, INC.





Joining Gore you have the possibility to make change

People have passion about what they do

You have a reason to wake up in the morning!

My mind is always moving on problem solving...trying to figure things out

See a new opportunity along the way!

Sponsorship

One-to-one communication in a global environment

I could change job, without leaving one company

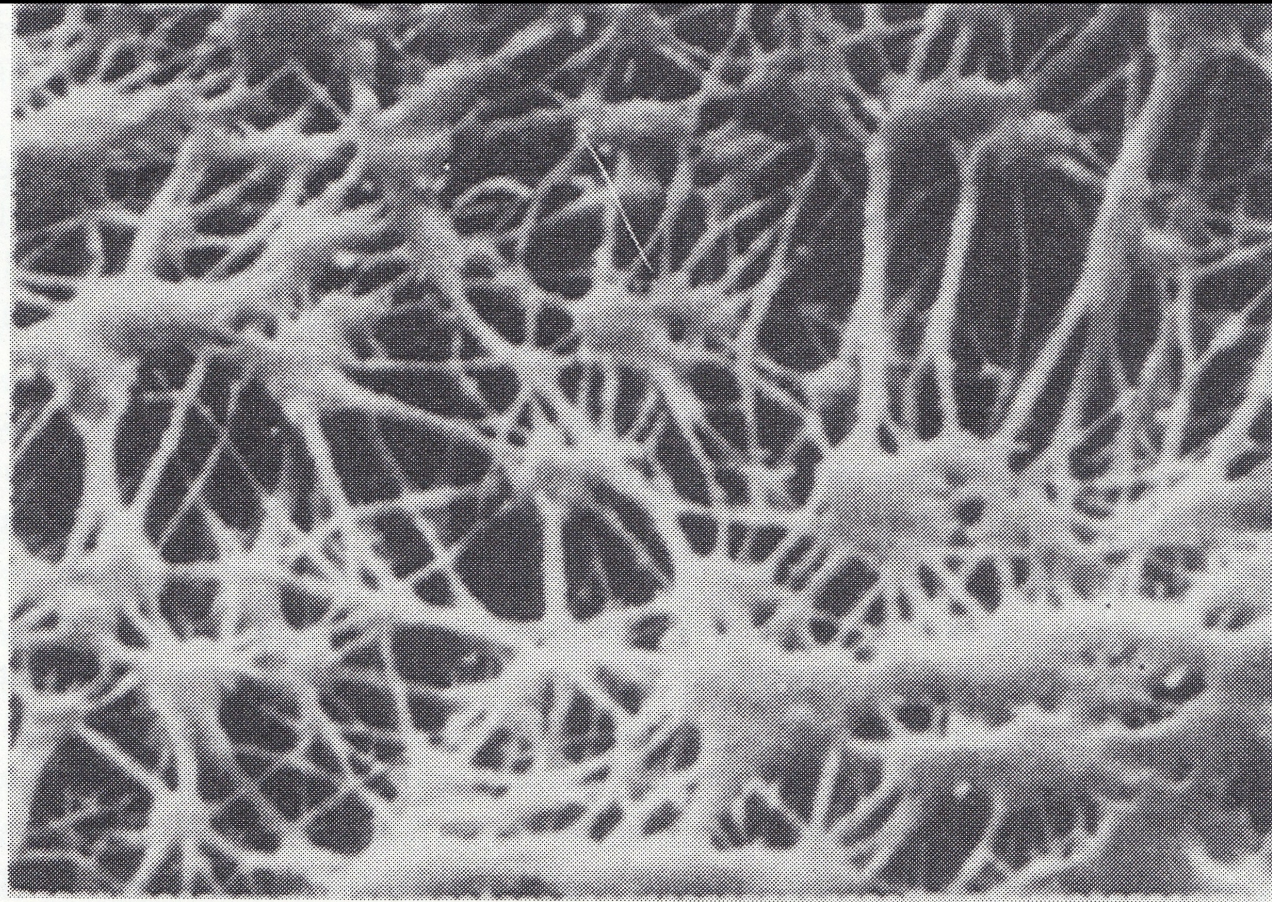
If you make a mistake, you can learn from it

About Gore



- Founded in 1958
- Privately held company, ranking in the top 120 of the Forbes top 500 privately held companies for 1999.
- Sales in the past fiscal year exceeded \$1.35 billion
- Approximately 6,000 associates work in more than 45 plants and sales location worldwide, with manufacturing operations clustered in the U.S., Germany, Scotland, Japan, and China.
- Proprietary technologies with the versatile polymer polytetrafluoroethylene (PTFE) have resulted in numerous products for diverse industries.





← 1/100 mm →

Magnification 1:10,000

Explanation:

Electro-scanning microscope, 10.000 times enlargement of a GORE-TEX® membrane. White parts are "nodes and fibrils" of PTFE. Black areas are openings. There are about nine billion pores per square inch (or about 1.4 billion per square centimeter). Each pore is about 20.000 times smaller than a water droplet (which blocks outside wetness from entering = waterproofness) and about 700 times larger than a water vapor molecule (which lets perspiration vapor escape = breathability). The microscopically small pore size and the three dimensional sponge-like structure make it also windproof.

Fig. 2: A GORE-TEX® Membrane

Corporate Culture

Lattice organization:

- Created to eliminate barriers to creativity
- Encourages problem solving
- Lacks titles, traditional chains of command
- Driven by person-to-person communication
- Based upon four principles: fairness, freedom, commitment, waterline

Characteristics

- Teams form around projects
- Objectives are set by the people who have to make them happen





Gore & Associates

What we believe

Belief in the individual
Power of small team
All in the same boat
Long term view

Guiding principles

Freedom
Fairness
Commintment
Waterline

Core value

Innovating and creating
Direct one to one communication
Lattice
Deep Knoweledge
Natural leadership
Personal relationship
Fitness for use
Compensation based
on contribution

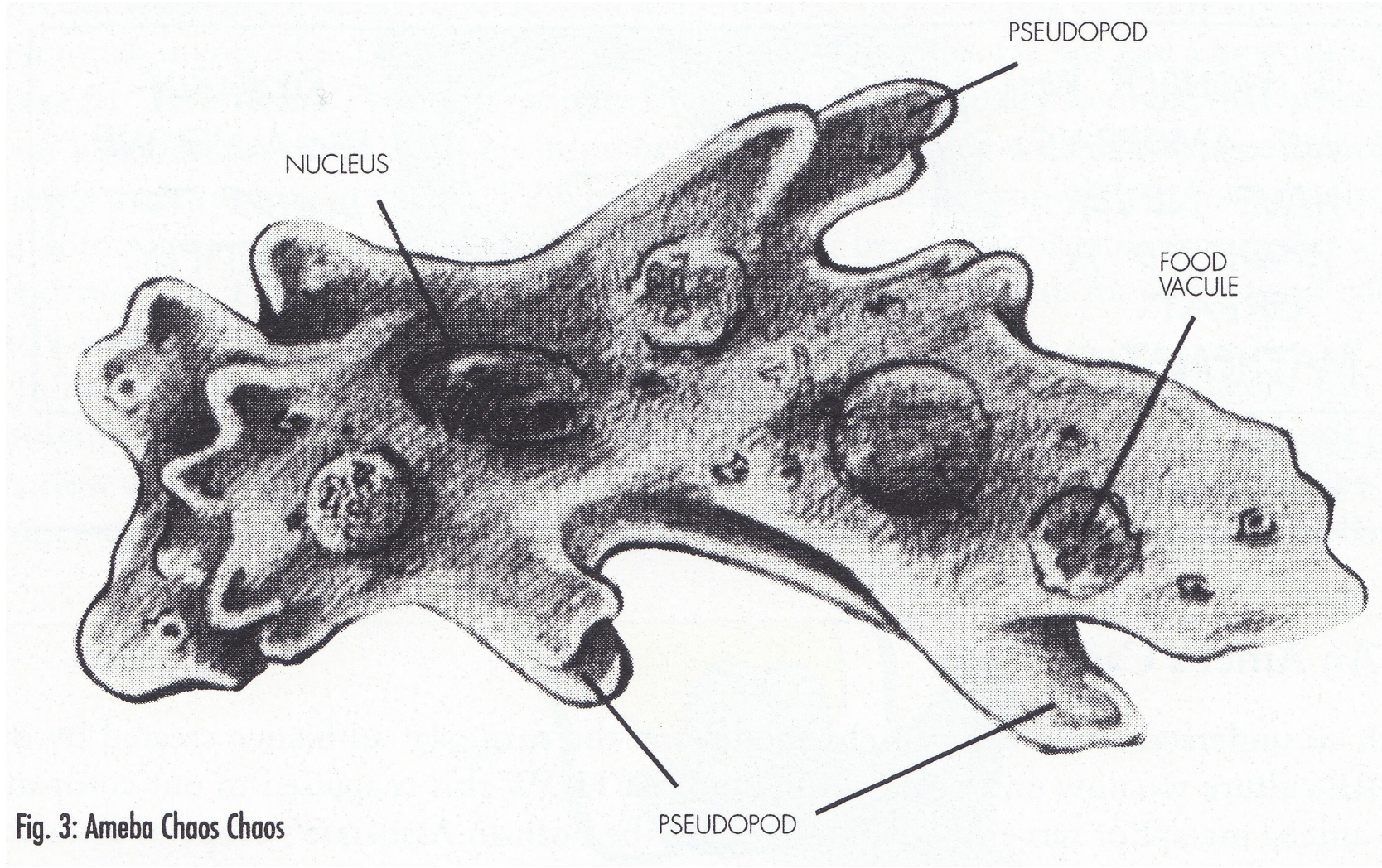
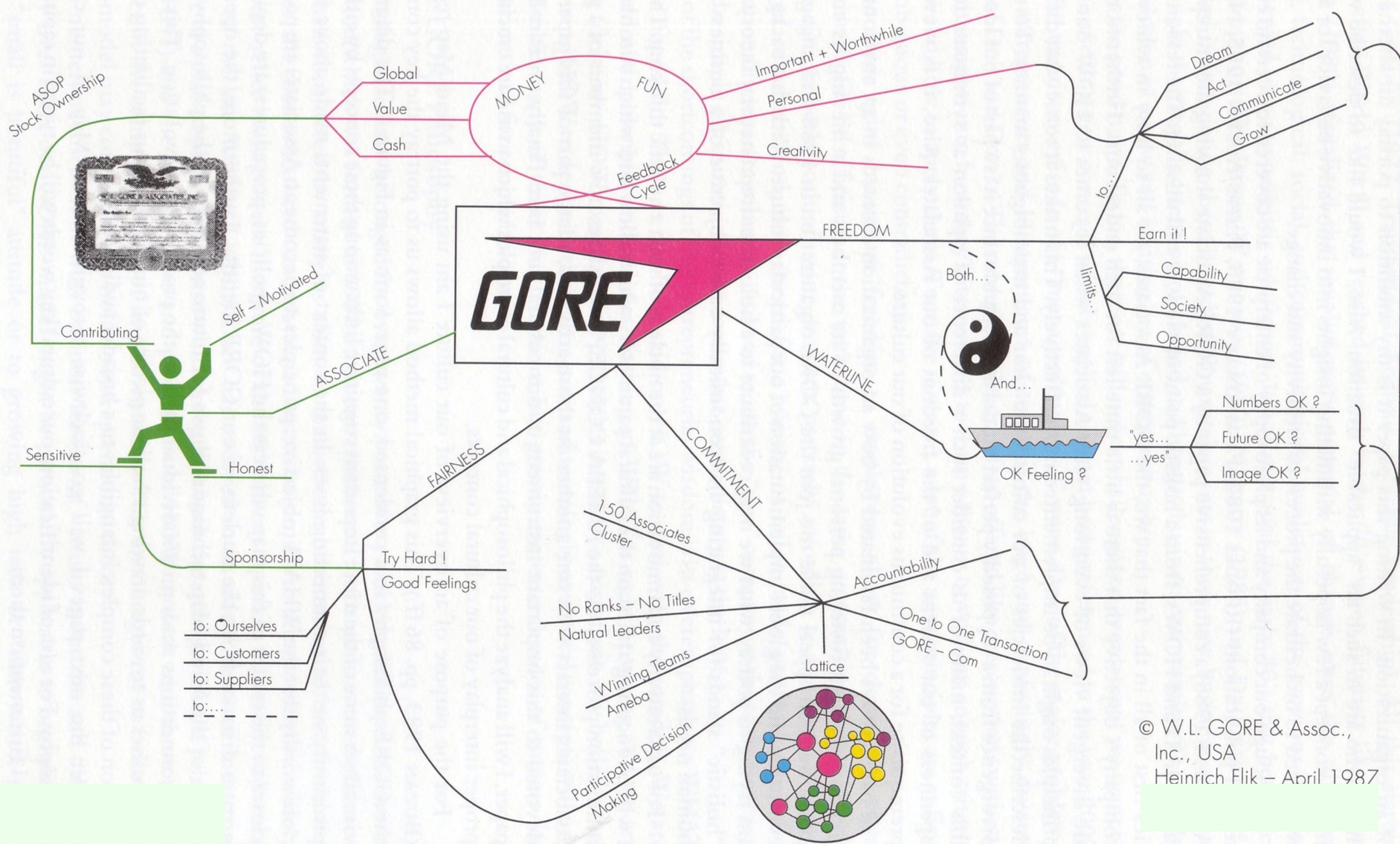


Fig. 3: Ameba Chaos Chaos



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 Heinrich Flik - April 1987