
WE ARE
A SPECIAL BREED
OF ENGINEERS
TMC
PEOPLE
DRIVE
TECHNOLOGY

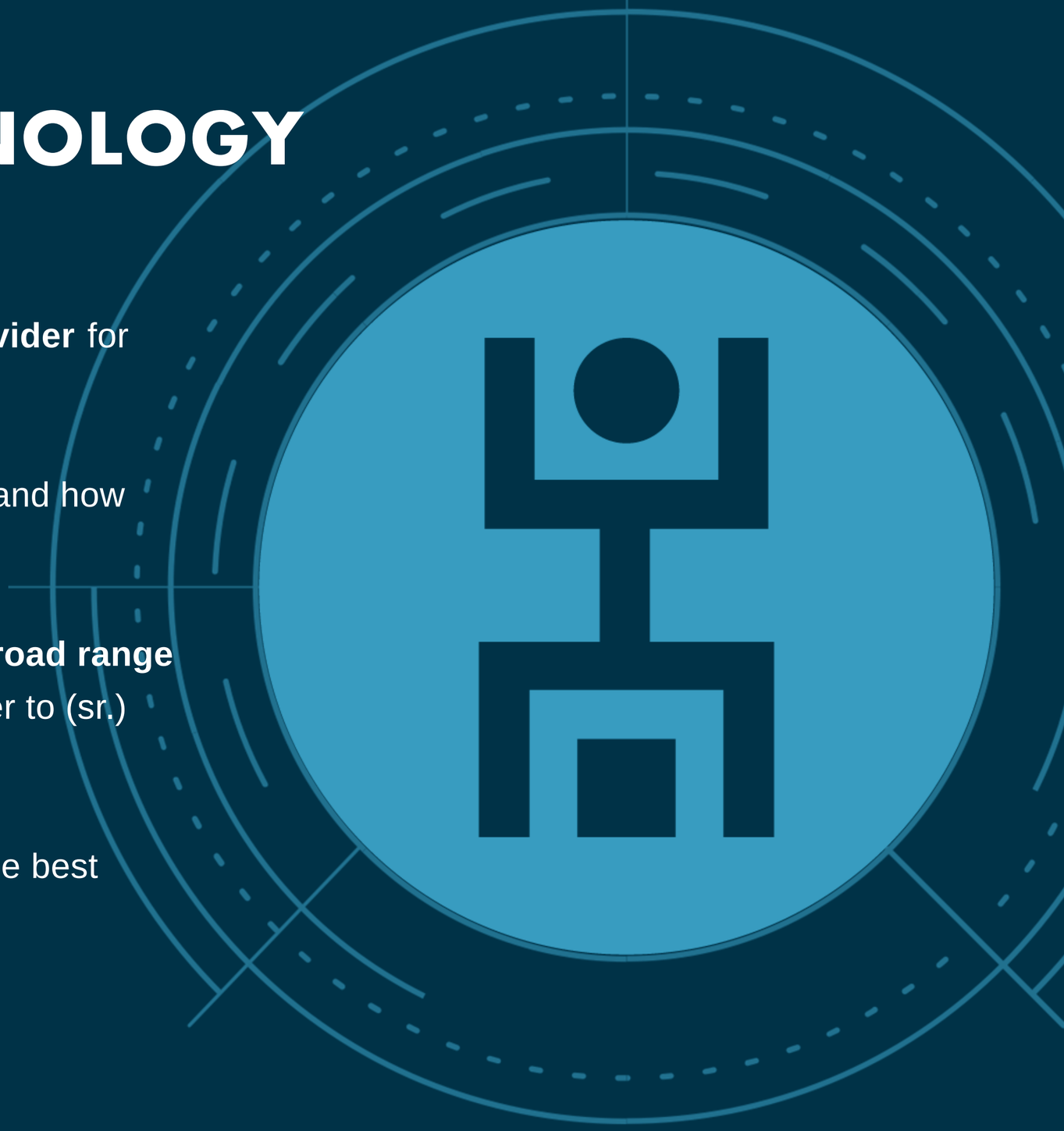
PEOPLE DRIVE TECHNOLOGY

TMC is an **international Engineering Services provider** for ambitious high-tech companies.

We deliver P**rojects and/or Services** when, where and how our clients ask for.

Our professionals span **all experience levels in a broad range of positions** from interim head of R&D, project leader to (sr.) software architect or system engineer.

Our unique model – **Employeeneurship** – provides the best conditions to support tech talents and stimulate entrepreneurship.



INTERNATIONAL FOOTPRINT IN MAJOR TALENT HUBS

2000 TMC Group Eindhoven

2010 Utrecht

2014 Brussels

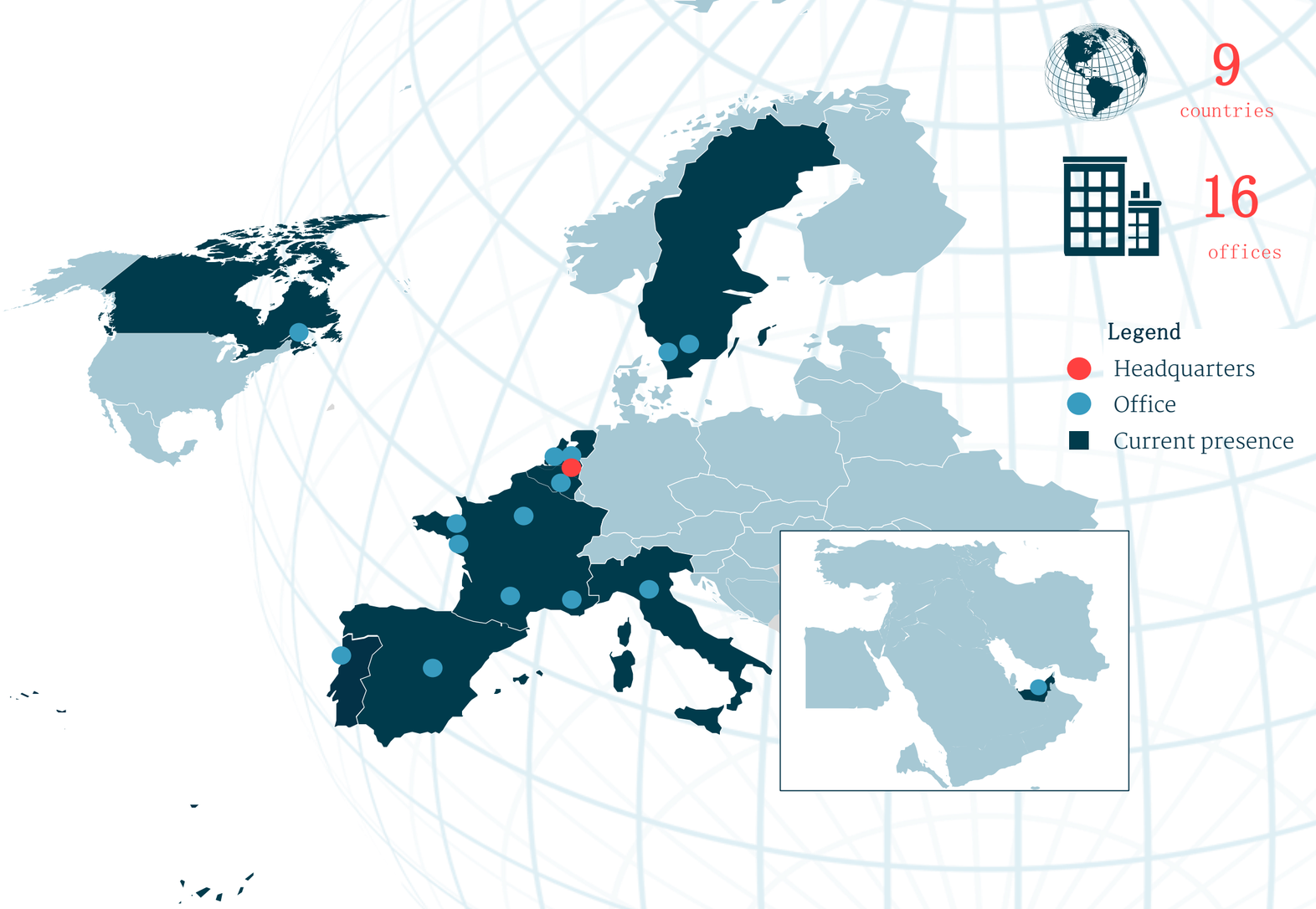
2015 Paris | Rennes

2016 Milan | Madrid

2017 Dubai | Delft

2018 Göteborg | Skövde | Montreal | Porto | Nantes | Toulouse |Paca

2019 New York



50+ NATIONALITIES

working across borders all over the world for internationally operating tech companies.

22 AREAS OF EXPERTISE

to focus on niche competences and ensure engagement and knowledge sharing.

1000+ EMPLOYENEURS

who work on continuous development of them-selves, the companies they work for and the industry in general.

HIGHLY EDUCATED

tech talents – Bachelor, Phd, Msc – who are always looking for improvement and better solutions.

WHO WORK WITH US

High-tech clients and top R&D employers

TMC in Italy

EN 9100 Quality Certification 2020-08-10

Key figures 2020 :

- Operative from April 2016
- > 3 locations: Milano, Torino. Roma
- > 80 Employeneurs
- > 7 million € Turnover
- > 30 clients

PEOPLE DRIVE TECHNOLOGY

Stefano Cagnizzi

Employeneur

Logistics Engineer

April 2017 – now

FREMM : Fregate Multi-Missione

Tecnologie: Software di ingegneria logistica,

Normative/Standard: MIL-STD-13882B

Analisi e predizioni di RMT (Reliability, Maintainability & Testability) per i seguenti sistemi di bordo:

- Rete INS (Internal Networking System)
- Sistema CoS (Communications System)

e supporto tecnico per la preparazione delle relative SDR/CDR industriali con il cliente finale

Parole chiave: FREMM, Logistica, CoS, RMT, INS

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Antonio Manco

Employeneur

June 2019 – now

Product Design Engineer

- First Concept and Design for EEVO (Early Exhaust Valve Opening)
- Development and Last Design of CDA (Cylinder De-Activation)
- CAD Design with PTC Creo
- FEM Analysis with Ansys

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Giancarlo Luisetto

Employeneur

Hardware Engineer

June 2018 – now

NESTORE

- NESTORE European project
- NESTORE sensing kit electronic design
- Hardware test, debug and optimization

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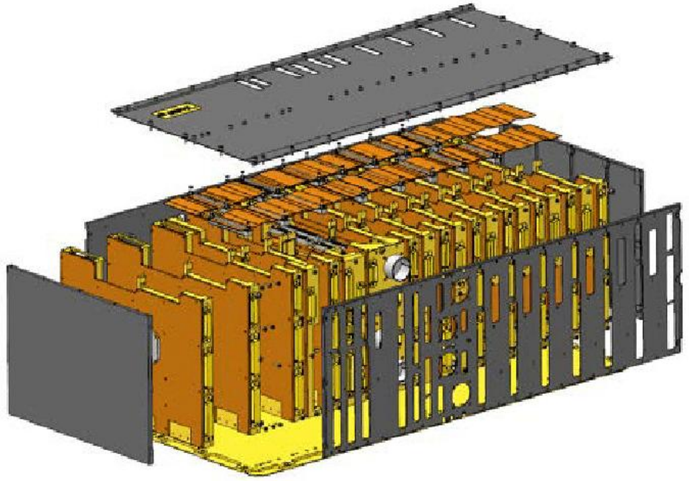
Antonio Dattoli

Employeneur

July 2019 – now **Electronics testing Engineer**

COSMO Hardware Test

- Power Electronics for aerospace
- PCDU COSMO SkyMed SG
- Analysis Circuit Diagram
- Hardware Test Automation



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Paolo Tagliaferri

Employeneur

May 2019 – now

Software Engineer

- Quality Assurance Platform
- Tightening management for manufacturing (mainly automotive)
- C++ and Qt software development
- Lifecycle management based on Scrum with Automotive SPICE certification

TMC PEOPLE DRIVE TECHNOLOGY

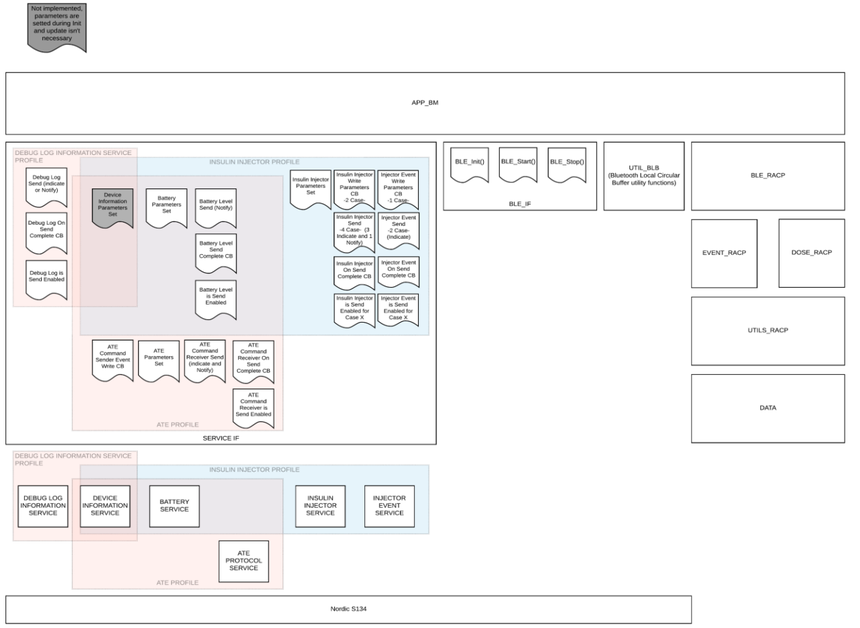
Luca Bortolotti

Employeneur

Firmware Engineer

March 2018 – now

- Design and Development of custom BLE profile
- C Software development
- Static code analysis
- SW architecture design documentation



PEOPLE DRIVE TECHNOLOGY

Allegra Giordano

Employeneur

Oct 2020 – now

Vertical Start Upper

- Line owner
- Implementation of the new VSU methodology
- Line monitoring to analyze problems in order to increase OEE

TMC PEOPLE DRIVE TECHNOLOGY

- September ’20-ongoing

Fabio Fazio

Employeneur

DevOps Engineer

Deployment automation for Video Analytics Platform

- Context
  - Ganimede is a software platform for real-time video streaming analysis and transformation based on **Deep Neural Network Algorithms**. It is designed to optimize hardware performance using GP-GPU.
  - A **Microservice Architecture** is used, composed by docker containers (with all available resources) customizable for overlaying information, event/condition counters and alerts (ie. social distancing, object detection, mask detector, etc..)
- Objectives
  - Develop and test automated offline platform installation and update for standalone production server
  - Analyze software architecture with tests focused on Resilience, Recovery and Performance
- Result and added value
  - Studied optimized hardware requirements and OS settings (Ubuntu Server)
  - Support to external develop teams with docker development environment

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Flavia Grandinetti

Employeneur

July 2020 – now

Mechatronics Engineer

Flight Control System

- Algorithm creation using MBD approach
- Development of plant models
- Test simulation to validate requirements

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Giovanni Luca Favuzzi

Employeneur

Big Data Engineer

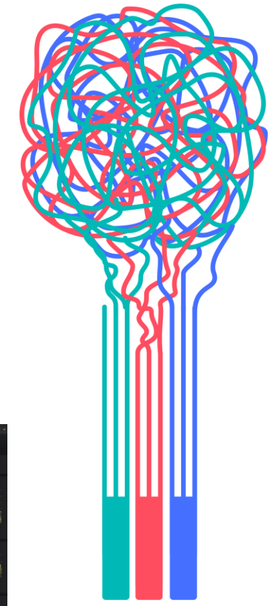
March 2020 – onwards

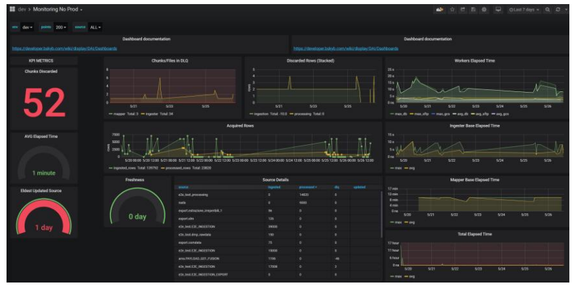
- **Context**
  - With 4.8 million subscribers, an Italian television platform one of the country's biggest media companies. So when the company chose to analyze and process the streaming data is necessary to scale with a Big Data infrastructure like Google Cloud Platform (GCP).
- **Objectives**
  - As a team of the italian Data Analytics big data initiative, in the context of the BlueBird project, the team is charged for developing the "Processing" part of the full value pipeline (Ingestion - Processing - Visualization).
  - In particular, the Processing development will deliver the following value:
    - Industrialize Machine Learning procedures
    - Create infrastructures for computing KPIs
- **Result and added value**
  - Give a near real time processing results to the final user optimizing the data lake infrastructure

BIG DATA

MACHINE LEARNING

INFORMATION VISUALIZATION

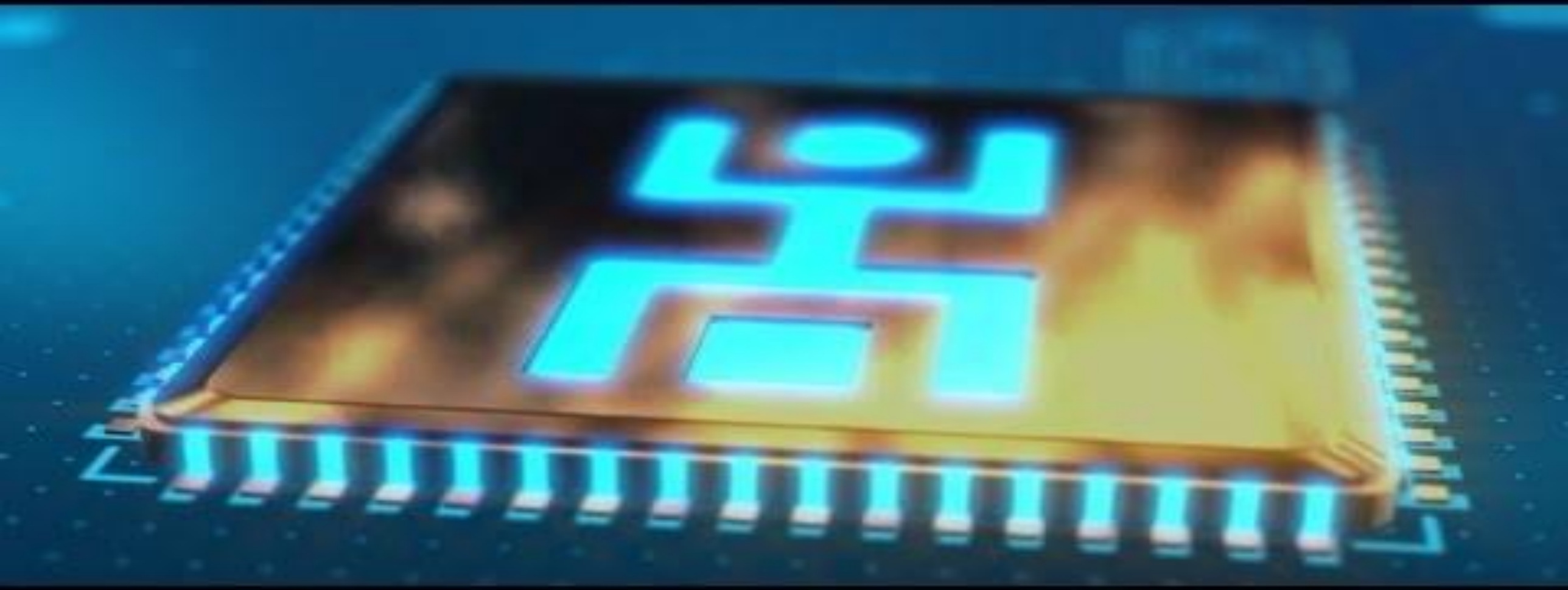




TMC PEOPLE DRIVE TECHNOLOGY

Employeneurship:

A disruptive business model for engineers.



Employeneurship: What is in it for you?

- Transparency
- Employment security
- International career opportunities
- Flexibility and entrepreneurship
- Strong focus on development
  - Coaching, training and personal attention

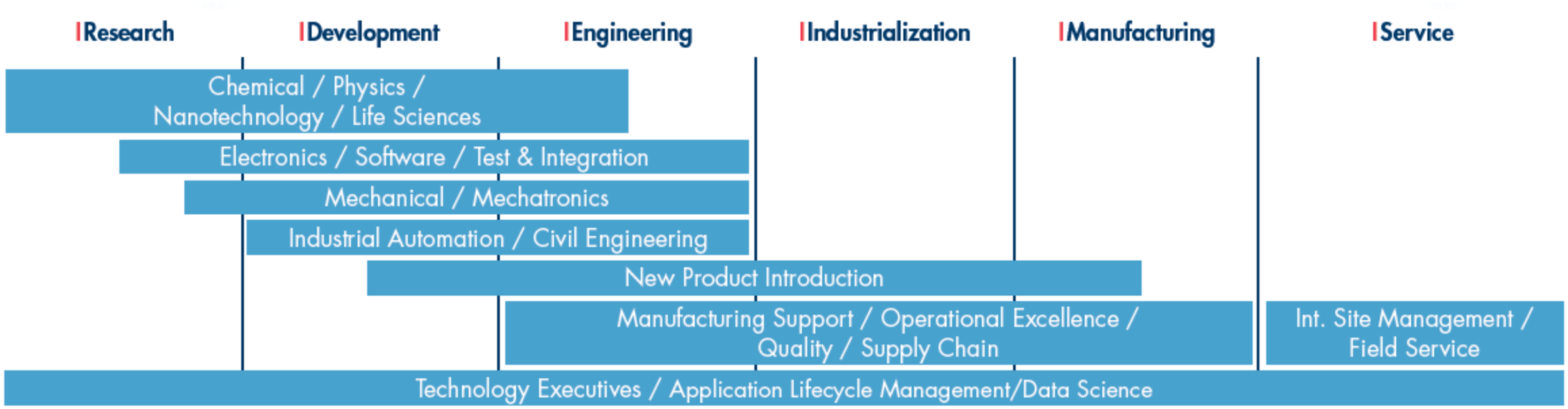
EMPLOYENEURSHIP

5 Pillars to empower tech talent

TALENT PUT CENTRAL			STIMULATE AND ENHANCE ENTREPRENEURSHIP AND POWER SKILLS		PREFERENCES OF TODAY'S TOP TECH TALENTS
LONG-TERM EMPLOYMENT	INDIVIDUAL PROFIT SHARING	BUSINESS CELLS	YOUNIVERSITY	ENTREPRENEURAIL LAB	AUTONOMY
✓ Security of long-term employment at TMC yet the diversity of projects at different high-tech customers ✓ Attractive fixed salary	✓ Variable compensation directly linked to the business, makes total compensation highly competitive ✓ Stimulate customer-focus entrepreneurship and sourcing of new projects ✓ Full transparency to the employeneur on revenue and cost structure on customer projects	✓ Dedicated business cells around specific areas of expertise ✓ Professionals grouped with like-minded professionals ✓ Optimally aligned to candidates' university disciplines ✓ Strong accountability with decentral decision making and P&L responsibility	✓ Rigorous selection process focused on hard and soft skills ✓ Bespoke training program from to enhance power skills: • Leadership • Communication • Presentation • Negotiation ✓ Coaching by specialized psychologists ✓ Personal budget for coaching and training	✓ Lab environment to stimulate creativity and entrepreneurial activity ✓ Knowledge sharing between TMC's Employeneurs ✓ Enhances out-of-the-box thinking	OWNERSHIP INTELLECTUAL CHALLENGE ENTREPRENEURSHIP FLEXIBILITY TRANSPARANCY LIFETIME EMPLOYABILITY VS. LIFETIME EMPLOYMENT

EXPERTISE AREAS

CELL STRUCTURE FOCUSING ON HIGH-TECH COMPETENCIES



ENTREPRENEURIAL LAB

Stimulate innovation and entrepreneurship

Scan me

- Unlock out-of-the-box thinking and innovative ideas as well as entrepreneurial skills
- Room to play – in a workshop, financially and even in time if a project has enough potential
- Experience entrepreneurship next to the security of a job
- Lab projects in some occasions even lead to a start-up

TMC Next Spin Off Sita Robotics

- *Technology to save lives*

Danny Hameeteman | 07-04-2020

PEOPLE DRIVE TECHNOLOGY

On line on 1° Jan 2021

Introduction

Problem definition

- Greater need for situation awareness for people operating in potentially dangerous environments. Especially in **urban areas** operators are (mostly) blind and require additional information.

- More information results in less human risks and increased operation speed. **Multiple extra** pair of **eyes** from safe distance.

- Current solutions (e.g. drones) are not fitting the problem, since:
  - Noise production (silent operations)
  - Large barrier to use
  - Only limited available due to price (multiple)
  - Afraid of leaving products behind


They were looking for several robots to

Robot design

Complete system

- Mass: 1.0 kg
- Volume: Ø60 x 215 mm
- Terrain: Road and grass
- Robust: 1-2 m

GCS design

Complete Ground Control Station

- Mass: 1 kg
- Display size: 150 x 94 mm
- Control: up to 5 robots
- Battery: 4 hours

PEOPLE DRIVE TECHNOLOGY

THE ENTREPRENEURIAL LAB

Collaboration as partners

All you need is room to play!

'PEOPLE-DRIVE-TECHNOLOGY WITH TECHNOLOGY-BASED SOLUTIONS FOR REAL PROBLEMS AND CONTRIBUTE TO SOCIETAL CHALLENGES'