

Opportunities for Graduates & Postgraduates

Metaswitch Networks is one of the world's leading communications technology companies. We have a number of exciting graduate opportunities available at our offices in Alameda, CA and Reston, VA.

We want to recruit people like you – outstanding graduates and postgraduates with the sharpest and most creative and inquisitive minds – to train and develop to become world-leading software and hardware engineers, salespeople, marketers and managers.

Why Metaswitch?

Here are just a few reasons why we believe you should invest the time to find out more about Metaswitch.

- **All majors are welcome.** We're looking for raw talent so whether you've studied Computer Science, Economics or the Arts we want to hear from you!
- You'll receive an excellent benefits package, including a highly competitive starting salary (with the potential for rapid growth), and **three weeks paid vacation**, rising to **four weeks** after 12 months. We'll also take you on company trips – this June we are going to Portugal.
- Most importantly, it's a tremendously exciting time to join us. **We are a hugely successful and growing company**, so join and take advantage of our rapid career development prospects, combined with our 28 years' experience of creating and expanding a successful and profitable business.

Please read this insert in conjunction with our brochure, and refer to it for specific details about our new graduate opportunities in the US. Our brochure is primarily targeted at UK graduates, but it will still give you a good understanding of who we are and what it would be like to work with us. We look forward to hearing from you!

By way of introduction, here are some key points about Metaswitch.

What do we do and who do we work with?

We work with established giants, such as Microsoft, Cisco, AT&T and Siemens, and with many smaller innovative companies who are creating the next big breakthrough in the way we communicate.

Our solutions are central in helping customers to drive the communications revolution. Answering a call on your cell using Skype or your laptop while sitting in Starbucks? Getting a Facebook or MSN popup to let you know a friend is calling you at home? Checking your voicemails on your TV? These services were unknown just a few years ago - but Metaswitch enables their delivery to millions of people.

Our financial stability

Metaswitch's revenue for 2009 was US\$114M, representing the 28th straight year of relentless commercial success. North America is our most important market, representing more than 80% of our total revenue.

Our unique ownership

The company is privately held by top-tier investment firms Francisco Partners and Sequoia Capital, as well as the Employee Benefit Trust (EBT), which distributes a share of profit

to all employees, equitably rewarding them for their contribution and encouraging long-term commitment.

Our commitment to our employees

Developing the skills and talents of our people is at the heart of what we do. Our employees consider it a great place to work and we have amassed a number of awards to reflect this. For example:



Out of almost 1,000 companies, we were placed 12th in the UK Sunday Times 100 Best Companies to Work for 2010. This is the seventh consecutive year that we have been placed in the top 15 and we remained the top company from the Communications/ Telecom sector. We ranked highly in several of the individual categories, including "Wellbeing" (how we look after people) and "Fair Deal" (rewarding people equitably).



For the fourth consecutive year, we have been awarded three stars in the Best Companies Accreditation (the highest number of stars that can be awarded). In 2010, there were 1086 companies that applied for star status. We are proud to be one of only 50 who achieved three stars.

What will you be doing?

You can be assured of a wide range of challenging opportunities. You'll start off in a technical role developing our world class products or supporting our customers. You can then continue to develop your career in a technical role, or move into project and people management, sales, marketing, or product management.

Current graduate opportunities include:

■ Customer Support Engineers

The Customer Support team works closely with our customer base to assist them with design, implementation and troubleshooting of deployments involving a wide range of Metaswitch and partner products. The successful candidate will very quickly find themselves working directly with our customers on large, complex projects that are vital to their business success.

■ Software Developers, Professional Services

You will work closely with our customers and support engineers to develop bespoke solutions or customized versions of our products for customers across the world. There will be a wide variety of projects, ranging from a few days to many months in duration. You will often work directly with customers and have the opportunity to travel throughout North America.

■ Partner Program Engineers

The Metaswitch Partner Program is designed to facilitate interoperability between Metaswitch's award-winning products and solutions, and partner hardware, software and services. Partner Program Engineers work closely with our Business Development Team and our Customer Support group to specify, verify and support complete end-to-end telephony solutions for Metaswitch customers.

What do we offer?

We offer a fantastic remuneration package of up to \$70K to ensure that we attract candidates of outstanding quality.

In addition to the Employee Benefit Trust distributing a share of profit to all employees each year, the company also operates an employee share plan which further provides ownership incentives to our people.

You will also receive the following benefits, which are a combination of what you would expect from a modern, well-managed organization – along with one or two specials of our own:

- We provide excellent retirement benefits (a sum equal to 10% of salary contributed by the company into your 401k), short-term and long-term disability insurance, and medical and dental schemes.
- Employees receive three weeks' paid vacation in the first 12 months, rising to four weeks' paid vacation (pro-rata) in subsequent years, plus public holidays.

- There are also regular company outings to relax (in 2008 we went skiing in Courchevel, France and this summer we are going to Portugal), in addition to local events (for example, going to a nice restaurant, a baseball game, or even a weekend away in the wine country).

Join us and you will find that the focus is all about you. We provide you with the freedom, support and flexibility to drive your career in the direction, and at the pace, that you choose. You will be given an individual development plan, and an experienced mentor will dedicate a significant amount of their time in your first year to helping you establish your career.

We offer the opportunity to do an interesting and demanding job in a well-managed and very successful company. Our mix of global customers means there are also plenty of opportunities for travel.

Despite being established for over 28 years, we are a young, dynamic organization with an outstanding record of getting the best out of our people – which is why our staff retention is exceptionally high.

What are we looking for?

You are a graduate (in any major) with an excellent GPA (over 3.7). We expect you to have an interest in technology development and an aptitude for understanding and solving complex problems. While previous experience is welcome, it is not necessary. The right level of talent, coupled with excellent interpersonal and communication skills, is what we are looking for.

What is the selection procedure?

The first step is to complete an online application form or submit a comprehensive resume. We will review your application and, if you're successful, this will be followed by two visits to us. The first will be for half a day at our Alameda, CA or Reston, VA office, when you will be asked to complete a number of short exercises. If you are successful, we will invite you to our Head Office in London for a full day session to meet more people, including our Chairman, and complete a number of further exercises to assess your suitability.

How do I apply?

Please complete an online application form (www.metaswitch.com/careers), or email a comprehensive copy of your resume to recruit@metaswitch.com.

If you have any further questions or queries please contact Elma Castillo at the same email address.