



## INTERNSHIP OPPORTUNITIES

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Engineering Internships/Co-ops

Accounting Internships

Marketing & Supply Internships

Information Services (I/S) Internships

Business Internships

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**@ValeroInternProgram**

## WHAT WE DO

### VALERO IS A GREAT PLACE TO WORK!



Valero is among the **world's largest independent petroleum refiners**, and a leading marketer, ethanol producer and corporate citizen.

A Fortune 50 company based in San Antonio, Texas, with approximately **10,000 employees** worldwide.



Valero assets include **15 petroleum refineries**

Its ethanol operations include **14 ethanol plants** with a combined production capacity of approximately **1.73 billion gallons per year.**

with a combined throughput capacity of approximately **3.1 million barrels per day.**



“Valero is proud to be an **employer of choice** in the energy industry, enlisting the world's best and brightest engineers, operators and business professionals to move our industry, our company and our future forward. As a global leader in refining and renewable products, **Team Valero** is dedicated to delivering on excellence. Above all, that means caring for our employees' well-being – providing satisfaction and support at work, in volunteerism, and in health & wellness.



## ABOUT THE VALERO INTERN PROGRAM

Valero's Intern Program started in 1997 with fewer than 10 Interns and has grown into a best in class experience for students of various backgrounds and educational pursuits.

### THE INTERN PROGRAM IS COMMITTED TO:



Providing students with current, real-world, challenging experiences in designed field of study



Exposing students to business operations, company leaders and industry experts



Emphasizing professional and personal development through coaching, mentoring and training



Integrating students into Valero's culture of Safety, Teamwork, Accountability, Doing the Right Thing, Excellence, and involvement in our Communities

In addition to providing a rewarding experience, the Valero Intern Program looks to identify and develop top talent for future full-time, entry-level positions in the organization. Not only does the Intern Program allow Valero to evaluate students' skills, but it also serves as an avenue for students to evaluate relevant job demands and the Valero culture.

"Every Day is Game Day" are words that Valero's employees embody, and interns and co-ops will certainly feel like they are a part of the Valero team. This internship experience will be more than a line item on a resume; it will prepare students for future careers.

## TYPES OF PROGRAMS

VALERO HAS VARIOUS LENGTHS OF PROGRAMS, DEPENDING ON THE STUDENT'S MAJOR:



### SUMMER INTERNSHIP:

12-week-long program from mid-May to mid-August working 40 hours per week



### SPRING/FALL CO-OP:

16-week-long co-ops during the traditional spring or fall semester working 40 hours per week



### ON-GOING INTERNSHIP:

One year in length working 40 hours per week during the summer months and 20+ hours per week during the traditional spring and fall semesters. Must live within commuting distance between school and work location.



## BENEFITS

In addition to the valuable learning experience, interns and co-ops receive the following benefits:

- Competitive hourly pay based on classification status (i.e., junior, senior, graduate student)
- Relocation assistance for students who qualify
- Company-paid medical insurance
- Company-paid dental insurance
- Participation in Valero's 401(k)
- Enrollment in Valero's pension program
- Holiday pay and early release pay according to work schedule
- Additional insurance (Term life, AD&D, OAD&D)
- Individual work space and computer
- Educational and training opportunities that encourage growth and development
- Assigned mentor
- Social and volunteer events
- Participation in a four-day Symposium at Valero Headquarters in San Antonio, Texas, during the summer, exclusively for interns
- Use of on-site gym facility or gym reimbursement

## REQUIREMENTS

- Enrolled at a four-year accredited university at time of application and during internship term
- 3.0 GPA preferred (Engineering majors 3.2 preferred)
- Minimum 60 hours of completed college credit by start of internship
- Additional job-specific requirements listed in online job posting



## INTERN SYMPOSIUM

The annual four-day Intern Symposium at headquarters in San Antonio features presentations by company leaders and subject matter experts. The goals of Intern Symposium are to provide students:

- Development of essential professional skills
- Insight into various business departments and the overall industry
- Exposure to company leaders and networking opportunities
- Participation in a volunteer event at a local organization in the San Antonio area

During each day of the symposium, interns are provided with a variety of activities and presentations to expand their knowledge with topics such as:

- Valero Culture
- Building Your Brand
- Basics of Petroleum Refining
- From Crude to You: How Valero Makes Money
- A Day in the Life of Operations
- Basics of Ethanol
- Powerful Presentation Delivery
- Building Relationships at Work
- Investing for the Future
- Safety in the Workplace
- Commitment to the Environment
- Evening excursion to the San Antonio River Walk

“

*“The Intern Symposium went above and beyond my expectations. I enjoyed meeting all of the other Interns and being able to ask them about their experiences at their locations. The presentations by Valero Leadership were all informative and inspirational. I was able to learn a lot about the company and how the company operates not only as a business but as a family, too.”*

- Summer Intern Alum

## COMMUNITY SERVICE

Valero knows that being a good operator also means being a good neighbor. Valero demonstrates its commitment to all of its communities through a variety of philanthropic efforts, volunteer activities and educational support programs. Not only do Valero's full-time employees give back to the community, but interns play a significant role in this effort as well. Throughout all of Valero's locations, Interns have the ability to plan, organize and execute or participate in volunteer events in the community.



For a sixth consecutive time, Valero has been named to **The Civic 50**, a list of the 50 most community-minded major companies in the United States by Points of Light, the world's largest organization dedicated to volunteer service. Valero also was recognized once again as the top energy-sector company on the list.



# INTERNSHIP OPPORTUNITIES



## ENGINEERING INTERNSHIPS/CO-OPS

Most of Valero’s engineering interns and co-ops work in a refinery setting, which runs 24 hours a day, 365 days a year. Interns and co-ops will experience indoor and outdoor work environments, wear personal protection equipment (PPE), work around machinery and assist with projects alongside full-time, professional engineers and a technical staff. Oftentimes, interns and co-ops are assigned one to two major projects which are impactful to the refinery and require the student to interact with various departments, including engineering, maintenance, safety, environmental, operations, external vendors and contractors.

To qualify for the program, students must be a chemical, mechanical, electrical or safety engineering major with at least 60 credit hours. Interns could have the opportunity to work in some of the following departments:

- Chemical Engineers
  - » Process Engineering
  - » Environmental Engineering
  - » Process Controls Engineering
- Mechanical Engineers
  - » Reliability Engineering
  - » Project Engineering
- Electrical Engineers
  - » Process Controls Engineering
  - » Electrical Engineering
  - » Instrument Engineering
- Safety Engineers
  - » Safety Engineering
  - » Process Safety Engineering



*“I chose Valero because of its culture, success and reputation as a leading energy company. Project leadership, responsibility and training are offered from Day One. This isn’t just a job ... I’m launching my career for years to come.”*

**- Adrian, Senior Reliability Engineer at Three Rivers Refinery and Intern Alum**

The goal of the Engineering Intern Program is to train, invest and prepare students for future full-time work in the industry. Valero first considers graduating interns for entry-level positions throughout its U.S.-based refineries. Full-time, associate engineers participate in an exclusive program called ETEP (Engineering Technical Excellence Program). Through this special program, new engineers gain a thorough understanding of Valero’s refining operations and the opportunity to develop professional skills with targeted training courses. Examples of classes include:

- HF Alkylation
- Pressure Vessel Design
- Aspen – HYSYS Phase 1
- Refinery Planning & Economics
- Basics of Petroleum Refining
- Foundations of Leadership
- Professional Communication Skills

## ACCOUNTING INTERNSHIPS

The Accounting On-Going Intern Program is a unique rotational program where students have the opportunity to experience more than one department over their year-long commitment with Valero. Within the Valero Accounting Department, there are many specialized areas such as accounts payable, bulk finished product accounting, corporate audit, inventory/yield accounting, ethanol/refinery & analysis accounting, sales & use tax compliance, secondary cost accounting, and other areas. The skills that accounting interns could expect to learn throughout their internship include:

- Preparing weekly and monthly account reconciliations
- Learning how to compile incoming vendor invoices and research tax compliance
- Experience with SAP, an enterprise software used to manage business operations and customer relations
- Applying knowledge of basic and intermediate accounting principles



*“Being an intern at Valero allowed me to gain the experience I need to begin my career at Valero. It provided me with so much more than just a job; my internship provided me with professional knowledge, confidence and experience to carry with me in all future endeavors. The organizational focus on altruism allowed for me to take time to give back to my community in ways that were not available before coming to Valero. Valero truly has provided me with the tools I need to achieve both my professional and personal goals.”*

- Melissa, San Antonio Accounting Intern Alum

## MARKETING & SUPPLY INTERNSHIPS

The Marketing & Supply Intern Program is an integrated program with opportunities for students to work on special projects in various departments within the Marketing & Supply division. Students majoring in a variety of different studies related to business such as economics, finance, industrial distribution, management science, supply chain management and other related majors are considered for this internship. Since the Marketing & Supply Program is a project-based internship, interns may be assigned to one of the following departments:

- Product Supply and Trading
- Crude Oil Supply and Trading
- Transportation (Rail and Marine)
- Wholesale Marketing
- Risk Analysis

Marketing & Supply interns can expect to go through formal training during their first week in the summer program. During the training, Marketing & Supply interns will become familiar with industry terminology and the overall life-cycle from the moment crude oil is purchased until it is made into a finished product, and delivered to customers when they fill up their cars.

Interns in this Program will work in a collaborative environment and gain valuable experience analyzing different lines of business to determine profitability, make recommendations to streamline process flows and evaluate trading strategies. At the end of the Program, the interns will have an opportunity to present their completed special projects to senior management.



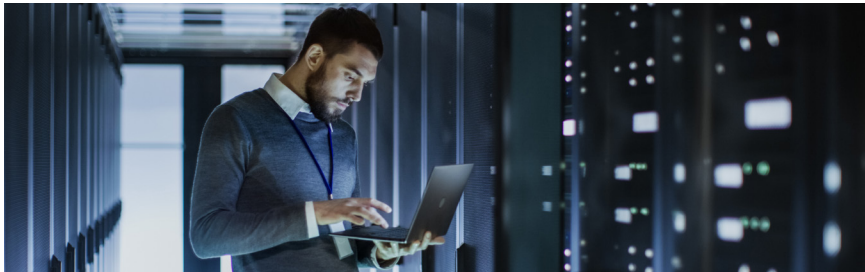
*“My experience as a Valero intern surpassed my expectations. I worked on both challenging and interesting projects, and was given all the resources I needed to deliver results. Once I saw Valero’s culture, experienced their unrivaled care for employees, and learned valuable skills from my managers – picking Valero was a no-brainer.”*

- Walker, San Antonio Marketing & Supply Intern Alum

## INFORMATION SERVICES (I/S) INTERNSHIPS

Valero's Information Services (I/S) Internship Program is a rewarding opportunity to apply studies to real business problems. Interns will immediately be added to a project team that needs ideas, perspectives, analytical talents and coding skills to complete projects that help Valero compete in a rapidly changing global environment. The different business teams assigned include Refining, IT Infrastructure, Security, Database Administration, Accounting, Legal, Commercial, Trading, HR, Supply Chain, or other Valero departments. In addition to being a valued project team member, interns will have an opportunity to participate in an extensive mentor program. All interns will have one-on-one discussions with the leadership of all I/S departments to help understand the responsibilities, culture, and opportunities available in each I/S work area. Additionally, each intern will be assigned a coach who was previously a Valero Intern to help with the transition to a corporate environment and answer any questions about day-to-day work expectations. The Valero environment encourages interacting with other interns, tenured employees, and leadership.

At the end of the summer, all interns will have an opportunity to present their summer accomplishments to hiring managers and the executive I/S leadership team.



*“I chose an internship with Valero for the opportunity to work for a great company that is both a leader in the energy industry and in their communities. I wanted to join a company that focused on teamwork and allowed me to apply my skills in an exciting industry that offers many new challenges.”*

- Jesse, San Antonio I/S Intern Alum

## BUSINESS INTERNSHIPS

Students majoring in a variety of business studies have many opportunities to contribute to the success of Valero. Opportunities are available for both summer and ongoing internships for students majoring in accounting, business communications, economics, finance, human resources, management science or other related fields of study. Typically, business internships are available at Valero headquarters in San Antonio. Opportunities for business majors vary based on the needs of the company, but are generally available in the following departments:

- Audit
- Commercial Analysis
- Communications
- Commercial Supply & Trading
- Events & Community Relations
- Human Resources
- Investor Relations
- Litigation & Regulatory Law
- Media & Internal Communications
- And other business units



*“Since the first day I came on board, my manager and peers immediately made me part of the team. When I transitioned to full time, there wasn't much that I felt changed because I was already part of the team since day one.”*

- Raquel, San Antonio Human Resources Intern Alum



## DIVERSITY AND INCLUSION

Valero embraces **Diversity and Inclusion** as a driver that enables development of the best teams, with diverse talents, thoughts and experiences that are acknowledged and respected in the workplace.

We strive every day to create a safe, supportive environment in which individual differences, cultures and capabilities are valued and contribute to a **winning team**.

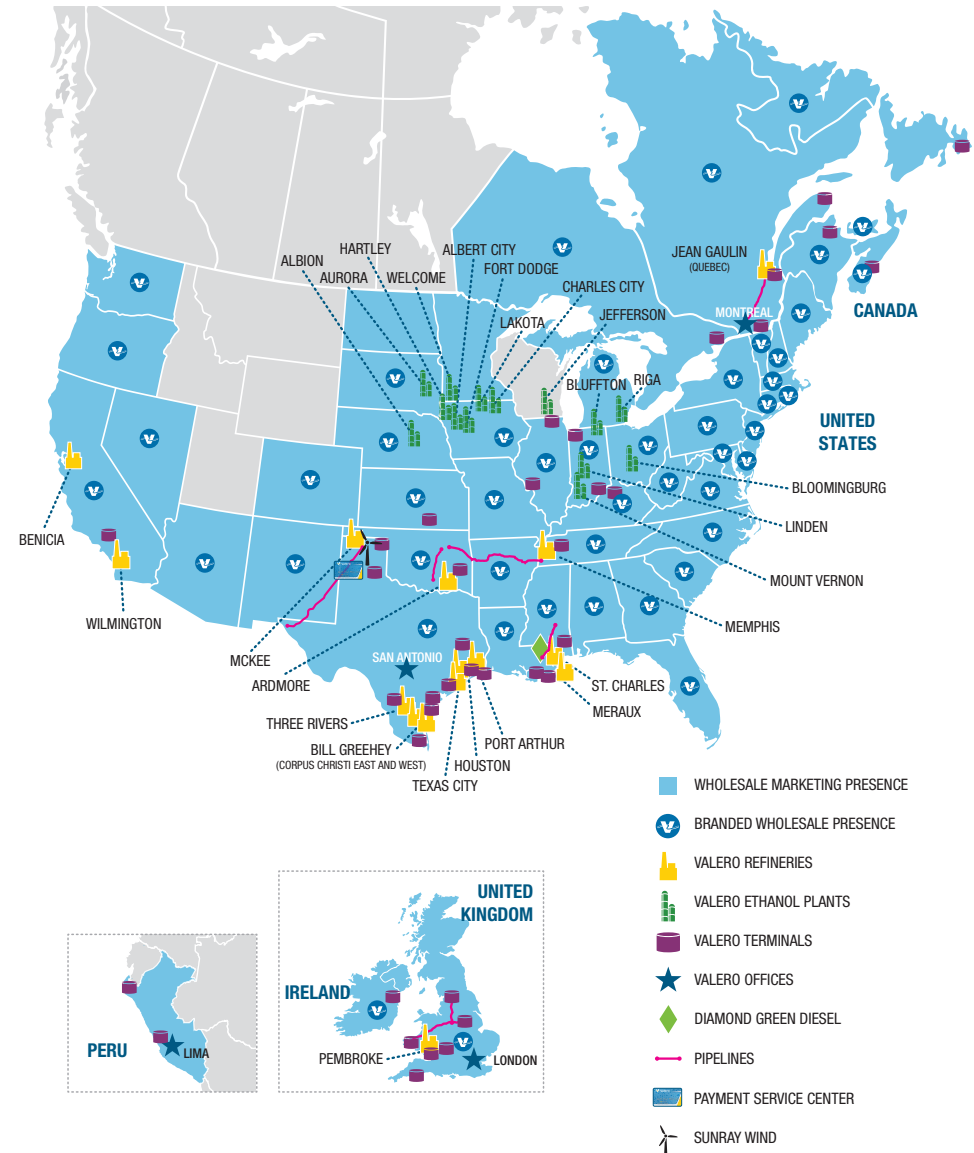
Valero is **fully committed** to supporting **Diversity and Inclusion** in all aspects of employment, including recruitment, hiring, compensation, work environment, development and advancement. Together, we are **Team Valero!**

## APPLICATION PROCESS

- 1** Submit a formal online application by visiting [www.valero.com](http://www.valero.com).

  - *All outcome communication is conducted through Valero's online application system. Therefore, you **MUST** apply online to receive communication pertaining to your status.*
- 2** Your application will be reviewed by the team. If you are a successful candidate, **you will be invited to participate in an on-campus interview** (depending on the position you're applying for).
- 3** You will receive communication regarding the outcome. If you are selected for an internship/co-op with Valero, you will be called and **extended a verbal offer**.
- 4** After a verbal offer is extended, **a formal offer letter** will be emailed to you.
- 5** **If you accept Valero's offer**, your recruiter will provide additional information regarding Valero's pre-employment process. A checklist will be provided outlining all of the items required for pre-employment.

## MAP OF OPERATIONS



# NOTES



Two columns of horizontal lines for taking notes. The left column contains 20 lines, and the right column contains 20 lines. The lines are evenly spaced and extend across the width of each column.

**FUELING EXCEPTIONAL FUTURES**



**VALERO ENERGY CORPORATION**

**QUESTIONS?**

**[university.recruiting@valero.com](mailto:university.recruiting@valero.com)**

**[www.valero.com](http://www.valero.com)**

