



EARLY TALENT PROGRAMS



**PLAINS
MIDSTREAM**
C A N A D A

ABOUT PMC

Plains Midstream Canada (PMC) is an industry-leading midstream provider specializing in transportation, storage, processing and marketing solutions for crude oil and natural gas liquids (NGL). PMC also operates strategically-located facilities for crude oil and NGL storage, separates NGL from natural gas and fractionates NGL into pure liquid petroleum gas (LPG) products, including propane and butane.

Our mission is to connect our network of people and assets to safely deliver exceptional results. We rely on our core values and beliefs to inspire and guide our team. These values include:

Safety and Environmental Stewardship: We conduct our operations and business in a manner that is safe for employees, contractors and the environment in the communities in which we operate.

Ethics and Integrity: In our dealings within and outside of the company, we do the right thing, obey the law and act with the highest levels of honesty, ethics and integrity.

Accountability: In conducting our business, we are accountable to each other, our investors, our customers and our other stakeholders, including the communities where we live and work.

Respect and Fairness: We treat each other and our stakeholders fairly and with respect.

If you value being challenged and want to get a better understanding of how the oil and gas industry works from a midstream point of view, PMC is the place to be to help you develop as a student.

- Jennifer, Human Resources Intern

OPPORTUNITIES FOR INTERNS

Are you a highly motivated individual who enjoys working as part of a team in a dynamic and entrepreneurial work environment? If so, the *PMC Internship Program* is for you!

Interns at PMC have the opportunity to dive into real projects from day one and further their understanding of the oil and gas industry by taking part in our in-house learning series. Interns are challenged on a daily basis with engaging and fulfilling work and the opportunity to apply their academic studies and gain valuable hands-on work experience.

The *PMC Internship Program* is one of the industry's top formal training programs, giving students the opportunity to learn and develop the skills they need to pursue long, successful careers in the energy industry. Successful candidates advance from their university work term through to their first commercial job as individual contributors, with high-achieving students potentially receiving an offer of permanent employment with PMC upon graduation.

Intern opportunities are available in a variety of business groups, including:

- Crude Oil & NGL Supply, Trading and Marketing
- Crude Oil & NGL Facilities & Pipelines
- Business Development
- Truck, Rail & Pipeline Scheduling / Logistics
- Risk Management
- Gas & Ethane Procurement and Processing
- Financial Products
- Commercial Reporting
- Operational Accounting
- Human Resources
- Information Systems
- Health and Safety, Environment & Regulatory
- Emergency Management
- Communications & Stakeholder Relations

CET & EIT PROGRAMS

PMC offers students a variety of graduate opportunities, both in our Calgary office as well as at our various field locations. Young, talented interns throughout our business are considered for graduate opportunities in two specific rotational programs:

Commercial Emerging Talent Program

The *Commercial Emerging Talent (CET) Program* is an immersive program where students are given the opportunity as analysts to rotate through various groups and contribute value-added work in a fast-paced work environment. From the start of the program, analysts are provided many different experiences in a short amount of time, including the opportunity to meet with clients, work on critical projects and gain exposure to leaders and upper management. From the dynamic trading floor to our high-performing business development team, the CET program offers students a well-structured, transparent approach that gives every analyst equal opportunity to succeed. We encourage students to create their own path and help to guide their careers accordingly.

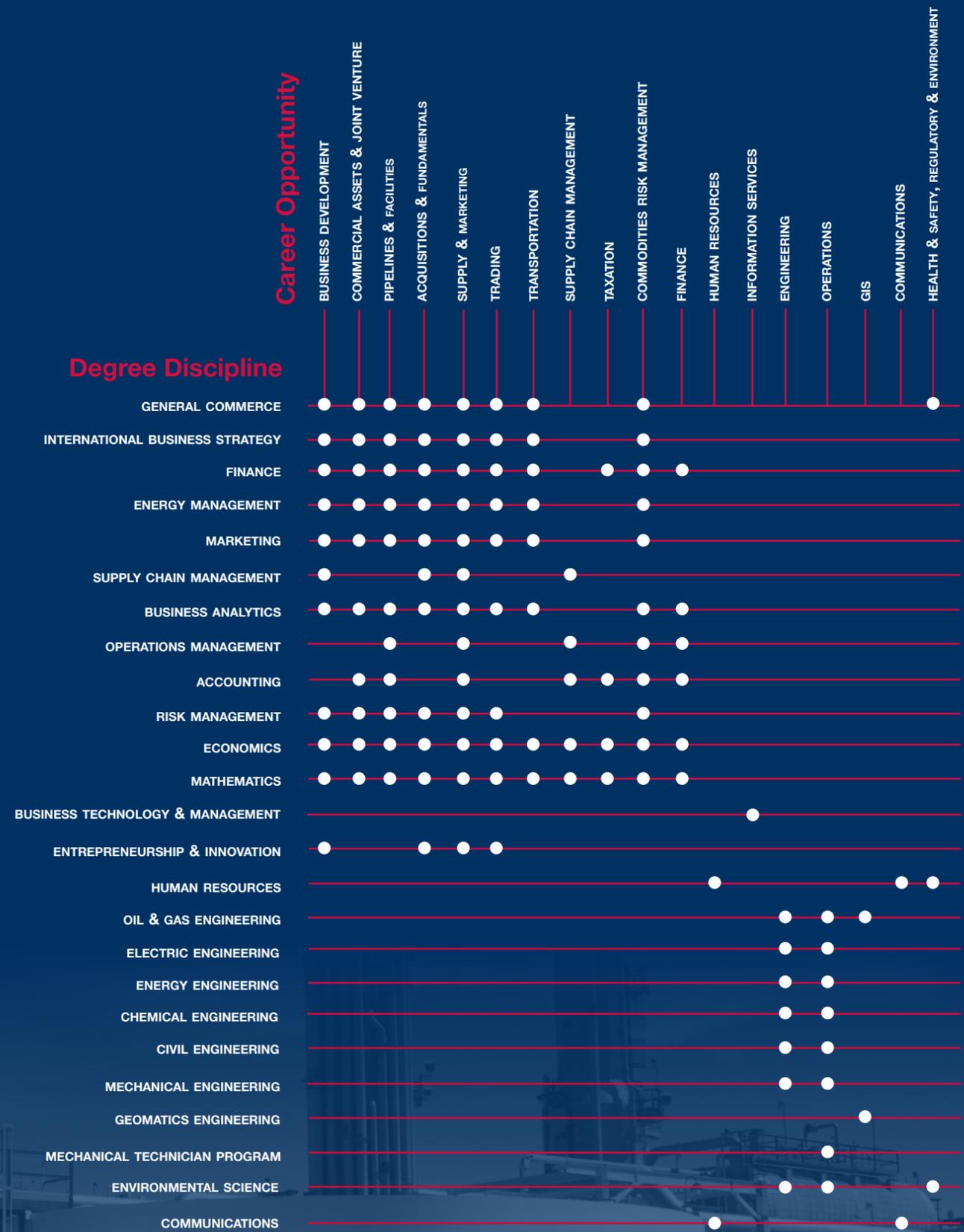
Engineer-in-Training Program

The *Engineer in Training (EIT) Program* is designed to accelerate the professional growth and development of participants by exposing them to the various engineering areas within PMC. A mix of formal training, mentorship and engineering group rotations allows participants to develop a broad understanding of our business operations. It also ensures they receive the necessary training and exposure required to achieve their Professional Engineering (P. Eng.) or Professional Engineer (PE) accreditation. Successful candidates for the EIT program will have the opportunity to rotate and spend up to two years at one of our field locations in Canada.

Throughout the internship and early stages of a career at PMC, you are encouraged and supported to experience different roles throughout the organization. In these rotations, you learn what role motivates and excites you, gain diverse experiences and build a network that serves as a foundation for your success.

- Eric, Scheduling Intern, Pipelines & Facilities

CAREER MAP



* Roles subject to location and availability

STUDENT LIFE AT PMC

What are we looking for?

PMC is looking for analytical, connected, creative, entrepreneurial and passionate students to join our Internship Program! Some of the perks of working as an intern at PMC include *:

Flex days: All students in Calgary are provided with flex days (number of days determined by length of term)

Competitive wages: Students receive competitive wages that increase during each successive four-month term completed at PMC

Performance centre: A 5,500 square foot fitness facility with lockers, showers, steam room, complimentary fitness classes and towel service

Company events: Students are eligible to attend corporate events that take place during their term, including the annual Calgary Stampede employee event in July and the employee Christmas Party during the holiday season

Social club: Students are eligible to enrol and become members of the Calgary Social Club where they can enjoy events and outings with other PMC employees several times throughout the year.

Field visits: Students may have the opportunity to visit our field locations with their team (dependent on the requirements of their position)

Employee lounge: On select days throughout the year, employees are invited to visit the company lounge for social events and casual get-togethers with colleagues

Trading floor: We offer a state-of-the-art trading floor located on our commercial floor, where a number of students will have the opportunity to work directly, depending on their role

Head Office: Located in the heart of downtown Calgary, our offices are in close proximity to restaurants, shopping and more

Graduate opportunities: PMC offers students a variety of graduate opportunities in two specific rotational programs, the Commercial Emerging Talent Program and the Engineer-In-Training Program.

PMC has enabled me to advance my autonomy, adaptability and analytical skills that could not be accurately simulated or taught in a classroom environment.

- Allison, Environment & Regulatory Affairs Intern

* Benefits may vary by position.

HOW TO APPLY

Who is eligible?

All students enrolled in full-time bachelor programs at an accredited university are eligible to apply to any of the intern opportunities at PMC. Students must be returning to school full-time following the completion of their work term. Intern opportunities are posted directly on select university job boards as well as at www.plainsmidstream.com. Opportunities are available for four, eight and 12 month work terms and are based on the following intakes:

- **January**
- **May**
- **September**

Students do not need to be part of a formal co-op program to be considered for the PMC Internship Program.

The application process

Students must submit the following documents in order to be considered for our intern and graduate opportunities:

1. **Cover letter clearly stating the preferred length of term**
2. **Resume**
3. **Unofficial transcripts**

The interview process

Once all required documentation has been submitted and candidates have been shortlisted, students may be required to complete the following steps:

1. **Video pre-screen interview:** Students will be asked a series of role-specific questions in a recorded video interview format
2. **eSkills assessment:** Students may be asked to complete an assessment of their skills and proficiency using Microsoft Office Suite (Excel, PowerPoint, Word)
3. **Face-to-face or phone interview:** Students may be asked to interview with the hiring manager and human resources representative. The type of interview is dependent on the student's location



Prior to working at PMC, I had no exposure to a professional environment. The opportunity to enhance my communication skills, develop concise preparation skills and, most importantly, an arena to set goals and challenge myself has been extremely beneficial.

- Keegan, Trading, Supply & Marketing Intern



Visit our Careers page at
plainsmidstream.com/page/careers