



## SOLENIS INTERNSHIP PROGRAM

### Solenis begins with you.

At Solenis, we understand that our greatest asset is our people. That's why we offer our employees competitive compensation, comprehensive benefits, and numerous opportunities for professional growth and development. We also understand the importance of providing college students with hands-on work experience so that they are better prepared to enter the workforce, either with Solenis or another company. That's why we offer full-time, paid internships to qualified students who are interested in joining our elite team.

# SOLENIS INTERNSHIP PROGRAM

## PROGRAM OVERVIEW

Our internship program provides an opportunity to gain hands-on work experience that you just can't get in the classroom. It also offers competitive pay, a housing stipend for eligible interns, a realistic job preview, and the ability to evaluate Solenis as a potential employer.

Internships are available for a variety of career paths; however, most opportunities exist within our commercial sales organization. For these internships, we seek students with degrees in chemistry, paper science or engineering with an emphasis on chemical engineering. Internships in the fields of research and development, supply chain and corporate functions, such as human resources, finance and information technology, are also occasionally available.

Once you are selected to participate in our internship program, you will be assigned to work on a specific customer project with tangible deliverables, operating as an actual member of our team. You also will be paired with a Solenis mentor who will provide guidance and feedback during the duration of your internship. Virtual learning sessions will be provided as part of your internship and will cover relevant topics such as presentation skills and personal branding.

At the conclusion of your internship, you will have the opportunity to meet with senior leaders from Solenis to review your project and the results you achieved.

## PROGRAM BENEFITS

In addition to providing hands-on work experience and a competitive edge, our internship program offers the ability to:

- Apply methods and theories learned in class
- Develop new skills and refine others
- Experience real-world job responsibilities
- Network with professionals in your field
- Gain confidence in your abilities

## EMPLOYMENT PATHS

In addition to the previously mentioned benefits, our internship program provides an opportunity for both you and Solenis to evaluate each other for possible full-time employment. Many of our interns are offered full-time positions or are invited to participate in our prestigious Sales Technology Application Rotation (STAR) program. Notably, in 2015, 41 percent of the graduating senior interns working in our commercial sales organization were offered full-time employment.

## STAR PROGRAM

Following graduation, we invite a select few of our interns to join our STAR program, which consists of five three-month assignments in our world-class applications team. In addition to learning about the various chemistries in our product lines, STAR engineers are instructed in application best practices, participate in R&D projects, and work together with our sales representatives and applications engineers to troubleshoot customer problems. At the conclusion of the program, STAR engineers transition to a position within our commercial sales organization.



## APPLY TODAY

To apply for an internship with Solenis, please visit the Careers section of Solenis.com and click on the "View our current job openings now" link. Enter the keyword "Internship" and then click "Search" to view our current opportunities.

## ABOUT SOLENIS

Solenis is a leading global manufacturer of specialty chemicals for the pulp, paper, oil and gas, chemical processing, mining, biorefining, power and municipal markets. The company's product portfolio includes a broad array of process, functional and water treatment chemistries as well as state-of-the-art monitoring and control systems. These technologies are used by customers to improve operational efficiencies, to enhance product quality, to protect plant assets and to minimize environmental impact.