



# MATRIX SERVICE COMPANY

## Emerging Leaders Program

"It's obvious Matrix is heavily invested in this program. I know I'll get more out of it than had I gone somewhere else." -Aaron Clark, 2015 ELP member

The Emerging Leaders Program (ELP) is an accelerated program designed to fast-track high-potential college graduates into leadership roles. We provide opportunities to gain well-rounded experience specific to our business and develop skills necessary to launch a successful long-term career. Over a 24-month period, participants engage in a challenging mix of training

opportunities focused on gaining professional experience and industry knowledge, as well as building business and leadership competencies. ELP takes a blended approach to development and includes leadership activities, training sessions, experiential learning, hands-on project work, social events, self-directed learning and mentorship.



STRENGTH  
FLEXIBILITY  
PARTNERSHIP



## ABOUT US



Founded in 1984, Matrix Service Company (Nasdaq:MTRX) is a top-tier engineering, construction and maintenance company that, through our subsidiaries - Matrix Service, Matrix NAC, Matrix PDM Engineering and Matrix Applied Technologies - designs, builds and maintains infrastructure critical to North America's energy, power and industrial markets.

Historically known as the leader in the design, construction, repair and maintenance of aboveground storage tanks and specialty vessels, building on our reputation of excellence in safety and quality, today the company provides engineering, procurement, fabrication and construction solutions on complex infrastructure projects - from API 650 storage tanks or specialty vessels with cryogenic applications to full balance of plant terminals, large capital construction and natural gas fired power plants, material handling systems, and more. The company also holds a position as a premier contractor in the iron and steel industry.

Matrix also provides industrial cleaning, pre-commissioning, refinery and chemical plant maintenance, capital projects and turnarounds including alkylation, fluid catalytic cracking unit and coker revamps. Additionally, the company provides a full range of services in oil pumping, gas processing, compression stations and other critical energy projects across the entire value chain.

Headquartered in Tulsa, Oklahoma, Matrix provides coast-to-coast solutions for its customers, operating from offices located throughout the U.S. and Canada.

Matrix Service Company is ranked number 43 in Engineering-News Record's annual Top 400 Contractors, and has been ranked among the Top 100 for eight consecutive years. Matrix has also been recognized as one of Forbes 100 most trustworthy public companies and as a Fortune top 100 fastest-growing company.

## PROGRAM STRUCTURE

The ELP (Emerging Leaders Program) is structured in rotational segments. Participants receive an orientation to the program and company in their first session at our corporate headquarters in Tulsa, Oklahoma.

Field operation rotations will follow focusing on the scope of work and processes involved from the initial bidding phase through the completion and close-out of a construction project. Field operation rotations will be completed in three of our business lines: (1) Capital Construction, (2) Storage / Specialty Vessels, and (3) one of the following: Electrical Infrastructure, Refinery Turnarounds and Maintenance or Industrial Services.

Supplemental training and support will be integrated throughout the program to further develop knowledge and skills and ensure a comprehensive understanding of the company. The program will conclude with a capstone presentation by ELP participants to senior leadership.

Upon completion of the program, participants begin their career in a role aligning with business needs and participant aptitude and preferences. Opportunities include Project Management, Field Engineering, Supply Chain Management, Estimating, Safety, Project Controls, Project/Cost Accounting and Business Development.





## ENTRANCE REQUIREMENTS

- Bachelor's degree in Construction Science/Management, or an approved discipline
- Demonstrated leadership experience through internships, extracurricular activities, professional experience or community service
- High level of initiative; strong desire to learn, acquire new skills and optimize resources
- Willingness to travel and relocate; flexibility to adapt with changing business needs
- Effective time and project management skills with ability to manage multiple priorities
- Excellent oral and written communication, including effective listening and observation skills
- Ability to think critically, conceptually and understand broad picture perspectives
- Demonstrated analytical skills and problem solving ability
- Ability to organize, lead and manage meetings; strong presentation skills
- Excellent interpersonal skills with professional presence and demeanor
- Ability to work well independently and as part of a team
- Submission of three academic or professional references
- Proficiency in the use of computer applications

## COMPENSATION PACKAGE

- Competitive base salary
- Three weeks paid time off (PTO)
- Company benefits
  - Health
  - Dental
  - Vision
  - Disability insurance
  - 401K (US) or RRSP (CAN) retirement savings with company match

## OUR CORE VALUES

### COMMITMENT TO SAFETY.

Put safety first for yourself and others. Create a zero-incident environment through leadership.

**INTEGRITY.**  
Do the right thing every time, ethically and honestly.

### STEWARDSHIP.

Safeguard all that is entrusted to us.

### POSITIVE RELATIONSHIPS.

Be respectful, promote collaboration and build lasting relationships.

### DELIVER THE BEST.

Strive for excellence in all we do.

### COMMUNITY INVOLVEMENT.

Make a difference in the communities where we live and work.



**SAFETY IS  
our top priority,  
OUR #1  
CORE VALUE  
and a key  
differentiator.**





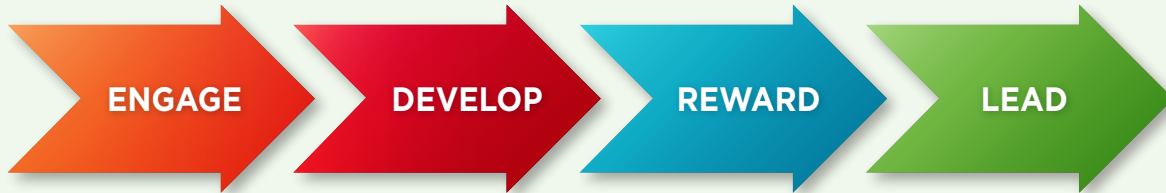
# MATRIX SERVICE COMPANY

Great people make a company great. That is why it is our goal to find people who are ready to make a difference, deliver results, and who live our values. At Matrix Service Company, we provide a fast-paced, reward-driven environment where people work together with a sense of purpose and a dedication to delivering the best. Our people are our strength and together, we will continue to build a great company.

## YOU MATTER

Move to a higher standard™

### CREATING A REWARDING CAREER



AS AN EMPLOYER OF CHOICE, MATRIX OFFERS THE TOOLS TO BE SUCCESSFUL...

- Competitive pay and benefits
- Strong values-led culture
- Teamwork and positive relationships
- Community involvement

THE RESOURCES TO OPTIMIZE YOUR PROFESSIONAL DEVELOPMENT...

- Technical and soft skills training
- Coaching from mentors and managers
- Challenging work assignments
- Career path progression

A PHILOSOPHY OF SHARING FINANCIAL REWARDS AND COMPANY SUCCESS...

- Pay for performance
- Professional recognition
- Personal growth
- Achieve career objectives
- Enhanced job satisfaction

LEADERSHIP AT MATRIX IS VIEWED AS AN ONGOING PRACTICE...

- Mentoring opportunities
- Encourage high performance
- Coach and positively challenge
- Assume management / leadership roles

## HOW TO APPLY

To view more information about the Emerging Leaders Program, please call us at **866 367 6879** or visit our website at [matrixservicecompany.com](http://matrixservicecompany.com).

## INTERNSHIPS

For students who have completed their sophomore or junior year or who are in a master's program in construction management or related field, we offer paid summer internships that offer the opportunity to gain field experience,

exposure to the industry, and a chance to see if the Emerging Leaders Program is the right fit for you once you graduate. To apply for an internship, please view our website for openings at [workformatrix.com](http://workformatrix.com).

