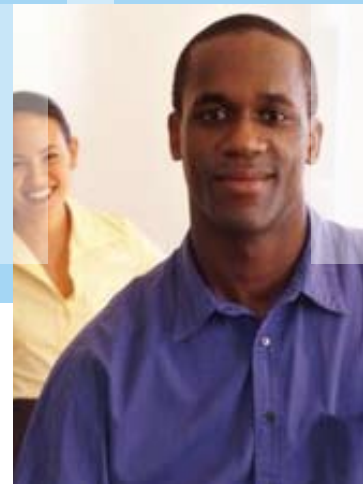




Human Energy™

## Procurement/Supply Chain M.B.A. Development Program



*Energize your career*

Receiving your M.B.A. is just one of many steps in the pursuit of a dynamic career. Chevron invites you to continue your quest for success and satisfaction by participating in our Procurement/Supply Chain Management Programs.



*Lead with vision*

## Procurement/Supply Chain M.B.A. Development Program

### Who We Hire

The program is designed to expose you to a wide variety of our businesses and functions in an accelerated fashion. This program is one of three primary avenues by which future talent is developed within the Procurement/Supply Chain organization. Talent Management is Chevron's approach to finding and retaining the talent necessary to achieve our strategies. Our objective is to have the most qualified people in the right jobs, delivering superior results, the right way. By having a defined career path for Procurement professionals, we develop a pool of qualified candidates with the key skills necessary to fill leadership positions in the future.

The Procurement/Supply Chain M.B.A. Development Program is most attractive to individuals who want to gain rapid exposure to a wide variety of supply chain and business activities. Ideal candidates are people who:

- Have strong academic performance and interest in Supply Chain Management.
- Possess considerable leadership potential.
- Demonstrate sound analytical skills and solid business skills.
- Can innovate and look beyond the norm.
- Exhibit excellent communication abilities.
- Have three to six years of work experience and are geographically mobile.

### What You'll Do

Each year, we hire a select number of graduating M.B.A.s into the Program as Business Analysts and challenge them with three to four rotational assignments over a two-year period. The duration of each assignment lasts between six and eight months. There is no pre-established sequence of assignments. Instead, each program member's set of assignments grows from his or her unique interests and development areas, as well as the Company's business needs. Assignments are determined so as to challenge you and to deepen your knowledge of the Procurement function.

These assignments could be in the Corporate Procurement Department or in an operating company.

Assignments will be based in one of the following areas:

- Category Management
- Procurement Operations
- Strategic Sourcing
- eProcurement
- Decision Support Analysis
- Capital Projects

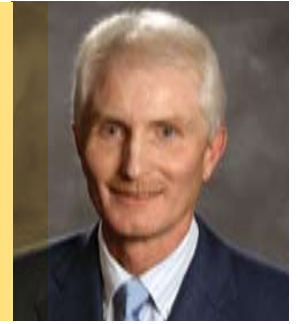
A full-time manager coordinates the program. The manager tailors the assignments to meet each individual's interests and development needs.

### Where You'll Work

Initial assignments are located in San Ramon, California, or Houston, Texas. Subsequent assignments could be outside the U.S.

*"The foundation of Chevron's business success is our Organizational Capability, while the foundation of our Organizational Capability is our people. In our Procurement/Supply Chain Management function, the M.B.A, Development Program is one of our keys to attracting, developing and retaining highly skilled people. These people will enable our organization to execute its strategies and help us gain competitive advantage. Chevron has a promising future, and I invite you to consider us as a place to develop an exciting career in business."*

*- Leo Lonergan, Chief Procurement Officer*



## Your Continued Growth

While on the program, a performance management process ensures you will receive timely and candid feedback on your progress and will be able to identify any areas for future development. More formal feedback occurs as follows:

- Beginning of each assignment: Meet with your rotational assignment manager to set goals and objectives.
- Halfway point: Review your progress with your manager.
- End of rotation: Meet again to discuss your accomplishments and identify any areas for future development.

You will also have periodic discussions with the program manager about career planning.

## After the Program

The Procurement/Supply Chain M.B.A. Development Program is just the beginning of your journey at Chevron. After completing the program, you will have the knowledge and abilities that are in high demand throughout Chevron. After your assignment, a Personnel Development Committee composed of members of Procurement leadership will review and assess your continued career development.

Your career path can take many directions and lead to various opportunities.

## Investing in People

We put people at the center of everything we do. In fact, investing in people is a core strategy of our business plan.

*Employee Education and Training* - we cultivate continuous learning, providing you with opportunities to develop your professional capabilities both on and off the job.

*Corporate Social Responsibility* - we seek to be a good citizen, and a good neighbor, in all the places where we do business.

*Environment* - we don't just care for people, we seek to act as good stewards of the natural world we all share.

At Chevron, you'll find people with a variety of backgrounds, experiences, styles, cultures, skills and competencies. We welcome you to share your unique background and insights with us. Our goal is to be admired by our customers, shareholders, and the governments in countries where we operate, for our people, partnership, and performance.

*"My rotations through different Operating Companies and Procurement functions provided unique and challenging opportunities for growth, visibility, and advancement."*

*- Jeff, Procurement/Supply Chain Development Alumnus*

*"Being in the Procurement/Supply Chain Development Program has allowed me to develop my business acumen by continuously being exposed to a variety of assignments that challenge me as well as add visible value to the overall Procurement organization."*

*- Aminah, Procurement/Supply Chain Development Member*

Success for tomorrow



## Summer Internship Program

For first-year M.B.A. students who would like to take a closer look at Chevron, we sponsor a summer internship program. As a Business Analyst Intern, you will gain a better understanding of our business and learn more about our people and our culture. Internship assignments mirror the experience and responsibilities of the Procurement/Supply Chain M.B.A. Development Program rotational assignments. The experience is challenging and rewarding.

The position provides various supply chain analyses, internal and external market research studies, as well as data and process analysis to Procurement management and Operating Company Procurement Teams. This position reports to the Organizational Capability Manager in Corporate Procurement as well as the functional supervisor for the duration of the internship. Candidates will be called upon to complete a variety of tasks and may work on several projects simultaneously. You will have opportunities to interact with senior managers, current program members, and program alumni. You will also tour our facilities, attend learning-centered presentations, and socialize with other Chevron professionals.

Assignments and duties are driven by organizational and business needs and can be in Global Upstream, Midstream, or Downstream, Corporate Procurement or the Category

and Supply Management Center of Excellence. Prior assignments were:

- Material Inventory Tracking
- Spend Analysis
- Business Continuity Plan
- Market Intelligence
- Freight Sourcing
- Rate Competitiveness
- Project Management
- Category Analysis

Summer internships are typically in the San Francisco Bay Area or Houston, Texas. This position works with line business teams where a high-level of initiative is critical.

Duration of the internship typically begins in early June and ends in early August.

A summer internship offers you a unique opportunity to experience our program firsthand and to view Chevron from a new perspective. At the end of the internship, full-time positions may be offered to selected interns.

*"My current rotation has afforded me challenging assignments in a number of functional areas. It has also presented me with various opportunities to network with strategic business partners and executive sponsors. I strongly feel the work I complete on a daily basis has an impact within the organizations I support."*

*– Doug, Procurement/Supply Chain Development Member*



Chevron Offices  
Houston, Texas



Chevron Corporate Headquarters  
San Ramon, California



*At the heart of The Chevron Way is our Vision ... to be the global energy company most admired for its people, partnership and performance.*

## Chevron Procurement

Chevron spends approximately \$35 billion annually on goods and services. The Procurement/Supply Chain Management function ensures that our Operating Companies and Business Units have the goods and services they need, safety and reliability at a competitive cost.

## Our Vision Means We:

**Provide** energy products vital to sustainable economic progress and human development throughout the world;

**Are people** and an organization with superior capabilities and commitment;

**Are the partner** of choice;

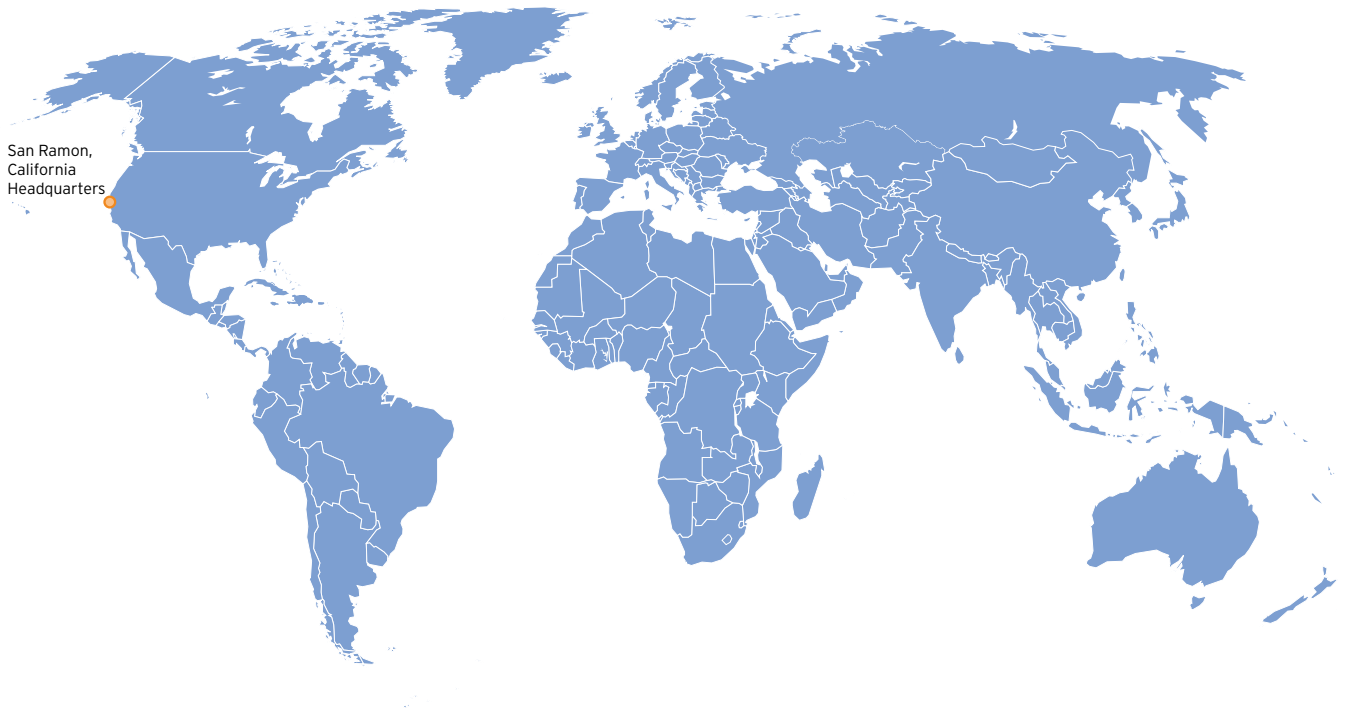
**Deliver** world-class performance;

**Earn** the admiration of all our stakeholders – investors, customers, host governments, local communities and our employees – not only for the goals we achieve but how we achieve them.

*"The Procurement / Supply Chain M.B.A. Development program's goal is to build functional leadership for the future. Our program is designed to provide the environment for employees with strong business skills to learn and grow."*

*Laura Reiling, Corporate Procurement  
Business Manager*





San Ramon,  
California  
Headquarters

Chevron ranks among the world's largest and most competitive global energy companies. Headquartered in San Ramon, California, and active in more than 180 countries, we are engaged in every aspect of the oil and gas industry, including exploration and production; refining, marketing and transportation; chemicals and power.

For more information about the company, please visit our Web site at: [www.chevron.com](http://www.chevron.com)

Please check with your placement center to see if we are scheduled to interview at your business school.

You can apply for the Procurement/Supply Chain M.B.A. Program by sending a cover letter and resume to:

Chevron Corporation  
Manager, Procurement/Supply Chain M.B.A.  
Development Program  
6101 Bollinger Canyon Road,  
Room 1314  
San Ramon, CA 94583

[pmbadp@chevron.com](mailto:pmbadp@chevron.com)



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