



Virginia Chamber of Commerce Work-based Learning Spotlight

Company Name:

Dominion Energy

Please provide a brief overview about your company:

Nearly 7.5 million customers in 18 states energize their homes and businesses with electricity or natural gas from Dominion Energy (NYSE: D), headquartered in Richmond, Va. The company is committed to sustainable, reliable, affordable, and safe energy and is one of the nation's largest producers and transporters of energy with about \$100 billion of assets providing electric generation, transmission and distribution, as well as natural gas storage, transmission, distribution, and import/export services.

As one of the nation's leading solar operators, the company intends to reduce its carbon intensity 60 percent by 2030. Through its Dominion Energy Charitable Foundation, as well as EnergyShare and other programs, Dominion Energy contributed more than \$30 million in 2018 to community causes throughout its footprint and beyond.

Our company is built on a proud legacy of public service, innovation and community involvement. In addition to our core businesses, Dominion Energy and our 16,200 employees invest in the communities where we live and work and by practicing responsible environmental stewardship wherever we operate.

Tell us about your company's internship/apprenticeship/returnship program(s):

The interns in our program represent over 80 majors, come from over 90 different schools and live across the country. The program is more than just a few weeks and a project or two. The

intern program is specifically designed to turn successful students into productive, successful employees.

More than 70% of our interns return for multiple summers, and 75% of our senior interns receive offers of employment. We typically hire interns majoring in business, engineering, IT, liberal arts, math and science, and technology and trades.

Additional highlights of our internships include:

- Paid internships
- Possible housing and travel stipends
- Professional networking
- Site tours
- Scholarship opportunities and much more

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

Dominion Energy's Talent Acquisition team engaged with more than 100 schools and partnerships. Examples range from 4-year HBCU's such as North Carolina A&T to HSI's like the University of Puerto Rico at Mayaguez to community organizations like the Greater Cleveland Partnership. These engagements provided Dominion Energy the opportunity to seek prospective talent and promote careers in the energy industry. Additionally, Dominion Energy partnered with student ambassadors to assist with campus recruiting events, coordinate leaders for campus speaking events, and posting Dominion Energy events on social media.

What kinds of work assignments are interns/apprentices responsible for at your company?

We pride ourselves in providing a meaningful work experience to our interns. Their assignments range from working with the Innovation team and providing beneficial research and ideas that can/will be implemented. To providing students with opportunities such as: professional development events, virtual learning opportunities, social events, Face Time Fridays, and executive sessions. We hosted over 50 virtual events in summer's past and partnered with various ERG's and departments to put together a robust schedule of events. We've partnered with the Leadership & Development team to create a LinkedIn Learning Course page specifically for our students and assigned them over 100 hours of relevant courses to complete during their time with us. Outside of the aforementioned, students have an opportunity to get a glance of the work completed within the business unit they are assigned to. They partner with a mentor or

team member to complete assignments, special projects, attend meetings, etc. to gain the full employee experience.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

When designing and structuring an intern program, Be innovative, Be opened, and Embrace change! Future talent pipeline gives an organization an opportunity to provide young professionals with hands on work experience, allows them to develop professional relationships, and provides them with tools necessary to transition from a successful student to a successful employee. Creating an intern program also provides an organization the opportunity to produce a workforce that mirrors the communities they serve and live in!

Contact person (for those who want to reach out to you to talk about your program):

LaShay Isaac – Intern Program Coordinator (lashay.isaac@dominionenergy.com)

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