

Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name:

Dominion Energy

Please provide a brief overview about your company:

Nearly 7 million customers in 16 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 providing reliable, affordable, and increasingly clean energy that powers its customers every day 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.

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

The interns in our program represent over 80 majors, come from over 80 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
- Part-time opportunities
- 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 Historically Black Colleges and Universities (HBCU) that are a part of the company's HBCU Promise®, such as North Carolina A&T to Hispanic Serving Institutions (HSI) that are a part of the company's Building Hispanic Talent Initiative®, 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.

Students want to know that their work has a purpose, and they are with an employer who allows them to continue learning outside of the classroom. Think about it. Ever want to take a boat fifty miles off the coast to see 620-ft tall wind turbines that are transforming the energy landscape? Interested in understanding how a nuclear plant works and seeing tanks of spent nuclear fuel? How about listening to a meteorologist discuss how the electric distribution organization responds to massive outages after a devastating hurricane? All of these describe real-life student experiences that paint the picture of why a career at Dominion Energy is not only rewarding but allows them to play a major role in the communities we serve and beyond.

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 in the field, working in offices on teams made up of diverse backgrounds and skill sets, and contributing to research projects in an ever-evolving industry. Students who have reported out to senior executives at the end of their internships have shared enthusiasm about networking with executive leaders, gaining hands-on working experience, being included in meetings and projects, and the overall structure of the program. Students get to fully understand that electricity and gas are much more than the switch you flip to get the lights or heat that you need. Their assignments help them better connect the dots between what they learn in school and how they can land fulfilling careers after they graduate.

In addition, our program affords students with opportunities such as: professional development events, virtual learning opportunities, social events, site tours, executive sessions, networking events, and much more. We hosted a variety of in-person and virtual events in summer's past and partnered with various Employee Resource Groups and departments to put together a

robust schedule of events. Students also 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 open, and Embrace change! Future talent pipeline programs benefit all parties involved. Organizations 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. Employers gain fresh perspective and innovative solutions and are able to take the summer (or a few summers!) to assess before either party makes a long-term commitment. 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):

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Please provide your logo below or attach it to the email as a separate document.



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