

BASF
We create chemistry

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BASF CORPORATION
BASF is an Equal Opportunity Employer: M/F/D/V
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Together, we create
chemistry.

Professional and Leadership Development Programs

The program has given me the opportunity to become an essential member of multiple teams at BASF. **I have been able to make an impact while developing my professional skills and creating lifelong connections across the globe.**

BRENDAN GALLERY
Commercial PDP

Start here.

At BASF, we believe that people are the key to our long-term success and that talent is in everyone. That's why we empower our employees with the tools, guidance and opportunities they need to advance and succeed in work and life. Giving you the support you need to be your best and fulfill your personal ambitions is what helps us create chemistry. After all, our success is linked to yours.

Whatever path you envision, BASF is a great place to build a rewarding, successful career.

BASF is:

Diverse

We embrace diversity of gender, race, experience and points of view and have been named a Top 50 Company for Diversity by DiversityInc.

Global

Over 110,000 employees serve customers in more than 80 countries worldwide.

Award Winning

We're not only the World's Most Admired chemical company, we're also consistently recognized for our sustainability, diversity and safety practices.



Innovative

On average, BASF files more than 1,200 patents every year.

Successful

We are a financially strong company, creating chemistry for a better world since 1865.

Sustainable

Our headquarters in Florham Park, New Jersey is built to U.S. Green Building Council LEED® Double Platinum standards, only the fifth of its kind in the U.S.

Socially Responsible

Our sites and employees regularly donate time, resources and their talents to local charities, disaster relief and community organizations.

We create chemistry for a sustainable future.

At BASF, we create chemistry—and have been doing so for 150 years. We believe in combining economic success with social responsibility and environmental protection. Through science and innovation, we enable our customers to meet the current and future needs of society. Our products and solutions contribute to conserving resources, ensuring healthy food and nutrition and improving quality of life.

WE LIVE OUR VALUES

CREATIVE

We have the courage to pursue bold ideas.

OPEN

We value diversity—in people, opinions and experience.

RESPONSIBLE

We act responsibly as an integral part of society.

ENTREPRENEURIAL

We all contribute to our company's success, as individuals and as a team.

The program is designed to give early-in-career employees the ability to explore different options while expanding their BASF network. Participants become part of interdisciplinary and global teams that collaborate on exciting and challenging projects.

LUCIANA AMARO

Vice President, Talent Development/Strategy N. America

Investing in you from day one.

Talent is in everyone. To form the best team, that talent needs to be developed and supported at every stage. By providing on-the-job training and diverse assignments, the Professional Development Program (PDP) allows you to grow at BASF.



Professional Development Programs

These cross-functional training programs allow you to develop your skills and build your professional network.

RAYELLE GARRICK
Engineering PDP



18-Month Program

Agriculture

- + Open to high-potential graduates with a B.S. in Agricultural Sales, Marketing, Agronomy, Biology, Plant Science or a related field.
- + Learn and address the business needs of growers, retailers, distributors and key influencers.
- + Consists of a 9-month marketing rotation working with a product manager and a 9-month sales rotation working with field sales and technical services.

16-Month Program

Engineering

- + Open to upcoming B.S. / M.S. graduates in Biochemical, Chemical, Civil, Construction, Electrical, Environmental and Mechanical Engineering.
- + Consists of two 8-month rotations with an optional 3rd rotation. Assignments are customized to match participant's background, interests and current business needs.
- + Graduates typically place into positions in manufacturing, engineering, sales, marketing, technical services and product management.

DISCOVER OUR GLOBAL OPPORTUNITIES

Where will your BASF career take you? With global opportunities, a position in one location may lead to opportunities for an assignment in China, Germany or any one of the 170 countries we're currently operating in worldwide.



2-Year Programs

Accounting

- + Open to candidates graduating with a degree in Accounting.
- + Program consists of four rotations in Corporate Accounting & Reporting, Business Management Accounting/Business Unit Planning & Analysis, Internal Audit and a Site (Cost) assignment at a major U.S. production facility.
- + *Note: Formally, the accounting program is 3 years. After 2 years of rotations, PDPs complete a mandatory 12-month assignment in an accounting discipline within the United States.*
- + *Note: BASF provides a onetime cash recognition to individuals who have accepted a letter of employment from BASF and who successfully complete, prior to starting with BASF, at least 75% of their CPA or CMA examination. The onetime cash recognition will be payable within 30 days of beginning employment at BASF. By accepting the onetime cash recognition, the individual acknowledges their requirement to complete the remaining sections of the CPA or CMA exam (passed in full) by the end of their 1 year BASF employment anniversary.*

Commercial

- + Open to high-potential graduating B.S./B.A. business majors in Marketing, Logistics, Finance, Management or other business related disciplines.
- + Program consists of four 6-month rotations in Sales, Marketing, Procurement and an elective.
- + May lead to opportunities in Operations, Product Management, Marketing or other disciplines within the organization.

Controlling (Finance)

- + Open to high-potential graduating B.S. / B.A. Finance or Economics majors.
- + Consists of four 6-month rotations in functional, central and business controller roles.
- + May lead to a variety of opportunities within Finance.

Human Resources

- + Open to upcoming B.S./B.A. in HRM and MHRM graduates.
- + Three 8-month rotations in areas such as Talent Management, Recruiting, Compensation and HR Operations.
- + May lead to a variety of opportunities within Human Resources.

PhD

- + Open to students completing their PhD in Chemistry, Biochemistry, or Chemical Engineering or those completing a 1st or 2nd year Post-Doctorate position
- + Consists of three 8-month assignments, which are customizable to match participants' background, interests and business needs.
- + May lead to R&D or applications opportunities in materials, organic chemical, polymers, agro-chemical, biotech, ecology, innovation and other areas.

Sales

- + Open to high-potential graduating B.S./B.A. Marketing/Sales, Management or Technical majors.
- + Program consists of two 12-month rotations in Inside and Outside Sales with components of Supply Chain, Product Management, Customer Care and Procurement.
- + May lead to opportunities in Account Management, Technical Sales, Distribution Account Management and Inside Sales.

Supply Chain

- + Open to graduating B.S. Supply Chain and Logistics majors.
- + Four 6-month rotations in Business, Corporate and Site Supply Chain.
- + May lead to a variety of opportunities within Supply Chain.

The Professional Development Program is filled with opportunities to network, travel and grow as a **professional**. As a participant, I gained valuable insight and connected with leaders throughout the organization.

HILAN KAPLAN
PhD PDP

Leadership Development Program

The Leadership Development Program (LDP) provides recent MBA graduates with the opportunity to use their background and prior work experience (3-6 years) to hit the ground running by working on challenging projects and gaining the managerial skills necessary to become future BASF leaders. The program consists of four six-month assignments which includes one international rotation.

EDUCATION BENEFITS

Did you know that we offer 100% tuition reimbursement for courses you successfully complete (depending on certain eligibility requirements)? And that includes fees for test prep or other course materials. Keep learning and growing!

Internships

For many PDP and LDP participants, their introduction to BASF begins with a 10- to 12-week summer internship. Along with assignment responsibilities, interns perform community service, attend networking events and are exposed to BASF leaders. Summer internships are available for students in Accounting, Agriculture, Controlling (Finance), Business, Engineering, Human Resources, MBA and Supply Chain.



We Saved a Seat for You

At BASF, we put learning first. We offer a number of internal development classes that are designed to give you the tools you need to succeed in your BASF career from day one. Learn all about the strategy, mission, history and culture of our company and network with your new colleagues!

TOO FAR TO TRAVEL OR NO TIME TO SIT IN A CLASSROOM? **NO PROBLEM.**

At BASF, we offer many online learning solutions. Two of the most popular are:

Harvard Manage Mentor (HMM)[®]

HMM provides self-paced online courses that feature tools, tips, and valuable information on a wide variety of topics. And the best part? It's free. Night or day, you set your own learning schedule.

eCornell

eCornell features a number of courses and certification programs online. Online posts and the opportunity for interaction and networking with others outside of BASF provide you with learning and knowledge that help you excel.

The Professional Development Program offers new employees **a unique developmental experience and a more gratifying placement opportunity.**

MICHAEL McATEE

Senior Vice President, Engineering & Maintenance N. America

you@BASF

Health. Wealth. Happiness. Find them here. At BASF, our commitment to you means keeping you safe in the workplace, giving you health and other benefits from day one and providing you with opportunities for career and financial advancement. When you're healthy and successful, we are too.

RAAHUL SATHYANARAYANA
*Regional Marketing & Strategy Manager
(former MBA LDP)*



Putting you first with you@BASF

We not only provide value to our customers, but to you as well. Through you@BASF, you can discover and take advantage of the perks, benefits and rewards that best suit your needs. With you@BASF, you create your own chemistry. Here's an overview on what you can expect:

- + Total Annual Compensation that includes a competitive base salary, and an annual incentive that rewards both your and the company's performance
- + Comprehensive benefits, including company contributions of up to 10% of your eligible compensation towards retirement savings
- + Programs that go beyond the standard health insurance—we're committed to your well-being
- + Flexible work options beyond a 9-5 schedule
- + Perks, discounts and much, much more!

DID YOU KNOW?

As part of our commitment to a diverse and inclusive work environment, all BASF employees and their domestic partners have equal access to our perks and benefits.

Health Benefits

We offer a number of health benefits options so you can select the ones that work best for you. Options may include:

- + Medical (HSA, PPO, EPO)
- + Prescription Drug Coverage
- + Dental and Vision
- + Wellness program and fitness reimbursement

Compensation

Think beyond the paycheck. Not only do we provide competitive pay, but we also provide you with opportunities to receive incentives and rewards that add to your Total Compensation.

- + Annual Incentive
- + Recognition Awards
- + Service Anniversary Gift
- + Employee Referral Bonus

Flexible Work Options

With our flexible work program, Designed to Fit, you can explore the opportunity to get work done at the time or place that fits your life.

Perks and Discounts

Perks make life better. And we like making your life better whenever we can.

- + Discounts on auto, home and other insurance
- + Travel Bargains
- + Discounts on mobile devices and plans
- + Opportunities to volunteer

Retirement Savings Plan (RSP)

Did you know you can contribute up to 50% of your eligible pay on a before- or after-tax basis? BASF also provides a dollar-for-dollar match on the first 5% of pay contributed and contributes an automatic 5% retirement contribution of your eligible pay, whether you decide to join the plan or not.

Generous Vacation Benefits

All new hires start off with up to 3 weeks of vacation. Bon voyage!

**YOUR BENEFITS START
THE MOMENT YOU DO.**

you@BASF Periodic Table

In addition to the featured benefits, you@BASF offers a wide range of perks, benefits, rewards and opportunities. Here is our easy-to-use, color coded you@BASF Periodic Table highlighting all we offer. From benefits and development to work environment and compensation, you@BASF empowers employees to select and combine elements to make the most out of work and life.

 Disability Coverage	 Leaves of Absence	 Fitness Reimbursement					 Employee Development	 Global Family Program	 Mobile Devices	 Total Rewards Statement
 Pet Insurance	 Employee Discounts	 BASF Wine List	 Health Care	 Concierge Services	 Auto Discounts	 Employee Referral Award Program	 Onboarding	 Safety-First Work Environment	 Transitions at Work	 Service Anniversary Awards
 Retirement Benefits	 Matching Gifts	 Life Insurance	 Vacation	 Group Legal Services	 College Scholarships	 Mentoring Program	 Take a New Role	 Ergonomics Support	 Attractive Workplace	 Overtime Pay
 Home/Auto Insurance Discounts	 Cell Phone Discounts	 Adoption Reimbursement	 Long-Term Care Insurance	 Domestic Partner Benefits	 Professional Development Program (PDP)	 Goal Setting	 Performance Management	 New Computers	 Retirement Gifts	 Bonus
 Vision Care	 Back-up Care Service	 Employee Assistance Program	 Wellness Program	 Lifelong Learning	 Internships	 International Assignments	 Diversity + Inclusion	 Flexible Work Arrangements	 Sales Incentives	 Recognition
 Dental Care	 Flexible Spending Accounts	 College Readiness Support	 Tuition Reimbursement	 Learn a New Language	 Leadership Training	 Peer Coaching	 Employee Groups	 Base Pay	 Promotions	 Merit Increases