

■ BASF
We create chemistry

Together, we create **chemistry**

Professional Development Programs



“As a PDP, I get quick access to many parts of the organization. With each rotation, I better understand not only the mechanics of our incredible global corporation, but also the interwoven culture of BASF’s people.”

EMILY ZVOSEC

Accounting PDP Alumna

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 #growatBASF.





Belong 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.

“As a former PDP now with more than 20 years at BASF, I can attest to how this experience can accelerate your development. **You will gain insights through a comprehensive on-boarding, take on challenging projects, learn through exposure to multiple stakeholders and build a sustainable network of peers and senior leaders.** All this sets you up for success at work and in life.”

ALEXANDER J. NEUMANN-LORECK

Senior Vice President, Regional Service Delivery North America & South America

Professional Development Programs

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





18-Month Program

Agriculture

- + Open to high-potential graduates with a B.S. in Agribusiness, 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.

2-Year Programs



Accounting, Economics & Finance

- + Open to high potential B.S./B.A. graduates within the last year with a major in Accounting, Finance, Economics, or other business-related major.
- + This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.
- + Consists of four, six-month assignments in various domestic locations that include opportunities to learn about Corporate Finance & Accounting, Internal Audit, Regional Controlling, Financial Planning & Analysis, Manufacturing Site Accounting & Analysis, and other regional and functional units within BASF. These assignments help you gain a diverse perspective of how BASF operates.

Commercial and Sales

- + Open to high potential B.S./B.A. graduates in Sales, Marketing, Management or Technical majors.
- + Consists of two or three rotations, depending on your selected track. All participants will rotate first in Inside Sales for 8 months. After this, participants can choose from a 16-month rotation in Outside Sales or two 8-month rotations in Marketing and Procurement.
- + May lead to opportunities in Account Management, Technical Sales, Distribution Account Management, Operations, Procurement, Product Management, Marketing and Inside Sales.

Data Science

- + Open to high potential B.S./M.S. graduates in Chemical Engineering, Computer Engineering, Computer Science, Data Science, Applied Math, Statistics and other STEM-related degrees.
- + Consists of three 8-month rotations. First rotation will be with Advanced Business Analytics, second and third rotations may be within specific BU or function (i.e. Manufacturing/Operations, Supply Chain, Procurement, Marketing & Sales, and R&D).
- + May lead to placement within the organization in a variety of disciplines.



Engineering

- + Open to upcoming B.S./M.S. graduates in Chemical, Environmental and Mechanical Engineering.
- + Consists of three 8-month rotations. Assignments are customized to match participant's background, interests and current business needs.
- + Graduates typically place into positions in Process Engineering, Manufacturing/Operations, EHS, Safety Engineering and Technical Services. Graduates of the program are required to place into a technical role within BASF.
- + Commitment to relocate anywhere in the U.S.

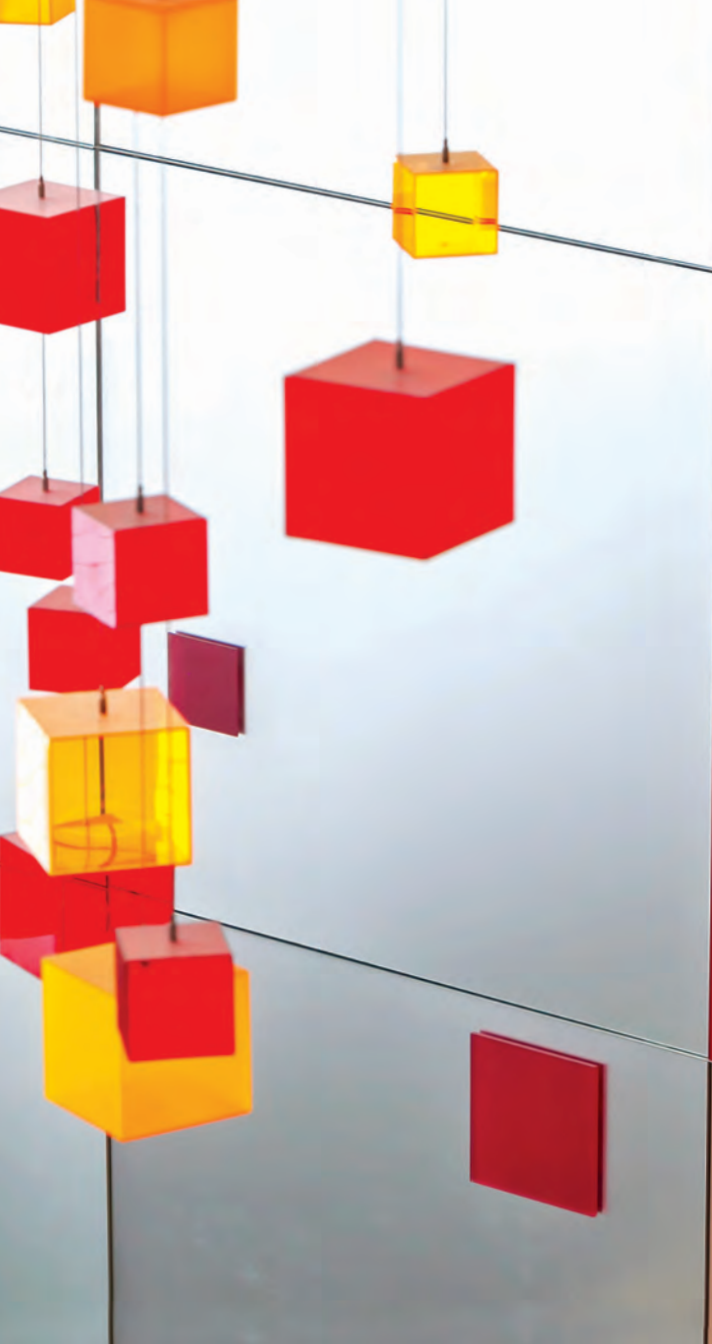
Supply Chain

- + Open to B.S./B.A. graduates within the last year with a major in Supply Chain, Logistics, or other business-related major.
- + This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.
- + Consists of three, eight-month assignments in various domestic locations that include opportunities to learn about Business, Corporate, and Site Supply Chain within BASF. These assignments help you gain a diverse perspective of how BASF operates.

“As a PDP, I have benefited from a combination of challenging work rotations and personal development opportunities. **The diverse experience provided by the program has allowed me to build a strong career foundation.**”

DAN MCAULEY

Supply Chain PDP Alumnus



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Internships

For many PDP 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 work closely with BASF leaders. We encourage our PDPs to share these exciting opportunities with their social networks and to use #belongatBASF. Summer internships are available for students in Agriculture, Commercial, Engineering, Accounting, Economics, Finance and Supply Chain.



Never stop learning

At BASF, we put learning first. We offer a number of internal development opportunities 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!

The development you need, available when you need it.

At BASF, we partner with best-in-class institutions to offer learning solutions how and when you need it. 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 provides an opportunity for you to see the diversity of career development options we offer at BASF. Use the program to understand our corporate culture, learn about which positions you truly enjoy and build your network along the way.”

ERIKA M. PETERMAN

Senior Vice President, RBU Intermediates Americas (N-CIN)

you@BASF

Health. Wealth. Happiness. Find them here. At BASF, our commitment to you means keeping you safe in the workplace, providing access to competitive health insurance 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.



Putting you first with you@BASF

At BASF, our compelling total offer is known as you@BASF. Through you@BASF, you can discover and take advantage of the perks, benefits and rewards that best suit your needs. Here's what you can expect:

- + Total compensation that includes a competitive base salary, and an annual bonus that rewards your performance and the Company's results
- + Valuable financial benefits, including Company contributions of up to 10% of your eligible compensation towards retirement savings
- + Programs that go beyond the standard health insurance like Healthy YOU, our program incorporating every aspect of your wellbeing
- + Leaves of absence for when you need time for yourself or others, including paid parental leave for new moms, dads and adoptive parents
- + Flexible work options to help you manage your work and life
- + 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 & Wellness Benefits

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

- + Medical insurance (HSA, PPO, EPO)
- + Prescription drug coverage
- + Dental and vision insurance
- + Wellness programs
- + Leaves of absence, including paid parental leave



Compensation

Beyond competitive pay, we also provide you with opportunities to earn incentives and rewards that add to your total compensation.

- + Annual bonus
- + Recognition awards
- + Service anniversary awards
- + Employee referral program



Inspiring Work Environment

- + Our flexible work solutions are designed to fit your life and help you deliver results.
- + Opportunities to volunteer and give back through we@BASF



Perks and Discounts

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

- + Discounts on auto, home and other insurance
- + Preferred supplier discounts on cars, major appliances and more
- + Discounts on mobile devices and plans



Retirement Savings Plan (RSP)

BASF provides a generous dollar-for-dollar match on the first 5% of pay you contribute to your 401(k) as well as an automatic 5% employer retirement contribution, which vests after three years of service.



Generous Vacation Benefits

All new hires start off with three weeks of vacation. Bon voyage!



Education Benefits

You can receive tuition reimbursement for courses you successfully complete in support of your career development goals, subject to certain eligibility requirements.

**YOUR BENEFITS START
THE MOMENT YOU DO**

Create Your Own Chemistry

In addition to the featured benefits, you@BASF offers a wide range of other perks, benefits, rewards and opportunities. The easy-to-use, color-coded you@BASF Periodic Table highlights all we offer. From benefits and development to work environment and compensation, you@BASF empowers you to select and combine elements to make the most out of work and life, and achieve total wellbeing.



Disability Coverage



Leaves of Absence



Pet Insurance



Life Insurance



Retirement Benefits



ID Theft Protection



Home + Auto Insurance



Family Care Solutions



Vision Care



Flexible Spending Accounts



Dental Care



College Readiness Support

Your **Benefits**

Your **Learning & Development**

Your **Work Environment**

Your **Compensation**

you@BASF

PERIODIC TABLE



Performance Management



Employee Crisis Support



Total Rewards Statement



Employee Discounts



Wine Cellar



Health Care



Learn a New Language



Onboarding



Grow & Tell



Employee Assistance Fund



Safety-First Work Environment



Service Anniversary Awards



Vacation



Group Legal Services



Supplier Discounts



Mentoring



Lifelong Learning



Volunteering



Ergonomics Support



Employee Referral Bonus



Transitions at Work



Adoption Reimbursement



Infertility Benefit



Telemedicine



Rotational Development Programs



Employee Development



College Scholarships



Employee Groups



Retirement Gifts



Bonus



Employee Assistance Program



Wellness Programs



Internships



International Assignments



Take a New Role



Matching Gifts



Flexible Work Arrangements



Sales Incentives



Recognition



Long-Term Care Insurance



Second Opinion Services



Tuition Reimbursement



Leadership Development



Giving Back



Diversity + Inclusion



Employee Feedback



Base Pay



Merit Increases



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. nine years in a row.

Global

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

Award Winning

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

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, one of only a handful in the United States.

Socially Responsible

Our 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 for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 110,000 employees in the BASF Group contribute to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio is organized into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions.

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 more than 80 countries we're currently operating in worldwide.

Make sure to follow us on:



WE LIVE OUR VALUES

CREATIVE

We embrace bold ideas and give them the space to grow.

OPEN

We value diversity—in people, opinions and experience.

RESPONSIBLE

We make sustainability part of every decision.

ENTREPRENEURIAL

We seize opportunities and think ahead.

BASF CORPORATION

BASF is an Equal Opportunity Employer: M/F/D/V

For more about BASF, visit:

www.basf.com

To explore careers and apply:

basf.com/universitycareers

Connect with us:

 **BASFNorthAmerica**

 **BASF**

 **BASF_CareersNA**

 **BASF_NA**