

## MBA Career Development Program

**A career development program with flexibility.** This self-directed rotational program consists of three assignments lasting approximately nine months in each rotation. Your initial assignment is determined by Air Products, considering your career interest as a new MBA and the organization's needs. You select subsequent assignments. Assignments will be located at our corporate headquarters in Allentown, PA.

**Real work experiences.** As an MBA, you'll have real work experiences with high visibility. You'll be given a broad perspective of our businesses and products and will be encouraged to take the lead in planning and developing your career. A senior manager or executive will be your mentor.

**You make an impact.** You will be encouraged to take on as much responsibility as you can handle, as quickly as you can handle it. You will have multiple challenges and exciting work across all assignments.

**Networking opportunities.** You'll network with other MBAs through business and social functions—other MBAs from top schools who are also ambitious, smart and care deeply to get it right. Many of our senior leaders and managers are graduates of the MBA-CDP program and can provide valuable advice as you explore the many rotation options available and develop your career. Take advantage of our Employee Networks and Intramural Sports teams. Join our on-site Fitness Center to balance your work-life. Get involved in the Lehigh Valley community through various outreach programs and activities.

**What we look for.** We hire people for their aptitude and attitude. We seek productive workers who can fit into a team-based organization. We want change-agents who show pride in their work and can achieve goals while watching the bottom line.

**Adaptable.** Willing to try and succeed at new tasks. Proven leadership abilities. Financial MBAs combining strong analytical and commercial skills.

**Our goal.** To produce the company's future leaders by giving you the opportunity to enhance your professional and analytical skills, clarify your career interests, and develop your leadership potential.



Working together,  
we are proud to  
make a difference.

**Behind** every success and innovation that has made a difference in the world, you will find a team of passionate people who helped make it possible. At Air Products, our talented people help each other and our customers thrive. We are driven to discover, care and accomplish. To our colleagues, we are valued and respected teammates. To our customers, we are partners in creating value. To our communities, we are caring, involved neighbors and committed stewards of the environment.

## Apply Online

To apply for a specific position, please visit the Air Products Career Center at [airproducts.com/careers](http://airproducts.com/careers).

Only applications received through the Career Center will be considered.

Air Products is an equal opportunity employer (M/F/D/V) where diversity matters.

## tell me more

For more information,  
please contact us at

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[airproducts.com/careers](http://airproducts.com/careers)



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Discover, care, accomplish . . .  
and thrive!

MBA Career  
Development Program

tell me more

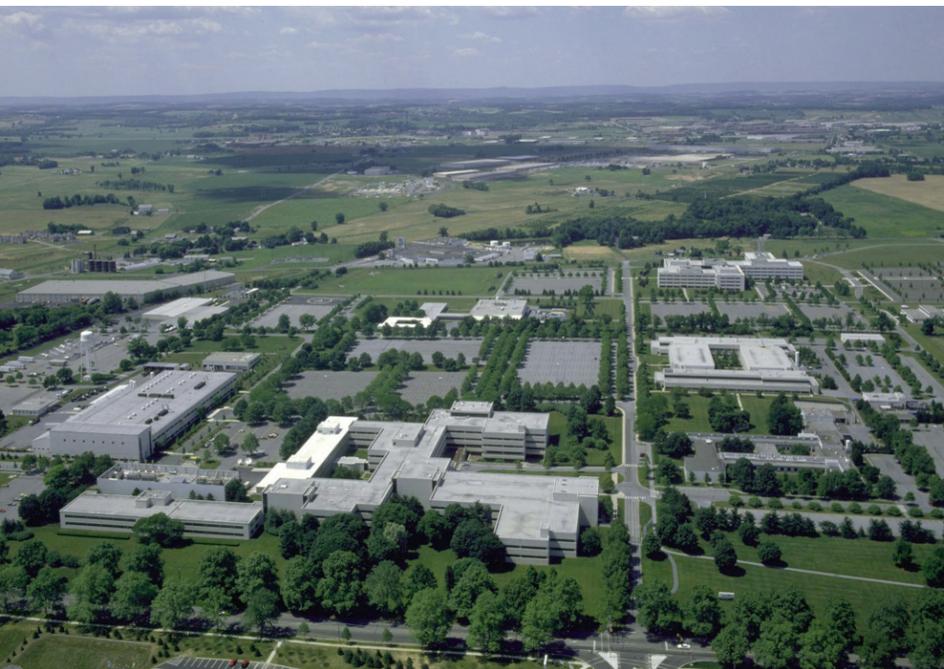
## Air Products today

The company's core Industrial Gases business provides atmospheric and process gases and related equipment to manufacturing markets, including refining and petrochemical, metals, electronics, and food and beverage. Air Products is also the world's leading supplier of liquefied natural gas process technology and equipment.

The company had fiscal 2015 sales of \$9.9 billion and has a current market capitalization of more than \$30 billion. Approximately 19,000 employees in 50 countries strive to make Air Products the world's safest and best performing Industrial Gases company, providing sustainable offerings and excellent service to all customers.



Corporate Responsibility Magazine has named Air Products to its 2016 100 Best Corporate Citizens List, a top ranking of corporate responsibility leaders based on publicly available information.



## Challenging assignments, collaborative work environment, and broad opportunities for growth and career development

As an Air Products MBA, you'll have the opportunity to decide from a variety of interesting assignments across Financial functional areas. Examples of these assignments are as follows:

### Finance positions

#### Business Decision Support

- Work with product management to analyze and report monthly results, complete budgeting and forecasting activities, and operational analysis
- Capital and project analysis for the business units

#### Supply Chain Finance

- Cash flow analysis of investment decisions, including plant expansions and product sourcing decisions
- Coordination of operating plans and forecasts
- Financial analysis of special projects or activities

#### Corporate Treasury

- Development of capital plans
- Exposure to planning cycles and the impact of operational performance on Air Products' balance sheet and cash flow
- Preparation of the annual presentation for review of our corporate debt rating
- Economic analysis

#### Corporate Decision Support

- Primary financial interface for Finance, HR, Law, and Communications functions
- Meet with functional VPs to discuss results, organize midyear scorecard updates, and report monthly and quarterly results externally
- Oversee company-wide analysis projects



## MBAs—our future leaders

One of the keys to our success is the ability to attract talented individuals into our workplace.

Our rotational program for MBAs allows employees to rotate throughout our company in various financial roles.

Air Products is looking for future leaders with impressive technical and commercial competence as well as the ability to offer contemporary points of view and provide guidance through our future transformations.

## At Air Products:

We hire people for their aptitude and attitude.

We seek employees who can fit in a team-based organization.

We value quick learners who are adaptable and willing to try and succeed at new tasks.

We attract people who demonstrate their ability to drive change, achieve goals, and take initiative.



## Diversity and Inclusion Vision

Air Products strives to be a company of choice that is recognized by its colleagues, customers, and the community as a company that draws strength, opportunity and financial growth from the diversity of its workforce. Our success will be directly attributed to having a work environment that is collaborative, inclusive, and respectful of all people.

### Strengthening our performance through a commitment to diversity and inclusion

- Mentoring and Development Programs
- Employee Resource Groups
  - All Asian Americans at Air Products (4AP)
  - AnyBody Concerned about Disabilities (ABCD)
  - Black Employees Resource Group
  - Ethnically Diverse Gulf Employees (EDGE)
  - Spectrum (LGBT Employee Resource Group)
  - Hispanic Organization of Latinos and Amigos (HOLA)
  - Women in Business (WIB)
- Partnerships with diverse professional societies
- Strong senior leader support
- Air Products Philanthropic support of multicultural organizations & minority groups
- Rotational Program for recent college graduates