CROWLEY®

Professional Development Programs

BRAVELY ADVANCING WHAT'S POSSIBLE TO ELEVATE PEOPLE AND PLANET.

CROWLEY®

Development & Learning

EXPERIENCES.
NETWORKING.
KNOWLEDGE.

CONTENT

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Crowley is a workplace like no other.

Our team members describe their collaboration all over the globe as bold and authentic. We hire driven high-performers and invest in growing and learning together while rewarding outstanding performance.

Our culture has thrived for over a century on innovative ideas coming to life, where we challenge you to be the best you can be.

We live our core values and promote the diversity and expertise of each person as a strength to support each other and provide superior solutions and services for our customers.

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Meaningful Learning

We provide professional development opportunities through real-world experiences, networking and training.

Our team attracts, hires and develops top talent to accelerate the development of critical industry knowledge skills and experience.
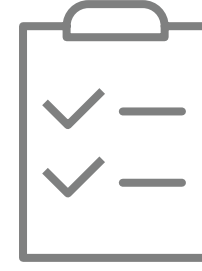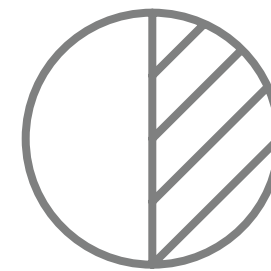
INTENTIONAL LEARNING GOALS

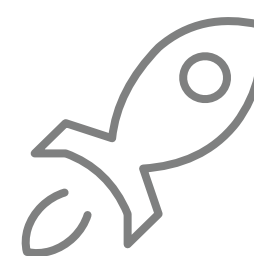Structured experiences supervised by company leaders
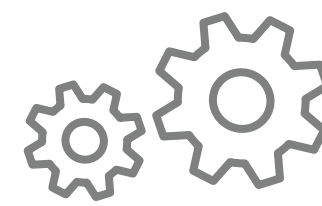
DEVELOPMENT

Personal / Academic / Professional

BALANCE

Between your goals and business needs / vision

EXPOSURE

Structured experiences supervised by company leaders

Professional Development Programs

We invest in our people from day one. To form the best Crowley teams, we develop and support our people in every stage of their career.

Our on-the-job training and diverse portfolio give you the opportunity to grow with us.

TALENT IS IN EVERYONE

The following cross-functional training programs have been created to develop your skills and build your professional network at Crowley.

1. Internship Program
2. Rotational Development Program
3. Leadership Development Program
4. Executive Leadership Development Program

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YOUR EXPERIENCE AND TRAJECTORY AT CROWLEY ARE IN YOUR HANDS

Crowley interns and rotational professionals play an important role in building the future for our customers. Your ideas and initiative drive the possibilities and impact you will have. You can chart your own path and own your development, career and future.

Whether you're graduating with an undergraduate or master's degree, Crowley teams have positions available. While our internship takes place in the summer and lasts between 12 to 16 weeks, our rotational programs kick off in the summer and continue for 12 months. Both programs are a great way to immerse yourself in Crowley's culture to see if we're a good fit for you and your career goals.

[See what else we can do for your development](#)

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1. Internship Program:
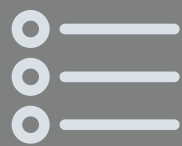
PROGRAM DETAILS	REQUIREMENTS	HIGHLIGHTS
3-month-program	Junior- or senior-level students actively pursuing bachelor's or master's degree	Weekly one-on-one and learning goals
May – August	Minimum GPA of 3.0	Development sessions
40 hours per week (flexible)	Good academic standing	Introduction to operations, culture and employee resource groups
Exposure to possible employment	MS Office basic knowledge	Gallup Strengths Finder Assessment

2. Rotational Development Program:
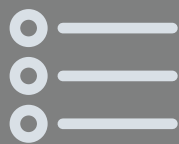
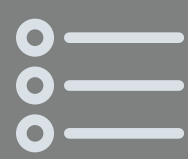| PROGRAM DETAILS	REQUIREMENTS	HIGHLIGHTS
12-month-program	Open to upcoming B.S./M.S. graduates	Tracks in participating business units
Starting every year on July	Minimum GPA of 3.0	Customized assignments that match participant's background, interests and current business needs
Three 4-month rotations	Excellent communication	Assigned mentor for the duration of the program
Full-time role with benefits	Able to work in the U.S.	Quarterly trainings and development opportunities
Build pipeline for future key roles	Prior internship experience	Involvement in our Early Career Development Employee Resource Group

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DYNAMIC LEARNING EXPERIENCES THAT BRING REAL CHANGE TO OUR ORGANIZATION.

Strong leadership plays a critical role in our company's sustained success. It drives engagement and motivates employees, which in turn improves employee performance and increases the organization's productivity. Leaders who participate in our programs gain actionable steps that help them address today's complex leadership challenges.

Crowley's Leadership Development Programs increase the competency of current leaders and provide them with the opportunity to develop the necessary skills needed in order to move up within our organization. The programs aim to expand the capacity for individuals to perform in leadership roles that facilitate the execution of the organization's strategy by building alignment, gaining mind-share, and developing the capabilities of others.
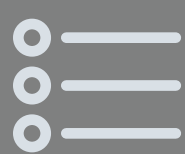
3. Leadership Development Program:

PROGRAM DETAILS	REQUIRE-MENTS	HIGHLIGHTS
1-year program	Open to all managers or high-potential individual contributors	Quarterly learning events
		Personal leadership assessments to help identify current areas of improvement and how they are perceived by others
January - December (every 3 years)	6+ months with Crowley	Individual development plans based on awareness, values, reflection, goal setting and planning
		Action learning that allows for leaders to practice solving high-level, complex, real-world business issues with diverse, cross-functional groups
25 - 35 participants	Great performance standing	Group coaching to allow for emerging leaders to grow together, connect across organizational functions, consider future scenarios and develop a management mindset
	Manager support	Mentoring by a Crowley leader to help create relationships with higher-level leaders, allowing for participants to gain an understanding of the business

4. Executive Leadership Development Program:

PROGRAM DETAILS	REQUIRE-MENTS	HIGHLIGHTS
6-month program	Open to all directors or vice presidents	Monthly learning events and more formal events to kick off and close program
		Personal leadership assessments to help identify current areas of improvement and how they are perceived by others
March–September (every 3 years)	6+ months with Crowley	Individual development plans based on awareness, values, reflection, goal setting and planning
		Peer coaching that provides a strong support system, strengthens cross-functional networks, creates innovative solutions through questioning and discovery and helps broaden understanding of functions and organizational business issues
15-25 participants	Excellent performance standing	Scrum team projects to grant an opportunity to solve real-world, enterprise-wide problems, which simultaneously benefits the organization and develops leaders
	Supported by leadership	Executive coaching to provide an objective perspective to discuss complex, bigger-picture business issues and development goals

INTEGRITY - SUSTAINABILITY - DRIVE

ABOUT US

[Learn more about our culture]

Education benefits

Tuition reimbursement* for courses you successfully complete is available. Including fees for test prep or other course materials. Keep learning and growing!

*Depending on certain eligibility requirements

We saved a seat for you

We offer internal development courses – both classroom and virtual – that are designed to give you the tools to succeed in your Crowley career. Learn all about the strategy, mission, history and culture of our company and network with your new colleagues!

Putting you first

Our purpose is to elevate people and planet, and that includes you. Discover and take advantage of our perks, benefits and rewards that best suit your needs. Here's an overview on what you can expect as a full-time employee:

• Total annual compensation that includes a competitive base salary and an annual incentive that rewards both you and your and the company's performance

• Comprehensive benefits, including company contributions of up to 6% 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 traditional 9-5 schedule

• Perks, discounts and much more!

YOUR BENEFITS START THE MOMENT YOU DO
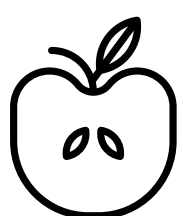
Health
We offer a number of health benefits options so you can select the ones that work best for you. Options include:
- Medical (HSA, PPO, EPO)
- Prescription dDrug coverage
- Dental and vision
- Wellness program and fitness reimbursement

Compensation
Think beyond the paycheck. Besides our competitive pay, we have opportunities for you to receive incentives and rewards that add to your total compensation.
- Annual incentive
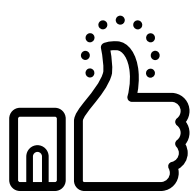- Recognition awards
- Service anniversary gift

Vacation time
All new hires start off with up to 2 weeks of vacation. Bon voyage!

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

Perks and discounts
Perks improve your lifestyle, and we're here to help.
- Discounts on auto, home and other insurance
- Travel bargains
- Discounts on mobile devices and plans
- Opportunities to volunteer and give back to the community
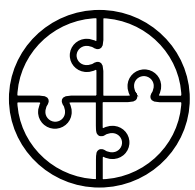
Crowley's IDEA Council
To help Crowley maximize performance, empower diversity, and include everyone. Crowley strives to create an organizational culture in which every voice is valued through the Inclusion, Diversity and Equity Council. We want you to have a sense of belonging and to have a connection with one another and the organization. Get involved!
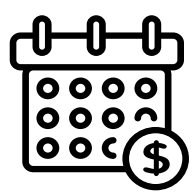
Retirement savings plan
You can contribute up to 75% of your eligible pay on a before-or after-tax basis. You will also receive a matching contribution from Crowley of half the amount you contribute up to 6% of your base pay.

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