



BUSINESS ROTATION PROGRAMS

Business Rotation Programs offer

- Cross-functional exposure within and across business functions to provide a holistic view of the company.
- Rotational opportunities in diverse disciplines including financial planning, financial operations, contracts, and supplier management.
- Leadership and development opportunities.
- Potential to work in multiple locations.

Business Career Foundation Program (BCFP)

The BCFP is a 2-year, entry-level development program designed to build your leadership and business acumen through a challenging, fast-paced rotation experience. You'll get a holistic view of the company through cross-business unit and cross-functional rotations and participation in development opportunities, including site tours, mentoring, exposure to executives, and training seminars. With rotations through six different positions in a variety of business disciplines, you'll get hands-on, experiential challenges and responsibilities to help shape the future of the industry. As a BCFP graduate, you will depart the program prepared to take on leadership roles at an accelerated rate.

Highlights of the program include

- Enhanced leadership skill training and development.
- Fast-paced 4-month rotations span a wide variety of business and related disciplines.
- Locations in Mesa, Philadelphia, Puget Sound, Saint Louis, or Southern California.

Business Skills Rotation Program (BSRP)

The BSRP is a 3- to 4-year, entry-level development program designed to develop strong functional knowledge through three in-depth rotations across business disciplines. Active participation in the BSRP will equip you with the skills and knowledge necessary to drive performance and integration among business functions. You'll also have the opportunity to participate in development opportunities, including workshops, seminars, roundtables with executives, and mentorships. As a BSRP graduate, you'll benefit from a solid foundation in business skills and depart the program prepared to transition into a challenging full-time role.

Highlights of the program include

- Broad cross-functional exposure to establish a strong business skills foundation.
- Immersive 12- to 18-month rotations focused in key business disciplines.
- Locations in Huntsville, Mesa, Oklahoma City, Philadelphia, Potomac Region, Puget Sound, Saint Louis, or Southern California.