



## For the Fifth Year in a Row, NuStar Makes the List of 100 Best Companies to Work For

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SAN ANTONIO--(BUSINESS WIRE)--Jan. 16, 2013-- NuStar Energy L.P. (NYSE: NS) announced today that for the fifth year in a row, it made FORTUNE's list of the 100 Best Companies to Work For, coming in at #38.

NuStar is one of only five energy companies on the magazine's 16<sup>th</sup> annual top employer list, along with Hilcorp Energy Company, Chesapeake Energy, Devon Energy and EOG Resources, and one of only three San Antonio-based companies, including Rackspace and USAA.

"Of course, it's our employees who make NuStar such a great place to work," said Curt Anastasio, President and CEO of NuStar Energy. "We are deeply appreciative of all that they do day in and day out to operate our business safely and reliably and position our company for the future.

"Our employees worked very hard last year to help forge a new strategic direction for NuStar. And we are excited about our outlook for the future, as we are expanding our presence in the lucrative Eagle Ford Shale through some major transactions and expansion projects in the region, and we have many other internal growth projects that also have great rates of return. And what's really exciting is that we have so many more great opportunities for growth that we believe will be transformative for NuStar in the coming years," he said.

Some of the considerations in NuStar's selection for the 100 Best honor include the company's employee benefits plan, which has been rated the best in its industry by Hewitt Associates; its reward and recognition programs; commitment to volunteerism and charitable giving; and special corporate culture. NuStar, which has a voluntary turnover rate of only 3 percent, offers all-employee bonuses; a retirement savings plan that includes a 401(k) match of 100 percent up to 6 percent of pay and a company-funded retirement plan; company-paid health and welfare benefits that are 100 percent funded for employees and their families; a health and wellness program; and much more. The company also has never had a layoff in its history, and instills in employees the philosophy that if they do a good job, they will always have a good job.

### ***Details on the "100 Best Companies to Work For" List***

The full list is available exclusively on FORTUNE's free iPad app today. The rest of the Best Companies to Work For package can be found [www.Fortune.com/BestCompanies](http://www.Fortune.com/BestCompanies) beginning tomorrow, Thursday, January 17 at 8 a.m. (ET).

According to FORTUNE, Google claims the No. 1 spot for the second year in a row and the fourth time overall. Find out more about the new issue here: <http://bit.ly/W5HB0n>. To see the full list, download FORTUNE's free iPad app here: <http://bit.ly/13nvAsi>.

The February 4<sup>th</sup> issue of FORTUNE goes on sale on Monday, January 21.

### ***Methodology for the "100 Best Companies to Work For" List***

To pick the 100 Best Companies to Work For, FORTUNE partners with the Great Place to Work Institute to conduct the most extensive employee survey in corporate America: 259 firms participated in this year's survey. More than 277,000 employees at those companies responded to a survey created by the institute, a global research and consulting firm operating in 45 countries around the world. Two-thirds of a company's score is based on the results of the institute's Trust Index survey, which is sent to a random sample of employees from each company. The survey asks questions related to their attitudes about management's credibility, job satisfaction, and camaraderie. The other third is based on responses to the institute's Culture Audit, which includes detailed questions about pay and benefit programs and a series of open-ended questions about hiring practices, methods of internal communication, training, recognition programs, and diversity efforts. After evaluations are completed, if news about a company comes to light that may significantly damage employees' faith in management, FORTUNE may exclude it from the list. Any company that is at least five years old and has more than 1,000 U.S. employees is eligible.

### ***About NuStar Energy L.P.***

NuStar Energy L.P., a publicly traded master limited partnership based in San Antonio, is one of the largest independent liquids terminal and pipeline operators in the nation. NuStar currently has 8,573 miles of pipeline; 87 terminal and storage facilities that store and distribute crude oil, refined products and specialty liquids; and 50% ownership in two asphalt refineries with a combined throughput capacity of 104,000 barrels per day. The Partnership's combined system has approximately 95 million barrels of storage capacity, and NuStar has operations in the United States, Canada, Mexico, the Netherlands, including St. Eustatius in the Caribbean, the United Kingdom and Turkey. For more information, visit NuStar Energy L.P.'s Web site at [www.nustarenergy.com](http://www.nustarenergy.com).

Photos/Multimedia Gallery Available: <http://www.businesswire.com/multimedia/home/20130116006401/en/>

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