

## NuStar Ranked No. 19 on the List of Fortune's 100 Best Companies to Work For

March 3, 2016

SAN ANTONIO--(BUSINESS WIRE)--Mar. 3, 2016-- NuStar Energy L.P. (NYSE: NS) announced today that it ranked No. 19 on the 100 Best Companies to Work For list, according to global research and consulting firm Great Place to Work® and *Fortune* Magazine. NuStar has been named to the list for eight consecutive years, and has been recognized as a top workplace every year that it has applied for the list.

NuStar is one of only two energy companies on the magazine's 19<sup>th</sup> annual top employer list, and the only other San Antonio-based company on the list is USAA. NuStar is ranked No. 4 among the 100 Best companies in the state of Texas and No. 5 among publicly traded companies on the list. The results will be published in the March 15, 2016 issue of *Fortune*, which goes on sale this coming Monday.

"Even with the downturn in the energy industry, our employee morale is as high as ever," said NuStar President and CEO Brad Barron. "We have the best employees in our industry as everyone has a positive, can-do spirit, strives for excellence and takes tremendous pride in our company.

"Our employees benefit from the special caring and sharing culture created by our Chairman of the Board Bill Greehey," Barron added. "As he always says, if you take care of the employees, they will take care of our company, unitholders, customers and communities. Last year's results are a great example of the positive benefits of our corporate culture, as we had our highest EBITDA and distributable cash flow in our history and we donated a record amount of time and money to worthy causes in our communities."

NuStar was selected among hundreds of companies vying for a place on the list this year. Applicant companies opt to participate in the selection process, which includes an employee survey and an in-depth questionnaire about their programs and company practices. Great Place to Work® then evaluates each application using its unique methodology based on five dimensions: credibility, respect, fairness, pride and camaraderie.

Creators of the methodology behind the list, Great Place to Work® has found that employees believe they work for great organizations when they consistently trust the people they work for, have pride in what they do and enjoy the people they work with.

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 top human resources consultants; its reward and recognition programs; commitment to volunteerism and charitable giving; and special corporate culture. NuStar 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 pension plan; 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.

"This year's 100 best workplaces show -- again -- that trust fuels financial performance," said Michael Bush, CEO of Great Place to Work®. "Great workplaces have significantly less turnover, outperform peers in the stock market and enjoy high levels of collaboration, communication and trust—crucial ingredients to innovation. The 100 best are setting the standard for all businesses."

Organizations named on the list see many benefits that include better financial performance, less employee turnover, higher levels of customer satisfaction and loyalty, more innovative and creative thinking, higher productivity and enhanced public perception.

To see the complete 2016 *Fortune* 100 Best Companies to Work For® list, please click [here](#), and to learn more about Great Place to Work®, [click here](#).

### 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 Energy L.P. currently has approximately 8,700 miles of pipeline and 79 terminal and storage facilities that store and distribute crude oil, refined products and specialty liquids. The partnership's combined system has approximately 93 million barrels of storage capacity, and the partnership has operations in the United States, Canada, Mexico, the Netherlands, including St. Eustatius in the Caribbean, and the United Kingdom. For more information, visit NuStar Energy L.P.'s Web site at [www.nustarenergy.com](http://www.nustarenergy.com).

### About Great Place to Work

[Great Place to Work®](#) is the global authority on high-trust, high-performance workplace cultures. Through proprietary assessment tools, advisory services, and certification programs, including Best Workplaces lists and workplace reviews, Great Place to Work® provides the benchmarks, framework, and expertise needed to create, sustain, and recognize outstanding workplace cultures. In the United States, Great Place to Work® produces the annual *Fortune* "100 Best Companies to Work For®" list and a series of Great Place to Work® Best Workplaces lists including lists for Millennials, Women, Diversity, Small and Medium Companies and over a half dozen different industry lists. Follow Great Place to Work® online at [www.greatplacetowork.com](http://www.greatplacetowork.com) and on Twitter at @GPTW\_US.

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