



NuStar Ranked No. 2 on Fortune's List of America's Best Workplaces for Giving Back

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SAN ANTONIO--(BUSINESS WIRE)--Feb. 10, 2017-- *Fortune* Magazine today released its annual ranking of the country's 50 Best Workplaces for Giving Back, and NuStar Energy (NYSE: NS) rose to No. 2 on the ranking, up from No. 9 in 2016. This ranking was compiled by the consulting firm Great Place to Work and is based on more than 357,000 surveys of employees across a range of industries, as well as their organizations' charitable programs and giving.

"Being included on this prestigious list is a direct result of our employees' outstanding commitment to helping those who are less fortunate in our communities and our special caring and sharing culture that was created by our Chairman Bill Greehey," said NuStar President & CEO Brad Barron. "The ranking confirms what we have said throughout our company's history, that we truly have the most generous employees in corporate America. And our rise on the list is also not surprising considering that we had a record year in terms of volunteerism and charitable contributions from our company and our employees."

Barron noted that NuStar and its approximately 1,630 employees had another record United Way campaign last year that raised \$2.8 million, which resulted in NuStar employees having one of the very highest per capita United Way gifts in the country. NuStar also raised a record \$4.1 million from its NuHope Golf Classic, which over the last 10 years has raised a total of \$31 million for Haven for Hope, a San Antonio-based homeless transformational campus. And, NuStar employees gave a record 95,000 volunteer hours last year to hundreds of charitable and civic causes in all of the communities where the company has operations. Those hours include both personal time and work hours that NuStar gives its employees to volunteer for activities such as mentoring, Meals on Wheels, community cleanup events and many others.

According to Great Place to Work, the 357,000 employees completed anonymous surveys, answering detailed questionnaires that included questions about the level of pride they felt regarding their impact on the community, the difference they felt they made and whether their work had special meaning.

One of the NuStar employees quoted in the *Fortune* article made the point that NuStar employees get tremendous satisfaction from seeing the positive impact that they have on their communities. The employee said in part, "NuStar employees are well-compensated for their efforts, but it is in the community where we receive the most gratification for giving back."

"It truly is a blessing to see the difference we're making in others' lives, whether it's seeing a child's eyes light up when presented with a new pair of shoes and a backpack for school, sharing a story with a homebound senior citizen, making a troubled youth laugh on a bad day, seeing tears of joy when a family moves from homelessness to their own home, hearing relief in a mother's voice when she realizes her kids will get gifts on Christmas, or simply receiving a smile and a thank-you for a plate of BBQ we serve a person at Haven for Hope," added Barron. "All of our employees make those moments of pure joy possible!"

To select the list, Great Place to Work considered organizations' policies regarding paid time off for volunteering and the extent to which they contribute generously to community and charitable causes through corporate donations and employee fund-matching programs. Final rankings were based primarily on employees' feedback on more than 50 survey questions, with a special emphasis on their connection to the organization's community impact. Rankings reward companies where not only the majority of employees are proud of their community involvement, but these experiences are widely shared within the organization regardless of gender, race/ethnicity, job role or other personal characteristics. Results also take into account the complexity of the employee population and performance relative to peers.

"The Best Workplaces for Giving Back are accomplishing something greater than the sum of their contributions to worthy causes. They also offer employees a sense they're part of something bigger that's making a difference in the world," said Chinwe Onyeagoro, president of Great Place to Work.

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 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 95 million barrels of storage capacity, and NuStar 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 website at www.nustarenergy.com.

About Great Place to Work

[Great Place to Work](http://www.greatplacetowork.com) 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®" 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 industries.

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