



NuStar Ranked No. 37 on the List of Fortune's 100 Best Companies to Work For

March 9, 2017

SAN ANTONIO--(BUSINESS WIRE)--Mar. 9, 2017-- NuStar Energy L.P. (NYSE: NS) announced today that it ranked No. 37 on the 100 Best Companies to Work For list, according to *Fortune* magazine and global research and consulting firm Great Place to Work®. NuStar has been named to the list for nine 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 20th annual top employer list, and the only other San Antonio-based companies to be recognized are USAA and Rackspace. Among the companies headquartered in Texas, NuStar is ranked 5th on the 100 Best companies list.

"NuStar had another solid year in 2016 despite the downturn in the energy industry, and we owe all of our success to our employees," said NuStar President and CEO Brad Barron. "This ranking is a testament to their positive, can-do spirit, and we are very appreciative of all that they do to operate our business safely and reliably and position our company for the future.

"Of course, all of this is possible because of 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. Our employees proved that to be true again last year, as we achieved our financial goals; had one of our best years ever in terms of health, safety and environmental performance; executed our growth projects on-time and on-budget; and 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 anonymous 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.

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.

"Congratulations to the 2017 100 Best," said Michael C. Bush, CEO of Great Place to Work. "These leading companies are at the vanguard of a new business frontier, where organizations know they have to develop the full human potential of all their employees. They are working to build great places to work for all, which are better for business, better for people and better for the world."

Great Place to Work research shows that list winners keep outperforming the stock market, beating industry rivals when it comes to talent retention and demonstrating higher levels of productivity than peers. To see the full list of the 2017 Fortune 100 Best Companies to Work For, 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 95 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 website at www.nustarenergy.com.

About The Fortune 100 Best Companies To Work For®

To identify the 100 Best Companies to Work For®, each year Fortune partners with Great Place to Work to conduct the most extensive employee survey in corporate America. The ranking is based on feedback from more than 232,000 employees at Great Place to Work–Certified™ companies with more than 1,000 employees.

Winning a spot on this list indicates the company has distinguished itself from peers by creating a great place to work for employees – measured and ranked through our analysis of the results of our Trust Index® survey and Culture Audit® questionnaire.

Through the Trust Index®, employees anonymously assess their workplace, including the honesty and quality of communication by managers, degree of support for employees' personal and professional lives and the authenticity of relationships with colleagues. Results from the survey are highly reliable, having a 95% confidence level and a margin of error of 5% or less. Companies' results on the Trust Index® survey are compared to peer organizations of like size and complexity. The Culture Audit® includes detailed questions about benefits, programs and practices.

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®" 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. Great Place to Work® provides executive

advisory and [culture consulting services](#) to businesses, non-profits, and government agencies in over 50 countries across six continents.

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