

## NuStar Moves Up to No. 18 on the List of Fortune's 100 Best Companies to Work For

March 5, 2015 1:46 PM ET

SAN ANTONIO--(BUSINESS WIRE)--Mar. 5, 2015-- NuStar Energy L.P. (NYSE: NS) announced today that it ranked No. 18 on the 100 Best Companies to Work For list, which will appear in the March 9<sup>th</sup> issue of *Fortune Magazine*. NuStar, which has made the list for seven consecutive years, moved up eight places from last year when the company was ranked No. 26.

NuStar is one of only three energy companies on the magazine's 18<sup>th</sup> annual top employer list, and one of only two San Antonio-based companies. Among the top employers in Texas, NuStar is ranked No. 3 in the state.

"We are fortunate to have the best employees in our industry, as their positive, can-do spirit is the reason we have been recognized as a top workplace every year that we've applied for the list," said NuStar President and CEO Brad Barron. "Last year, our employees showed great teamwork, focused on our goals and worked incredibly hard to make it a record year for NuStar.

"None of this would have been possible if not for 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 have certainly proven that true, as last year we had record earnings and total unitholder returns that were among the best in our industry, and we donated more time and money to our communities than ever before."

NuStar was selected among hundreds of companies vying for a place on the list this year. The selection process includes a confidential 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.

"It is no coincidence that the 100 best workplaces are also extremely profitable and successful companies," said China Gorman, CEO of Great Place to Work®. "Research by our firm definitively showcases that the best places to work outperform their competitors. There is an absolute ROI when companies invest in creating a high-trust workplace culture. Great workplaces have significantly less turnover and produce employees who have a vested interest in the company."

*Fortune* partners annually with Great Place to Work® to conduct the most extensive employee survey in corporate America to identify the 100 Best Companies to Work For®. Two-thirds of a company's survey score is based on the results of the Trust Index © Employee Survey, which is sent to a random sample of employees from each company. This survey asks questions related to employees' attitudes about management's credibility, overall job satisfaction, and camaraderie. The other third is based on responses to the Culture Audit ©, which includes detailed questionnaires 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.

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 2015 *Fortune* 100 Best Companies to Work For® list and to learn more about how to build a high-trust workplace culture, visit [www.greatplacetowork.com](http://www.greatplacetowork.com).

### ***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 8,643 miles of pipeline and 81 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 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 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 employer branding programs, including Best Companies lists and workplace reviews, Great Place to Work® provides the benchmarks, framework, and expertise needed to create, sustain, and recognize outstanding workplace cultures. Great Place to Work®'s [Trust Index©](#), a 58-question employee survey that measures trust, is used around the world to help companies increase the levels of trust across their organizations and improve business results. Annually, Great Place to Work® produces the research for the annual [Fortune 100 Best Companies to Work For®](#) list and the Great Place to Work® Best Small and Medium Workplaces list. Follow Great Place to Work® online at [www.greatplacetowork.com](http://www.greatplacetowork.com) and on Twitter at [@GPTW\\_US](#).

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