



Working for the AES Corporation

The AES Corporation, originally called Applied Energy Services, is an electric company that owns and operates a variety of generation and distribution businesses across five continents. The business areas within AES are divided into the following four categories: Generation, Utilities, Renewables and Climate Solutions, and Business Development.

Under Generation, AES operates 132 power generation facilities around the world, generating electricity from coal, diesel, hydropower, gas, oil, and biomass. AES serves utilities, wholesalers, and commercial buyers through long-term contracts and also in competitive markets.

The Utilities division serves approximately 11 million customers in a variety of markets. AES provides electricity to the whole country of Cameroon and serves over 80% of El Salvador's electric power market. The company is committed to continued service improvements in emerging markets, such as the Ukraine. AES has 14 distribution companies, including AES Eletropaulo in San Paulo, Brazil and the Indianapolis Power & Light Company (IPL). As the largest distribution company in Latin America, AES Eletropaulo provides service to more than five million customers. IPL is responsible for serving 470,000 customers in Indianapolis and the outlying areas.

The Renewables and Climate Solutions division within AES is responsible for the development of projects related to renewable energy resources and technology. To meet these needs, AES invests in hydro, wind, solar, biomass generation, and carbon offsets. In 2005, AES Wind Generation was formed and it now operates more than 1,700 megawatts of wind capacity in the United States, China, and Europe. In 2008, AES Solar was formed as a joint venture between the AES Corporation and Riverstone Holdings, LLC. This solar unit develops, finances, constructs, owns, and operates utility-scale solar photovoltaic (PV) projects around the world. AES Energy Storage, another segment of the renewables and climate solutions division, owns and operates advanced storage projects that offer emissions-free possibilities for improved power grid performance. Climate Solutions develops projects and technologies designed to reduce or offset greenhouse gas emissions.

The business development division is focused on large-scale projects and seeks out power generation and distribution opportunities.

AES recruits many of its employees through the MBA recruitment program, which was initiated in 2001. Through the program, MBA graduates from top universities are selected to work at AES in critical roles. The MBA **graduate careers** usually start with rotating global assignments for the



duration of two years, before advancing to longer-term assignments. Additionally, AES seeks job candidates with at least seven years of energy sector experience. Consulting and investment banking backgrounds are also in demand within AES.

The company's Engineering Leadership Development Program (ELDP) is another route to employment. The program is designed to identify and train individuals for future global **leadership positions** at AES. Program participants, mostly students from the top engineering schools, must complete three to five rotational assignments that provide experience in a number of work environments. Assignments usually range from nine to eighteen months and participants usually work in about three different countries during the five-year program. Texas, Indiana, Argentina, Brazil, Chile, the Dominican Republic, Hungary, Turkey, and Qatar are all potential first rotation locations. Language training is provided. Employees at AES are eligible for short-term incentives, long-term incentives, profit sharing opportunities, and retirement savings programs.