



Diversity and Social Investment Programs

Kinder Morgan, Inc. seeks and values a diverse workplace. We support equal opportunity employment and take affirmative action to employ and advance in employment all persons without regard to their race/ethnicity, sex, veteran status or disability and base all employment decisions only on valid job requirements. The following programs show Kinder Morgan, Inc.'s commitment to diversity and corporate citizenship:

Cristo Rey Work Study Program

Kinder Morgan is a corporate sponsor of the Cristo Rey Jesuit Work-Study Program. Cristo Rey Jesuit is a private high school offering a rigorous college preparatory education to students from low-income families in the Houston, Texas area. The Work-Study Program places students in Houston businesses, where they earn up to fifty percent of the cost of their education. The Company currently has eight students participating in the Work-Study Program.

Genesys Works Program

Kinder Morgan is a corporate partner of the Genesys Works program in Houston, Texas. Genesys Works is a non-profit organization that provides meaningful corporate internships to inner-city high school students from low-income families. There are nine interns from the Genesys Works program engaged in an internship with the Company.

College Internship Program

Kinder Morgan offers a paid 11 or 12-week internship program primarily consisting of engineering disciplines. Interns are provided a challenging project in which they are assigned a mentor and supervisor throughout their internship. Supervisors are responsible for determining project scope and conducting periodic evaluations of the intern's progress. At the end of the program, interns make formal presentations to their business unit management, peers and Human Resources.

Job Openings Posted on Diversity Sites

Kinder Morgan utilizes the services of a major job posting board with over 1000 diversity partners including companies and organizations that specifically target and attract women, minorities, veterans and individuals with disabilities.

The Company also partners with a job delivery company to post job openings with local employment offices and community-based organizations that focus on women, minorities, veterans, and individuals with disabilities. Some of the websites include *Hire A Hero*, *Job Opportunities for Disabled American Veterans*, *RecruitABILITY* and *US Diversity*.

Training and Guidance Regarding Diversity

Kinder Morgan provides Workplace Harassment and Discrimination Prevention training for employees. This training is for employees of Kinder Morgan, with additional information for Supervisors/Managers.

Connect, Inspire, Give

Kinder Morgan's Houston office launched a new Volunteer Program in 2018 that includes volunteer opportunities in the local community, as well as special drives for school supplies, toys, etc. The schedule includes many diverse events such as fun runs, home repairs, working at a food pantry, bayou clean-up, feeding the homeless community, and working with Special Olympics athletes.

The vision of the program is for employees to **CONNECT** with each other and the community with a common goal. The organizations we plan to support through these efforts will **INSPIRE** employees to **GIVE** of their time, talent and donations. The program is expected to benefit employees by providing an opportunity for them to connect with other employees in various departments. It will also help employees learn more about their community, improve morale, and develop new skills, while improving people's lives.