



Human Capital Development Programs

Kinder Morgan, Inc. prioritizes the health and safety of our employees every day. We also encourage and support continuous learning and professional development of our employees by offering training, tuition reimbursement, and other programs. These are described in more detail below.

New Supervisor Training - CORE

The CORE training program is a required leadership development course created to help newly promoted or hired leaders successfully make the transition from individual contributor to first-time leaders at Kinder Morgan. The program takes a blended approach to learning – online learning activities, monthly virtual roundtables (conference calls) to reinforce desired behaviors and follow-up by participants' leaders.

The program focuses on six behavioral changes necessary to be an effective leader and takes approximately 6 months to complete, with a time commitment of 2 – 4 hours per month.

High Potential Employee Training - Emerging Leaders Institute

Emerging Leaders Institute (ELI) is a two-year leadership development-training program. Kinder Morgan has developed ELI as part of a continuing strategy to drive operational excellence. It has been designed to enhance leadership skills, offer opportunities for insights in leadership style and new ideas, thoughts and tools to implement in the workplace.

Next Level

This program focuses on behaviors needed to transition from director level roles to vice-presidents. Course content includes discussions with senior leadership, self-assessments, and development planning.

Mid-Year and Annual Performance Review Program

Performance reviews are conducted to maximize employee productivity in order to achieve Company, department, and individual objectives through the active participation in the goal-setting process. The performance review program ensures that employees receive a timely and objective review of their job performance each year.

Tuition Reimbursement

The Company offers a Tuition Reimbursement program, which provides employees opportunities to complete college level courses that encourages and supports career growth within Kinder Morgan.

Relocation Assistance

Kinder Morgan provides relocation assistance to employees in order to provide career development opportunities that may become available at other company locations.