

## Intern Program

Tyr Energy, Inc. has established an intern program to provide graduate or law students with “real world” experiences and the chance to employ their skills in finance and business management or law on a daily basis as part of a functioning team of professional individuals. Making coffee and copies will not be on the list of your duties; rather you will have meaningful assignments in the areas of project acquisitions, complex financial modeling, performance of due diligence activities, researching and drafting compliance policies and procedures and preparation of bid documents in regard to pending transactions, asset management, document management and accounting, all of which are intended to enable you to put your education to work and develop your skill level and experience.

While the internships are intended for those currently in graduate training, there is the possibility that permanent positions with Tyr may be offered upon graduation, *if* the intern’s performance has been exemplary and *if* there is an on-going need for the position at Tyr at that time.

As a Tyr Energy intern, you will participate in a team of business development and management personnel who review and manage all activities regarding power project acquisition opportunities for Tyr, and you will also participate with those managing existing assets and with Tyr support services.

You’ll have real responsibilities, challenges, chances to work with senior management, obtain individual coaching, and the opportunity to demonstrate meaningful results. You’ll be expected to perform to our high standards and will receive performance feedback from the managers to whom you will be assigned.

Interns are considered temporary, part-time, hourly, at-will employees of Tyr Energy, Inc. Competitive, hourly compensation rates will be offered to each intern depending on the graduate or law school level of the individual, past employment experience and his or her level of expertise in the areas of finance and business management or the energy field. Hours of employment will be flexible and tailored to the graduate or law school course requirements of each individual to the extent possible while still meeting the business needs of Tyr. The maximum hours worked by interns generally will be 20-30 hours/week. Overtime must be approved in advance by the intern’s manager, and interns are not eligible to participate in any Tyr Energy, Inc. employee benefits plan. Tyr is an equal opportunity employer.

Tyr is looking for student interns who possess a strong focus in business with a B.S. or M.S. in business management, mathematics, statistics, engineering, accounting or computer science and who are working toward their M.B.A. with a focus on finance or a J.D. Past experience in the electric or energy sector would be helpful, but is not required.

## **Intern Program Objectives**

I. Acquaint participants with business development and asset management roles and responsibilities within Tyr Energy, Inc.

*Objective: To create a working understanding of the roles of business development and asset management and how they are integral to the overall Tyr corporate strategy.*

II. Provide a forum for exposure to power project contracts and their critical value drivers such as availability, heat rate, performance, events of default, payment requirements, regulatory considerations, operations, etc. This will include working with business development personnel on acquisition and development transaction, asset management personnel on currently owned assets, and working with accounting and legal on day-to-day matters arising out of the contracts, compliance and records management.

*Objective: Create a basis for understanding how project value is determined, paid for, earned and enhanced in order to achieve a clear understanding of the value proposition/impact of each contract.*

III. Assist with: complex model creation and model review for both prospective and existing assets; creation and management of an appropriate asset management system for internal and external reporting; financial reporting and document management.

*Objective: To create, collect and store data necessary to generate timely, properly formatted reports that facilitate effective decision-making on project opportunities and the optimization of the asset portfolio.*

IV. Attend meetings internally and externally regarding prospective acquisition and development opportunities and regarding contract issues affecting the current portfolio to address contractual, financial or administrative matters.

*Objective: To provide interns with the opportunity to assimilate the information they've learned into everyday business of contractual, financial and administrative decision-making.*