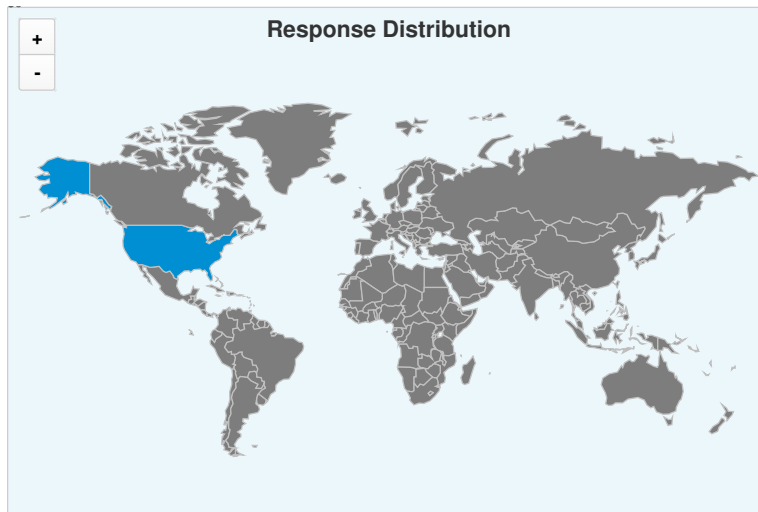


# Intern Survey 2018 - Dashboard

|               |               |                 |                         |                      |                             |
|---------------|---------------|-----------------|-------------------------|----------------------|-----------------------------|
| Sent to<br>72 | STARTED<br>21 | COMPLETED<br>21 | COMPLETION RATE<br>100% | RESPONSE RATE<br>29% | TIME TO COMPLETE<br>18 mins |
|---------------|---------------|-----------------|-------------------------|----------------------|-----------------------------|



| Countries    | Responses      |
|--------------|----------------|
| US           | 100.00%        |
| <b>Total</b> | <b>100.00%</b> |

## What do you find attractive about a possible career in the steel industry?

| What do you find attractive about a possible career in the steel industry? |          |                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                                 | 45534204 | I see that there is a need for good engineers in the steel industry. Metal/steel is used in so many industries and I want to help make a difference and keep the industry moving forward into the future.                                                                                                                                                                            |
| 07/20/2018                                                                 | 45468865 | I love the industrial environment. I also like the fact that as a metallurgist i wont just be sitting at a desk all day and will have the opportunity to go out in the plant.                                                                                                                                                                                                        |
| 07/19/2018                                                                 | 45458826 | From my summer internship, I have found that I enjoy the work that I was given while working in a steel mill. I enjoy the challenges that come with trying to make a product with the correct specifications for a customer while trying to keep the amount of waste at a minimum. In addition, the steel industry seems to pay very well, which helps make it an attractive career. |
| 07/18/2018                                                                 | 45453144 | A large number of openings and opportunities for metallurgist as the previous generation approaches retirement age.                                                                                                                                                                                                                                                                  |
| 07/18/2018                                                                 | 45453041 | The steel industry is the backbone of our country and the world. The attractive part of this is that is provides job security and satisfaction in what you are doing.                                                                                                                                                                                                                |
| 07/18/2018                                                                 | 45452885 | The unique manufacturing environment and the implementation of many different types of technologies.                                                                                                                                                                                                                                                                                 |
| 07/18/2018                                                                 | 45451313 | Steel is a fairly stable industry that offers interesting and exciting work. I also enjoy the fact that my efforts are actually producing something real and tangible that can be quantified and contributes to supplying the world with quality products.                                                                                                                           |
| 07/18/2018                                                                 | 45450468 | The ability to have research and design projects funded and welcomed                                                                                                                                                                                                                                                                                                                 |
| 07/17/2018                                                                 | 45442868 | There are so many possible routes that can be taken in the steel industry. I could start out as a mechanical engineer but if I wanted to change in the future, there's always that possibility. There is always something to learn and even though I am mechanical, I could be working with something completely out of my comfort zone that helps me learn.                         |
| 07/17/2018                                                                 | 45442472 | The Steel industry has things to offer that no where else can. Such as, huge equipment that makes and measures things down to several thousands of an inch. Also, the Steel Industry is an industry that will likely never go away.                                                                                                                                                  |
| 07/17/2018                                                                 | 45442313 | The consistent challenge it supplies.                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018                                                                 | 45441863 | Stable industry and fairly lucrative pay                                                                                                                                                                                                                                                                                                                                             |
| 07/17/2018                                                                 | 45441507 | I find the sense of camaraderie and never ending problems interesting as well as the fact that it would provide a good way for me to support myself.                                                                                                                                                                                                                                 |
| 07/17/2018                                                                 | 45441444 | The thing I find most attractive about a career in the steel industry is the many different positions that you can be in within the industry itself. You could go an entire career and still have stuff to learn about different processes in the steel industry.                                                                                                                    |
| 07/17/2018                                                                 | 45441240 | I believe the steel industry has such a diverse array of applications that will allow it to remain steady in markets that fluctuate.                                                                                                                                                                                                                                                 |
| 07/17/2018                                                                 | 45441089 | industry that is always in demand, its old and requires true grit. Very regarding personally, and financially.                                                                                                                                                                                                                                                                       |
| 07/17/2018                                                                 | 45439944 | The industry is well-established and steel will be in demand for the foreseeable future. Knowledge of the metallurgical principals and equipment used in steel making can be easily translated to other types of mills and processes.                                                                                                                                                |
| 07/17/2018                                                                 | 45439716 | Being an engineer in this industry would be exciting because there are constantly new challenges to face everyday and new technology is always being produced.                                                                                                                                                                                                                       |

|            |          |                                                                                                                                                                                                                                                                                                                                 |
|------------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/17/2018 | 45439698 | The steel industry checks a lot of boxes for my future careers. -Large networks for sharing and spreading ideas and information -Plenty of employment opportunities in locations of interests -Active research in material and processing improvements -Strong and stable position in industry providing relative job stability |
| 07/17/2018 | 45439363 | The ability to have a hands-on opportunity to work alongside the employees whom are producing the steel products in attempt to make an improvement to the overall process.                                                                                                                                                      |
| 07/17/2018 | 45439009 | It will always be around. Steel is a commodity and is used worldwide.                                                                                                                                                                                                                                                           |

### Is there anything that makes you apprehensive about pursuing a career in the steel industry?

| Is there anything that makes you apprehensive about pursuing a career in the steel industry? |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                                                   | 45534204 | Not really, the only thing would be if steel got taxed so bad that they had to let employees go or if the steel market dropped out bad.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/20/2018                                                                                   | 45468865 | I am concerned about the recent tariffs and the dumping of steel from china.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/19/2018                                                                                   | 45458826 | From what I understand it can be a cyclical industry, but since steel is such an important building material it does not worry me too much.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 07/18/2018                                                                                   | 45453144 | Volatility of the steel market, and what seems to be a general trend in the decrease of steel production in the US since the 1980s                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 07/18/2018                                                                                   | 45453041 | The steel industry is vast and it is difficult to actually find what you want to do as a job in it.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/18/2018                                                                                   | 45452885 | The market certainly fluctuates heavily and foreign competitors can make the same product for much lower cost. Also, sometimes metallurgists may be disliked if they are not active enough in helping out throughout the mill.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 07/18/2018                                                                                   | 45451313 | Only the location of steel mills. Where I want to live in the future has few options for working in the steel industry. Otherwise, no.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 07/18/2018                                                                                   | 45450468 | The way the market fluctuates                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 07/17/2018                                                                                   | 45442868 | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018                                                                                   | 45442472 | Working with union employee's                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 07/17/2018                                                                                   | 45442313 | Lack of upward mobility within companies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 07/17/2018                                                                                   | 45441863 | For me personally, it is a fairly dirty work environment and hot environment that I don't know if I want to pursue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 07/17/2018                                                                                   | 45441507 | The only thing that makes me a little apprehensive is the long weeks. Most of the engineers at my plant are here from 6-6:30am until 5-6pm Monday thru Friday and sometimes they even have to come in on weekends. Most also get paid like they work 40 hour weeks not 50-60 hour weeks. Time is very important to me. My time away from work is very important to me and because of these extended weeks it makes me a little apprehensive.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018                                                                                   | 45441444 | The steel industry is a very demanding environment, both mentally and physically. While I'm not necessarily apprehensive at the moment about this, it is something to keep in mind for the future.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 07/17/2018                                                                                   | 45441240 | The steel industry is vary hazardous, but with correct safety policies and common sense the risk can be very low.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/17/2018                                                                                   | 45441089 | Union vs non-union shops. Non-union steel mills allow me to get my hands on projects and learn. I feel union style mills may be more restrictive.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/17/2018                                                                                   | 45439944 | It is an unclean and fairly dangerous industry. Many employees out in the mill are working incredibly long hours and shifts that force them to alternate their sleep schedules between days and nights on almost a weekly basis. These employees are working near liquid metal, overhead cranes hauling several tons, rotating equipment, and corrosive chemicals to name a few. This seems stupid and dangerous considering the companies pride themselves on health and safety being their #1 concern. Workers deal with it because they have no other option or way to earn the same money they earn here. Despite what the company leaders say, making money is the real #1 concern. Additionally, the industry is predominantly male. This isn't so much of an issue until a woman comes in and the men think they have to watch what they say and do so as to not offend our delicate sensibilities. As if we'll burst into tears if we hear a swear word or a disagreement. |
| 07/17/2018                                                                                   | 45439716 | The cyclical nature of the industry. Basically the highs and the lows of demand.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 07/17/2018                                                                                   | 45439698 | Lack of variety. Ideally, I don't end of working with a single or limited quantity of alloys for an extended period of time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018                                                                                   | 45439363 | The previous actions of foreign steel making companies which has made it difficult for domestic steel companies in the past.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018                                                                                   | 45439009 | It's not where one of my big interests is in.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

### Besides Steel Manufacturing Technology, what other industries are you considering?

| Besides Steel Manufacturing Technology, what other industries are you considering? |          |                                                                                                                              |
|------------------------------------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                                         | 45534204 | I like the medical industry, it is far from the steel industry, but lots of different metal products can and are used in it. |
| 07/20/2018                                                                         | 45468865 | Aluminum and High performance alloys                                                                                         |
| 07/19/2018                                                                         | 45458826 | I am also considering the aerospace industry at this time.                                                                   |
| 07/18/2018                                                                         | 45453144 |                                                                                                                              |
| 07/18/2018                                                                         | 45453041 | Other foundry and metallurgical based areas, however steel manufacturing is most likely what I will be pursuing              |
| 07/18/2018                                                                         | 45452885 | Metal casting industry and shipbuilding.                                                                                     |

|            |          |                                                                                                                                                                                                                                                                                                                        |
|------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/18/2018 | 45451313 | Aluminum manufacturing interests me. If I were to not go into the steel industry, I would probably be in the aluminum industry.                                                                                                                                                                                        |
| 07/18/2018 | 45450468 | Design for military/ private sector                                                                                                                                                                                                                                                                                    |
| 07/17/2018 | 45442868 | My first choices coming into this internship were aerospace or automotive, but now things have completely changed and I plan to make a career in the steel industry.                                                                                                                                                   |
| 07/17/2018 | 45442472 | Sustainable energy, because it is a growing field. Also, the medical industry, because there is plenty of money in that field.                                                                                                                                                                                         |
| 07/17/2018 | 45442313 | Aerospace                                                                                                                                                                                                                                                                                                              |
| 07/17/2018 | 45441863 | I am open to anything                                                                                                                                                                                                                                                                                                  |
| 07/17/2018 | 45441507 | Potentially automotive and more down stream processing of steel. Research has some potential as well. I think working on things like titanium in steel and how to make better quality titanium grades with a thin slab is interesting. But overall, I just like steel (the material) much better than other materials. |
| 07/17/2018 | 45441444 | Any heavy industry that involves lots of automation, such as automotive.                                                                                                                                                                                                                                               |
| 07/17/2018 | 45441240 | I am also interested in the petroleum industry as well as the automotive industry.                                                                                                                                                                                                                                     |
| 07/17/2018 | 45441089 | industrial automation, agriculture                                                                                                                                                                                                                                                                                     |
| 07/17/2018 | 45439944 | Aluminum manufacturing, aerospace, biomedical, entrepreneurship                                                                                                                                                                                                                                                        |
| 07/17/2018 | 45439716 | The oil industry.                                                                                                                                                                                                                                                                                                      |
| 07/17/2018 | 45439698 | Automotive manufacturing, failure analysis, aluminum manufacturing                                                                                                                                                                                                                                                     |
| 07/17/2018 | 45439363 | I would also consider the field of military defense.                                                                                                                                                                                                                                                                   |
| 07/17/2018 | 45439009 | Defense                                                                                                                                                                                                                                                                                                                |

## What was your favorite experience during your internship?

| What was your favorite experience during your internship? |          |                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                | 45534204 | Being able to build and work on projects and see them make a difference on the factory floor. It was great to see the praise I received from employees after making an improvement to a process.                                                                                                                        |
| 07/20/2018                                                | 45468865 | My favorite experience was just the overall satisfaction I got from contributing to something larger than myself.                                                                                                                                                                                                       |
| 07/19/2018                                                | 45458826 | I really enjoyed getting to know more people within the steel industry and learning what goes on in the day to day life of a Metallurgical Engineer. I feel that both of these were crucial towards my path towards a possible career in the steel industry.                                                            |
| 07/18/2018                                                | 45453144 | A dilatometry pin study to build a CCT diagram. This was a project that I was given and sort of let loose on, it was completely driven and coordinated at my pace. I was able to spend a good portion of time in the lab, and there were many opportunities to learn new information and work with other metallurgists. |
| 07/18/2018                                                | 45453041 | Learning the ins and outs of production.                                                                                                                                                                                                                                                                                |
| 07/18/2018                                                | 45452885 | Seeing my projects come to life in the mill and knowing I had a positive impact.                                                                                                                                                                                                                                        |
| 07/18/2018                                                | 45451313 | Being able to roam the plant working on my projects on my own was an important experience for me because I felt trusted to be able to do my work safely and it made it feel like I actually worked here and wasn't just an intern.                                                                                      |
| 07/18/2018                                                | 45450468 | being able to design and work with other engineers on projects                                                                                                                                                                                                                                                          |
| 07/17/2018                                                | 45442868 | Going on tours of all the different facilities of the company. It was a great event to learn about the company as well as meet many new people! Slagging for the first time was fun too.                                                                                                                                |
| 07/17/2018                                                | 45442472 | Traveling to ATI to look at a continuous caster in person.                                                                                                                                                                                                                                                              |
| 07/17/2018                                                | 45442313 | Working on the systems surrounding a new set of equipment that was going to be installed.                                                                                                                                                                                                                               |
| 07/17/2018                                                | 45441863 | Being able to experience a lot of different jobs, places and experiences                                                                                                                                                                                                                                                |
| 07/17/2018                                                | 45441507 | I enjoy the day to day interactions with the people as well as the unconventional problems that come my way. I liked building on the preexisting relationships I already had with some of the people I had at my mill.                                                                                                  |
| 07/17/2018                                                | 45441444 | My favorite experience during the internship was getting to a point where I knew enough to actually contribute day-to-day and play a part in helping the mill run better.                                                                                                                                               |
| 07/17/2018                                                | 45441240 | My favorite experience has been watching the new mill expansion come together. It is an interesting process to watch as several different contractors and crews coordinate with one another.                                                                                                                            |
| 07/17/2018                                                | 45441089 | Being able to work side by side with some of the hardest working people in the industry.                                                                                                                                                                                                                                |
| 07/17/2018                                                | 45439944 | I have learned an incredible amount about the steel making process and various manufacturing steps. I have enjoyed working with experienced engineers and operators on the mill floor. The sheer size of the equipment used is very impressive.                                                                         |
| 07/17/2018                                                | 45439716 | Learning and having real responsibilities and projects.                                                                                                                                                                                                                                                                 |

|            |          |                                                                                                                                                                                                                         |
|------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/17/2018 | 45439698 | Learning each component of our companies processes by getting hands on experience. Speaking at length with the engineers has also been of great value.                                                                  |
| 07/17/2018 | 45439363 | I enjoyed working alongside the engineering staff, maintenance team and production crews. They were more than happy to take the time to teach me and help me further understand the equipment and steel making process. |
| 07/17/2018 | 45439009 | Seeing a completely new area and meeting a bunch of new people                                                                                                                                                          |

## What was your least favorite internship experience?

| What was your least favorite internship experience? |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                          | 45534204 | Having to help in the hot and very hard finishing department at our facility. Swinging hammers all the time is not enjoyable.                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 07/20/2018                                          | 45468865 | My least favorite part of the internship was data entering.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 07/19/2018                                          | 45458826 | I would say the slow times between projects when there was not always a whole lot of work to do. It was during these times that I tried to expand my skills in other areas by practicing with SQL or other programs that we used. I would also use these times as opportunities to meet different people around the mill, and see all the different jobs that go into the steel we produce.                                                                                                                                                                           |
| 07/18/2018                                          | 45453144 | My desk was located in a completely different part of the mill from the other metallurgists, therefore I did not get to see much of how the metallurgy group interacts, or how a full time employee splits their time between a desk, the lab, and the office. Additionally, the beginning of the internship I felt like I did not have a good idea of how to dedicate my time/projects to work on and when I finished a project I would have to go to my mentor to get something new to work on, sometimes multiple times a day and I began to feel like a nuisance. |
| 07/18/2018                                          | 45453041 | The safety training is long a tedious. However it is highly necessary and therefore is not a problem                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/18/2018                                          | 45452885 | My mentors wanted me to work independently, and for a while I was not sure if I was doing an adequate job.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/18/2018                                          | 45451313 | Mississippi in the summer in a steel mill. It's very, very hot. Otherwise, I enjoyed it overall.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 07/18/2018                                          | 45450468 | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 07/17/2018                                          | 45442868 | Sitting at a desk all day some days.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/17/2018                                          | 45442472 | Not knowing anything about the company and not knowing what I am going to be working on throughout the summer.                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 07/17/2018                                          | 45442313 | Assembling data for analysis.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 07/17/2018                                          | 45441863 | The fact that I never really got to know anyone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018                                          | 45441507 | I was not a fan of some of the down time that I had. I had a lot more than I did last summer and it made me feel very useless. I tried to find other things to keep myself busy but most people ended up saying they didn't need help which wasn't the best thing in the world.                                                                                                                                                                                                                                                                                       |
| 07/17/2018                                          | 45441444 | My least favorite experience was when I was very new and unable to assist in the day-to-day operations of the mill. Though this is just part of the learning curve, it did make me feel as though I wasn't very useful.                                                                                                                                                                                                                                                                                                                                               |
| 07/17/2018                                          | 45441240 | I have enjoyed my internship very much. The only portion that wasn't as enjoyable was filing drawings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018                                          | 45441089 | Having to move on from my internship and go back to school.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 07/17/2018                                          | 45439944 | Being treated differently because I'm a woman. Learning the grim reality of a corporate environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/17/2018                                          | 45439716 | The heat                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 07/17/2018                                          | 45439698 | At times, limited involvement in day-to-day processes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018                                          | 45439363 | I didn't have any negative experiences with my internship this summer. I enjoyed the tasks that I was given and the once that I found myself.                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 07/17/2018                                          | 45439009 | living alone. I would rather have roommates                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

## What should companies do to improve the intern experience?

| What should companies do to improve the intern experience? |          |                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                 | 45534204 | Ensure to keep good communication throughout the experience and challenge the intern with harder projects. Projects that require us to use our engineering skills and talents.                                                                                           |
| 07/20/2018                                                 | 45468865 | Independence is very important for interns. In order for an individual to grow and gain confidence, the person must be allowed to be independent and complete projects on their own without a supervisor micromanaging the whole thing.                                  |
| 07/19/2018                                                 | 45458826 | I would say a detailed plan of what the company wants to do with interns would go a long way in the experience as an intern. Having your supervisors know what they want you to work on with plans for projects throughout the internship would be extremely beneficial. |
| 07/18/2018                                                 | 45453144 | When hiring multiple interns, house them together and foster an intern community/ culture                                                                                                                                                                                |
| 07/18/2018                                                 | 45453041 | assure there is a project ready for the intern upon arrival. 3 months is not long as therefore if the project is ready it is more likely to be completed in time.                                                                                                        |
| 07/18/2018                                                 | 45452885 | Make sure proper guidance is given so that as much can be learned as possible.                                                                                                                                                                                           |

|            |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/18/2018 | 45451313 | Treat the interns like regular employees to an extent. That's one of the things I enjoyed while working at SDI. I wasn't some intern that wasn't allowed to do this or that, I was given responsibility and projects and was expected to deliver on them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 07/18/2018 | 45450468 | have interns in more departments so that every department can have extra help and help a student potentially work with incoming experience                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018 | 45442868 | Make sure the supervisors are having the interns doing meaningful work. Working in the steel industry, a lot of the work is done out in the plant, sitting at a desk, on the computer, teaches you a lot, but not as much as being out in the plant and getting your hands on things.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 07/17/2018 | 45442472 | Have projects ready for them when they start and always have time to help or guide them when needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 07/17/2018 | 45442313 | Get them involved in projects.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/17/2018 | 45441863 | One thing that I enjoyed about my last internship was that they brought every intern in at the same time and took them through orientation at the same time in the same room. It really helped everyone get along and get to know each other. I also think that being allowed to work more overtime would be nice. You're getting young men and women, many of whom are here for just the summer, that can work and I think that your younger days are a time to put in work and make some money, before having a family or any other real responsibilities. One other small thing is getting paid for holidays, I just think that we shouldn't be forced to day an unpaid day off. Either pay us or give us the opportunity to work. Most everyone else is getting paid for it and I can guarantee most other people are getting paid a lot more than us. Also, \$15 an hour is a little low for the engineering industry, I got \$18 last summer and a lot of other benefits/incentives |
| 07/17/2018 | 45441507 | I would suggest that they really plan out what they want for interns to do. They know the qualities they are looking for in a new employee, design projects that have a 3 month duration and will help to show whether or not the intern has the chops to survive in the industry. Projects that include thinking and planning on their part as well as yours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/17/2018 | 45441444 | It might be helpful if companies had a formal training program pre-internship for some of the software that is used for automation and troubleshooting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 07/17/2018 | 45441240 | Companies should continue to give interns more projects that require them to interact with contractors and engineering firms to improve their communication skills.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018 | 45441089 | Move them around in the company to make them more well rounded in exposure to the entire company. I.e. corporate, hot side, cold side.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 07/17/2018 | 45439944 | Lay out expectations ahead of time, and have a supervisor who is able and willing to answer questions and give direction if necessary. My supervisor has been very good about this but I do not think that is always the case.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/17/2018 | 45439716 | I don't think there's anything they could have improved on.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 07/17/2018 | 45439698 | Limit isolation and make them involved. Invite interns to meetings and other relevant events even if involvement is limited to listening and taking notes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 07/17/2018 | 45439363 | I think that companies should allow for the interns to help in the mill and work with the teams who work in the mill. They are very knowledgeable and will be able to show you numerous things. I myself used my available time in-between projects to learn from and work with the teams in the mill.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 07/17/2018 | 45439009 | Redo living arrangements, everything in office was super helpful                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## In your experience, what do you feel makes the ideal internship?

| In your experience, what do you feel makes the ideal internship? |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/27/2018                                                       | 45534204 | Great communication. An ability to work on my own projects without someone always over my shoulder and checking on me. The ability to design and build my own projects.                                                                                                                                                                                                                                                                                                                   |
| 07/20/2018                                                       | 45468865 | The ideal internship for me is the company assigning projects that need completion at the beginning of the internship and letting you complete them on your own.                                                                                                                                                                                                                                                                                                                          |
| 07/19/2018                                                       | 45458826 | I would say that the ideal internship is one where both the intern and the company are getting something out of it. The intern is getting great experience towards a future job, making valuable connections with people in the steel industry, and earning good money that will help go towards school expenses. The company will get the benefit of an extra hand to work on different projects and the opportunity to see if the intern is a good fit for a future within the company. |
| 07/18/2018                                                       | 45453144 | An experience that accurately represents the work and projects that a full time employee in my field would realistically pursue.                                                                                                                                                                                                                                                                                                                                                          |
| 07/18/2018                                                       | 45453041 | A balance of learning and work. An internship should be a learning experience in order to help the student identify if that environment is the right suit for them but it should still give work In order to give the student a taste of what they should be doing and make the student a value to the company.                                                                                                                                                                           |
| 07/18/2018                                                       | 45452885 | Working at a place where you want to end up full time with good people and your work is valuable.                                                                                                                                                                                                                                                                                                                                                                                         |
| 07/18/2018                                                       | 45451313 | Like I said above, being a normal employee. It is different because you're only interning for a few months, but after about the first month I was treated normally and it was a good experience.                                                                                                                                                                                                                                                                                          |
| 07/18/2018                                                       | 45450468 | one that challenges you and helps you to learn the skills necessary to do everyday task                                                                                                                                                                                                                                                                                                                                                                                                   |
| 07/17/2018                                                       | 45442868 | Learning. Learning about the company, learning about the plant, and doing things that are fun to learn, loving what you do.                                                                                                                                                                                                                                                                                                                                                               |
| 07/17/2018                                                       | 45442472 | Working as an intern, you are looking to learn and expand your knowledge at the workplace. This is possible through a meaningful project to work that will test and expand your knowledge as a future engineer.                                                                                                                                                                                                                                                                           |
| 07/17/2018                                                       | 45442313 | One that exposes the intern to different aspects of the process and informs them about what a career in the industry would look like.                                                                                                                                                                                                                                                                                                                                                     |

|            |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07/17/2018 | 45441863 | An opportunity that allows the intern to experience a lot of different facets that they may be interested and allows them to experience real life industry. Working on real world problems with their mentors and outside people, just being treated as a person rather than just an intern.                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018 | 45441507 | When I am given a project that I can take over as mine. On the surface it looks like something that can be finished in a month, but with a closer look there are more parts to it than originally thought. One where you can really own your project and you don't have to keep asking your mentor for work because you've managed to streamline their project. I appreciate what has been suggested to me about learning a job that just opened up, however, I mentally can't focus on six or seven things at a time. Learning the new job on top of my intern projects I could maybe make it work, but I would look like the biggest flake moving from one idea to the other and that's not the impression I want to give off. I want something with good bones. |
| 07/17/2018 | 45441444 | The thing that makes a ideal internship is when you have people around you who are willing to take time to show you how to do stuff, even if it means it takes longer to finish a particular job.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 07/17/2018 | 45441240 | The ideal internship gives the student a chance to see what the company's culture is like as well as the industry, while also allowing the company to test the relationship with the intern.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 07/17/2018 | 45441089 | Having a potential future in that position. More importantly, working on important, real-world projects that make a difference. Not being treated as "just an Intern"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 07/17/2018 | 45439944 | The ideal internship is one that allows you to learn and absorb information, but also challenges you to figure some things out on your own. In my opinion that is the most effective way to learn a lesson. A friendly atmosphere among the department goes a long way.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07/17/2018 | 45439716 | I think being treated like you are valuable asset and allowing you to accept responsibilities and accomplish real tasks. I also think making you go out and talk to people to learn things is very beneficial.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 07/17/2018 | 45439698 | An internship should give intern a firm grasp on what the company does and how it operates. By the end of the internship, the intern should be comfortable working with the employees, capable of mostly independent work, and be confident in their ability to take on new projects within the company.                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 07/17/2018 | 45439363 | I think the ideal internship has the right amount of balance between assigned tasks and also time for the individual to be self motivated and find tasks to do. Also, I think that when the employees are willing to help an intern learn and help them understand things that makes a perfect internship.                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 07/17/2018 | 45439009 | Hands on experience in the job force, not making coffee and filling printers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |