



Fueling Conversations

Each month, Fueling Conversations – a monthly chat with Dave Bauer, President and CEO of National Fuel – will be delivered to your inbox. If you have recommendations on topics, questions, or comments, please email corpcomm@natfuel.com.

For 117 years, National Fuel has been deeply rooted in the local communities where we operate. In the last decade, U.S. companies have experienced major shifts in workforce demographics and National Fuel is no exception. Nearly 34% of our workforce is comprised of new employees – or those hired in the last five years. Additionally, nearly 60% of employees have been hired in the last 10 years.

It should be no surprise that this shift has also affected our corporate culture. While there have been adjustments to employee benefits and management styles, the core of the Company has remained the same: the employees who are the heart and soul of National Fuel. Although the average tenure of a National Fuel employee is only 11 years, 79% of employees agree they would like to work at the Company for their entire careers.*

“We’re a conservative company with a long history of providing a critical service to the communities in which we operate,” said Dave. “We take good care of our employees and provide rewarding careers with both upward mobility and excellent job security.”

When asked what advice he would offer to new employees, Dave offered three valuable messages:

- Be safe. There’s no job so urgent or important that it can’t be done safely. Do the right thing, no matter what.
- Never stop asking why or why not. Just because we’ve always done something one way, doesn’t mean there might not be a more efficient way.
- Don’t forget to have fun!

Our talented and dedicated employees are our greatest asset, and we continue to attract some of the best and brightest minds in the energy industry. As we further evaluate employee benefits to build on our strong corporate culture, we look forward to bringing you more updates in the coming months.



Pictured: Jose Perez, Serviceman, Distribution Corporation

*Please note: This number reflects supervisory and non-union hourly employees surveyed in 2019.