



Windstream's Finance Leadership Program

is designed to attract highly motivated and talented individuals with a finance-related background. Each employee in the program is assigned to a series of finance- and accounting-related teams, each requiring immersion into the operations of that group's practices and procedures, as well as providing exposure to management. The Finance Leadership Development Program equips participants for future finance and accounting management roles.

WIN's Finance Leadership Development Program is a chance to demonstrate advanced business and leadership skills while pursuing accelerated advancement through:

► ROTATIONS

Participate in a series of 12–18 month tours in various work groups with exposure to Windstream's many accounting, audit, and operational job functions.

► TRAINING

Engage in a structured training plan with focus on leadership development, presentations, and project management. Trainings include monthly Third Thursday Trainings and Executive Sessions, which include small-group learning sessions with Windstream's top executives.

► SPECIAL PROJECTS

Develop management skills early on in your career by engaging in, and leading, special projects that interest you throughout your time in the program.

► PROFESSIONAL CERTIFICATIONS

Focus on professional certifications with enablers such as the Becker review, tuition and professional dues reimbursement, and priority for promotion once certified.

► MENTORSHIPS

Benefit from a dedicated program facilitator, a program coach, and a one-on-one management mentor. Together, you will work with these individuals to engage in sessions that are focused on your career path and leadership development.

► PRESENTATIONS

Participate, benefit, and learn from annual presentations conducted by each member in the program. This allows you to sharpen your presentation skills in preparation for future leadership opportunities.

► PHILANTHROPY

Contribute, and participate in, the multiple annual volunteer activities organized by the WLP and program members.

► EXTRACURRICULAR ACTIVITIES

Connect with other young professionals and build camaraderie through regular WLP outings, the Windstream softball team, monthly lunches, and other events.

QUALIFICATIONS

- **Must be located in Little Rock**
- **3.2+ GPA requirement**
- **Ideal majors include: accounting, finance, economics, MIS, business management, and other business-related fields.**



www.facebook.com/financeleadershipdevelopment



www.instagram.com/win_finance_leadership



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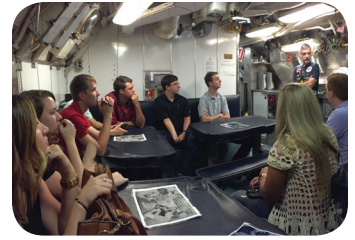
Philanthropy: Bowling for Kids



Intern Orientation: Escape Room



Team Building: Fun Park Outing



Learning: USS Razorback Outing

Why work for Windstream?

- ▶ **CASUAL DRESS CODE:** Non-customer-facing positions follow a casual dress code. Jeans are welcome!
- ▶ **FUN CULTURE:** We truly care about empowering our people and giving back to the community.
- ▶ **CAREER PATHS:** We don't offer jobs; we offer careers ... complete with training, educational support, and opportunities for growth and advancement.

THE WINDSTREAM ADVANTAGE

Experience the Benefits For all that you devote to a job, you should have the best in return. From a friendly, team-focused environment to progressive salaries and health plans, our benefits work hard for you.

PAID TIME OFF

- Vacation
- Holidays
- Optional Holidays
- Jury Duty
- Trial Witness Leave
- Bereavement/Funeral
- Military

HEALTH INSURANCE

- Medical Insurance Options

- Prescription Drug Plan
- Dental Insurance Options
- Vision Coverage
- Pre-Tax Flexible Spending Accounts

LIFE & ACCIDENT INSURANCE

- Basic Life, Accidental Death and Dismemberment Insurance
- Spouse Life Insurance

- Child Life Insurance
- Income Protection Plans
- Sick Pay Program
- Short-Term/Long-Term Disability Insurance
- Workers' Compensation

RETIREMENT PLANS

- 401(k) Matching Plan

ADDITIONAL SAVINGS PLAN

- Employee Stock Purchase Plan

MORE BENEFITS

- Employee Referral Program
- Educational Assistance Program
- Well-being Program and Incentives
- Scholarship Program for Employee Children
- Adoption Assistance Program



Here's what last year's interns had to say!

I love shadowing different people.

My team's cubicles are surrounded by many other networking teams. Through the connections my team members have I've been able to shadow with several other people around the office. Learning about the responsibilities of other teams has given me a better perspective of the company.

— Brok S.

I've learned skills about myself from other people that I've worked on projects with that has made me more confident in professional abilities!

I was eating lunch with my mom one day and we ran into someone that I worked on a project with and she talked about how quick and efficient I was, which made me feel comfortable and that I belonged, instead of just an intern who gets the work that no one else wants to deal with or has time to do.

— T'Neria R.

The aspect of the internship that I have enjoyed the most has been how much effort my mentors have put into helping me learn about databases and the business world. I have also enjoyed the relaxed atmosphere of Windstream and getting to observe what a typical work day is like.

— Caroline M.

You are just a click away from finding a rewarding career at Windstream. Visit windstreamtalent.com today.

