

The Cintas Internship Experience

The Journey Begins Here!

Our internship program provides you a unique and immersive experience including:

- Rotational experiences in a Fortune 500 Company.
- Activities to enhance your leadership and business acumen.
- Connections and support through mentorship.
- Interactions with executive leadership.
- Opportunities to build your network.



Scan the QR code to Apply



INTERNSHIP PROGRAM OVERVIEW



YOUR **CAREER**
STARTS HERE



careers.cintas.com

HOW IT WORKS

Department Rotations

Join in on the work

Drive impact through the work in:

- Production/Warehouse.
- Service.
- Sales.

Summit and Capstone

Come together

Connect with other interns and partners to:

- Grow your skills.
- Reflect on and share your experiences.
- Celebrate your achievements.

Orientation

Get to know Cintas

Connect and learn to get you Ready for the Workday®.

You will:

- Get to know us.
- Gain clarity on the role and expectations.
- Begin to connect with others!

Ready for the Next Steps

Discover what is next in your career at Cintas

- Discuss your key learnings from the intern experience.
- Consider your next steps.
- Provide feedback on your experience.

The four pillars of the Cintas Experience, Connect, Learn, Contribute, Reflect - are designed to work together to provide you the tools and opportunities to discover the possibilities ahead.



Learn

Discover new passions that can shape your future through:

- Workshops and training courses.
- Ongoing meetings to understand how Cintas operates.



Connect

Build relationships through networking with our experienced partners to acclimate to the Cintas culture and foster a sense of belonging.



Contribute

Work alongside a partner in the business to see firsthand and begin to apply what you learn.



Reflect

Take time to learn from your/our experiences. Reflection can serve to get your strategic, tactical, and creative juices flowing, which builds business acumen, grows your skills, and ultimately makes us all better.



Cintas Management Trainee, Internship FAQs

Cintas' Management Trainee and Internship programs are about more than just a training program. They are about career development, preparation for success and finding where you fit within our team. Throughout the programs, you will gain a renewed sense of purpose and will secure the tools to make a difference as an individual, in the community and at Cintas.

Management Trainee Program

What is a typical day?

Throughout your Management Trainee (MT) program, you will rotate through all aspects of the business to gain knowledge of each department from the ground up. You will have the opportunity to learn and experience departments such as: Office, Service, Production/Warehouse and Sales.

Do I get paid?

The MT program is a full-time, salaried position with full benefits.

Is the entire MT program completed at the same location?

The program will be completed at the location you were initially hired. Should business needs arise, you may be asked to relocate to complete an assigned project or assigned to specific projects that require travel to other locations.

Will I be traveling during my MT program?

You will be asked to attend training courses at Cintas headquarters in Cincinnati, Ohio. If additional training and development courses are scheduled outside of your location, you may be asked to travel.

How long is each rotation?

Each rotation is three to five months typically, depending on the division and business needs.

Who oversees my development during the MT program?

The General Manager does. You will be assigned a mentor on your first day, who is a current or former MT. We recommend having a mentor throughout your career, starting in the MT program.

In addition to the hands-on training from the MT program, what additional opportunities are there for professional development?

You will complete trainings that include, Meticulous Hiring, Core Course, Green Belt, Sales Training and Diversity and Inclusion training. Beyond trainings throughout your career, you will also have professional development conversations with your direct supervisor at least one time per quarter.

Am I placed after the MT program or is there a chance I could be let go after the program?

Upon completion of the program, the Management Trainee will have the opportunity to pursue a key role in growing the business as a Sales Representative. A partner will then be eligible to apply for a position in one of several areas, including but not limited to: Sales, Production/Warehouse Management, Office Management or Service Management.

Can I move geographically after the MT program?

MTs will work with local and regional leadership to determine relocation options. Additionally, you will create a profile in our Talent Management System identifying your willingness to relocate and in which location.

Intern Program

How long is the intern program?

8 to 12 weeks

Do I get hired full time after my intern program? Upon completion of your intern program, you may meet with the General Manager to determine potential MT positions to which you can apply.

Becoming a Cintas Employee-Partner

What is included in the benefits package for the MT program?

Health care benefits, basic life and accidental death and dismemberment (AD&D) insurance, short-term disability, partners plan 401(k), profit sharing, employee stock ownership, paid time off.

What is vacation/PTO time?

New partners receive 80 hours of prorated paid time off (PTO) based on the length of service employed during their first fiscal year. A year is defined as the Company's 12-month fiscal period, beginning June 1 and ending May 31 each year. Partners will be eligible for 120 hours of PTO after one year of service.

careers.cintas.com

Cintas Corporation is an EEO/Affirmative Action Employer and will make all employment-related decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

CINTAS
READY FOR THE WORKDAY®